

Introduction

[Health & Medicine](#), [Stress](#)



INTRODUCTION Background of the study A key objective of human resource management is to contribute towards the achievement of high level of employee and organization performance (Armstrong, 2005). Hutchinson, Kinnie, Purcell and Boxall (2003) contend that intangible assets such as culture, skill, competence, motivation and social interaction between people and teams are increasingly being seen as a source of strength in enhancing performance. This is evident in those firms which can combine people and processes together. Organizations therefore need to put in place actions which are aimed at ensuring employees maximize their potential at the work place. As stated by Boxall et al (2003), individual performance is a function of ability, motivation and opportunity (AMO); what they refer to as the fundamentals of employee's productivity. As part of human resource development, organizations and individuals are slowly appreciating the concept of planning and managing employee recreation. American Council on Exercise (2000), 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 companies in a bid to promote employees' physical and mental health. According to Taylor (2008), the demand for man made additional resources for recreation is greater now than before. Though there are many mushrooming of entertainment and sports clubs, many organizations have invested large sums of money to provide such facilities within the workplace. Kenya Utalii College is one such organization in Kenya that has invested heavily and provides recreation for its employees. Besides being inherently

beneficial to employees, such initiatives can make a significant contribution to reducing absenteeism and raising productivity (Cohen, 1999). Physical work plays a major role in one's life. It is believed to be a life sustenance activity, which in turn poses a threat to health due to activities involved. Wehmeier (2000) described work as something that involves physical or mental effort. There are three (3) classes of workers, mental workers and the physico-mental workers. The purely physical workers are generally "the hewers of wood and drawers of water". The mental workers are those who achieve results with little or no manual labour, while physico-mental workers comprise those who combine physical work with mental work for achieving the desired results. Talabi (1997) further explained that the mental workers include managers, top executives and people at the helm of affairs of the country and big establishments. Their work results in a sedentary life, characterized by the majority of top executive positions in Nigeria. This results in mental and emotional stress far in excess of the physical stress, leading to the occurrence of different health problems. Industries are characterized by long working hours; often late at night and very early morning reporting. Much of the work requires employees to be constantly on their feet and customer interactions can be stressful, as employees may be verbally abused for service problems that are none of their doing and completely out of their control. In addition, many of them have problems maintaining a work-life balance. These factors individually or in combination lead to ill-health, low morale, conflicts and high levels of stress. In an effort to help employees cope with such issues, organizations have invested in workplace recreation. There is evidence that workplace recreation has a

positive effect on employee performance (WHO, 2003). Workplace physical activity and recreation programmes in USA have helped reduce short-term sick leave (by 32%), health care costs (by 20-55%) and increased productivity (by 52%). However, scanty empirical data is available of the situation in developing world (WHO, 2003). Reduction of such kinds of avoidable costs is potentially important, especially in the developing countries such as Nigeria as it would lead to higher employee performance. Some companies have established workplace recreation in a bid to provide leisure and meet employee welfare requirements.

STATEMENT OF THE PROBLEM The study of Tijani and Enyiorji (2006) revealed that staff of the First Bank of Nigeria Plc for instance, go to work early and close late, from Monday to Friday. Moreover, the weekend leisure has also been affected adversely, with the introduction of Saturday banking, leaving the worker with Sunday, which some of the workers use for worship. Worse still, is the monetization of the staff's annual leave, which in general makes it difficult if not impossible for the staff to undertake leisure activities. Research efforts of Ajayi (2002) and Fadoju (2004) also revealed that stress appears to be a common phenomenon in every life's endeavour and the antidote to this phenomenon is regular participation in exercise and recreational activities. In the light of this, it is however necessary to investigate the roles played by recreation on workers of Stanmark and Cocoa Company, because it has been observed that due to the nature of their job, they are subjected to stressful conditions, which eventually wreck a lot of havoc on their health. Therefore, this research project focuses on examining the perceived influence of recreation on productivity of Stanmark and Cocoa Company Ile-Oluji.

Research Questions 1) Will Job Satisfaction be a significant influence of recreation on productivity of Stanmark and Cocoa Company workers? 2) Will quality of Service and customer satisfaction be a significant influence of recreation on productivity of Stanmark and Cocoa Company workers? 3) Will improvement of healthy Life Style be a significant influence of recreation on productivity of Stanmark and Cocoa Company workers? 4) Will strengthening of relationships among the workers be a significant influence of recreation on productivity of Stanmark and Cocoa Company workers? 5) Will improvement of self esteem of the workers be a significant influence of recreation on productivity of Stanmark and Cocoa Company workers? Research Hypothesis 1) Job Satisfaction will not be a significant influence of recreation on productivity of Stanmark and Cocoa Company workers? 2) Quality of Service and customer satisfaction will not be a significant influence of recreation on productivity of Stanmark and Cocoa Company workers? 3) Improvement of healthy Life Style will not be a significant influence of recreation on productivity of Stanmark and Cocoa Company workers? 4) Strengthening of relationships among the workers will not be a significant influence of recreation on productivity of Stanmark and Cocoa Company workers? 5) Improvement of self esteem of the workers will not be a significant influence of recreation on productivity of Stanmark and Cocoa Company workers?

Significance of the Study The result of this study will educate company administrators on how to use recreational programmes as vanguard for the promotion of productivity in their companies. It would also serve as an eye opener for the administrators, on the need to necessarily incorporate recreational programmes, into the programmes of the companies in order to

further enhance productivity. The recommendation of this research project, when published, would enlighten the authorities of companies, on how to encourage their workers, to actively engage in recreational programmes for the purpose of bringing about productivity in their companies. The results of this study would serve as baseline data for other studies in this area. More so, the result of this research project would add more to the existing pool of knowledge and also reinforce companies' authority in sorting plans and programmes through their sports committee in their distinctive efforts to mount recreational programmes that will promote productivity in their companies. Hence, the study will create awareness among company, industry, factory workers and general public of values derivable from recreation.

Delimitations of the study This research project is delimited to the examination of the perceived influence of recreation on productivity of Stanmark and Cocoa Company, Ile-Oluji. The study participants consist of workers in Stanmark and Cocoa Company, Ile-Oluji.

