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Relationship between active team sports involvement and work motivation: A case of Kisumu masters hockey team

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Abstract

The study was conducted among members of Kisumu Masters Hockey club in Kisumu city in Kenya. It draws its membership from Men who are above 40 Years old and Ladies who are above 35 years. This age group is essentially employees in different sectors of the working class. Its membership represents all levels of employment from the lower levels to top Management. Whereas many studies have attributed the work motivation to several other factors, participation in team sport has not been explored as a factor in work motivation. This paper seeks to establish whether employees who engage in team sports find more motivation in their work. This study sought to establish if there is a relationship between participation in team sports and employee motivation. Sports has been shown as one of the ways in which employees can improve their wellness. Several companies have embraced infusing physical fitness activities in their daily routine. To achieve this objective, the participants were requested to respond to items on a five likert scale in the questionnaire on experienced benefits of engaging in team sports in their work areas. A null hypothesis was formulated. The study concluded that there is a positive and significant correlation between participation on team sports and employee motivation.

Keywords: Hockey, work, motivation, team sport, employees

Introduction

Kisumu Masters Hockey club is a field hockey team Based in Kisumu City in Kisumu County Kenya. It draws its membership from Men who are above 40 Years old and Ladies who are above 35 years. This age group is essentially employees in different sectors of the working class. Its membership represents all levels of employment from the lower levels to top Management. Whereas many studies have attributed the work motivation to several other factors, participation in team sport has not been explored as a factor in work motivation. This paper seeks to establish whether employees who engage in team sports find more motivation in their work.

Sports provide a great range of physical, mental, emotional and social benefits to employees^[1]. In the current highly competitive business environment, work related stress can hamper the achievement of the goals and objectives of the company. Sports has been shown as one of the ways in which employees can improve their wellness. Several companies have embraced infusing physical fitness activities in their daily routine.

Sports involve several rules and regulations that are usually adhered to by all the participants. To participate in the sports activities involve lots of practice. Most employees already have a tight work schedule. It requires a lot of self-discipline to maintain the practice sessions for the game. Those who can adhere to the rigorous training sessions and rules of the game are more often much disciplined persons^[2].

Most people in the working ages rarely find time to engage in team sports. The commitments at work and the family issues put serious time constraints on ability to play team sports. Team sports has been shown to encourage team bonding and discipline, improve judgement and management skills and boost employee engagement. However these benefits are rarely enjoyed by the employees due to the ever shrinking personal time. Most employees do not participate in team sports due to lack of time.

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The urge to achieve organizational goals and objectives can be overwhelming in the fast paced contemporary business environment. Work pressures often result into work stress and poor health. These are huge demotivators to the employees. To improve wellness and hence motivation to come to work, many companies are encouraging engagement in physical activities. Team sports offer the employees an opportunity to release work stress and to build platforms for social engagements. This improves the motivation to work in their organizations. Motivated employees are observed to have a deep and abiding sense of purpose. Such employees rarely absent themselves from work. They also support and help the other employees in the organization. They have the best intentions towards their fellow employees. Motivated employees also volunteer for tough and challenging assignments. The employees who are motivated are also observed to be conscientious and take initiatives. They take charge and act on their own when the situation demands so ^[3].

Findings

This study sought to establish if there is a relationship between participation in team sports and employee motivation. To achieve this objective, the participants were requested to respond to items on a five likert scale in the questionnaire on experienced benefits of engaging in team sports in their work areas. A null hypothesis was formulated. The null hypothesis stated that: There is no positive and significant correlation between participation on team sports and employee motivation. The means of the statements on employee motivation were tabulated and the results are presented in table 1.

Table 1: Team sports participation and employee motivation

Statement	Mean	Std. Deviation
I have a deep and abiding sense of purpose in my work place.	3.612	1.074
I am rarely absent from work and I arrive on time	3.914	1.124
I have the best intentions towards my fellow employees.	3.762	1.127
I take charge and act on my own when the situation demands so.	3.784	1.121

The first question was seeking the response on sense of purpose at work place. From the table 1, it was found out that the mean of 3.612 ± 1.074 was obtained on this. This indicated that a majority of the players were in agreement that they felt more sense of purpose at work. On the question of absenteeism from work, a mean of 3.914 ± 1.124 was obtained. Again this was an indication that most of the players were rarely absent from work. This was a deviation from the popular thought that engaging in such a physical activity would result in laziness and fatigue at work.

The respondents were further asked their opinion on having the best intentions towards their fellow employees. On this, a mean of 3.762 ± 1.127 was obtained. This again indicated that the players who were engaged in active sports were generally having good intentions for their colleagues. The final question was seeking to find response on taking initiative when situation demanded action. A mean of 3.784 ± 1.227 was obtained. This showed that most of the players were proactive and would take initiatives when needed.

To test the null hypothesis that: There is no positive and

significant correlation between participation on team sports and employee motivation, a simple regression was performed on active sports participation on employee motivation using Enter method. This was to determine any significance for the assumed relationships based on the magnitude and direction of the relationship. Employee motivation was the predictor representing the independent factor as shown in table 2.

R represents the values of simple correlation coefficient between the predictor used and participation in team sport. The predictor used in the model represent only a simple correlation between the participation in team sport and employee motivation. The R² represented the measure of variability in level of employee motivation that is accounted for by the predictor (team sport participation).

From the model, (R² = .416) for the Kisumu masters hockey club. This shows that that the predictor account for 41.6% in employee motivation.

Table 2: Model Summary on Influence of product promotion on Brand Loyalty

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.628 ^a	.416	.416	.551

a. Predictors: (Constant), Participation in Team Sport

From the model, it was found out that participation in team sport (R² .416) affected employee motivation.

Further ANOVA was performed to test the hypothesis and the results are presented in table 3.

Table 3: Participation in team sport ANOVA for Kisumu Masters

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	154.143	1	154.143	423.416	.000 ^a
Residual	224.599	525	.331		
Total	378.742	623			

a. Predictors: (Constant), Participation in team sport

b. Dependent Variable: Employee Motivation

From the table 3. The Participation in team sports was found to be significant $F(1 = 423.6416, p < .05)$

Conclusion and recommendations

From above findings the null hypothesis which stated that: There is no positive and significant correlation between participation on team sports and employee motivation was rejected and the alternative accepted indicating that there was a positive and significant correlation between Participation in team sport and employee motivation. This is in line with studies done to confirm this. Similar studies concur that employee wellness had a positive impact on employee motivation.

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