

RELATIONSHIP BETWEEN WORKLOAD AND PARTICIPATION IN LEISURE ACTIVITIES AMONG CIVIL SERVANTS OF KATSINA STATE, NIGERIA

Abubakar Y.¹, Adeyanju F. B.², & Chom E. J.³

^{1, 2, & 3}Department of Physical and Health Education

Faculty of Education

Ahmadu Bello University, Zaria

Email: yakgez337@gmail.com

Corresponding Author: Abubakar Y.

ABSTRACT

The purpose of this study was to find out the relationship between workload and participation in leisure activities among civil servants of Katsina State Nigeria. To achieve this end, Ex-post Facto Research Design was adopted. The population for the study comprised of civil servants from all ministries, departments, agencies, boards and other parastatals in Katsina State, Nigeria- totaling to 18,487, from which proportionately, 400 respondents were issued the questionnaire and 377 of the questionnaire were retrieved upon which the data analysis was conducted. In this study, welfare of the civil servants, which is a strong indicator of job satisfaction, was correlated with their participation in leisure activities in form of social, educative and sporting perspectives. The demographic characteristics of the respondents were analyzed using frequency and percentage table, whereas, the Pearson Product Moment Correlation Coefficient (PPMC) was used to test the null hypothesis with the decision mean placed at ≥ 3.5 and the level of significance was set at 0.05. The result revealed that the two variables –workload and participation in leisure activities were significantly related with an observed correlation coefficient of 0.913. The major findings from the study showed that workers' workload is significantly correlated with participation in social, educative and sport related leisure activities among Katsina State civil servants. To this therefore, the researcher concluded that workloads a strong indicator of job satisfaction correlates positively with participation in leisure activities among Katsina State civil servants and finally recommended that, Katsina State Civil Service Commission should raise more awareness on the roles of leisure activities in the productivity and all round development of civil servants by providing opportunities during break time (despite their workload) to enable them participate in one or more recreational activities.

INTRODUCTION

Government at all levels and non-governmental organizations worldwide, usually organize series of capacity and empowerment programmes for workers in public and private organizations, with a view to updating and increasing the ability of workers. This was believed to translate into quality performance and productivity of the organization, if the workers are satisfied with their job (Olusola, 2014). Job satisfaction is the most widely investigated job attitude, as well as one of the most extensively researched subjects in industrial/organizational psychology (Jude & Church, 2000). Job satisfaction has been linked to productivity, motivation, absenteeism, accidents, mental/physical health and general life satisfaction. A common idea within the research has been that to some extent, the emotional state of an individual is affected by

interactions with their work environment. An individual can have a high paying job but not satisfied because it is boring and lacks sufficient stimulation and ample time for leisure pursuit. In fact, a low-paying job can be seen as satisfying if it is adequately challenging or stimulating (Redmond and Gustaveson, 2015). People identify themselves by their job and profession, such as doctors, lawyers, teachers, directors, secretaries, engineers, clerks and the like, all of which could fall under civil service. Locke (1976) in Redmond and Gustaveson (2015) defined job satisfaction as a pleasurable or positive emotional state resulting from the appraisal of one's job experience. Ardahan (2013) viewed job satisfaction as a positive or negative emotional or pleasurable state resulting from the valuation of one's job, job experiences, and the working condition. He explained further that, it is affected by physical and psychological needs, expectations and values of a person, work attribute as: responsibility, complexity, and autonomy, the opportunity to use abilities and to learn new ones, wage level, employee rights, role clearing, and position, role of pay, workload preferment and personnel's improvement.

There are two types of job satisfaction based on the level of employees' feelings about their jobs. The first, and the most studied, is 'global job satisfaction', which refers to employees' overall feelings about their jobs e.g. Overall, I love my job (Mueller and Kim, 2008). The second is 'job facet satisfaction' which refers to feeling about specific job aspects, such as salary, benefits and the quality of relationships with ones' co-workers (e.g. Overall, I love my job, but my schedule is difficult to manage) (Mueller and Kim, 2008). For decades job satisfaction has been an important and intriguing topic for scholars and practitioners of management and psychology. As a construct, it is one of the intensively studied variables in organizational research. Various researches were done in related field within and outside Africa. Xinkun and Weije (2013) studied the determinants of job satisfaction among Chinese civil servants and concluded that, job satisfaction is important because, public employees are often perceived as not being happy workers always and their low morale may be associated with low productivity. Chinese civil servants work in a unique party state-system that shares little with the western political system. Moreover, Chinese civil servants are influenced deeply by rooted traditional culture and fast-changing social and economic conditions with a full concern about leisure activities. Another related study by Shujat, Ameer and Cheema (2011) on the effects of recreational and entertainment activities on employees' Job satisfaction in Karachi, Pakistan showed that, fun-filled activities at leisure result not only in creating better interpersonal relationships but also lighten up the traditional work environment while making workplace comfortable and a less stressful place. Hurd and Anderson (2014) considered leisure in three different ways namely: leisure as time, leisure as activity and leisure as a state of mind. Leisure is defined as any period

