

Role of Leisure and Recreation at Improving Quality of Life of Workers in Tertiary Institutions

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Abstract

The study was focused on the role of leisure and recreation at improving the quality of life of workers in tertiary institutions in Imo State, Nigeria. The study adopted the survey research design where well-structured questionnaire was used for data collection. The questions were based on a four-point rating scale. The instrument was subjected to both face and content validation by three experts guided by the research objectives and hypotheses. The instrument was tested for reliability using Cronbach Alpha Coefficient which produced Alpha Numeric value of 0.85. The area was chosen because there are several institutions in the State. The population of the study was 5,159 and the sample size was 249. Convenience sampling technique was employed with the help of research assistant. Data were computed with the latest SPSS version and analyzed using Mean and Standard Deviation. The benchmark of 2.50 mean was used to accept a given opinion as significant. The hypotheses were tested with t-test at 0.05 level of significance. The study revealed that the major leisure and recreation activities engaged in by workers in tertiary institutions are religious activities, restaurant visits, hobby activities, cooking, and sport activities. The respondents agreed that leisure and recreation activities improve their physical wellness and quality of life. Workers should see leisure and recreation as important and vital tool in organizational settings to be embarked upon, as it plays important role in boosting the quality of life

Keywords:

Leisure, Recreation,
Tertiary Institution,
Quality of life and
Workers

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Background to the Study

There are three fundamental aspects to one's life, that when taken together encompass the staples of our existence. From the Western perspective, work, family, and leisure and recreation represent these three pillars of life. All of which demand a balanced portion of our time. Nonetheless, these three dimensions of life do not act independently; rather, each and every one reciprocally affects the other in creating self, community and culture. The time allocated for work or school, family, and leisure and recreation correlate and complement each other, attempting to create synergy, which is a cooperative action of all three elements (Kelly and Freysinger, 2009). Leisure offers individuals an opportunity to relax and refresh after day to day work.

The dynamics of modern society in an academic environment require special skills from individuals, both psychological (mental and emotional) and biological (functional and motor potential). In the above context, lifelong education becomes imperative. Together with rapidly changing technology, stressful working environments, fast-paced urbanization and worker migration, and diseases that can stress people out gradually have begun to threaten society's general health. Lately, more importance has been placed on social activities to boost quality of life, which includes physical and emotional vitality and is tied to a person's satisfaction with life, subjective well-being, happiness, functional competence, and social well-being (Baysal, 1991); unlike in the past when adequate attention was not given on social activities of people to boost their quality of life.

In our society today, majority of workers in tertiary institution are doing sedentary work that does not give them the opportunity to engage in healthy physical activity. They spend many hours in front of computer or doing other works which require them sitting many hours in their offices, and all these they do routinely. Surprisingly, when they get home after each day's job, the best they do is to watch television which is not far from being sedentary.

More so, so many people have become lazy and apathetic to walk-out or ride bicycle to work places due to industrialization mechanization which have contributed to human progress in the name civilization. Private car owners hardly go out with commercial buses or taxies as a means of transport due to fear of trekking from their houses to the bus stop and from last bus stop to their offices. Even those that have commercial buses as a means of transport want commuters to carry and drop them at their door steps. They feel reluctant to stop at the designated bus stops and walk down to their destinations which may be some meters away from the designated bus stop. This scenario is common among girls and women who could have utilized the opportunity to engage in physical exercise.

Consequently, this habit of not engaging in active leisure and recreation activities has resulted into so many health problems in our society. It has led to lack of mental stimulation on the jobs, stress and depression, heart diseases, colon cancer, obesity, osteoporosis, stroke and many others among Nigerian workers both in the public and private sectors including workers in tertiary institutions. The job performance and the

quality of life of these workers in tertiary institutions that do not engage in leisure and recreation activities have been affected seriously. The way and manner these workers in tertiary institutions relate with their colleagues, students and visitors will no doubt prove to you that the worker is stressed up and he or she needs relief which can only be received through engaging in leisure and recreation activities.

