



**EFFECT OF PHYSICAL FITNESS PROGRAMME WITH AND WITHOUT RECREATIONAL GAMES
ON JOB INVOLVEMENT AND JOB SATISFACTION VARIABLES
AMONG LABOURS OF FIREWORK FACTORIES**

Dr.P.MUTHUKUMAR¹ & Dr.T.MALAIYARASI²

¹Director of Physical Education, Department of Physical Education, Aarupadai Veedu Institute of Technology, Chennai, Tamilnadu, India.

²Assistant Professor, Department of Tamil, AM Jain College, Chennai, Tamilnadu, India.

Abstract

The purpose of the present study was to find out effect of physical fitness programme with and without recreational games on Job Involvement and Job satisfaction among Labours of Firework Factories. To achieve the purpose of the study, the investigator selected 90 subjects. They were selected from various fire work factories in Sivakasi, Virudhunagar District, Tamil Nadu. Their age ranged between 21 and 26 years. The randomly assigned in to three groups namely Experimental group-I physical fitness programme with recreational games (PFPWRG), Experimental group-II physical fitness programme without recreational games (PFPWORG) and Control Group (CG). Each group consists of 30 subjects. The following variables on namely Job involvement and Job satisfaction were selected for the study. They were tested with measured Job Involvement Questionnaire developed by Ashok Pratap Singh (1989) and Job Satisfaction Questionnaire developed by Dubey, B.L., Uppal K.K. and Verma, S.K. (1989) test respectively. The training period was twelve weeks. The Analysis of Covariance (ANACOVA) and post hoc test was used to assess the collected data. From the analysis of data it was proved that there was a Job Involvement and Job satisfaction were significantly improved by the both forms of experimental groups namely the physical fitness programme with recreational games and physical fitness programme without recreational games group among Labours of Firework Factories. The physical fitness programme with recreational games was found better in improving the Job Involvement and Job satisfaction than the physical fitness programme without recreational games among Labours of Firework Factories.

Keywords: Physical Fitness Programme, Recreational Games, Job Involvement, Job satisfaction Labours of Firework Factories.

INTRODUCTION

Physical fitness is the ability to perform occupational, recreational, and daily activities without becoming unduly fatigued (Vivian Heyward 2010). Recreational activities are often done for enjoyment, amusement, or pleasure and are considered to be "fun" (McLean & Rogers, 2005). Job involvement measures the degree to which people identify psychologically with their job and consider their perceived performance level important to self – worth. Employees with high level of Job involvement strongly identify with and really care about the kind of work they do. (Robbins, Stephen & Judge Timothy, 2007). Contentment (or lack of it) arising out of inter play of employees positive and negative feeling toward his or her work. The term of job satisfaction can be defined as a positive feeling about one's job resulting from on evaluation of its characteristics. A person with high level of job satisfaction holds positive feelings about the job, while a person who is dissatisfied holds negative feelings about the job. (Robbins, Stephen & Judge Timothy, 2007).

STATEMENT OF THE PROBLEM

The purpose of the study was to find out the effect of physical fitness programme with and without recreational games on Job Involvement and Job satisfaction among Labours of Firework Factories.

HYPOTHESES

1. It was hypothesized that there would be significant improvement on Job involvement and Job satisfaction among labours of fireworks factories due to Physical Fitness Programme with and without Recreational Games.
2. It was hypothesized that there would be better significant improvement on Job involvement and Job satisfaction among labours of fireworks factories due to Physical Fitness Programme with Recreational Games than the Physical Fitness Programme without Recreational Games.

METHODOLOGY

The purpose of the present study was find out effect of physical fitness programme with and without recreational games on Job Involvement and Job

satisfaction among Labours of Firework Factories. To achieve the purpose of the study, the investigator selected ninety men subjects from various fire work factories in Sivakasi, Virudhunagar District, Tamilnadu and divided in three groups namely Experimental group-I physical fitness programme with recreational games (PFPWRG), Experimental group-II physical fitness programme without recreational games (PFPWORG) and Control Group (CG) each consist of thirty subjects. Their age ranged between 21 to 26 years. The following

variables on namely Job Involvement and Job satisfaction were selected for the study. They were measured Job Involvement Questionnaire developed by Ashok Pratap Singh (1989) and Job Satisfaction Questionnaire developed by Dubey, B.L., Uppal K.K. and Verma, S.K. (1989) test respectively. The training period was twelve weeks. The Analysis of Covariance (ANACOVA) and post hoc test was used to assess the collected data.

