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**ENHANCING PRODUCTIVITY: THE ROLE OF GOVERNMENT
EMPLOYEES' RECREATIONAL ACTIVITIES**

A Thesis
Presented to
the Faculty of the Graduate School of
ST. LOUISE DE MARILLAC COLLEGE OF SORSOGON INC.
Sorsogon City

In Partial Fulfillment
of the Requirements for the Degree of
MASTER OF BUSINESS ADMINISTRATION

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By

ALENA ROSE J. ARIMADO

JANUARY 2024

i

RECOMMENDATION FOR ORAL EXAMINATION

This thesis entitled, **ENHANCING PRODUCTIVITY: THE ROLE OF GOVERNMENT EMPLOYEES' RECREATIONAL ACTIVITIES** prepared and submitted by **ALENA ROSE J. ARIMADO** in partial fulfillment of the requirements for the degree of **MASTERS IN BUSINESS ADMINISTRATION** is hereby submitted to the thesis committee for oral Examination.

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**THESIS : ENHANCING PRODUCTIVITY: THE ROLE OF
GOVERNMENT EMPLOYEES' RECREATONAL
ACTIVITIES**

**SCHOOL : ST. LOUISE DE MARILLAC COLLEGE OF
SORSOGON, INC. SORSOGON CITY**

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Upon recommendation of the Oral Examination Committee, this thesis entitled **ENHANCING PRODUCTIVITY: THE ROLE OF GOVERNMENT EMPLOYEES' RECREATIONAL ACTIVITIES** prepared and submitted by **ALENA ROSE J. ARIMADO** is hereby approved in partial fulfillment of the requirements for the degree of Masters in Business Administration

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A.R.J.A

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ABSTRACT

ENHANCING PRODUCTIVITY: THE ROLE OF GOVERNMENT EMPLOYEES' RECREATIONAL ACTIVITIES

By

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MBA 2023

The contemporary landscape of productivity demands a nuanced exploration beyond traditional paradigms, necessitating a holistic understanding of factors influencing human performance. The objective of this study was to determine the role of recreational activities in enhancing productivity of government employees. Through this exploration, the thesis aspires to contribute valuable insights that transcend conventional notions of productivity, advocating for the integration of recreational practices as an essential element in the pursuit of optimal performance and fulfillment.

The study presents data from 68 selected government employees from 16 government agencies. The questionnaire were originally sent to 70 selected employees but only 68 were able to respond due to their busy schedules.

The results imply that most government employees agree that engaging in recreational activities help enhance their productivity and improve their overall well-being.

The implications of this research extend across various domains, offering actionable insights for individuals, workplaces, and educational institutions. For organizations, recognizing and promoting recreational activities may prove instrumental in fostering a more productive and satisfied workforce. Implementing policies that

encourage breaks and recreational engagement during the workday could lead to enhanced creativity, job satisfaction, and, ultimately, improved organizational performance.

In the light of the conclusions made, the following are hereby recommended: to conduct further research to meet Government employees most common interests and improve quality of work and life; a continuous assessment on how Government employees maintain the quality of work performance in relation to recreational activities and other forms of improving the overall well-being; identify challenges that government employees may encounter that affects productivity and overall job performance that maybe addressed by recreational activities considering the nature of work they have; learning about the benefits of recreational activities to employees may help in understanding its significance to the organization as well; and finally, future researchers may advance their understanding on the individual preferences in recreational activities relative to their nature of work.

***Keywords:* productivity, recreational activities, government employees, work-life balance**

TABLE OF CONTENTS

	Page
Title Page.....	i
Recommendation for Oral Examination.....	ii
Results of Oral Examination.....	iii
Approval Sheet.....	iv
Acknowledgments.....	v
Abstract.....	vii
Table of Contents.....	ix
List of Tables.....	xi
List of Figures.....	xii
List of Appendices.....	xiii
Chapter	
1 THE PROBLEM AND ITS SETTING	
Introduction.....	1
Statement of the Problem.....	5
Assumptions.....	6
Scope and Delimitations of the Study.....	6
Significance of the Study	7
Definition of Terms.....	10
2 REVIEW OF RELATED LITERATURE AND STUDIES	
Foreign Literature.....	18
Local Literature.....	24
Foreign Studies.....	30
Local Studies.....	36

