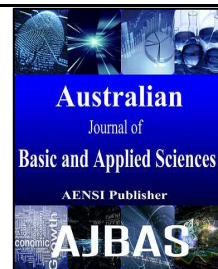




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Studying Survey of the Inhibitory Factors Involved in Programs of Physical Education Health-Related of the Employee in Mobarakeh Steel Company

¹Iman Nazerian, ²Shahizan Hasan, ³Ahmad Tajuddin Othman, ⁴Mohd Ali Samsudin, ⁵Azlina Mohd. Yusof

¹PHD Student of Educational Studies of Universiti Sains Malaysia, Penang, Malaysia.

²Department of Educational Studies of Universiti Sains Malaysia, Penang, Malaysia.

³Department of Educational Studies of Universiti Sains Malaysia.

⁴Department of Educational Studies of Universiti Sains Malaysia, Penang, Malaysia.

⁵PHD Student of Educational Studies of Universiti Sains Malaysia, Penang, Malaysia.

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ABSTRACT

The purpose of this study is to evaluate the rate of participation and find out the barriers of employee participation in the programs of physical education and physical activities health-related of Mobarakeh Steel Company. To design an educational physical activities program, it is necessary to explore and identify inhibitory factors for behavior of participation in physical activities. This research is a descriptive one and conducted by survey method. The statistical population consists of 15,000 Mobarakeh Steel Company employees. To select the sample of the study, Morgan table is used. 364 subjects were chosen by Random sampling method and for data collection, the researcher made questionnaire was used. The data using were analyzed by SPSS software and the results showed that the level of employee participation in physical activities was moderate. Some cases such as fatigue and work stress, busy working and lack of time, poor morale, lack of facilities and lack of partner were expressed as barriers of employee participation in physical activities related to their health.

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INTRODUCTION

Participation enhances the effectiveness process between humans, and as the result of this process, the hidden talents and creativity will be alive and active. Every year, new fields of creativity and innovation are provided. Participation in physical activities, in addition to making a healthy body, enhances the morale, reduces the conflicts between groups, improves the quality of life and also finds the athletic talents. Sociological studies show that from 8700 hours in a year, 6830 hours spent for work and 1930 hours spent in supplying the biological needs. The rest time is called "leisure time" (Dadashi, 2000).

Participation in sports and doing sport can appropriately cover the leisure time. It is one of the subjects that has higher importance in today's society. Due to preventing the social problems, governments have a special interest in sports. About two million deaths occur each year due to less physical activity and the preliminary findings of a World Health Organization study suggests that a sedentary lifestyle is one of the 10 leading causes of death in the world (Grover *et al.*, 2008). In fact, sport, along with

making the body healthy, can make the morale happy and prevent many injuries. In today's industrial society, happy human resources are much more successful in productivity than bored and restless workforce (Soltani, 2005). In addition, consideration and development of sport education health-related program for the employees' health are essential in any company anyway there is not enough attention to increase health of human resource and development of quality of work life and job productivity through education of exercises based on health improvement (Nazerian and Ghasemi, 2011). Organizations call Sport as an influential factor in the vitality of the human resource. Through proper planning consistent with the requirements of much more participation of staffs in physical activities, they do this important attempt in order to have an efficient organization.

Therefore, identifying the disturbing factors and removing them from one hand and knowing the stimulating factors and reinforcing them from the other hand can increase the sports participation. The staffs of Mobarakeh Steel Company, due to different factors such as lack of time, works shifts, high costs, high volume of work and the hard work in some

Corresponding Author: Iman Nazerian, PHD Student of Educational Studies of Universiti Sains Malaysia, Penang, Malaysia.
E-mail: iman.nazerian@gmail.com

units, lack of access and attitude issues, faced with shortages to participate in physical activities. Accordingly, it is necessary to examine the barriers and overcome them to increase the staffs' participation in physical activities. Effective participation of all individuals in the group works through mobilization of all potential facilities in order to use them in the process of decision making, planning, implementation, evaluation and operation is called partnership (Akbari, 2001).

