



RECREATIONAL FACILITIES AND EMPLOYEES' JOB

PERFORMANCE IN SELECTED RIVERS STATE OWNED TERTIARY INSTITUTIONS

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Abstract

The study investigated recreational facilities and employees' job performance in selected Rivers state owned tertiary institutions. Correlational research design was used for the study. Four research questions and four null hypotheses were formulated to guide the study. The population of the study consisted of 100 managerial staff of the selected Rivers state owned tertiary institutions. Census sampling technique was used for the study. A self-designed questionnaire titled: 'Recreational

Facilities and Employees
Job Performance
Questionnaire (RFEJPQ)
was used for data
collection. Face and
content validation were

done by other
experts in
Measurement
and Evaluation.
The reliability
coefficient of
(RFEJPQ) was
established

using test-retest
method which
yielded a
reliability index of $r=0.71$.
Pearson Product
Moment Correlation
(PPMC) was used to
answer the research
questions and test the
null hypothesis at 0.05
level of significance. The
study revealed that there
was a high positive
relationship between
sports facilities, staff club
and employees' quality
service delivery and
innovativeness in

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tertiary.

selected Rivers state owned tertiary institutions. The study further revealed that there was significant relationship between sports facilities, staff club and employees' quality service delivery and innovativeness in selected Rivers state owned tertiary institutions. It was recommended among others that; tertiary institutions in the state should have a mandatory once-a-month recreational day were all employees of the

institution are mandated to engage in any recreational activity of their choice for the purpose of boosting their mental health and general job performance.

Introduction

Increasing and intense competitiveness in the market has made performance the most important issue for profit and non-profit organizations. Employee performance has been described in many ways; ability to achieve targets, realize goals, attain benchmarks. Most commonly people immediately talked of job performance as what a person did at work. Different stages of job as well the complexity of a job also affects the overall performance of the jobholder. This could mean that job performance as a construct could be defined in different ways depending on the different stages and complexities of the job (Mahmood, 2021). Mahmood (2021) noted that job performance resulted from two elements, abilities and skills (natural or acquired) that an employee possessed, and motivation to use them in order to perform a better job. Nyone (2024) disclosed that job performance is the result of an employee's contribution to organizational success.

Employees experience stressful situation at work from the effects of stressors that emanate from the work environment and other personal-related factors. Some of the stressors in this regard are said to be functional, while others are dysfunctional, and can impede employees from having a good fit with the work environment for them to perform in achieving their personal goals and that of the organization (Racka, 2018). Racka further suggested that, managing employee stress in the workplace involve individual and organizational level strategies that can minimize the manifestations and menace of dysfunctional stressors. This means that, stressors are integral to

the work environment, and those that are dysfunctional in nature can be maintained at an optimal level through effective stress management strategies. One way of achieving this is by providing workplace recreational activities.

As part of human resource development, organizations and individuals are slowly appreciating the concept of planning and managing employee recreation. Wester (2021) contends that creating some leisure time in the course of the day allows employees to recharge themselves psychologically and emotionally and this can lead to improved job performance. There is increased involvement in leisure activities and wellness programmes by organizations in a bid to promote employees' physical and mental health. This was why Graw (2018) noted that the demand for man-made additional resources for recreation is greater now than before. Graw added that though there are many mushrooming of entertainment and sports clubs around the cities, many organizations have invested large sums of money to provide such facilities within the workplace environment.

Many scholars have discussed the effects of recreation programs on job performance and productivity. For instance, Golaszewski (2016) and Wattles (2015) reported that health promotion programs resulted in fewer health claims and lower absenteeism. Another report confirming this assertion was Aga (2019) that showed how health problems such as diabetes mellitus and hypertension declined when employees engaged in workplace recreation or leisure activities. Similarly, Omana (2016) have supported the concept of workplace recreation arguing that setting aside leisure time and wellness programs improves the employees' quality of life thereby enhancing their job performance, mental status, and physical health. Recreational activities involve an element of enjoyment and happiness obtained from engaging in something one likes. Different recreational facilities serve as sources of immense pleasure and provide relaxation to one's mind and body. In this modern era, a consistent recreational programme has been justified by the claims that it improves the morale and fitness of workers as well as the traditional benefits of increased productivity (Aeny, 2020). Some of the

recreational activities help us in developing leadership qualities and interpersonal skills.