Leisure and recreation is crucial to maintaining a healthy, active lifestyle. Participation in regular physical activity is part of the solution to addressing chronic illness and improving mental health. Community facilities provided by government, like leisure and recreational centers are key settings for improving general health and quality of life and enhancing social support through connecting communities (Wang, Wu and Wu, 2013). Participation in leisure and active recreation can improve educational outcomes and help divert young people from anti-social behavior through building resilience and providing positive avenues for them to let off steam (Pailard-Borg, Wang, Winblad and Fratiglioni, 2009). Leisure activities are simply defined as preferred and enjoyable activities participated in during one's free time (Kleiber and Nimrod, 2009), and characterized as representing freedom and providing intrinsic satisfaction. Leisure has often been defined as a quality of experience or as free time (Kelly, 2006). Free time is time spent away from business, work, job hunting, domestic chores, and education, as well as necessary activities such as eating and sleeping. From a research perspective, this approach has the advantages of being quantifiable and comparable over time and place (Laurent, 2016). ACHPER (1980) defined leisure as a state of mind which ordinarily is characterized by unobligated time and willing optimism. It can involve extensive activity or no activity. The key ingredient is an attitude which fosters a peaceful and productive co-existence with the elements in one's environment.

Akintunde, (2001) described leisure as the period of time often referred to as the "free time" after or before compulsory activities such as employment, running business, household chores, education, day-to-day stress, eating and sleep are undertaken. In the same vein, Jackson (2005) defined leisure as a block of free time; a time when man is free from the obligations and necessities of life. Alla and Ajibua (2012) in their literature maintained that leisure signifies individual's choice to spend his/her discretionary time fulfilling certain interest or needs or performing a gratifying experiences for the sake of wellness or personal growth. It is a time man uses according to his own judgments. Leisure is a time spent on activities chosen by individual and are rewarding for their own sake. Aho (2007) viewed leisure as a form of play, that free man from busy-ness and gives him an opening to face the abyssal nature of his own being and the misery that 'beings are'. Standenaven and De Knop (1999) argued that leisure as play is an ingredient of human development. It is an attitude of the mind and the condition of the soul (Torklidsen, 2005). Marchildon (2013) posited that leisure is being at peace with oneself and what one is doing. In effect, it is only the experience that is the leisure and not the outward expression. It was also perceived as a way of keeping the mind busy, and consequently, distracting people from distressing thoughts that may be triggered by stressful life circumstances.

Leisure is not the opposite of work as some people may think, but the end result of work. It is not the antithesis of work, but a key driver to it (Marchildon, 2013). Leisure is the right balance between work and rest. It can therefore be achieved both in work as well as in rest (Steindi, 2009). Ruskin (1988) asserted that life is a harmonious network of activities, in which the distinction between 'work' and 'leisure' is as arbitrary as that between 'body' and 'mind'. Leisure and work are so closely related that the two cannot be separated (Edginton, Jordan, DeGraaf and Edginton, 2012), because elements of leisure are also found in work. According to Brajsa-zganec, Merkas and Sverko (2011), leisure provides opportunities to meet life values and needs.

Recreation is an organized activity that one engages in during free time. It is voluntarily chosen by an individual because of satisfaction, pleasure or enrichment in their lives. Some recreational activities - such as gambling, recreational drug use, or delinquent activities - may violate societal norms and laws (Breslow, Ballard-Barbash, Munoz, and Graubard, 2001). There is some consensus on the definition of recreation. Recreation is an activity that people engage in during their free time, that people enjoy, and that people recognize as having socially redeeming values (Parent, Rousseau, El-Zein, Latreille, Désy and Siemiatycki, 2010). Unlike leisure, recreation has a connotation of being morally acceptable not just to the individual but also to society as a whole, and thus we program for those activities within that context. While recreation activities can take many forms, they must contribute to society in a way that society deems acceptable. This means that activities deemed socially acceptable for recreation can change over time (Rechner, 2010). Recreation activities include hiking, reading as a hobby, walking, jogging, dancing, watching movie and playing any game lawn tennis football, table tennis, etc. Other leisure activities could be indoor activities or experiences like drama, watching television, reading, watching sporting activities on a television screen or charting through social media platform like facebook, messenger, wechat, instagram, etc.