	Synthesis of the State of the Art.....	44
	Theoretical Framework.....	50
	Conceptual Framework.....	54
3	RESEARCH DESIGN AND METHODOLOGY	
	Research Design.....	57
	Respondents of the Study	58
	Research Instrument.....	59
	Data Gathering Procedures.....	60
	Treatment of Data.....	61
4	PRESENTATION, ANALYSIS AND INTERPRETATION OF DATA	
5	SUMMARY, CONCLUSIONS AND RECOMMENDATIONS	
	Summary of Findings.....	89
	Conclusions.....	93
	Recommendations.....	94
	REFERENCES	96
	APPENDICES	101

LIST OF TABLES

Table		Page
A	Number of Respondents	59
1	Different Recreational Activities Engaged in by Selected Government Employees.....	64
2	The Level of Productivity of Selected Government Employees.....	66
3	The Benefits of Recreational Activities to Government Employees....	70

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LIST OF FIGURE

Figure		Page
1	Theoretical Paradigm	53
2	Conceptual Paradigm	56

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LIST OF APPENDICES

Appendix	Page
A Survey Questionnaire.....	101
Interview Guide.....	102
B Letter of Permission to Conduct the Study.....	103

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CHAPTER I

THE PROBLEM AND ITS BACKGROUND

Introduction

In recent years, there has been a growing recognition of the importance of employee productivity in the workplace. Employers have started to realize that fostering a positive work environment can have significant benefits for both employees and organizations as a whole. As the backbone of public service delivery, the productivity of government employees directly impact the quality and efficiency of services provided to citizens. However, as of today, there has been growing concern about the work-related stress, and burnout experience by government employees, leading to reduced productivity and overall satisfaction.

Recreational activities encompass a wide range of leisure and enjoyable pursuits that promote relaxation, social interaction, and physical and mental rejuvenation for employees to engage in during their workday or during designated breaks. These activities can include but are not limited to sports, fitness classes, team-building exercises, and social events. These activities do not only serve as a means of relaxation but also help in developing essential skills such as teamwork, problem-solving, and effective communication. The goal is to create a balance between work and personal life, which ultimately contributes to employee productivity.

While the impact of recreational activities on employee productivity has been extensively studied in corporate organizations, limited research has been conducted within government institutions. These researches aim to bridge this gap by specifically

focusing on the context of government institutions and examining the unique factors that may influence the relationship between recreational activities, and employee productivity.

The subsequent sections of this research paper delved into comprehensive literature review, followed by an exploration of the research methodology employed to gather relevant data. The findings of this study are analyzed and discussed, leading to practical recommendations and implications for government institutions seeking to enhance employee productivity through the implementation of recreational activities.

Government institutions in various countries often engage their employees with variety of recreational activities, depending on their location, culture and personal preferences. The common recreational activities enjoyed by government employees globally include, sports, fitness and wellness, outdoor adventures, social clubs and associations, volunteering and community service, cultural activities, travel and sightseeing, recreation facilities and professional development.

Government offices play a vital role by actively supporting and facilitating the conduct of recreational activities. They can foster a healthier, happier, and more productive workforce. This, in turn, contributes to the overall efficiency and effectiveness of the organization.

Recreational activities have become an integral part of government offices in the Philippines, recognizing the importance of employee well-being and work-life balance. By investing in recreational programs, government organizations prioritize

the physical and mental health of their employees, foster team building and collaboration, alleviate work-related stress, and create a positive organizational culture. These initiatives may contribute to increased productivity, higher employee satisfaction, and improved retention rates. As the government sector continues to evolve, it is crucial for government offices to sustain and expand their efforts in providing recreational activities that cater to the diverse interests and needs of their employees, ultimately creating a healthier and more productive workforce.

In the Philippine context, the government law that supports the conduct of recreational activities in government offices is the Civil Service Commission (CSC) Resolution No. 1901265. To ensure a healthy and productive workforce, mental and physical fitness programs are needed to promote employee well-being—this was stressed by Civil Service Commission (CSC) Chairperson Karlo Nograles.

In general, government employees in the Philippines are expected to follow civil service rules and regulations, which promote professionalism, ethical conduct, and respect for the workplace. While there may not be specific laws on recreational activities, there are broader laws and policies that apply to government employees, such as the Code of Conduct and Ethical Standards for Public Officials and Employees (RA 6713).

For a few decades now, government institutions may undertake various endeavors related to the conduct of recreational activities. They may invest in upgrading their recreational facilities to provide better amenities and cater to a wider range of activities. Government institutions could diversify their recreational activity programs to cater to different interests and age groups. The goal would be to provide

opportunities for individuals to engage in activities they enjoy and promote overall well-being.