Limitations to the study This research is limited to Stanmark and Cocoa Company, Ile-Oluji owing to time factor. Some respondents delayed the questionnaire while some did not even return the copies of the questionnaire. Also, some respondents responses to the questionnaire did not supply the high percentage of correct information which would have given the true picture of the impact of recreation on productivity.

Definition of Terms The under listed terminologies were utilized in the course of the project and they constitute meanings peculiar to the context of the project.

1. Recreation : This is an activity of leisure, leisure being discretionary time. The " need to do something for recreation" seems to be an essential element of human biology and

psychology. Recreational activities are often done for enjoyment, amusement, or pleasure and are considered to be " fun". The term recreation implies participation to be healthy refreshing mind and body. 2. Productivity: This is the state in which a greater output is achieved in a short time without any decline or depreciation in the quality of work. On the other hand, it infers to a quality or state or being productive, increased efficiency and the rate at which goods and services are produced and the conditions of an increased output. This situation can be influenced by the extent and quality of its resources of land capital and labor. 3. Worker: A person who works in an organization, firm, company, industry.

CHAPTER TWO LITERATURE REVIEW

This chapter reviews literature related to examining the perceived influence of recreation on productivity of Stanmark and Cocoa Company, Ile-Oluji. The following headings were used as guide: i. INTRODUCTION. ii. CONCEPT AND NATURE OF RECREATION. iii. SCOPE OF RECREATION. iv. OBJECTIVES OF RECREATION. v. CHARACTERISTICS OF RECREATION. vi. NEEDS FOR RECREATION. vii. RECREATION AND STRESS AT WORK. viii. RECREATION AND PRODUCTIVITY OF WORKERS. ix. CONCEPT OF RECREATION FOR WORKERS. x. BENEFITS OF RECREATION TO WORKERS. xi. EFFECTS OF RECREATION ON HUMAN DEVELOPMENT. xii. CONCLUSION. INTRODUCTION The consequences of low productivity among workers on their company in addition to the national economy of the USA (Pfeiffer, 1998), posed a major problem for company managers, who came to the conclusion that an increase in productivity cannot be achieved without the introduction of new incentives for their employees. One of the incentives was the establishment of sports and recreation programs, aimed at the increase in the employees'

effectiveness (Bates, McClusky, Bernard & Gieske, 1998). The first companies offering sports and recreation activities to their employees appeared in the USA in late sixties (Shephard, 1986). Baun & Baun (1984), report that more than 50, 000 American companies offer sports and recreation activities to their employees and there are more than 3, 000 consultants active in this field. The employers focus was to improve their employees' state of health, which in turn would reduce expenses and the increase profit for their companies (Wanzel, 1994). The improvement of the employees' health through the establishment of sports and recreation programs resulted in profits that were sometimes bigger than expected (Cardinal, Cardinal, Drabbs, Krause, Maddalozzo, Martin, Melville & Singleton, 1998). The productivity of workers increased while, the expenses for medical care were reduced. In addition, the relationship between the employer and the employees improved. Consequently there were fewer strikes and accidents at work, faster recuperation of sick employees, and product and service improvement (Kaman, 1987). Although at the beginning these programs were only a privilege for high-ranking employees, the employers soon realized that the introduction of sports and recreation facilities for all workers would result in an increase of production and reduce expenses (Blair, Pirerchia, Wilbur & Crowder, 1986). According to Bertera (1990a), in companies that have adopted sports and recreation programs, employees are up to 18% less frequently absent from work. According to Pfeiffer (1998), employees who participate in such programs are more favorable towards their employers and high-ranking employees. Shephard (1989) also claimed that participation in these programs improves the image of the companies,

which made use of them, thus creating a greater demand for them by job seekers. Shephard (1986) also stresses the productivity of companies, which adopted sports programs increased by 7%. According to Danielson & Danielson, (1982), and Shephard, (1986), every dollar spent on sports programs for the employees by their company, resulted in a profit of up to \$5. The employees of those companies, too, profited by participating in the sports and recreation programs. More precisely, there were fewer cases of heart diseases, high and low blood pressure as well as obesity, and cholesterol problems were reduced (Bertera, 1991). There was also less tension and stress, compared to employees who did not participate in sports and recreation programs (Bertera, 1990b). Moreover, they tended to consume less alcohol and smoked less, while hypertension at work declined (Meyers & Donham, 1982). Sports and recreation programs gave companies better results when they were included in a broader scheme, which focused on the benefits of employees (Kronenfeld, Jackson, Blair, Davis, Gimarc, Salisbury, Maysey & McGee, 1987). In other words, it was shown that sports and recreation programs combined with seminars concerning health matters, smoking and healthy diets, can result in positive behavior changes and healthier lifestyle (Kronenfeld et al., 1987). Moreover, another very important consequence of the introduction of sports programs at work was that employees adopted healthier living habits, and adopted a “for-life” participation in similar activities, which they later passed on to their children and families (Blair, Tritsch & Kutsch, 1987). The results were less spectacular in companies that forced their employees to participate in sports and recreation programs. This is mainly true of Japan, where participation is

mandatory (Shephard, 1989). In developed western countries, the participation of employees in sports and recreation programs is voluntary, and they can decide for themselves whether they want to exercise either during their break (e. g. lunch-break) or after they have finished work (Rost, Connel, Schechtman, Barzilai & Fisher, 1990). Nowadays, the number of employers introducing sports programs for their employees are rising (Blair et al., 1986). The governments of developed countries have shown their support for such programs by providing tax exemption for the companies that make use of them or by organizing campaigns pointing out the necessity of exercise for people of both sexes and all ages (Shephard, 1992). The American government believes that the participation of employees in sports programs at work can contribute to the reduction in the number of deaths due to heart attacks (Blair, Booth, Gyarfas, Iwane, Marti, Matsudo, Morrow, Noakes & Shephard, 1996). The European Sports Committee have decided on a campaign, which would stress the benefits of exercising for health thus motivating companies to introduce sports programs for their employees (The Council of Europe's Work on Sport, 1990). Nevertheless, such programs are either inadequate or non-existing in Greece, although there are laws dealing with health matters at work (Gougou, 1995). So it appears as a necessity that better organized sports programs at work be introduced in order to be more beneficial for workers. (Gougou, 1995).