Leisure has often been defined as a free time. Free time is time spent away from business, work, Job hunting, domestic chores, and education, as well as necessary activities such as eating and sleeping. Certainly most people's leisure activities are not a completely free choice and may be constrained by social pressures. For instance, people may be coerced into spending time gardening by the need to keep up with the standard of neighboring gardens or go to a party because of social pressures. The range of leisure activities extends from the very informal and casual to highly organized and long lasting activities. A significant subset of leisure activities are hobbies which are undertaken for personal satisfaction, usually on a regular basis, and often result in satisfaction through skill development or recognized achievement, sometimes in the form of a product. The list of hobbies is ever changing as society changes (Kelly, 2006).

The quality of life is more important than economic wellness and it envisions the tracking of the individual's interest, the power of fulfilling certain actions and to accomplish different purposes that need to be achieved (Sen, 1993). Quality of life (QoL) is being viewed as "physical, social, economic, psychological and spiritual wellness, as well as the

capacity of individuals to accomplish their everyday tasks. On the basis of this definition, six dimensions of the quality of life as follows: physical wellness, functional wellness, psychological wellness, social wellness, economic wellness, spiritual wellness are seen as very important components needed by workers of tertiary institutions. Wellness is defined as prosperity, flourishing, well-being and it represents the level in which satisfaction is expressed. It incorporates all the evaluations of the different aspects of personal life, of changes and their results, of the favorable conditions that ensure life passing. Quality of Life (QoL) refers to the description and evaluation of nature, and maintaining life conditions for different citizen categories. The necessity of creating and especially improving QoL was noticed since the 60's as a consequence of "The movement for social indicators; following certain government programs such as educational, social and environmental programmes, there is need for utilizing indicators that measure the effectiveness of these programs in respect to the QoL

Engaging in leisure activities may affect different aspects of well-being (Gautam, Saito, & Kai, 2007), the specific type of leisure activity may be particularly salient, with some types of activities providing more benefit than others. Paillard-Borg, Wang, Winblad, and Fratiglioni (2009) examined five types of leisure activities in older adults – mental, social, physical, productive, and recreational – to assess how participation affects health status. They found that mental activities (e.g., writing, reading) were not only the most popular type of leisure activities, but also enhanced well-being the most.

Recreation activity is important to personal life satisfaction and those who participate in recreation are notably happier. Those who recreate more often are likely to be completely satisfied with their choice of careers, friends, and their perceived success in life. The evidence strongly suggests that participation in outdoor recreation, particularly as a child, leads people to have more satisfying and fulfilling lives. Nine out of ten outdoor recreations 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 (American Recreation Coalition (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. The enjoyable experiences we pursue directly affect our quality of life. However, recreational activities are excellent inducements to physical activity. These varied recreational opportunities make physical activity interesting, enjoyable, and encourage life-long fitness habits (ARC, 2000). Leisure and recreation is crucial to maintaining a healthy, active lifestyle. Participation in regular physical activity is part of the solution to addressing chronic illness and improving mental health. Community facilities provided by government, like leisure and recreational centres are key settings for improving general health and quality of life and enhancing social support through connecting communities.

Imo state is saddled with seven accredited tertiary institutions namely; Imo State University, Federal University of Technology, Owerri, Federal Polytechnic, Nekede, Eastern Palm University, Ogboko, Ideato, Imo State Polytechnic, Umuagwo, AlvanIkoku

College of Education, Technological Skills Acquisition Institute, Orlu recognized by the Ministry of Education, Imo State. However, employees in tertiary institutions in the State are faced with risks and problems that can lower their morale which can lead to poor job performance. This study therefore will assess the role of leisure and recreation activities in improving the quality of life of workers in tertiary institutions in Imo State considering their physical, psychological, social and economic wellness.

Objectives of the Study

The main objective of the study is to investigate the role of leisure and recreation at improving the quality of life of workers in tertiary institutions in Imo state. Specifically, the study;

- i. Identified the types of leisure and recreational activities that workers of tertiary institutions in Imo state engage themselves in,
- ii. Examined the role of leisure and recreation in improving physical wellness among workers of tertiary institutions in Imo state,
- iii. Examined how leisure and recreation improves the psychological wellness among workers of tertiary institutions in the State,
- iv. Evaluated the role of leisure and recreation in improving the socio-economic wellness among workers of tertiary institutions in Imo state.

