



ROLE OF RECREATIONAL ACTIVITIES ON EMPLOYEE PERFORMANCE ENHANCEMENT

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ABSTRACT

The concept of recreation is not new concept to implement in the organization, but it is usually every individual employee trying to get with own interest. If organization is trying to provide the recreation for employee refreshments the result we are going to be understand in this study. It is an attempt to think about the employee satisfaction and performance towards work culture in the organization after implementation of effective policy on employee recreations. This is the study to discuss about the significance of employee recreation activities for better employee performance.

INTRODUCTION

Human resource recreational activities refer to initiatives and programs implemented by HR departments within organizations to promote employee engagement, well-being, and satisfaction through leisure and recreational pursuits. These activities are designed to enhance the overall employee experience and contribute to a positive workplace culture. Here's a closer look at the meaning and significance of HR recreational activities:

1. **Employee Engagement:** Recreational activities organized by HR are aimed at engaging employees outside of their regular work responsibilities. By providing opportunities for leisure and social interaction, HR activities help employees feel more connected to their colleagues and the organization as a whole.
2. **Well-being and Work-Life Balance:** HR recreational activities prioritize the well-being of employees by offering opportunities for relaxation, stress relief, and personal fulfillment. These activities contribute to a healthy work-life balance, which is essential for employee satisfaction and retention.
3. **Team Building and Collaboration:** Many HR recreational activities are designed to foster teamwork, communication, and collaboration among employees. By participating in shared leisure pursuits, employees can develop stronger relationships, trust, and camaraderie with their coworkers.
4. **Employee Development:** Recreational activities organized by HR can also serve as opportunities for personal and professional development. For example, participation in team sports may enhance leadership skills, while creative workshops may stimulate innovation and problem-solving abilities.

5. **Organizational Culture:** HR recreational activities play a crucial role in shaping the organizational culture. By promoting a fun and supportive environment where employees can relax and enjoy themselves, HR contributes to a positive workplace culture characterized by morale, engagement, and loyalty.
6. **Talent Attraction and Retention:** Offering attractive recreational activities can be a competitive advantage for organizations seeking to attract and retain top talent. Potential employees are often drawn to organizations that prioritize employee well-being and offer opportunities for leisure and socialization.
7. **Health and Wellness:** Many HR recreational activities focus on promoting employee health and wellness. Whether through fitness classes, outdoor adventures, or wellness seminars, these activities contribute to physical, mental, and emotional well-being, ultimately leading to a healthier and more productive workforce.

In summary, human resource recreational activities are essential components of a comprehensive employee engagement and well-being strategy. By providing opportunities for leisure, socialization, and personal growth, HR activities contribute to a positive workplace culture and help organizations attract, retain, and develop talented employees.

Modes of Recreational Activities

There are numerous recreational activities that employers can offer to their employees to promote well-being, team-building, and overall satisfaction. Here are some popular options:

1. **Sports Activities:** Organizing sports leagues or tournaments for activities like soccer, basketball, volleyball, or even office Olympics can foster teamwork and physical fitness.
2. **Fitness Classes:** Offering on-site fitness classes such as yoga, pilates, or Zumba can help employees relax and stay healthy.
3. **Outdoor Adventures:** Organizing hiking trips, camping outings, or even adventure sports like rock climbing or zip-lining can provide employees with an opportunity to bond while enjoying nature.
4. **Board Games and Puzzles:** Providing a selection of board games, puzzles, or card games in common areas can encourage friendly competition and help employees unwind during breaks.
5. **Creative Workshops:** Hosting workshops on painting, cooking, photography, or crafting can stimulate creativity and provide a fun outlet for employees to explore new hobbies.
6. **Team-Building Activities:** Engaging in activities such as escape rooms, scavenger hunts, or trust-building exercises can strengthen relationships among team members and improve communication skills.
7. **Volunteer Opportunities:** Organizing volunteer activities for employees to give back to the community can foster a sense of purpose and fulfillment.
8. **Wellness Programs:** Implementing wellness programs that offer activities such as meditation sessions, stress management workshops, or nutrition seminars can support employees' physical and mental health.
9. **Game Rooms:** Setting up a game room with amenities like ping pong tables, foosball, or video game consoles can provide employees with a fun way to unwind and take breaks.
10. **Social Events:** Hosting social events like company picnics, holiday parties, or themed gatherings can create a sense of belonging and camaraderie among employees.

It's important for employers to consider the preferences and interests of their employees when planning recreational activities to ensure maximum participation and enjoyment.

REVIEW OF LITERATURE

While the concept of employee recreational activities is often addressed within broader fields such as human resources, organizational behavior, and employee engagement, several authors have contributed valuable insights and reviews on this topic. Here are some notable authors who have provided insightful literature reviews on employee recreational activities:

1. Jeffrey H. Greenhaus (2006): Greenhaus is known for his research in organizational behavior and work-family balance. His work often touches on the importance of employee well-being and leisure activities in the workplace.
2. Theresa M. Glomb (2010): Glomb's research focuses on work-life balance, employee well-being, and organizational psychology. She has written extensively on the impact of leisure activities on employee engagement and satisfaction.

3. Brad Harrington (2011): Harrington's work often explores the intersection of work, family, and leisure. He has contributed to research on the role of recreational activities in promoting employee happiness and productivity.
4. Cary L. Cooper (2015): Cooper is a prominent figure in organizational psychology and human resource management. His research includes topics related to employee well-being, stress management, and the importance of leisure in maintaining work-life balance.
5. Leslie B. Hammer (2019): Hammer's research often centers on organizational behavior, work-family conflict, and employee health. She has explored the benefits of recreational activities in reducing stress and enhancing employee resilience.