CONCEPTS AND NATURE OF RECREATION There are several definitions and interpretations of recreation. It is applied to a great variety of activities and structures. Besides, one man's recreation may be another man's work. Even with the same individual, an activity that afford recreation at one time or

under certain conditions does not always fill the satisfaction which makes it recreation. Webster's dictionary (1963) refers to recreation as a type of experience, an area of rich and abundant living, a specific form of activity, an attitude or spirit, off-the job living, an expression for the inner nature of man, a phase of education, an outlet for the creative urge, a means of lifting the wings of the creative spirit. Udoh (1986) viewed recreation as a worthwhile socially accepted leisure experience that provides immediate and inherent satisfaction to the individual who voluntarily participate in an activity that does not undermine his health and well-being. From the above, it would be deduced that recreation is an activity in which an individual employs a variety of methods to achieve relaxation and enjoyment in body, mind and spirit at his own volition outside his obligatory occupation and family needs. Akintunde (2001) stated " Recreation is a voluntary programme which an individual engage as a personal desires, without compulsion of any type other than an urge from within". It involves activities that bring immediate and direct satisfaction to the individual. Akintunde (2009) concluded that " the definition of recreation and its concepts vary from individual to individual and its perception also differs. However no matter how individual perceives it recreation has common attributes, which enables it to achieve its goals, and its agents also have similar concepts and goals". In addition, Akintunde (2001) definition of recreation implies that recreation is voluntary and not compulsory. Recreation has crucial values. These values are based in its inherent characteristics. Bucher (1983) asserted that recreation has the following characteristics which make people to accept it as a social force: It offers direct and immediate satisfaction and

happiness. enhances It organic balance and wholesome personality It kindles feelings of mastery, achievement, exhilaration, acceptance, Studies have suggested recreation and exercises as curative pills for stress. Regular exercise leads to lower baseline heart rates, lower blood pressure and lower stress hormone levels when at rest, all of which makes it easier to handle stress (Sportsgeezer, 2008). Recreation is like a rain shower during the days of scorching heat. It is like a ray of moonlight in the dreadful darkness. Recreation is moreover the time to get together to have fun. Devoting some time for recreation on a daily basis helps in the long run in maintaining health and achieving a peace of mind. Participate in some regular physical activity, play a sport or exercise. These recreational activities serve as a means of relaxation. Research has shown that recreation on a daily basis reduces risks of diabetes and hypertension, enhances physical and mental health and improves the quality of life. The term recreation appeared to have been used in English first in the late 14th century, first in the sense of "refreshment or curing of a sick person", and derived from Old French, in turn from Latin (re: "again", creare: "to create, bring forth, beget"). Recreation is an activity of leisure, leisure being discretionary time. The "need to do something for recreation" seems to be an essential element of human biology and psychology. Recreational activities are often done for enjoyment, amusement, or pleasure and are considered to be "fun". The term recreation implies participation to be healthy refreshing mind and body. Most of us have heard the saying, "All work and no play makes Jack a dull boy." This saying has stood the test of time. People have been saying it for years; and for good reasons. If you work constantly, and don't allow yourself some

occasional recreation, you will simply wear yourself out. Life isn't all about work, after all. You should have a steady balance of work and play; and that's where recreation comes in. Recreation is a word that signifies the refreshment of one's mind or body after work that stimulates amusement or play. That's a fairly broad definition. The type of recreation one chooses is up to the person and what they find interesting. However, the benefits of recreation are the same for every person. The more recreation you allow yourself after work, the happier you'll be and the more you'll enjoy life. The importance of recreation cannot be stressed enough. Without some form of stress relief or fun in your life, you'll find yourself only working and that can lead to increased stress, illness, disease or more. We weren't meant to work ourselves to death. We should have a balance of work and recreation. Our bodies need rest, relaxation and enjoyment every once in a while; and that's where the benefits of recreation come into play. John Kelly (2010) stated that nowadays, the youth is more concerned with playing video games and watching TV, rather than getting involved in physical activities. This is one of the reasons why many young individuals are facing a number of health related issues at such a young age. It is important that one tries to encourage the youth to get involved as much as they can in various recreational and sporting activities. There are many ways by which a person can get the youth involved in various sports. What most educational institutions have been seen to do is make sports a compulsory subject at all levels. The minimum number of sports and recreational activities that one can sign up for is one with the maximum being three. Following this procedure ensures that every youth that is currently studying at high school

or college level is under going some form of physical activity. Other ways by which you can get the youth involved in recreational and sporting activities is by promoting contests at community level. Try getting the youth of your community to make a team in various popular sports so that you can compete against other neighboring communities. Having some form of competitive nature in promoting the youth to join various sports has been known to be quite successful. It is important to make sure that one remains persistent in trying to get their youth to get involved in various activities. It is best to promote those games that are famously watched in your country.

Humans spend their time in activities of daily living, work, sleep, social duties, and leisure, the latter time being free from prior commitments to physiologic or social needs, a prerequisite of recreation. Leisure has increased with increased longevity and, for many, with decreased hours spent for physical and economic survival, yet others argue that time pressure has increased for modern people, as they are committed to too many tasks. Other factors that account for an increased role of recreation are affluence, population trends, and increased commercialization of recreational offerings. While one perception is that leisure is just " spare time", time not consumed by the necessities of living, another holds that leisure is a force that allows individuals to consider and reflect on the values and realities that are missed in the activities of daily life, thus being an essential element of personal development and civilization. This direction of thought has even been extended to the view that leisure is the purpose of work, and a reward in itself, and " leisure life" reflects the values and character of a nation. Leisure is considered a human right under the

Universal Declaration of Human Rights. We all need a break from work; we need to break from our mundane routines and refresh ourselves by indulging into recreational activities. Recreation is meant to serve as a relaxing break from our hectic schedules; it is meant to serve as the means of rejuvenating ourselves. It implies spending time in pleasurable activities. Recreational activities are widely popular across the globe. Some enjoy touring to beautiful places around the world while others take interest in pursuing their hobbies as a means of recreation. Be it of any sort, recreation needs to be made a vital component of the fast life of the present times. For some, it may mean traveling to the wilds, while others may recreate themselves by pursuing their hobbies. For some, recreation can mean indulging in indoor games, while others may derive pleasure from camping. Recreation can mean different things to different people, but it is, for sure, a refreshing break from monotony. Before moving on, you may like to take a quick look at the different types of recreation. Recreation is of two types. Active recreation is about engaging in adventure sports or outdoor games while passive recreation involves activities such as taking a walk on the riverside, walking on the beach, strolling in parks or taking nature walks. Both kinds of recreation have their own set of advantages. They create a positive mood, lighten your spirits and help you gain mental peace.