Participation, from the overall vision, means making the sense of solidarity, belongingness and collective effort to achieve a fair system in the social. From the above definitions can be concluded that participation includes a set of material and spiritual activities that people willingly participate in them. Participation can be in various forms, including cultural, political, social, economic and sporty ones. Participation in Iran has a considerable historical and religious principle so that in pre-Islam Iran Zoroastrianism philosophy was based on cooperation and also entering Islam in Iran, on the bases of the verses in Quran, participation has become a responsibility (Nematollahi, 2000). Also before designing any educational sport program it is better to recognize the level of employees' participation to know the ability of employees for using effective educational program. Because of finding out the barriers of staff participation, the practical training and selected sport field is better to choose with the least injuries (Bollars *et al*, 2014).

Participation in physical activities has always been an important issue and attracted the attention of many researchers. For example, the research of Nazerian *et al*, (2012) showed that the participation of employees in the selected program of swimming had the positive effects on the improvement of occupational performance of Steel Company of

Mobarakeh. Moreover, in the first View, it seems that there are obstacles in people's participating in physical activities. The important determining factor is participation (Jackson, 1993). In addition, Anaza and McDowell (2013) showed that the barriers of ladies' leisure activities experience constraints to participation in physical activities, and Jones (2009) illustrated some problems and challenges rural Ugandan women encounter when endeavoring to utilize a public library. Jackson, in his definition of sport participation barriers, claims that a barrier to participation in leisure activities, especially sports, is whatever limits the person's ability to participate in leisure activities. Crawford and Godby (1987) divided the barriers to participate in leisure activities into three categories:

1. Barriers within the individual: it refers to psychological deterrent attributes of the individual which root in negative experiences of the individual. Lack of interest in activities, lack of proper knowledge about what activities can be done at the place and by which instructors, personal psychological problems such as fear from being injured in exercise, being shy as the result of weak skills, lack of Psychological knowledge , physical problems and negative experiences are considered as barriers within the individual.

2. Barriers outside the individual: it refers to the positive imbalance between individuals and the inability to find a partner and group belongingness.

3. Structural barriers: it means lack of material resources to exercise. Lack of enough time due to job and family obligations, lack of proper facilities, overcrowding sports facilities, lack of enough money to use the available services, lack vehicles and the crowded physical places and lack of sports facilities nearby the residency are examples of structural barriers.

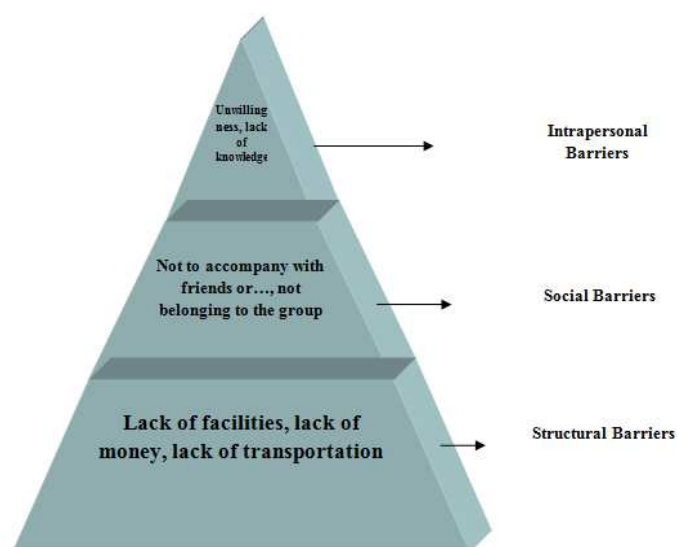


Fig. 1: pyramid model of three barriers of participation by Crawford and colleagues (1991)

The pyramid model of the three barriers to Participation, according to Crawford *et al* (1991), refers to three social, structural and interpersonal barriers. Ehsani and his colleagues (1997) conducted a research about the inhibitory factors physical activities. The results showed that Inhibitory factors in girls are more than boys. Identified Barriers were lack of interest, lack of transport, lack of resources, ill-informed, disability, lack of skills, lack of time, health problems and social factors. "Assessing the inhibitory factors of physical activities among University of Technology students" is a name of research conducted by Dadashi (2000).