Hypotheses

Based on the above stated objectives, the following null hypotheses guided this study;

- H₀₁:** There is no significant difference between the mean ratings of male and female workers in tertiary institutions in Imo state on the role of leisure/recreation in improving their physical wellness
- H₀₂:** There is no significant difference between the mean ratings of male and female workers in tertiary institutions in Imo state on the role of leisure/recreation in improving their psychological wellness.
- H₀₃:** There is no significant difference between the mean ratings of male and female workers in tertiary institutions in Imo state on the role of leisure/recreation in improving their socio-economic wellness.

Research Method

The study adopted the descriptive survey research design to determine the role of leisure and recreation at improving the quality of life of workers in tertiary institutions in Imo State. The design, therefore, enabled the researcher to determine the current status of the role of leisure and recreation at improving the quality of life of workers in tertiary institutions without any special treatment of the variables under study.

The study was focused on the tertiary institutions in Imo State, Nigeria. Imo State is bordered by Abia State on the East, River Niger and Delta State to the West, Anambra State on the North and Rivers State to the South. The state lies within latitudes 4°45'N and 7°15'N, and longitude 6°50'E and 7°25'E with an area of around 5,100 sq. km.

The area was chosen because there are several institutions of higher learning including state and federal government run institutions such as; Imo State University, Federal University of Technology, Owerri, Federal Polytechnic, Nekede, Eastern Palm University, Ogboko, Ideato, Imo State Polytechnic, Umuagwo, AlvanIkoku College of Education, Technological Skills Acquisition Institute, Orlu. The availability of these tertiary institutions makes Imo state a good location for this study. The population of the study was 5,159, which comprises of all the academic and non-academic staffs of the three tertiary institutions. The total number of institutions selected was one Federal University, one State University and one Polytechnic randomly selected. This comprised of Federal University of Technology, Owerri (FUTO), Imo State University, Owerri (IMSU) and Federal Polytechnic, Nekede. The sample size for this study was 249 was statistically determined using Taro Yamane formula.

The instrument used was well-structured questionnaire titled “the Role of Leisure and Recreation in Improving the Quality of life of Workers in Tertiary Institutions in Imo State”. The questionnaire was divided into four clusters - A, B, C and D. Cluster A satisfied Objective 1, cluster B satisfied objective 2, cluster C satisfied objective 3 while cluster D satisfied objective 4. The questions were based on a four point rating scale of Strongly Agree = 4, Agree = 3, Disagree = 2 and Strongly Disagree = 1 respectively.

The instrument was subjected to both face and content validation by three experts in the field of recreation and tourism and guided by the research questions, research objectives and hypotheses. The experts reviewed the instruments independently and assessed the questionnaire items and made corrections and adjustments where necessary. Thereafter, the instrument was subjected to a reliability test using the Cronbach Alpha Technique. A small portion of ten copies of the questionnaire was administered to a group of ten persons outside the study area. The responses were gathered and analyzed using Cronbach Alpha Coefficient which produced Alpha Numeric value of 0.85 showing the instrument to be reliable. Convenience sampling technique was employed in the study. The researcher collected data with the help of a research assistant. The researcher trained the assistant on how to administer the instrument explaining the essence of the study and the location used as well as the formats for providing responses to questions. A letter of introduction accompanied the instrument explaining the purpose of the study to the respondents. To ensure high return rate of the instruments, it was expected that the respondents fill the instrument on the same spot they were administered.

The data collected was analyzed using Mean and standard deviation. The computation of the data was carried out with SPSS package. The benchmark of 2.50 was used to accept a given opinion as significant. Any item with the mean of 2.50 or above was accepted while any item with the mean of less than 2.50 was considered as rejected. The four null hypotheses were tested using t-test at 0.05 level of significance. To determine the acceptance or rejection of the null hypothesis, a null hypothesis was rejected if the calculated value exceeds or is greater than the critical or t-table value at 0.05 level of significance. Otherwise, the null hypothesis was accepted when the calculated t-value is less than the critical or t-table value at 0.05 level of significance.