SCOPE OF RECREATION

Recreation experiences take a great variety of forms. They are grouped according to types such as sports, games, craft dance, drama, intellectual or nature activities. Some authorities classified recreation according to age, or sex of the participants, by space requirements, skills, seasons of the year, members taking part or forms of organization which can be grouped under

individual, dual or team activities. The general classification of convenience is the outdoor and indoor activities. Indoor activities These include passive sports and games such as playing of draught, chess, billiards and snooker, dart, ludo, scrabble, monopoly, card games, snake and ladder. Other active indoor games are table tennis, badminton, playing of piano, and dance. Some of the Arts activities are drawing, painting, sewing and weaving. Outdoor activities Most of the outdoor activities are in nature and they include jogging, swimming, bicycling, golf, canoeing, fishing, picnic, gardening, camping, mountaineering, volleyball, football, tennis, basketball and squash racket. The last five activities can equally be indoor activities. All these activities can be schemed as holiday camps, Company picnics, annual balls, children's functions including a fancy dress ball, field sports, a bonfire and barbecue, Christmas parties and other various other 'family-friendly' schemes. They encouraged friendly, social contact between the families of workers. OBJECTIVES OF RECREATION Recreational activities are one of the most significant aspects of our lives. Objectives of recreation are diverse and are pretty much pragmatic. Recreational activities are the source of refreshment to your body and mind after the feverish routines and fatigued chores. Leisure and Recreation are meant to provide some relaxation from tough daily routines of work. Continuous working and having no slot for recreation is a real threat to your mental and physical health. Recreation has an indispensable significance in our daily life. Leisure and recreation lead to a healthy life and recreational activities are essential for the individual health and upbeat of community. Contribution to community life is one of the most significant objectives of recreation. Recreational activities give you an

opportunity to spend some memorable and delightful time with your loved ones. Important and significant objectives of recreation are. 1. Improvement Of Healthy Life Style: Man is said to be a social animal. A recluse and anti social lonely person cannot enjoy the joys of life fully. On the other hand a jovial person lives a better life and people love to see and meet him.

Recreational activities provide you an opportunity to improve your life style and become a dearest and darling. 2. To Provide Joyful Moments Of Fun And Enjoyment: The main objective of recreation is to provide you an opportunity to get some moments of delight and enjoyment, as it is a known fact that continuous work and lack of recreational activities lead to a mental stress, depression and other disorders. People who work hard, but often get some time for enjoyment and recreation, prove their selves the most successful and active members of the society. These people also enjoy a happy and joyful live and a healthy mind and body as well. 3. Social Engagement:

Recreation is nothing but having fun and joy with your loved ones. There is a wide range of indoor and outdoor recreational activities. You can play indoor/outdoor games with your friends and family, you can dance or, listen to your favorite music, you can enjoy your favorite hobbies, you can go to cinema with your family or friends, you can go to park, you can enjoy cycling, camping, fishing, hiking, sports, swimming and a lot of recreational activities. So you have a huge and vast range of choices. All these activities refresh your mind and prepare yourself to become an active member of the society, in fact this is the most vital objective of recreation. 4. Prevention From Mental And Physical Diseases And Disorders: There are a lot of mental and physical disorders associated to continuous working. Mental stress,

depression, anger, anxiety, bad physical health, reduced hunger, sleeplessness are some possible consequences. The objective of recreation is to avoid such deleterious and devastating effects on your mental and physical health, and provide you an opportunity to live a healthier and joyful life with the help of positive health improving recreational activities. 5.

Improvement Of Community Life: Enjoying with your family, friends and other people, enhances your contribution to society. Your community life and relationships are strengthened with the help of these activities.

Uninterrupted and continuous work not only destroys your mental and physical health, but it also affects your social life and community relationships badly, and perhaps improving family relationships and enhancing community life are some top objectives of recreation. 6.

Improvement Of Self Esteem: People living an unsociable life suffer from lack of confidence and self esteem. Recreational activities and spending joyful time with other people helps you to improve your self confidence. Individual personality improvement is also an important objective of recreation. 7.

Strengthening Of Relationships: Generation gap is one of the most crucial aspects of modern life. Parents are busy in their daily routines and there is no time for their kids. Teenagers are reluctant from parents. old citizens are becoming more and more lonely. There is a great need to bridge this generation gap to maintain our social and relational bonds. Enjoying with your family gives you an opportunity to bridge this generation gap which is really a threat to our society and this is one of the most important objectives of recreation. And when you spend some time with your children, your beloved, or with your friends, then you are not only satisfying and relaxing

yourself, but you are also becoming a source of joy and happiness to your family members and your friends. This leads to positive attitude, and a healthier social life full of joys and delights..

8. Environmental Awareness: Parks and gardens are most famous places regarding recreation and enjoyment. These places are of crucial importance in improving a healthy life style of society and environmental perspective too. One of the most significant objectives of recreation and recreational activities is to build an awareness regarding our environmental responsibilities and importance of a healthy life style.