Inhibitory factors in order of importance include lack of time, lack of interest, costs, resources, skills, ill-informed, cultural and social constraints, physical readiness and the lack of vehicle. Salami and his colleagues (2002) in a wide range research described the barriers of women's participation in physical activities. The most important factors were lack of knowledge about the sport, obesity, irritability, lack of motivation, lack of facility and the high costs. Witt and Goodale (1981) identified factors such as time, skill and money as the most important barriers to the participation of people in sport and studied them from a sociological perspective. Dobosz (2005) in a study about the relationship between sports participation and leadership skills of high school students did report that there is a significant correlation between sports participation and leadership skills among students. In other words, students, with leadership skills who try to increase their popularity among the other group members, have greater participation in sport and have achieved so much success. Thus, the personal motivation is among the basic factors in sports participation of students so that without it, there may be an obstacle in people's participation.

Methodology:

In this study since the researchers sought to evaluate the staff's participation in physical activities as well as the barriers of Mobarakeh Steel Company staff's participation in sport, the research is a descriptive one and is conducted by survey method. The statistical population consisted of all staffs in Mobarakeh Steel Company in 2009, according to received information, there were 7,000 staffs. To select the sample size, Morgan table (1970) is used and 364 were chosen.

Since the number of staffs in different units of Mobarakeh Steel Company varies, stratified random sampling method, proportionate to the statistical population, is used. To assess the sport's barriers, a researcher made questionnaire was designed. In order to determine the content validity of the questionnaire, the experts and professors' comments were used. To assess the questionnaire reliability, a pilot study is conducted on 30 staffs. Using the Cronbach's alpha coefficient, the variance was determined that was 0.86. To analyze the data, descriptive statistics, frequency, percent and in inferential analyze, the single-variable t-test was used.

Research Findings:

The first variable in the study was age of the population, because the age factor increases the probability of barriers in staff's participation in sports activity. Data suggest that the age between 36-45 years old had the highest frequency and the 56-60 year old group had the lowest frequency.

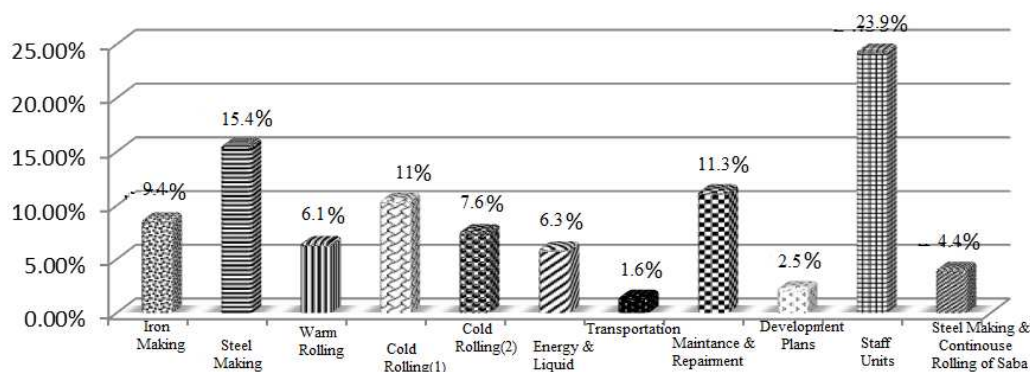
The second variable was the workplace of employees. The difficulty of the job prevented the employees from participating in physical education programs.

According to the results, the administrative and steel making units have the most common distribution.

The third variable was the degree of employee's participation in physical activities

Table 1: Distribution of the sample by age

Statistical Indicators		Personal Demographic	
Percentage	Frequency		
4.10	38	18-25Year	Age
1.23	84	26-35Year	
5.36	133	36-45Year	
3.17	63	46-55Year	
3.3	12	56-60Year	
3.9	34	Without Answering	
100	364	Total	



Shape. 1: Graph frequency distribution of sample group based on the workplace

Table 2: Mean comparison level of employees' participation of sports activities programs with the average level (3)

Sig.	T	SD	Mean	Average Level
0.15	1.52	0.93	3.08	3

In inferential analysis, in order to evaluate the significance level, t- test at the level $\alpha = 0.05$ was used. Since that resulting average (3.08) is slightly larger than the average level (3) and the resulting t value was smaller than the critical values in the

tables, therefore, it should be stated the level of employees' participation in physical activity is moderate. The fourth refers to the barriers of involvement in sport activities programs.