TABLE - I
PHYSICAL FITNESS PROGRAMME WITH RECREATIONAL GAMES TRAINING SCHEDULE

Day	Fitness Training	Duration
Monday	Warm up, Stretching, Flexibility training, Recreational games and cool down	Warm up and stretching – 10 minutes. Flexibility training– 40 minutes. Recreational games – 20 minutes. Cool down – 10 minutes.
Tuesday	Warm up, Stretching, Dynamic Strength-training, Recreational games and cool down	Warm up and stretching – 10 minutes. Dynamic Strength-training– 40 minutes. Recreational games – 20 minutes. Cool down - 10 minutes.
Wednesday	Warm up, Stretching, Static Strength-training, Recreational games and cool down	Warm up and stretching – 10 minutes. Static Strength-training – 40 minutes. Recreational games - 20 minutes. Cool down - 10 minutes.
Thursday	Warm up, Stretching, Aerobic training, Recreational games and cool down	Warm up and stretching – 10 minutes. Aerobic training– 40 minutes. Recreational games - 20 minutes. Cool down - 10 minutes.
Friday	Warm up, Stretching, Circuit training and Recreational games and cool down	Warm up and stretching – 10 minutes. Circuit training– 40 minutes. Recreational games- 20 minutes. Cool down - 10 minutes.

TABLE - II
PHYSICAL FITNESS PROGRAMME WITHOUT RECREATIONAL GAMES TRAINING SCHEDULE

Day	Fitness Training	Duration
Monday	Warm up, Stretching, Flexibility Training and cool down	Warm up and stretching – 10 minutes. Flexibility training – 60minutes. Cool down - 10 minutes.
Tuesday	Warm up, Stretching, Dynamic Strength-training and cool down	Warm up and stretching – 10 minutes. Dynamic Strength- training– 60minutes. Cool down - 10 minutes.
Wednesday	Warm up, Stretching, Static Strength-training and cool down	Warm up and stretching – 10 minutes. Static Strength-training– 60minutes. Cool down - 10 minutes.

Thursday	Warm up, Stretching, Aerobic training and cool down	Warm up and stretching – 10 minutes. Aerobic training– 60minutes. Cool down - 10 minutes.
Friday	Warm up, Stretching, Circuit training and cool down	Warm up and stretching – 10 minutes. Circuit training – 60 minutes. Cool down - 10 minutes.

RESULTS AND DISCUSSION

TABLE - III

COMPUTATION OF ANALYSIS OF COVARIANCE ON JOB INVOLVEMENT AND JOB SATISFACTION

Test	Mean			SV	Sum of Squares	df	Mean Squares	Obtained F
	Experimental Group- I (PFPWRG)	Experimental Group - II (PFPWORG)	Control Group (CG)					
Variable : Job Involvement								
Pre test	75.70	74.50	73.73	B	58.96	2	29.48	1.79
				W	1431.67	87	16.46	
Post test	79.40	77.37	73.80	B	482.16	2	241.08	17.52*
				W	1196.97	87	13.76	
Adjusted	78.51	77.49	74.57	B	243.04	2	121.52	56.93*
				W	183.59	86	2.13	
Mean gain	3.70	2.87	0.07					
Variable : Job Satisfaction								
Pre test	40.53	41.93	42.80	B	78.49	2	39.24	1.53
				W	2232.13	87	25.66	
Post test	37.47	39.97	42.67	B	405.80	2	202.90	6.89*
				W	2561.10	87	29.44	
Adjusted	38.75	39.78	41.57	B	118.63	2	59.31	47.65*
				W	107.04	86	1.24	
Mean gain	3.07	1.97	0.13					

Table F – ratio at 0.05 level confidence for 3 and 87(df) = 3.10, 3 and 86 (df) = 3.10

*Significant

The pre test scores of experimental group I, experimental group II and control group on Job Involvement were 75.70, 74.50 and 73.73 and Job satisfaction were 40.53, 41.93 and 42.80 respectively. The post test scores of experimental group I, experimental group II and control group on Job Involvement were 79.40, 77.37 and 73.80 and Job satisfaction were 37.47, 39.47 and 42.67 respectively. The ordered adjusted mean scores of experimental group I, experimental group II and control group on Job Involvement were 78.51, 77.49 and 74.57 and Job satisfaction were 38.75, 39.78 and 41.57 respectively. The mean gain in the experimental group I, experimental group II and control group on Job Involvement were 3.70, 2.87 and 0.07 and Job satisfaction were 3.07, 1.97 and 0.13 respectively. The obtained F value on pre test scores 1.79 and 1.53 was less than the required F value

of 3.10 to be significant at 0.05 level. This proved that there were no significant deference between the experimental and control groups indicating that the process of randomization of the groups was perfect while assigning the subjects to groups. The post test scores analysis proved that were significant differences between groups, as the obtained F value 17.52 and 6.89 was greater than the required F value of 3.10. This proved that the differences between the post test means of the subjects were significant. Taking into consideration the pre and post test scores among the both experimental groups, adjusted mean scores were calculated and subjected to statistical treatment. The obtained F value of 56.93 and 47.65 was greater than the required F value 3.10. This proved that there was a significant difference among the means due to the experimental training on Job Involvement and Job satisfaction.