Results and Discussion

The result on table 1 shows the forms of leisure and recreational activities that workers in tertiary institutions in Imo State engage themselves. The result showed that majority of respondents engage in restaurants visits (95.1%), hobby activities (93%), cooking (89.6%), religious activities (88.65), sports activities (86.4%), reading books or daily papers (82%), playing cards (80%), jogging (71%), musical activities (56.2%), cultural activities (51.6%), and Other activities had low engagement while activities such as hiking and skiing received no engagement at all because such recreational activities are not prevalent in this part of the world because of the risk involved as well as environmental conditions that do not support such recreational activities. The leisure and recreation activities they engage most were restaurant visits, hobby, cooking, and religious activities which not active in nature but passive. It is only sport activity that is active in nature among the major leisure and recreation activities. Active leisure and recreation activities improve mood, self-esteem, ability to achieve, maintain healthy weight and lower stress level.

Table 1: Types of leisure/recreation that workers of tertiary institutions in Imo State engage into

S/N	Leisure Activity	Frequency (N=249)	Percentage (%)	Ranking
1	Reading books or daily papers	204	82%	6 th
2	Gardening	27	10.7%	15 th
3	Social media interaction e.g. facbook, messenger, instagram, whatsapp, etc.	30	12.2%	14 th
4	Cultural activities	128	51.6%	10 th
5	Hobby activities	232	93%	2 nd
6	Dancing	61	24.6%	11 th
7	Fishing/hunting	23	9.3%	16 th
8	Restaurant visits	237	95.1%	1 st
9	Musical activities	140	56.2%	9 th
10	Religious activities	221	88.6%	4 th
11	Sport activities e.g. soccer, basketball, handball, table tennis etc.	215	86.4%	5 th
12	Hiking	-	-	
13	Playing cards/ draft/ ludo	199	80%	7 th
14	Sailing/boating	20	8.1%	18 th
15	Jogging	177	71%	8 th
16	Painting	22	9%	17 th
17	Skiing	-	-	
18	Decorating	35	14.2%	13 th
19	Cooking	223	89.6%	3 rd
20	Cycling	48	19.4%	12 th

Source: Field Survey, 2018.

Restaurant visits ranking first is not surprising as the study area is well known for its reputation of large number of hotels, restaurants, bars and clubs. Hobby activities also received high response this hobby activity include other activities that the individual

engage in as a hobby that is not listed in the table and majority about 93% of the respondents say that they engage in hobby activities as their leisure or recreation. Religious activities ranking fourth is not surprising especially with the prevalence of churches and prayer houses at every nook and cranny of the study area, people in the study area are suddenly becoming religious than ever especially as the bad governance of this administration is becoming increasingly glaring that more and more people are turning to religion for answers. This finding is in line with the findings of Tanyatanaboon (2014), who found that in his studies, hobby, restaurants visit, reading of magazines as the major forms of hobby or recreation that workers in educational sector involve themselves into.

Out of the 249 (69%) respondents who agreed that they engage in leisure activities, 47% do so weekly and mainly over the weekend when they engage in religious activities in churches and mosques and visit restaurants and bars with friends of family members, 32% do so biannually when they engage in cultural activities, ceremony and sightseeing during Christmas and Easter. 16% do so quarterly (four times in a year) while 5% engage in leisure activities on a daily basis. such as watching television for soccer, movie, news and other entertainment programmers; reading newspapers or news via the internet and social media interactions network through different platforms such as facebook, instagram, messenger, whatsapp, twitter, etc The result revealed that increase in frequency leads to decrease in involvement in recreational activities.

The result presented in table 2 shows the mean responses of the respondents on the role of leisure activities in improving their physical wellness. The 15 items met the bench mark of 2.50 and so were accepted in all the factors that recreation/leisure improve their physical wellness. The workers in the tertiary institutions used for this study agreed that engaging in leisure/recreational activities improve their quality of life, promote physical health, diminishes risk of contracting diseases, makes one look and feel smart, reduce feelings of anxiousness, boost immune system, increase fitness, improves mental health, maintains body weight and lower BMI, lowers blood pressure, increases muscle strength, reduces risk of heart problems and increases life expectancy (longevity). The mean responses for all the items crossed the benchmark of 2.50, and the pooled mean of 3.24 indicates that the respondents agree that all the variables of physical wellness listed on table 2 can be affected by engaging in recreation/leisure activities.