free from obligations, work (paid and unpaid), and task required for existing (sleeping eating etc). Leisure time is residual time. Some people argued that it is the constructive use of free time while many view it as free time as all nonworking hours, only a small amount of time spent away from work is actually free from other obligations that are necessary for existence such as, eating, washing and sleeping. Leisure as activity can be viewed as activities that people engaged in during their free time- activities that are not work-related or that do not involve life maintenance task such as house cleaning or sleeping. Leisure as activity encompasses the activities that we engage in for reasons as varied as relaxation, competition or growth and may include; reading for pleasure, meditating, and painting, Outdoor sports, card game, and the like. As state of mind, leisure is defined more subjectively in that it considers the individual's perception of an activity. Concepts such as perceived freedom, intrinsic motivation, perceived competence and positive effect are critical to determining whether an experience is leisure or not.

In recent years, efforts have been made by administrators in governmental establishments worldwide to create a more permanent and enduring motivation for all the employees. Huffmon (2011) stated that, the approach can bring benefits for employees, customers (clients and the government or companies). Research shows that, when employees are satisfied with their job and the work environment, it is estimated to bring an increase in operating income by at least 10% (Huffmon, 2011). This positive relationship can be explained with the help of various theories that symbolizes what motivates and energies individuals. These theories include: Abraham Maslow's (1943) hierarchy of needs theory, Fredrick Herzberg (1968) two factor theories and the like. Leisure time activities may involve different recreational activities voluntarily engaged by individual during his/her free time which include; games and sports, art and craft, social gatherings, camping, readings, watching movies, which are worthwhile and provide fun and relaxation (Opadiji, 2004). Katsina state government has disbursed huge amount of money for the construction of the completed international stadium called Muhammad Dikko Stadium- then, "*Karkanda*" Stadium – It also put the Katsina Township Stadium into shape, renovated the dilapidated and vandalized "*Chama Park*" at Jibia town, established Katsina Craft Village, furnishing the state library and currently constructing viewing centres in various town centres under Sure-P programme, across the state. This was done to provide an avenue for the teeming populace (civil servants inclusive) in the state, to utilize their leisure time effectively. Also various leisure activities exist just as we have various categories of civil servants with different ranks, grade levels, and nature of job, ministries workload and range of free hours with which to utilize their leisure time activities. To this therefore, the researcher became motivated to

assess how various components of job satisfaction influence the utilization of leisure time activities among Katsina State civil servants.

STATEMENT OF THE PROBLEM

History has revealed to man that civilization and societies are based upon not only what man does during his working hours, but also what he does during leisure time. Leisure hours are supposed to be utilized for the refreshment of the body and mind after a hard day's work. Unfortunately, many people use their leisure to participate in anti-social activities like gambling, alcoholism, smoking, drug addiction, the result of which the later become gamblers alcoholics, smokers drug addicts etc. In recent years, there is an increasing use of mechanized farming system, improved transportation and greater prevalence of labour in farms, homes and offices- a trend towards industrialization in developed and the developing countries like Nigeria, which has improved the standard of living in the services available, in contrast however, this increases the sedentary life style as a result of using less energy demanding activities with no emphasis on leisure and other recreational pursuits in active ways (WHO, 2009). Though it is not yet verified whether Katsina State civil servants are satisfied with their job or not, however, job provides the financial means for leisure pursuit, just as active participation in leisure activities prepare the body and mind to attend to the challenges in workplaces. Another problem observed by the researcher was that, some ministries, departments and institutions were understaffed leading to overloading the staffers making the job boring and narrowing their free times. More so, salary and welfare packages of the workers in different parastatals was placed on different scales with a wider gap making it necessary for civil servants to engage in other business in the time perceived to be spent for leisure activities making them at disadvantaged. Assessment of job satisfaction of Katsina State civil servants will enable us find out; if workload that limits ones free time will significantly correlate with their participation in leisure activities. This motivated the researcher to assess the level of job satisfaction and participation in leisure activities among Katina State civil savants.