Recreation, therefore, increases the efficiency of workers. The benefits of regular recreational activities include insurance discounts, decline in absenteeism, lower turnover, lower health care claims, increased job efficiency, improved communication between workers and employees, improved employee relations and recruitment of high quality personnel (Ogu, 2017). However, given the life style of many people, especially in developing nations, engagement in recreational activities appears to be on the decline, most especially due to the state of such economies, which demand the input of extra hours to earn additional income to take care of day to day needs. This trend does not exclude employees of educational institutions in Nigeria. Against this back drop, there is an urgent need for proper management of work and leisure in educational institutions such as universities, so as to derive optimum benefits that consistent recreational activities could provide. The academic and non-academic staff normally experience pressure on a routine basis, resulting into boredom and tiredness. Academic and non-academic staff work mostly involves activities that are highly energy sapping. Therefore, it would be most appropriate for this crop of workers to find an outlet to let out the stress and strain of life. Employees in tertiary institutions ought to be positively engaged during their free time to make good use of it, instead of engaging in negative and antisocial activities, such as drunkenness (Achugbu, 2019). To achieve this, it is necessary to begin to investigate issues around the connectivity between recreation facilities and the job performance of academic and non-academic staff of universities. This was necessary as a precursor to identifying patterns and preferences, so as to determine the best approach to sustain or improve participation in recreation by staff of tertiary institutions, for the benefits of their health and wellbeing, and for the fact that they train the manpower that support the economy and protect the Nation.

Statement of the Problem

Keen observation by the researcher indicates that in most Nigerian universities, employees work nearly all days of the week in order to meet up with the demands of teaching, research and personal development. This way of life has created high tension and emotional problems among the staffs in Nigerian Universities and as such, could threaten their health and result into low productivity. There are also observations that some staffs in tertiary institutions in Rivers State show a high rate of inactivity which was of a primary concern because of its resultant health consequences. Similarly, the researcher observes that the attitude towards use of recreational facilities among employees in tertiary institutions in Rivers State appears to conform to the general pattern that reflects low interest and negligence. Coupled with the fact that, there are several functional recreational facilities such as University staff club, Basketball Court, Football Pitch, Athletic Tracks, Table Tennis, and Lawn Tennis Court, in Rivers State Universities which staff members can utilize for recreational purposes, in order to enhance their fitness and quality of life during their free period, but these recreational centers appear to be underutilized and in some cases almost abandoned. The study therefore examined recreational facilities and employees' job performance in selected Rivers state owned tertiary institutions.

Conceptual Framework

This section looked at the conceptual framework on recreational facilities and employees' job performance in selected state owned tertiary institution in Rivers State. The following were the independent and dependent variables: Recreational facilities was the independent variable, while job performance was the dependent variable.

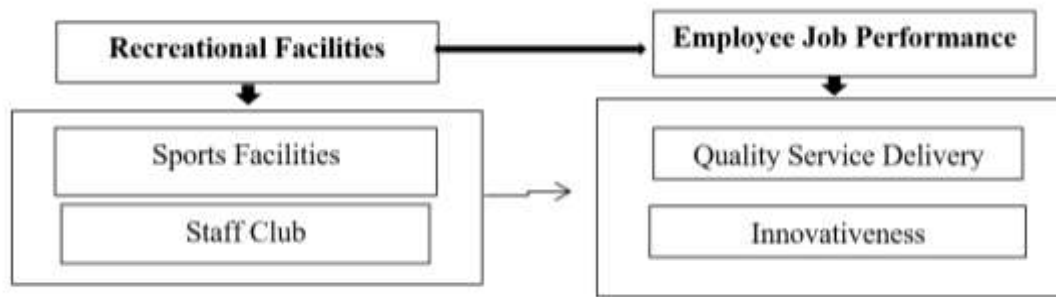


Fig. 1: Conceptual framework showing the relationship between recreational facilities and employees job performance