9. Economy Stabilization: Recreational activities also help in stabilizing the overall economy. Recreational infrastructure is of much importance in national economy. Adventure activities are recommended to be made a part of recreation. Studies have made evident the fact that participation in adventure activities has a positive effect on life. Adventure motivates you, boosts your confidence and enhances self-awareness. Recreation often involves physical activities such as hiking, cycling, fishing and outdoor games. These activities make you feel fresh and relaxed. The excitement and thrill that accompanies adventure sports adds to the freshness. Sports make you feel challenged, encourage you to take risks, exhibit your skills, thus building self-confidence. These activities of recreation result in the enhancement of your interpersonal and intrapersonal skills. Apart from being a way of spending free time, recreation is a way to socialize; it is a way of being with the loved ones and enjoy. Recreation gives you an opportunity to meet new people, develop new friendships. Socializing implies being a team player making you feel as being a part of the community. It is largely believed that participating in recreational activities

helps strengthen family relationships. A certain kind of freedom that you experience during recreation helps you feel distressed. Your enthusiastic participation in recreational activities boost positive energies, encourage a positive temperament, thus unloading you. Recreation brings you close to the nature. Water sports, adventure sports, visits to parks can brighten up your life.

CHARACTERISTICS OF RECREATION

Recreation is a vital and significant segment of living and is essential in a democratic society. It is a positive social force in the lives of everyone, particularly young people. Recreation must receive major attention in planning for the conservation and development of youth and in the prevention and control of juvenile delinquency. All human behavior is motivated by desires to serve, to gain or to give expression and to create. Recreation appears to be the outlet for all these desires. According to The basic characteristics of recreation are as follows.

Involves activity: Recreation always consists of some activity. The action may be physical, mental or emotional and it is distinguished from rest. These actions may not always be visible externally. Leisure may result in idleness, but recreation involves action and activity.

No Single form: Different persons give different interpretations and definitions of recreation. This is because the desires, wishes and tastes of people vary so greatly concerning things which are enjoyable and satisfying. There is end to the range of leisure time activities. So it is a folly to define recreation as a given list of activities. The boundaries of recreation cannot be circumscribed.

Determined by Motivation: Whether an activity is recreation or not depends upon the motive or incentive of the participant. If one is motivated by the desire to enjoy then the result of such participation will be personally

satisfying to him. So the action is likely to be recreation, Entirely Voluntary: Recreation must be sought and accepted voluntarily. It cannot be superimposed upon personalities. The moment participation becomes compulsory; the activity ceases to be recreation. Recreation is the open road to opportunities for self discovery, self expression, creativity and procreativity, none of which found satisfactory outlets in compulsion. For providing recreational opportunity the activities may be planned. But there should be complete freedom of choice and action. Of course, voluntary participation and freedom of choice in an activity pre-supposes a mental capacity capable of making such a choice. Universally Sought: Recreation is a physiological and psychological ex–pression of the human mechanism. Recreation has never known limitations of time, place or people. Recreation in one forms or there is ingrained in the mode of individual expression. Flexible: Recreation can be organized and unorganized. It can be enjoyed alone or in groups. The degree of systematic arrangement of recreation also varies greatly. It has to single pattern, form or setting. NEEDS FOR RECREATION (i) Recreation is an activity which relieves ten–sions of body and mind created by monotonous work. (ii) It stands for such type of leisure time activi–ties which are socially, physically and mentally helpful. (iii) It is a human need and an important factor for personality development; (iv) It provides both physical and mental relaxation; (v) It is an essential element of man's life without which life becomes dull, dreary and miserable; (vi) It removes monotony of general education by providing different forms of recreational activi–ties such as painting, dancing, music, physical education etc; (vii) It provides opportunities to learn new things develop new skills and

get new ideas through different activities; (viii) It provides opportunities for constructive and worthwhile activities. (ix) It develops a sense of group consciousness and co-operative living by providing scope for participating in group activities

RECREATION AND STRESS AT WORK. Amuchi (1993) defined stress as the body's physical, mental and chemical reaction to certain circumstances that frighten, excite, confuse, endanger or irritate while Oyerinde (1997) opined that stress can be defined as the biological response to events that threaten to overwhelm in the individual's capacity to cope satisfactorily with the environment. Stress can be explored in two different dimensions. One, as the strain or discomfort resulting from force acting on individual. This is stimulus definition derived from the physical sciences. On the other hand, it could be defined as the physiological or psychological response to an external event. The external event or condition is termed as stressor. This is response definition. In this definition, the important thing is not the stressor, but how the individual responds to it (Horine, 1999). However, Udoh (2000) mentioned death of dearly ones as psychological stressor and social stressor to include: job pressure economic difficulties, joblessness and premature retirement. Udoh (2001) supported that high achiever managers and top executives in spite of the seemingly positive nature of stress, which may have propelled them to achieve success, tend to be bombarded with higher than average amount of stress from job pressure. Stress has been known to play a major role in contributing to a lot of diseases and ailments. Oyerinde (1997) and Talabi (1997) established in their different researches that, stress is linked to a host of diseases and abnormal symptoms, like ulcers, mental illness headache, skin

rashes, chest and back pains, sleep disturbance, muscular tension asthma, rheumatic fever, rheumatoid arthritis, hypertension and many others. On this note, Okunrotifa (1995) and Hahn (2002) recommended that participation in recreation can be seen as antidote to work stress. Ajala and Bolarinwa (2002) buttressed that, to promote health and safety of workers in various occupational settings recreational facilities and equipments should be provided by the management for the use of staff for the release of mounting tension, because, according to Obiyemi (2000), the physical active individual would have better performance records, fewer degenerative disease and probably long life expectancy. RECREATION AND PRODUCTIVITY Webster's Dictionary (1963) defines productivity as the state in which a greater output is achieved in a short time without any decline or depreciation in the quality of work. On the other hand, it infers to a quality or state or being productive, increased efficiency and the rate at which goods and services are produced and the conditions of an increased output. This situation can be influenced by the extent and quality of its resources of land capital and labor. Hanson (1972) and Stonier (1973) considered labor to be the most important factor of production. This is because labor embraces all types of workers in an organization so that such workers efforts are directed towards the production of goods and services. On the economy, the wealth of a nation could be based on the working habits of the labor force and the health of the population. In effect, the favorable working condition can positively influence the out-put. Drucker (1973) maintained that performance is itself a function of ability multiplied by motivation (i. e. $f = \text{ability} \times \text{motivation}$). Hence, an organization management must affect either an individual's ability, if it is to

alter performance. Employers had two goals when introducing recreational programs – an improvement in the quantity and quality of labor supply, and the reinforcement of managerial prerogative. Through sporting and social activities, employers publicized their generous posture, and the idea that their hard work and dedication produced not only wealth for themselves but good for the whole community. They thus hoped to reassure society at large of the legitimacy of managerial authority. The effect of recreation thus promote values such as physical fitness, enjoyment and happiness, team spirit, enriched community solidarity, character development, individual fulfillment and morale, pride in connection, mutual trust and cooperation, all of which lead to loyalty to the company. Therefore, any management that is interested in increasing performance of its employees, all things being equal must continuously encourage them to participate in recreational pursuits.