Table 3: Results of one variable t-test to compare the mean barriers of participation in sport activities programs

Sig.	T	SD	Mean	Average Level	Barriers of employee participation in physical activities programs
001.0	72.13	09.1	81.3	3	1. Busy working and lack of time
001.0	79.5	22.1	38.3	3	2. Far distances to sports centers
001.0	73.3	17.1	24.3	3	3. Lack of facilities
001.0	36.3	22.1	22.3	3	4. Fatigue and work stress
001.0	36.3	19.1	22.3	3	5. High costs
02.0	29.2	24.1	16.3	3	6. Lack of a partner
18.0	35.1	14.1	08.3	3	7. Poor and inappropriate morale
80.0	25.0	09.1	01.3	3	8. Lack of qualified instructors
06.0	87.1	30.1	86.2	3	9. Disease and sick
001.0	33.9	17.1	39.2	3	10. Lack of awareness of the benefits of exercise

In inferential analysis, to evaluate the significance level, t- test at level $\alpha = 0/05$ were used. According to this fact that the averages obtained in all cases, except 1 and 8 (disease and lack of knowledge about the benefits of exercise) was larger than moderate (3) and the t resulting it is larger than the critical value of table, so we can conclude that barriers of staff participation in physical activities include busy working, lack of time, far distances to sport clubs, lack of facilities, fatigue and work stress, high costs, lack of a partner, poor morale, lack of qualified instructors.

Conclusion And Result:

Today, sport is one of the essentials of healthy living, because as well as the positive physical result, it has psychological positive effects on the person. Therefore, encouraging the staffs of industrial plants to participate in sports' activities, despite difficult and time consuming job, causes are a more healthy life and also enhances the work efficiency and productivity. Accordingly, identifying the obstacles to fulfill the sport activates can decrease the staff problems in this way. This study aimed to determine the barriers to sport participation among Mobarakeh steel staffs and find the influential factors on staff

participation in sports activities. Accordingly, Comments of 364 staffs were surveyed by a researcher made questionnaire. It was 10.4% in the 18 - 25 age group, 23.1% in the 26 - 35 age group, 36.5% in the 36 - 45 age group, 17.3% in the 46 - 55 age groups. 3/3 percent in the age group 56 to 60 years. 9/9 % of the staffs were unmarried and 89.6% were married. In terms of educational level, 13.7% of the staffs had diploma, 44.8% has associate degree and 11.8% had a bachelor or higher.

The results of the staff participation level showed that resulting average (3.08) was in average level and it shows that the staff did not have much more participation in sports. That is, their participation in sport was moderate. It is necessary for the complex managers to pay more attention to this issue and provide the necessary conditions for the exercise of staffs. Results related to the barriers of participation in physical activities showed that some cases such as busy work and lack of time, far distances to sport clubs, lack of facilities, work stress, fatigue, un-appropriate fees, lack of a partner, poor morale, lack of experienced instructors are expressed as barriers to staff participation in sports activities.

Based on the results, it was found that, according to staff and experts, the first barriers of participation in sports activities are being busy, and lack of time, fatigue and work stress, un-appropriated costs. According to the managers, far distances to sport clubs such as sports, busy working, lack of time and limited resources and according to operators and repairmen, cases such as busy working and lack of time, unreasonable costs and lack of facilities can be cited as obstacles of participation in sports activities. Therefore, based on the similar points among busy work, lack of time and also lack of facilities among these three jobs, to increase the level of staff participation, we need to remove these obstacles. Through a systematic planning, there will be many more opportunities for participation in sports activities. The findings of this study were consistent with the pyramid model of triple barriers by Crawford *et al* (1991). They were also consistent with other studies such as Ehsani and his colleagues (1997), Dadashi (2000), Salami and colleagues (2002), Witt and Goodwel (1985). Adams (2014) demonstrated leisure activities exist in cultures other than those initially studied in developed societies, however, it has been recommended may not be same in developing countries as in developed ones as experienced or defined.

To increase the level of participation, the easiest way is to reduce the financial and environmental barriers. Keeping any value live in society is done by people who have enough motivation to fulfill it. Featuring arts, industrial masterpieces, inventions and discoveries, rich poetries and literature, deep beliefs, etc. are all created by people who have a deep and enduring fascination and are firm in their

beliefs. For example in factories, the upper management is allocated to somebody who is loyal to development of sports and sacrifice in this way. They can inspire others to engage in sports programs.

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