Source: Researcher's Field Survey Data, (2024)

Aim and Objectives of the Study

The aim of the study is to examine the relationship between recreational facilities and employees' job performance in selected Rivers state owned tertiary institutions. Specifically, the objectives will:

1. examine the relationship between sports facilities and employees quality service delivery in selected Rivers state owned tertiary institutions
2. examine the relationship between sports facilities and employees innovativeness in selected Rivers state owned tertiary institutions
3. examine the relationship between staff club and employees quality service delivery in selected Rivers state owned tertiary institutions
4. examine the relationship between staff club and employees innovativeness in selected Rivers state owned tertiary institutions

Research Questions

This research work will be guided by the following research questions.

1. What is the relationship between sports facilities and employees quality service delivery in selected Rivers state owned tertiary institutions?
2. What is the relationship between sports facilities and employees innovativeness in selected Rivers state owned tertiary institutions?
3. What is the relationship between staff club and employees quality service delivery in selected Rivers state owned tertiary institutions?

4. What is the relationship between staff club and employees innovativeness in selected Rivers state owned tertiary institutions?

Hypotheses

The following hypotheses are postulated and will be tested at the 0.05 level of significance to further guide the conduct of this study;

- Ho₁**, There is no significant relationship between sports facilities and employees' quality service delivery in selected Rivers state owned tertiary institutions
- Ho₂**, There is no significant relationship between sports facilities and employees innovativeness in selected Rivers state owned tertiary institutions
- Ho₃**, There is no significant relationship between staff club and employees quality service delivery in selected Rivers state owned tertiary institutions
- H₄**, There is no significant relationship between staff club and employees innovativeness in selected Rivers state owned tertiary institutions

Method

This study adopted correlational research design. The total population was 100 managerial staff of the selected Rivers state owned tertiary institutions from Ignatius Ajuru University of Education, Rivers State University, Captain Elechi Amadi Polytechnic and Ken Saro Wiwa Polytechnic. Census sampling technique was used to select the sample of 100 respondents for the study. The research instrument was a self-designed instrument titled "Recreational Facilities and Employees Job Performance Questionnaire (RFEJPQ)". The RFEJPQ instrument contained two sections; A and B. Section A; was known as demographic data, it was used for the collection of personal information from the respondents like staff status and gender. Section B; consisted of items that elicited responses from the respondent's regarding the relationship between recreational facilities and job performance. The "Recreational Facilities and Employees Job Performance Questionnaire (RFEJPQ) had 20 items structured on a four point likert rating scale of Strongly Agree (SA) = 4, Agree (A) = 3, Disagree (D) = 2, and Strongly Disagree (SD) = 1. To determine

the reliability of the instrument, the researcher used test re-test reliability method which yielded a reliability index of $r=0.71$. Pearson Product Moment Correlation (PPMC) was used to answer the research questions and test the null hypothesis at 0.05 level of significance. The data collected were analyzed with the aid of Statistical Package for Social Science (SPSS) version 25.0.

Results

Research Question One

What is the relationship between sports facilities and employees quality service delivery in selected Rivers state owned tertiary institutions?

Hypothesis One

There is no significant relationship between sports facilities and employees' quality service delivery in selected Rivers state owned tertiary institutions

Table 1: Relationship between Sports Facilities and Employees Quality Service Delivery Correlations

		Sports Facilities	Quality Service Delivery
Sports Facilities	Pearson Correlation	1	0.782**
	Sig. (2-tailed)		0.000
	N	100	100
Quality Service Delivery	Pearson Correlation	0.782**	1
	Sig. (2-tailed)	0.000	
	N	100	100

** . Correlation is significant at the 0.05 level (2-tailed).

Table 1 shows the relationship between sports facilities and employees' quality service delivery in selected Rivers state owned tertiary institutions. The result revealed that sports facilities relate to employees' quality service

delivery in selected Rivers state owned tertiary institutions ($r = 0.782$). This result implies that as scores on sports facilities increases, there is a corresponding increase in employees' quality service. Table 1 further revealed that the relationship between sports facilities and employees' quality service delivery in selected Rivers state owned tertiary institutions is significant at 0.05 level. This is because the calculated r-value (0.782) is greater than the table r-value (0.195). This implies that the null hypothesis is rejected while the alternate hypothesis is accepted. The result shows that there is significant relationship between sports facilities and employees' quality service delivery in selected Rivers state owned tertiary institutions.