CONCEPT OF RECREATION FOR WORKERS The adage “ healthy mind in a healthy body” is not meant for only athletes or people in the arm forces, every individual need what can be termed as ‘ overall health fitness’. The healthier a man is the more productive he will be. Therefore the overall fitness of employees should be a priority for employers. Brandes (1976) noted that recreation formed a core element of many welfare programs in Australia and America, and remained relatively significant in the post-war period when the welfares movement was ultimately subsumed as part of the increasing formalization of personnel management. Jacoby (1985) stated that the US Department of Labour demonstrated the obscurity of the term welfare when in 1919 it defined welfarism as 'anything for the comfort and improvement, intellectual or social, of the employees, over and above wages

paid, which is not a necessity of industry nor required by law' RECREATION AS A WELFARE SCHEME FOR WORKERS At the turn of the twentieth century, recreational activities are being sponsored in a variety of settings by governments, hospitals, school, homes, and commercial establishments, service clubs, voluntary and religious organizations (Brandes, 1976). Without alternative sources of entertainment during leisure hours workers could pursue unhealthy activities such as alcohol consumption, adversely affecting their productivity. On back drop, Seaton (1951) stated that leaders in business and industry have long realized that the law in which their employees spend their leisure influence effectiveness on the job. He therefore advocated that nothing is more important to the physical and emotional health of workers in industry than proper recreational engagement. Since organization utilizes technology, capital and human resources to convert inputs into output in their bid to satisfy some societal goals, factory act of 1958 legally compelled employers to ensure health, safety and welfare at work for all workers, so far as it is reasonably practicable. By implication, if workers are satisfied with their leisure hours among other factors, their productivity will be enhanced. It is therefore imperative to engage in recreational activities as an antidote for a tense nerves, mental fatigue and emotional unrest. Ipaye (1986) concluded that promotion of health through participation in recreational activities and exercises produces high quality labor. It is on this premise that UNESCO charter for leisure (1978) declared that everyman has a right to participate in and be introduced to all type of recreation during leisure time, such as sports and games, open air living, travel, theatre, dancing, pictorial art,

music science and handicrafts irrespective of age, sex and level of education. In line with this declaration, recreation was given its rightful place in the sports policy of Nigeria as one of its principal sub-function. There is no other period in the history of African continent when recreation is a must for the entire working population than now because the continent is taking a bold stride toward scientific and technological development where labor saving devices are fast replacing manual labor coupled with added leisure and urbanization. Today, the public servants who close from work by 4p. m. have the rest of the evening and weekends for themselves, in addition to religious and other forms of National public holidays. These workers are often faced with the problem of how to budget their leisure time wisely.

RECREATION AS MEDIUM FOR UNITY FOR WORKERS

Social outings could also create a sense of unity in the organization set up, 'family' or 'team' – everyone could interact together regardless of class and ethnic loyalties. . A well organized social club can bring the intangible assets of loyalty, comradeship and a sense of belonging and understanding, which in the long run benefit staff themselves, and the company. Loyalty, comradeship and a sense of belonging were the ultimate goals of company-based recreation. Recreation is a means of integrating the employer-employee relationship'. Thus, recreation provided the opportunity for workers and management to interact on a personal level, thereby developing in the social setting good relations and a mutual understanding that would transmit to the work setting.

RECREATION AS A PUBLIC RELATION FOR ORGANIZATION

As a form of advertisement, recreation enhanced management's ability to attract and retain quality employees, but also assisted in the improvement of public

relations. Balnave (2003) recorded that many company teams in Australia performed throughout the region, or even nationally and internationally, gaining widespread publicity for the company, its welfare program, and its benevolent approach to the workforce. He stated further that such publicity was not limited to sporting events, but extended to a variety of company-organized activities. Some companies enhanced public relations by directly involving the community in their recreational programs. This was most pronounced in isolated areas where company welfare programs often involved making, or remaking, local society. In suburban areas, companies could also directly influence the public by extending welfare to the wider community.

RECREATION AS A DISCIPLINARY INSTRUMENT Where recreation is promoted to a level of athleticism, sport should serve a moral purpose: to build character and to encourage individuals to consider the interests of the team first. With this concept in mind, Wright (1995) explained that sport became an integral part in the Australian school curriculum in the second half of the nineteenth century because it was believed that it 'enhanced discipline and fostered a sense of co-operation'. This idea was transferred to the work environment. Team sports, it was believed, would foster loyalty to the firm and minimize industrial conflict. If employees play together outside working hours there is less chance of industrial discord in the factory. Sports promote competition with the outside, but team spirit inside. Employees were thus supposed to create a loyal, disciplined, and committed workforce that strove to give its best performance on and off the job.