Table 2: The Role of Leisure/ Recreation in Improving Physical Wellness

S/N	Items	Mean	SD	Decision
1	Leisure/recreational activities improves my life quality	3.24	0.23	Accept
2	Leisure activities contribute positively in promoting my physical health	3.76	0.45	Accept
3	Leisure/recreation diminishes my risk of contracting disease	2.67	0.45	Accept
4	I look and feel smart after engaging in leisure/recreational activity	3.57	0.36	Accept
5	Leisure activities reduce my anxiousness	2.98	0.26	Accept
6	Leisure/recreation helps to boost my immune system	2.77	0.30	Accept
7	Leisure/recreational activities promote my health and wellbeing	3.72	0.41	Accept
8	Leisure/Recreation increases my fitness	3.64	0.56	Accept
9	Recreational activities improve my physical and mental health	3.68	0.39	Accept
10	Leisure/recreational activities help to prevent me from developing chronic diseases such as Osteoporosis	2.71	0.45	Accept
11	Recreational activities help me to maintain my body weight and lower body mass index	3.09	0.30	Accept
12	Leisure and recreation lowers my blood pressure	3.12	0.29	Accept
13	Leisure activities help to increase my muscle strength, joint flexibility and lower total cholesterol levels	3.49	0.46	Accept
14	Leisure and recreation helps to reduce my chances of heart problems	2.91	0.51	Accept
15	Leisure and recreation increases my life expectancy	3.23	0.19	Accept
	Pooled Mean	3.24		Accept
	Benchmark Mean	2.50		

Source: Field Survey, 2018.

The findings on the role of leisure in improving physical wellness revealed that leisure activities can improve quality of life, promote physical health, diminishes risk of contracting diseases, makes one look and feel smart, reduce feelings of anxiousness, boost immune system, increase fitness, improves mental health, maintains body weight and lower BMI, lowers blood pressure, increases muscle strength, reduces risk of heart problems and increases life expectancy (longevity). This is very true because majority of the leisure activities involves engagement in one light physical activity or another and studies have shown that engaging in light physical activities such as taking a stroll or even exercising the brain with minor tasks or brain teasers that takes one away from their day to day stress can have a great impact on their physical wellbeing (Peggi, Jopp and Hertzog, 2016; Mannell, 2007). Since majority of the work related activities in tertiary institutions are office related that can be carried out all in one place, just a couple of time spent out of work unwinding can relieve the nerve cells and liberate one from many potential health hazards. The test of hypothesis revealed that male and female workers do not vary significantly in their mean responses on the role of leisure activities in improving

the physical wellness of workers in tertiary institutions in Imo state. This finding is in line with the work of Kamenju, Rintaugu and Mwangi (2016) who found that recreational activities and leisure activities was correlated to good physical wellbeing of teachers in secondary schools in Nairobi Kenya.

The result on role of recreation or leisure in improving psychological wellness presented in table 3. The study showed that all 15 items/factors evaluating the role of leisure/recreation in improving the psychological wellness of the workers in tertiary institutions met the benchmark of 2.50 and were all accepted to be significant. Hence, the study revealed that the respondents agree that leisure/recreation increases patience, reduces tension, helps keep emotions under control, reduces depression, relieves stress, helps to build a positive self-esteem, helps one explore their sense of creativity, helps eliminate loneliness, helps find balance in life, creates clarity of mind, improves longevity and helps one appreciate their immediate environment. The mean responses for the items in table 3 were all above the cut-off of 2.50 which implies that all the items were accepted by the respondents as how leisure/recreation improves psychological wellness, which is further buttressed by the pooled mean value of 3.13.

The study revealed that leisure activities can improve psychological wellness in the following ways; increases patience, reduces tension, helps keep emotions under control, reduces depression, relieves stress, helps to build a positive self-esteem, helps one explore their sense of creativity, helps eliminate loneliness, helps find balance in life, creates clarity of mind, improves longevity and helps one appreciate their immediate environment.