Research Question Two

What is the relationship between sports facilities and employees innovativeness in selected Rivers state owned tertiary institutions?

Hypothesis Two

There is no significant relationship between sports facilities and employees innovativeness in selected Rivers state owned tertiary institutions

Table 2: Relationship between Sports Facilities and Employees Innovativeness Correlations

		Sports Facilities	Employees Innovativeness
Sports Facilities	Pearson Correlation	1	0.635 ^{**}
	Sig. (2-tailed)		0.000
	N	100	100
Employees Innovativeness	Pearson Correlation	0.635 ^{**}	1
	Sig. (2-tailed)	0.000	
	N	100	100

****.** Correlation is significant at the 0.05 level (2-tailed).

Table 2 shows the relationship between sports facilities and employees innovativeness in selected Rivers state owned tertiary institutions. The result revealed that sports facilities relate to employees innovativeness in selected Rivers state owned tertiary institutions ($r = 0.635$). This result implies that as scores on sports facilities increases, there is a corresponding increase in employees innovativeness. Table 2 further revealed that the relationship between sports facilities and employees innovativeness in selected Rivers state owned tertiary institutions is significant at 0.05 level. This is because the calculated r-value (0.635) is greater than the table r-value (0.195). This implies that the null hypothesis is rejected while the alternate hypothesis is accepted. The result shows that there is significant relationship between sports facilities and employees innovativeness in selected Rivers state owned tertiary institutions

Research Question Three

What is the relationship between staff club and employees quality service delivery in selected Rivers state owned tertiary institutions?

Hypothesis Three

There is no significant relationship between staff club and employees quality service delivery in selected Rivers state owned tertiary institutions

Table 3: Relationship between Staff Club and Employees Quality Service Delivery Correlations

			Staff Club	Quality Service Delivery
Staff Club	Pearson Correlation	1	0.597 ^{**}	
	Sig. (2-tailed)		0.000	
	N	100	100	
Quality Service	Pearson	0.597 ^{**}	1	

Delivery	Correlation		
	Sig. (2-tailed)	0.000	
	N	100	100

** . Correlation is significant at the 0.05 level (2-tailed).

Table 3 shows the relationship between staff club and employees quality service delivery in selected Rivers state owned tertiary institutions. The result revealed that staff club relate to employees quality service delivery in selected Rivers state owned tertiary institutions ($r = 0.597$). This result implies that as scores on staff club increases, there is a corresponding increase in employees quality service delivery. Table 3 further revealed that the relationship between staff club and employees quality service delivery in selected Rivers state owned tertiary institutions is significant at 0.05 level. This is because the calculated r-value (0.597) is greater than the table r-value (0.195). This implies that the null hypothesis is rejected while the alternate hypothesis is accepted. The result shows that there is significant relationship between staff club and employees quality service delivery in selected Rivers state owned tertiary institutions.

Research Question Four

What is the relationship between staff club and employees innovativeness in selected Rivers state owned tertiary institutions?

Hypothesis Four

There is no significant relationship between staff club and employees innovativeness in selected Rivers state owned tertiary institutions

Table 4: Relationship between Staff Club and Employees Innovativeness Correlations

		Staff Club	Employees Innovativeness
Staff Club	Pearson Correlation	1	0.926**

	Sig. (2-tailed)		0.000
	N	100	100
Employees Innovativeness	Pearson Correlation	0.926**	1
	Sig. (2-tailed)	0.000	
	N	100	100

** . Correlation is significant at the 0.05 level (2-tailed).

Table 4 shows the relationship between staff club and employees innovativeness in selected Rivers state owned tertiary institutions. The result revealed that the staff club relate to employees innovativeness in selected Rivers state owned tertiary institutions ($r = 0.926$). This result implies that as scores on staff club increases, there is a corresponding increase in employees innovativeness. Table 4 further revealed that the relationship between staff club and employees innovativeness in selected Rivers state owned tertiary institutions is significant at 0.05 level. This is because the calculated r-value (0.926) is greater than the table r-value (0.195). This implies that the null hypothesis is rejected while the alternate hypothesis is accepted. The result shows that there is significant relationship between staff club and employees innovativeness in selected Rivers state owned tertiary institutions.