RESEARCH QUESTIONS

1. Is there any relationship between workload and participation in leisure activities among Katsina State civil servants?

HYPOTHESIS

1. There is no significant relationship between workload and participation in leisure activities among Katsina State civil servants.

METHODOLOGY

An ex-post facto research design was employed for this study. This is because the research is not experimental in nature. Ex-post facto research was found fit to this study for the fact that it seeks to find out condition or relationship that exists, opinions that are held, effects that are evident or trends that are developing on a group of people under study by collecting and analyzing data from a sample considered to be representative of the entire group. It is also useful as it gives room for collecting and analyzing data from a large number of homogeneous populations in a relatively short period of time (Uever, 2007). The population of this study includes all Katsina State civil servants amounting to Eighteen Thousands Four Hundred and Eighty Seven (18,487) (KSCSC, 2014). A total of four hundred (400) civil servants were drawn using proportionate sampling procedure from 6 conveniently stratified groups adopted from Katsina State Civil Service Commission Annual Report (2014), who served respondents in the study. This is in respect to the assertion of Krejcie and Morgan (1990) that, for a population greater than 15,000, three hundred and seventy-seven (377) respondents could be used.

Table 1 Sample Proportion

S/N	STRATA	POPULATION	SAMPLE	TOTAL RETURNED
1.	Agencies	2602	56	54
2.	Boards	4616	100	91
3.	Departments	932	20	20
4.	High Institutions of Learning	2206	48	48
5.	Ministries	7601	164	152
6.	Offices	530	12	12
	TOTAL	18,487	400	377

Table 1 above shows the strata upon which Katsina State civil servants could be grouped, the sample and the total number of returned questionnaire. The table revealed that; there are 2,602 civil servants across various state agencies represented by (56) respondents from where 54 questionnaire retrieved, 4,616 civil servants in the state owned boards, ably represented by (100) respondents, with 91 questionnaire returned, a total of 932 civil servants from various departments in the state were represented by (20) respondents and all the 20 questionnaire returned. Others include; a total of 2,206 civil servants from higher educational institutions, who were represented by (48) respondents and all questionnaire returned, 7,601 civil servants from the state ministerial headquarters got the representation of (164) with 151 questionnaire retrieved and 530 civil servants from specified prestigious offices represented by (12) respondents 12 returned questionnaire respectively. The 377 returned questionnaire represents (94%) of the distributed questionnaire.

INSTRUMENTATION

The instrument used for data collection in this study was a self-structured questionnaire. The questionnaire comprises nine (9) sections (A-E) with (6) items in each section, amounting to a total of thirty (30) items. Section 'A' contained the demographic characteristics of the respondents; Section 'B' contained statements on workload as a variable of job satisfaction, While sections (C, D, & E) seek to assess participation in educative, social and sport related leisure activities by Katsina State civil servants. The five level Likerts scale was used with Strongly Agreed (SA) (5), Agreed (A) (4), Undecided (UN) (3), Disagreed (DA) (2), and Strongly Disagreed (SD) (1). The questionnaire prepared by the researcher was made available to experts in the Department of Physical and Health Education and Department of Educational Foundation, and Curriculum, Faculty of Education, Ahmadu Bello University, Zaria who served as jurors. They vetted the questionnaire in order to ascertain its face and content validity. Their comments suggestions and constructive criticisms were incorporated and a final copy of the questionnaire was reproduced and administered to the respondents.

PROCEDURE FOR DATA COLLECTION

An introduction letter was issued to the researcher seeking for permission to administer the questionnaire from the department of Physical and Health Education Ahmadu Bello University, Zaria. Four hundred (400) Corrected copies of the questionnaire were distributed by the researcher with the help of a research assistant to Katsina State civil servants through Heads of Planning Research and Statistics of each stratum (table 3.3.1) on 'first to come – first to serve' basis, a process that lasted for 14 weeks as each stratum was treated at different interval to avoid multiple filling of the questionnaire by one person. Efforts were made to retrieve the completed copies of the questionnaire where 377 were returned. All the returned copies were duly used for the data analysis.