Table 3: Role of leisure/ recreation in Improving Psychological Wellness

S/N	Items/Factors	Mean	SD	Decision
1	Leisure activities help to increasemy patience	2.91	0.45	Accept
2	Leisure activities help to reduce my tension	2.87	0.30	Accept
3	Leisure activities help me keep my emotions under control	2.92	0.29	Accept
4	Leisure activities e.g. swimming help me to reduce depression	2.79	0.46	Accept
5	Leisure/ recreational activities help me in relieving stress	3.56	0.51	Accept
6	Leisure activities give me a sense of satisfaction	3.42	0.19	Accept
7	Leisure/ recreational activities help me to build a positive self-esteem	3.09	0.45	Accept
8	Recreation helps me to explore my inner spirit and sense of creativity	2.99	0.30	Accept
9	Engaging in recreational activity helps me to eliminate loneliness	3.12	0.29	Accept
10	Recreational activities help me to conquer boredom	3.67	0.23	Accept
11	Recreation makes me to be more lively	2.90	0.45	Accept
12	Leisure/ recreational activities provide me the chance to find balance in my life	3.12	0.45	Accept
13	Leisure and recreation creates in me, clarity of mind	2.72	0.36	Accept
14	Participating in leisure/recreation is capable of improving my longevity	3.28	0.26	Accept
15	Outdoor recreation makes me to appreciate the natural environment	3.56	0.30	Accept
	Pooled Mean	3.13		Accept
	Benchmark Mean	2.50		

Source: Field Survey, 2018.

Being psychologically well is a good marker for productivity, good relationship with others both at work and in the family, being creative and social adaptability (Rajgopal, 2010); Trotter, 2008). The test of hypothesis revealed that male and female workers do not vary significantly in their mean responses on the role of leisure in improving the psychological wellness of workers in tertiary institutions. This finding is supported by the findings of Kwom, Pickett, Lee, and Lee (2018) who both found that leisure activities have a positive correlation with psychological wellness and that people who regularly engage in leisure activities are often more psychologically sound than their counterparts who do not.

Table 4 shows the result for the role of leisure/recreation in improving the socio-economic wellness of workers in tertiary institutions in Imo state. The result shows that all the items listed in table 4 which were used to measure the role of leisure/recreation in improving the socio-economic wellbeing of workers in tertiary institutions in Imo state were accepted because all the 16 items met the benchmark of 2.50. The overall (pooled) mean for the responses is 3.22 which imply that all the items were agreed on by the respondents. This implies that engaging in leisure/recreation activities enables the

university workers to be patient with their colleagues, control their temper, and create good memories.

The role of leisure in improving socio-economic wellness can never be overemphasized. The truth is socio-economic wellness is related to both physical and psychological wellness for when one is physically and psychologically sound then the socio-economic variables will be sound too. Leisure activities was shown to improve socio-economic wellness in the following ways; help me to control temper, creates good memories, improves relationship with family and co-workers, helps one to be more tolerance and understanding, creates stronger family bonds, enhances social interactions, helps to develop good relationship with people of different ethnic groups, enhances learning and cognitive skills, increases productivity, lowers health care cost as physical wellness is improved and breaks down unfamiliarity fear and isolation. The test of hypothesis revealed that both male and female workers do not vary significantly in their mean responses on the role of leisure in improving their socio-economic wellness. The findings is in line with the work of Nawijn (2012) who found that people who do not engage in leisure activities tend to be less happy, low emotional stability and low social interactivity.

Table 4: Role of Leisure and Recreation in improving the Socio-Economic Wellness

S/N	Items	Mean	SD	Decision
1	Leisure activities help me to be more patient with my colleagues	2.99	0.23	Accept
2	Leisure/recreational activities help me to control my temper	3.12	0.45	Accept
3	Leisure and recreational activities create good memories in me	3.67	0.45	Accept
4	Leisure/recreational activities improve my relationship with my children	2.90	0.36	Accept
5	Leisure activities improves my relationship with my co-workers	3.12	0.26	Accept
6	Leisure/recreational activities improve my relationship with my friends	2.72	0.30	Accept
7	Recreational activities promote my tolerance and understanding with people	3.28	0.30	Accept
8	Leisure/recreational activities enhances my social interaction with people	3.56	0.41	Accept
9	Recreational activities have helped me to develop good relationship with people of different ethnic groups.	3.57	0.56	Accept
10	Leisure/recreational activities stimulate and enhance my learning process and development of cognitive skills	2.98	0.39	Accept
11	Leisure and recreation offers me a place for play	2.77	0.45	Accept
12	Leisure and recreation help me to improve my relationship with my spouse	3.72	0.30	Accept
13	Recreation helps me unite with my families	3.64	0.29	Accept
14	Leisure/recreational activities help me to be more productive	3.68	0.46	Accept
15	Leisure/recreational activities lower my health care costs thereby my increasing savings	2.71	0.51	Accept
16	Leisure and recreation breaks down my unfamiliarity, fear and isolation.	3.09	0.19	Accept
	Pooled Mean	3.22		Accept
	Benchmark Mean	2.50		

Source: Field Survey, 2018.