Discussion of Findings

The finding of research question one and hypothesis one (Table 1) revealed that there is a high positive relationship between sports facilities and employees quality service delivery in selected Rivers state owned tertiary institutions. And that there is significant relationship between sports facilities and employees' quality service delivery in selected Rivers state owned tertiary institutions. The finding is in tandem with the study of Aeny (2020) who revealed that sports facilities offer a wide variety of recreational opportunities that contribute to physical fitness, mental health, social interaction, and overall well-being as its contribution in an organization is directly relational to employee quality in service delivery.

The finding of research question two and hypothesis two (Table 2) revealed that there is a high positive relationship between sports facilities and employees innovativeness in selected Rivers state owned tertiary institutions. And that there is significant relationship between sports facilities and employees' innovativeness in selected Rivers state owned tertiary institutions. The finding is in agreement with the revelation of Mahmood (2021) who observed that sports was a tool for character formation as it inculcates a sense of discipline among individuals since no one can succeed in sports unless he/ she was disciplined in time management, proper dressing, feeding, among others as use of sports facilities for private employees in the banking sector was significantly influenced the employees level of innovativeness.

The finding of research question three and hypothesis three (Table 3) revealed that there is a high positive relationship between staff club and employees quality service delivery in selected Rivers state owned tertiary institutions. And that there is significant relationship between staff club and employees' quality service delivery in selected Rivers state owned tertiary institutions. The finding is in tandem with the study of Graw (2018) who observed that employees reported high job productivity when they worked at organizations that had staff club. The finding is not surprising as preliminary observation by the researcher indicates that most academic and non-academic staff of tertiary institutions usually see the staff club as a stress relieving centre where to have the opportunity to engage in leisure activities and social support activities which ultimately enhances their performance and quality in service delivery.

The finding of research question four and hypothesis four (Table 4) revealed that there is a high positive relationship between staff club and employees innovativeness in selected Rivers state owned tertiary institutions. And that there is significant relationship between staff club and employees' innovativeness in selected Rivers state owned tertiary institutions. The finding is in line with the study of Ogu (2017) who revealed that staff members are opportune to unwind and recharge after a long day at work by engaging in recreational activities which promotes physical well-being and

also helps alleviate stress, improves overall mental health, and enhances employees innovativeness.

Conclusion

Based on the results of the study, the researcher concluded that there was a high positive relationship between sports facilities, staff club and employees' quality service delivery and innovativeness in selected Rivers state owned tertiary institutions. That there was significant relationship between sports facilities, staff club and employees' quality service delivery and innovativeness in selected Rivers state owned tertiary institutions.

Recommendations

Based on the findings of the study the researcher made the following recommendations:

1. There is need for the management of tertiary institutions in Rivers state to address the many hindrances to staff participation in the use of recreational facilities in their various institutions such as time factor, cost and the provision of a variety of recreational facilities since the use of recreational facilities have been found to enhance employees job performance.
2. The study proposes that tertiary institutions should evaluate their employee's schedules so that workplace recreation is not done completely on the employee's time but rather to be performed partly on the institutions time.
3. In addition, tertiary institutions in the state should have a mandatory once-a-month recreation day were all employees of the institution are mandated to engage in any recreational activity of their choice for the purpose of boosting their mental health and general productivity.
4. Enlightenment campaign should be carried out vigorously through the use of Ignatius Ajuru University of Education and Rivers State University; Amazing and Classic FM respectively to educate the staffs on the important of recreational activities.

5. Physical health awareness could be carried on staff on a department-bydepartment basis by both physical and medical health instructors with results provided on the spot as well as advice given to staffs to imbibe the culture of participating in recreational activities.
6. The department of physical and health education being the university custodian of sports should organize workshops and seminars on the importance of recreational activities to the performance of employees and their overall health.

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