BENEFITS OF RECREATION TO WORKERS Health and physical fitness Participation in recreational activities builds physical power by developing the various

organic systems of the body resulting in the ability to sustain, adaptive effort, and the ability to recover and resist fatigue. To this end, an individual will be more active, have better performance and be healthier. Hence, the loss of working time due to sickness will be greatly lessened. Bucher (1983) opined that once the physical aspect of the body is sound the individual will be emotionally, socially, morally and intellectually sound to put in optimum effort in his daily task. In a more proactive sense, recreation could enhance the physical and also the mental health of the workforce. Studies increasingly show exercise reduces weight, lowers risks of heart attack and stroke, helps to control blood pressure and diabetes, and improves mood and may also help reduce the occurrence of certain types of cancer. Researchers at the Centers for Disease Control and Prevention (CDC) recently documented another major advantage: exercise improves the health of the nation's medical care expenditures. Participation in recreation activities is one of the tactics to reduction stress. Exercise is the most effective tool in health maintenance. Enjoyment and happiness Bulter (1967) explained that recreation contribute to human happiness. Happiness is a by-product of a balanced life. All human beings should experience success. Recreation therefore provide for this successful experience by offering a variety of activities and developing the necessary skills that will provide the incentive, motivation and medium of spending free time in a constructive and worthwhile manner. If a person is happy, he will ultimately make the necessary adjustment which reflects friendliness, cheerfulness and a spirit of cooperation that helps a person to be contented and conformed to the laid down rules and regulations. Therefore, the occupational behaviors will serve

to consolidate the pattern of work behavior Enriched community solidarity

Another important role of recreational programme is the development of a rich way of life. Pulling together of people from various economic groups and backgrounds into single activity causes an interchange of ideas and information to take place among individuals which in most phases of community living remains impossible or at least unlikely. This tendency causes people to intermingle on an equal basis enriches community living work to a large extent take place within the group phenomenon. Group values thus influences individual experiences in relation to work. In the light of this, group values and the definition of work in relation to such values can influence productivity, human relations and the social order of the organization

Character development Many forms of recreation, especially activities of a highly competitive nature tend to shape the attitude and conduct of the participants. In recreation, people are taught to respect the rules, fair play, courage and ability to subordinate the selfish interests of the individual to the welfare of the group. These experiences offer training for citizenship, adult living and human relations. According to Cohen (1964) work market man labor creates wealth. Therefore, one's occupation has a pervasive connection with one's entire way of life. Participation in recreation affords experience in the democratic process and in the give and take of successful group action. Individual fulfillment and morale During periods of insecurity, unusual strain and depressed economy such as the one we are now passing through in our national life. Man is more than ever in need of activity which bring satisfaction and a sense of accomplishment.

Psychologists postulated that individuals have certain needs which if not

satisfied will lead to different degrees of dissatisfaction and in some cases to psychological behavior. Hence participation in recreational programmes leads to the realization of self-actualization. Eventually, recreation as an antidote to strain and tension contribute to the alleviation of these conditions that prevail many segments of the society. Apart from gaining sense of belonging, recognition, self expression, creativity and esthetic appreciation, the general tone of the body functioning that the activity produces can be beneficial in producing a level of functioning near a maximum for the individual. An improvement in the mental health of the workers will raise the general standard of health and this will in turn reduce the number of working days and medical bills loss through sickness.

EFFECTS OF RECREATION ON HUMAN DEVELOPMENT.

According to the Recreation Trends study prepared by the California State Parks Planning Division¹, Health and wellness issues have become hot topics because of the increasing number of unfit Californians and the economic and health care drain. The obesity epidemic is costing California over \$2 billion a year in medical care, lost productivity and workers' compensation. Parks and recreation programs are excellent inducements to physical activity and help to encourage life-long fitness habits. The following is a list of benefits of a recreation and park district on humans and human development.

1. HEALTH BENEFITS OF RECREATION.

PHYSICAL HEALTH BENEFITS

a. Reduces Obesity - In California, over 26 percent of children are overweight, and in some school districts the percentage climbs to 40 to 50 percent.

3 The Surgeon General's Call to Action to Prevent and Decrease Overweight and Obesity 2001 (Health and Human Services, 2001) report connects obesity to the need for communities

to provide adequate parks and recreation opportunities and recognizes the benefits of increased physical activity. b. Diminishes Risk of Chronic Disease such as Heart Disease, Diabetes, Cancer, and Osteoporosis - People who engage in regular physical activity benefit from reduced risk of premature death, reduced risk of coronary heart disease, hypertension, colon cancer, non-insulin dependent diabetes, improved maintenance of muscle strength, joint structure, and joint function; weight loss and favorable redistribution of body fat; improved physical functioning in persons suffering from poor health, and healthier cardiovascular, respiratory, and endocrine systems. (Sherer, 2003) - Because of the lifetime external costs proven by economists that are associated with a sedentary lifestyle, prevention of a sedentary lifestyle is an important individual and societal issue and provides an economic rationale for health promotion programs and active leisure lifestyles. (Iso-Ahola, et al., 2001) - Exercise significantly reduces the chance for heart problems, according to 43 separate studies conducted by the Centers for Disease Control. Those who do not exercise are twice as likely to have coronary heart disease. (AHS) - The risk of Type II diabetes decreased progressively with increasing levels of physical activity, as found in a long term study of 5, 159 men. (Wannamethee et al., 2000) - A study of 121, 701 nurses (aged 30-55) from 1976-1992 found that those who were more physically active in adulthood had a lower risk of breast cancer than those who were less physically active. The study also found that consistency of activity was more important than intensity. (Rockhill et al., 1999) - Women, who exercised regularly in their 20's and had a healthy intake of calcium, decreased by 30% their risk of developing osteoporosis in their 70's.

(Gorman, 2002, Jan. 21) c. Boosts Immune System - People who exercised for 20 minutes once a week were significantly less likely to call in sick than non-exercisers. Those who exercised twice a week missed even less work according to an Oklahoma State University study that tracked 79, 000 people for a year. (Mooney et al., 2002) - There was a 23% reduced risk of upper respiratory tract infections for people who were regularly active compared to those who were not, according to a study of 547 adults. (Nieman, 2001). d. Increases Life Expectancy - Proximity to public parks and tree-lined streets appeared to have the greatest impact on the length of the lives of study participants, even when taking into account factors known to affect longevity, such as gender, marital status, income and age. (American Planning Association, 2003) - Children at high risk of obesity who live near parks and recreation areas are apt to participate in walking activities more often, researchers reported at the American Heart Association's Conference on Nutrition, Physical Activity and Metabolism. "...areas for physical activity can play an important role in combating the rise of obesity rates by making it easier to get daily exercise. " " In future urban improvements, consideration must be given to parks, outdoor recreational areas and walking or cycling infrastructure in order to increase active living. ", (ScienceDaily, Mar. 18, 2009) - On average, every hour you spend exercising increases your life expectancy by two hours. People in a regular exercise program at age 75 have a lower death rate over the next few years than do similar groups of sedentary people. (ARC, 2000) MENTAL HEALTH BENEFITS a. Reduces Depression - Exercise leads to enhanced tranquility, and more relief of anxiety and depression, when it occurs in natural settings, like parks rather