Test of Hypotheses

H₀: There is no significant difference between the mean ratings of male and female workers in tertiary institutions in Imo state on the role of leisure/recreation in improving their physical wellness

Table 5: t-test result for the mean responses of male and female workers in tertiary institutions in Imo state on the role of leisure/recreation in improving physical wellness among workers.

Gender	N	X	SD	Df	t-cal	t-crit	Sig.	Decision
Male	150	3.09	.675	247	1.35	1.97	.093	Accept Ho
Female	99	2.99	.475					

SD= standard deviation, X=mean.

Table 5 revealed that that t-calculated value of 1.35 is less than the t-critical at df = 247, where $P > 0.05$. This indicates that there is no significant difference between the mean responses of male and female workers in tertiary institutions in Imo state on the role of leisure/recreation in improving the physical wellness of the body. Therefore, the null hypothesis which states that there is no significant difference between the mean ratings of male and female workers in tertiary institutions in Imo state on the role of leisure/recreation in improving their physical wellness, is accepted.

H0₂: There is no significant difference between the mean ratings of male and female workers in tertiary institutions in Imo state on the role of leisure/recreation in improving their psychological wellness

Table 6: t-test result for the mean responses of male and female workers in tertiary institutions in Imo state on the role of leisure/recreation in improving psychological wellness among workers

Gender	N	X	SD	Df	t-cal	t-crit	Sig.	Decision
Male	150	3.202	.521	247	1.21	1.97	.103	Accept Ho
Female	99	3.189	.613					

SD= standard deviation, X=mean.

Table 6 reveals that the t-calculated (1.21) is less than the t-tabulated (1.97), at df = 247 with $P > 0.05$. This implies that there was no significant difference in the mean responses of male and female workers on the role of leisure/recreation on improving the psychological wellness. Therefore, the null hypothesis which states that there is no significant difference between the mean ratings of male and female workers in tertiary institutions in Imo state on the role of leisure/recreation in improving their psychological wellness is accepted.

H0₃: There is no significant difference between the mean ratings of male and female workers in tertiary institutions in Imo state on the role of leisure/recreation in improving their socio-economic wellness.

Table 7: t-test result for the mean responses of male and female workers in tertiary institutions in Imo State on the role of leisure/recreation in improving their socio-economic wellness

Gender	N	X	SD	Df	t-cal	t-crit	Sig.	Decision
Male	150	3.112	.431	247	1.56	1.97	.093	Accept Ho
Female	99	2.990	.421					

SD= standard deviation, X=mean.

Table 7 shows that the t-calculated < t-critical ($1.56 < 1.97$) at $df = 247$ and $p > 0.05$ this implies that the male and female teachers do not differ significantly in their mean responses on the role of leisure/recreation in improving their socio-economic wellness. Therefore the null hypothesis which states that there is no significant difference between the mean ratings of male and female workers in tertiary institutions in Imo state on the role of leisure/recreation in improving their socio-economic wellness is accepted.

Conclusion and Recommendation

In conclusion, there are many benefits to derive by engaging in leisure and recreational activities. Leisure and recreational activities may play an educational role; it can influence international and community development, promote health, and socialize and also stimulate economy. Leisure and recreation influences physical well-being, It enriches the Quality of Life as a whole. High Quality of Life index represents desired satisfaction of workers, so leisure and recreation can become a tool for achieving this. Therefore, workers should see leisure and recreation as important and vital tool in organizational settings to be embarked upon, as it plays important role in boosting the quality of life cutting across physical and emotional vitality. Management of institutions should provide incentives for the establishment of recreational and leisure centers as this will promote job satisfaction and performance. Institutions should inculcate policies of leisure and recreation into their job objectives.

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