These authors have made significant contributions to the understanding of employee recreational activities and their impact on organizational outcomes. Their research provides valuable insights for practitioners and policymakers seeking to design and implement effective recreational programs in the workplace.

OBJECTIVES

1. To know the significance of employee recreation programs in an organization
2. To analyze the employee performance towards organization after recreation activities

HYPOTHESIS

H₀: There is no influence of recreation activities on employee performance in an organization

H₁: There is an influence of recreation activities on employee performance in an organization

RESEARCH METHODOLOGY

Primary data: The primary data was collected from the respondents who are select employees in IT industry and had experience on recreation activities by their organization in the Whitfield and ITPL road Bangalore city.

Secondary data: The secondary data was collected form the sources of books, journals, magazines and online contents.

SAMPLING METHODS

For choosing the subject of individual people out of more population, simple random sampling method has selected by the researcher. Hence, the data has collected from the select respondents of IT companies in ITPL road and Whitefield of Bangalore city.

SAMPLE SIZE

As per the study the google form link was shared with questionnaire to the people who are responded to given information and title. Total population received questionnaire is 311 but only 128 has responded with complete information.

DISCUSSION & ANALYSIS

Linear Regression Analysis

Model Summary

R	R Square	Adjusted R Square	Std. Error of the Estimate
.792	.628	.625	.289

The independent variable is
Recreation Activities

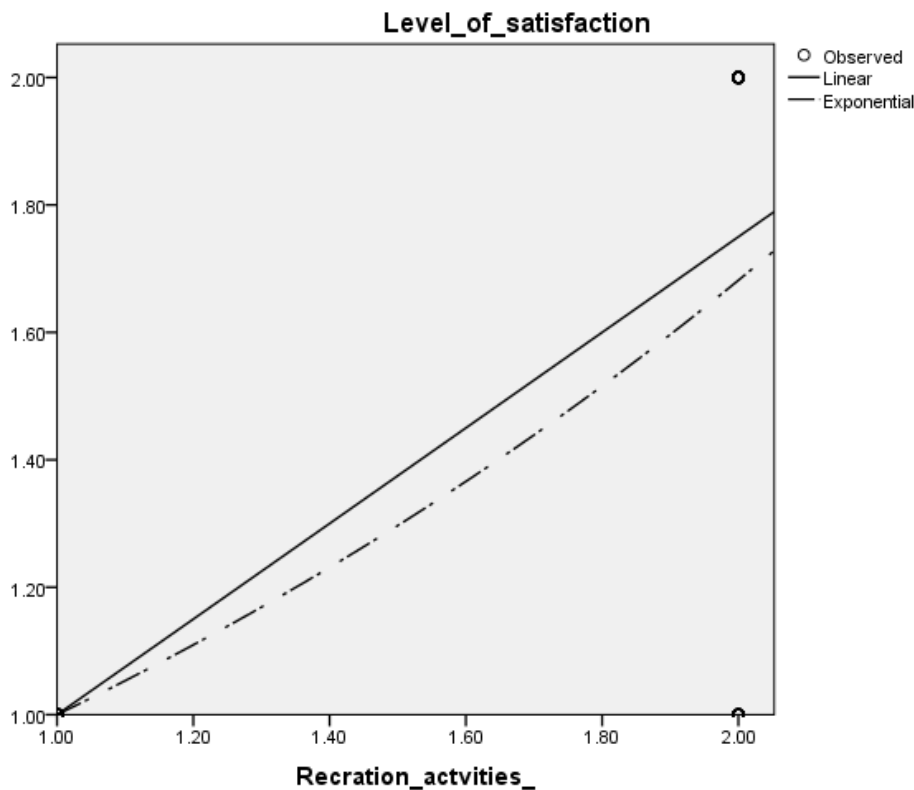
The regression analysis showing above in table describing the employee level of satisfaction on recreation activities organized by the IT companies. The value of R showing as +0.792, it means the value is very near to 1. Hence, it indicates there is an influence of recreation activities on employee satisfaction for better performance.

ANOVA

	Sum of Squares	Df	Mean Square	F	Sig.
Regression	8.513	1	8.513	212.625	.000
Residual	5.045	126	.040		
Total	13.558	127			

The independent variable is Recreation Activities.

The above diagram showing the influence of employee recreation activities on better performances and satisfaction towards the organization. The result of ANOVA with significance (sig) value is 0.000 which is less than 0.005. Hence, it indicates that there is an influence of recreation activities on employee performance and satisfaction.



The above diagram indicating that the exponential line in the graph showing as rising from left side to the right side and significantly expression that the recreation activities will positively influencing on employee performance and satisfaction with the organization wellbeing.

FINDINGS

1. It is to found that the employee performance will enhance based on the organization interest on recreation activities.
2. It is to found that for any organization irrespective of industry an employee needs some to recreate themselves.
3. Employee overall satisfaction towards organization is possible only when the organization thinking about the employee and expects the progress in the work.

CONCLUSION

The concept of employee recreation should not think as expenditure of the organization, this is like an investment towards productivity. According to the 21 century of work culture in the organization is like running towards the wealth of the investor. This will create more work pressor in the workplace, and it will defiantly impact on the quality. Hence, recreation is the best strategy to make a platform not to think about pressor in the work, that will teaches how to balance the life with work and helps to improve the quality of performance.

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