than along urban streets. (American Planning Association, 2003) - Participating in recreation activities provides Californians with experiences they look forward to and enjoy. Recreation activities also reduce alienation, loneliness and isolation, all of which contribute to depression. Recreation provides a social atmosphere that draws people out of their houses and into community life. Depressed patients who were not medicated were less likely to relapse if they started exercising, compared to those who only took antidepressants. (Gorman, 2002, Jan. 21) - Mentally recalling outdoor recreation activities increases positive moods which are linked to improved self-esteem, lowered depression and reduced suicide rates. (Tarrant et al., 1994) b. Relieves Stress - Participation in leisure activities provides resources that assist people either to resist the onset of stress reactions or cope with stress before stress has an impact on health. (Coleman and Iso-Ahola, 2001) - Window views of nature have been shown to increase positive feelings, lower stress levels and improve the physical condition of both hospital patients and office employees. (Tarrant, 1996) c. Improves Quality of Life, including Self-Esteem, Personal and Spiritual Growth, and Life Satisfaction - Leisure activity participation emerged as the strongest contributor to the life satisfaction of older females. (Riddick and Stewart, 2001) - When researching the link between green space and health, in a greener environment people report fewer health complaints, more often rate themselves as being in good health, and have better mental health. (Sherer, 2003). - Increased importance on leisure goals enhanced the positive psychological well being for women who had become homemakers after having been employed, men who had experienced recent or long-term

illnesses, and men who had married. Leisure can be both a cause and an effect of psychological well-being. (Iwasaki and Smale, 1998). - The experience of leisure enhances and reflects the quality of life or well-being of both the individual and the society of which she or he is a part. (Freysinger, 2001) - Improved mental engagement, increased self-awareness, and clarification of values" all gained through introspection, creative engagement and expression of spiritual renewal are some of the scientifically documented outdoor recreation benefits that develop and enhance social systems. (Driver et al., 1991). - Nine out of ten outdoor recreation participants express satisfaction with their personal health and fitness while the six out of ten who don't participate are unsatisfied with their personal health and fitness. (ARC, 2000) - Close to half of those who participate in recreation several times a week say they are " completely satisfied with the quality of their lives, " compared to just one quarter of non-participants. (ARC, 2000)

2. THE SOCIAL BENEFITS OF RECREATION. STRENGTHENS COMMUNITIES

a. Reduces Crime - Park like surroundings increase neighborhood safety by relieving mental fatigue and feelings of violence and aggression that can occur as an outcome of fatigue. (American Planning Association, 2003) - Residents who live near outdoor greenery are more familiar with their nearby neighbors, socialize more with them, and expressed greater feelings of community and safety than did residents lacking nearby green spaces. (American Planning Association, 2003) - Well maintained parks and recreation facilities help reduce crime in a community.

b. Encourages Volunteerism - Companionships and friendships developed and fostered through leisure participation and perceived availability of social support generated by leisure engagement

help people cope with excessive life stress and thereby help maintain or improve health. (Coleman and Iso-Ahola, 2001) - Adults who use parks, recreation and cultural facilities and participate in recreation programs are more willing to volunteer than those who do not use these services, according to a case study of 640 adults. (Busser & Norwalk, 2001) c.

Promotes Stewardship - Participants' feelings of care and connectedness for the environment were higher while they were in the park and after they exited the wilderness than when they initially came to the wilderness according to a study of 62 groups in the Okefenokee Wilderness. (Borrie & Roggenbuck, 2001). - A clear linkage between environmentalists and avid participation in outdoor recreation is demonstrated by the Roper Starch Report. One out of every ten active Americans is also personally involved in and supportive of outdoor recreation. (ARC, 1999) PROMOTES SOCIAL

BONDS a. Unites Families - Families that recreate together tend to be closer and more cohesive, and have a greater chance of staying together. This is true with both parent-child relationships and married couples. By participating in activities together, family members elicit feelings of loyalty, trust, harmony, teamwork and goodwill. - Family togetherness received a high rating as a reason to participate in outdoor recreation. Nearly three in four Americans consider this an important reason to get active. (ARC, 1999)

b. Builds Cultural Diversity and Harmony - Recreation promotes positive contact between different ethnic groups and opens communication in a non-threatening atmosphere. Recreation opportunities provide a means for social interaction that can help to break down the barriers of unfamiliarity, fear and isolation. During recreation and leisure time, people are less

concerned with differences and more concerned with having fun. c. Supports Individuals with Disabilities - Positive attitudes towards the disabled, increased tolerance and sensitivity were some of the confirmed benefits of participating in integrated outdoor experiences. (McAvoy, 2001). - By participating in re-socialization activities, individuals with disabilities enhance their interpersonal skills, experience a revitalized interest in life events and activities and an increased concern for the quality of life for others. (Heintzman, 1997) - Aerobic exercise training can significantly improve the mental capacity of individuals with spinal cord injuries while lowering their depression, increasing their self satisfaction/ image and independence, and reducing their suicidal tendencies. (PRFO, 1992) d. Supports Seniors - Recreation can enhance active living, helping limit the onset of disease and impairment normally associated with the aging process. Recreation activities that include physical activity help the aging population lead independent and satisfied lives helping them remain mobile, flexible and maintaining their cognitive abilities. - Benefits such as having fun, feeling less lonely, reduced depression, fewer doctor visits, less medications, decreased pain, having more energy, generally feeling better, sleeping better at night, reduced medical costs, making friends, and having something to look forward to were identified through participant's personal testimonies of "Active Options", a fitness and recreation program for persons over 62 years of age. (Katzenmeyer, 1997). - Recreation activities provide socialization opportunities and help keep seniors active in the community. Senior