TABLE - IV
SCHEFFE'S POST HOC TEST ON JOB INVOLVEMENT AND JOB SATISFACTION

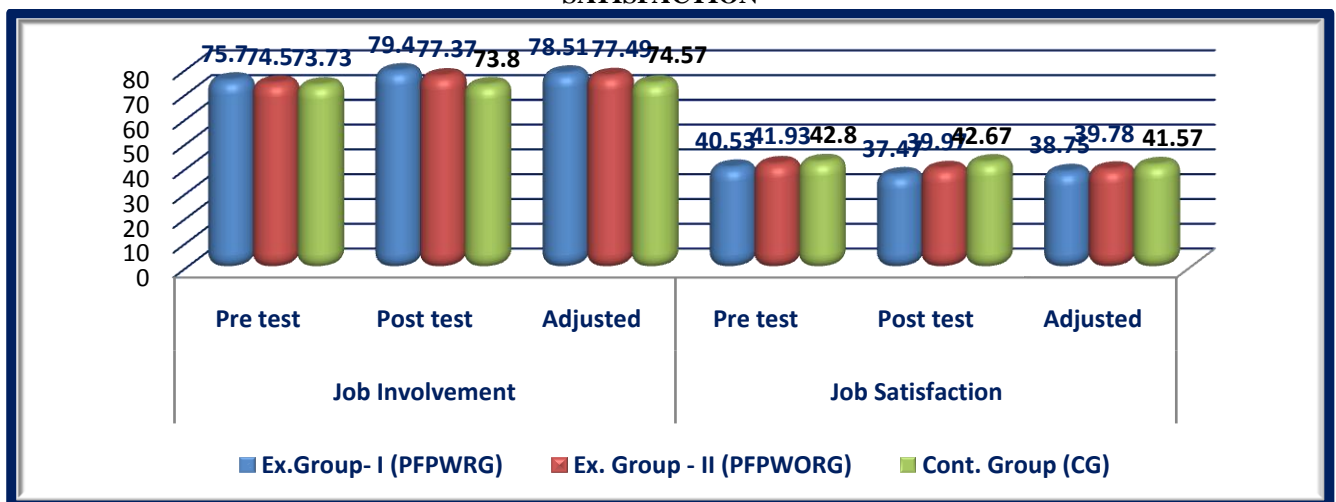
Experimental Group- I (PFPWRG)	Experimental Group - II (PFPWORG)	Control Group (CG)	MD	CI
Variable : Job Involvement				
78.51	77.49	-	1.02*	0.94
78.51	-	74.57	3.95*	
-	77.49	74.57	2.92*	
Variable : Job Satisfaction				
38.75	39.78	-	1.03*	0.72
38.75	-	41.57	2.82*	
	39.78	41.57	1.79*	

*Significant

The multiple mean comparison (Job Involvement and Job satisfaction) showed in Table IV proved that there was significant differences exists between the adjusted means of physical fitness programme with recreational games and physical fitness programme without recreational games group, Physical fitness programme with recreational games and control group and Physical fitness programme without recreational games group and control group as the mean difference were greater than the obtained confidence interval 0.94. Comparing the means of the two experimental groups, experimental group -I (Physical fitness programme with recreational games) found better in improving job involvement than the experimental group -II (Physical fitness programme without recreational games group).

The multiple mean comparison showed in Table IV proved that there was significant differences exists between the adjusted means of physical fitness programme with recreational games and physical fitness programme without recreational games group, Physical fitness programme with recreational games and control group and Physical fitness programme without recreational games group and control group as the mean difference were greater than the obtained confidence interval 0.72. Comparing the means of the two experimental groups, experimental group -I (Physical fitness programme with recreational games) found better in improving job satisfaction than the experimental group -II (Physical fitness programme without recreational games group).

FIGURE 1
BAR DIAGRAM ON PRE, POST AND ORDERED ADJUSTED MEANS OF JOB INVOLVEMENT AND JOB SATISFACTION



CONCLUSIONS

1. The selected organizational variables such as job involvement and job satisfaction were significantly improved by both forms of experimental groups namely the Physical fitness programme with recreational games and Physical fitness programme without recreational games among the labours of fireworks factories.
2. The Physical fitness programme with recreational games was found better in improving job involvement and job than the Physical fitness programme without recreational games group.

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