PROCEDURE FOR DATA ANALYSIS

The data collected was analyzed with descriptive statistics of frequency and percentage table for the analysis of demographic characteristics of the respondents, mean and standard deviation for the presentation of the data collected on the variables included, while Pearson Products Moment Correlation Coefficient (PPMC) was used to test the hypotheses on the relationship between job satisfaction variables (factors) and participation in leisure activities among Katsina State civil servants.

RESULTS

Research Question One: Is there any relationship between workload and participation in leisure activities among Katsina State civil servants?

Table 2: Mean Scores of the Respondents on Job Satisfaction with Respect to Workload

Workload of civil servants	Mean	Std. Deviation
1. I work more hours than required of my job	3.80	.854
2. My work consume more energy and I become weak after	3.51	1.225
3. My workload is convenient; I close at exact time	3.88	.877
4. My work is boring; it makes me less concerned about leisure activities	2.72	1.124
5. I Lack extra energy to meet leisure	3.16	1.103
6. I spend more time in my place of work than I do for normal life	3.76	1.155
Cumulative Mean	20.83	
Aggregate Mean	3.472	Decision Mean
		3.5

The result as presented in Table 2, reveals that workload is not a major factor that influences the use of leisure time, as the response aggregate mean scores obtained is 3.472 which is less than 3.5 (the decision mean). However, the respondents unanimously agreed that they work more hours than required with a mean scores obtained ($\bar{X}=3.80$), and respondents also agreed that their work consume more energy ($\bar{X}=3.51$). Moreover, the highest mean scores was in response to the convenience of the workload of the respondents ($\bar{X}=3.88$), respondents also agreed that they spend more time in their place of work than they do for normal life ($\bar{X}=3.76$), respondents also were in mild agreement that they lack extra energy to meet the demand of leisure activities with a mean scores of ($\bar{X}=3.16$) respectively. However, they disagreed with the notion that their work is boring with mean scores ($\bar{X}=2.72$) as could be seen from the table.

Table 3: Summary of the Aggregate Mean Scores on Participation in Leisure Activities of the Respondents

Participation in leisure Activities	Mean	Std. Deviation
1. Educative leisure activities	3.913	1.104
2. Recreational sports leisure activities	4.018	1.095
3. Social recreational leisure activities	4.175	.899
Cumulative Mean	12.106	
Aggregate Mean	4.035	Decision Mean
		3.5

In the case of participation in leisure activities, the respondents' ratings were very high with aggregate mean scores of (4.035). The aggregate was further justified by the individual variables as indicated in the mean scores for educative leisure activities (3.913), recreational sports leisure activities (4.018) and the social recreational leisure activities (4.175) respectively.

Hypothesis 1 There is no significant relationship between workload and participation in leisure activities among Katsina state civil servants

Table 4: Correlation between Workload and Participation in Leisure Activities

Variable	Mean	SD	DF	R	P-value	r-critical
Workload of civil servants	3.472	1.056	375	0.995	0.000	0.098
Participation in leisure activities	4.035	1.033				

$r(377) = 0.995 > 0.05$

Hypothesis I of the study was tested to assess the workloads of Katsina State civil servants as an indicator of job satisfaction with respect to the individual items used, as indicated on Table 2 the workload of civil servants was correlated with participation in leisure activities and the result is as presented on Table 3 above. In the test of this hypothesis, the two variables were subjected to a Pearson Product Correlation procedure to determine the relationship between workload and participation in leisure activities and the observed level of significance (0.000) in the test and the correlation coefficient (0.995) were significant ($P < 0.05$). Therefore, the null hypothesis that there is no significant relationship between workload and participation in leisure activities among Katsina State civil servants is rejected.

CONCLUSION

Based on the findings of the study, the researcher concluded that workload of civil servants in Katsina State Nigeria is a strong indicator of participation in leisure activities.

RECOMMENDATIONS

Based on the findings of the study, the researcher recommends that:

- I. The Katsina State Civil Service Commission should raise more awareness on the roles of leisure activities in the productivity and all round development of civil servants by providing opportunities during break time (despite their workload) to enable them participate in one or more recreational activities.

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