Recognizing the importance of mental health and wellness, government offices may prioritize offering programs and services that promote stress reductions, relaxation, and emotional well-being. Recreational activities for government employees in the Bicol Region of the Philippines vary depending on the specific government agency and its policies. However, many government organizations prioritize the well-being and work-life balance of their employees by offering recreational opportunities. The availability of these recreational activities may vary among government organizations

Moreover, Gender and Development (GAD) programs and activities in government agencies are the most prevalent form of recreational activities conducted in the workplace. GAD involves promoting gender equality and addressing the specific needs and concerns of both men and women. This is often done through policies, programs and projects that integrate gender perspectives. The Philippine Commission on Women (PCW) plays a crucial role in mainstreaming GAD in government agencies, ensuring that they adhere to Republic Act 9710, or the Magna Carta of Women. The goal is to create an environment where gender-based discriminations is eliminated, and opportunities are equal for everyone, regardless of gender.

Future endeavors may focus on making recreational activities in government setting more accessible and inclusive for people of all abilities. Efforts may also be made to ensure gender inclusivity and create a safe and welcoming environment for all

participants. Government offices may leverage technology to enhance the recreational experience.

In the future, there may be a greater emphasis on incorporating environmentally sustainable practices into recreational activities. Government offices could prioritize eco-friendly initiatives such as promoting outdoor activities, organizing nature conservation programs, using renewable energy sources for facilities, and encouraging sustainable transportation options.

Statement of the Problem

This research explored the relationship of recreational activities on government employee productivity in government institutions. By examining the existing literature and conducting empirical research, the researcher answered the following research questions:

1. What are the different recreational activities engage in by selected government employees?
2. What is the level of selected government employees' productivity?
3. How do recreational activities affect the level of productivity of Government Employees?
4. How do recreational activities improve employees' productivity?
5. What learning and development plan for recreational activities be proposed based on their level of productivity?

By addressing these research questions, the researcher hoped to provide valuable insights into the relationships between these variables and their potential implications for both individuals and organizations, and recommendations for

government institutions looking to enhance employee productivity through the integration of recreational activities.

Assumptions

1. Government employees, like individuals in any profession, engage in a wide range of recreational activities based on their personal interests and the opportunities available to them.
2. The level of selected government employees' productivity can vary widely based on the specific roles, departments, and government agencies they work in. Productivity is often measured by assessing the outcomes, achievements, and contributions of government employees in their respective areas of responsibility.
3. Engaging in recreational activities can positively impact the productivity of government employee and regular breaks and activities can reduce stress, enhance mood, and improve overall well-being, leading to increased focus and efficiency when they return to work.
4. Recreational Activities may improve employees' productivity through having their stress reduced and gaining a healthier body, mind and soul.
5. Creating a learning and development plan can help employees enhance their skills and balance their personal and professional lives more effectively.

Scope and Delimitations of the Study

This study focused on government employees. The research explored the relationship of recreational activities on government employees' productivity. Productivity refers to work performance, efficiency, and job satisfaction. This study aimed to identify the relationship between recreational activities, and employees'

productivity in government institutions. The study covered a specific period, typically defined by the researcher, during which data are collected and analyzed. The study employed different data collection methods such as surveys, interviews, focus groups, and document analysis, to gather information. The study focused exclusively on government institutions and did not include private companies or non-governmental organizations. The research is limited to the Philippines and may not reflect the experiences in other countries. Due to time and resource constraints, the study involved a specific and selected number of government institutions and employees. The findings might not be representative of the entire population of government employees in the Philippines. This study did not provide an in-depth analysis of specific recreational activities but rather explored their overall impact and relation.

Significance of the Study

Philippine governing bodies and the government institution in cooperation of their respective employees are all contributors in promoting well-being and productivity of employees. Many are engaged promoting conduct of recreational activities for government employees. Employee well-being directly influences the overall performance and job satisfaction. Understanding how recreational activities can positively affect well-being, in turn, productivity, can lead to better work-environments and enhanced employee engagement. Focusing on government institutions specifically is vital due to their unique organizational structures and roles. Government employees often face different challenges and demands than those in the private sector, making it essential to assess how recreational activities can improve their well-being and productivity in this context. If the study find a positive correlation

between recreational activities and employee productivity, it can have significant policy implications. Governments and public institutions may consider implementing or supporting recreational programs as part of their employee welfare initiatives. This, in turn, could lead to increased job satisfaction, reduced burnout, and improved efficiency within the government workforce.

This study can contribute to the body of literature in this area and help bridge the knowledge gap in understanding the relationship between recreational activities and employee outcomes. It can also shed light on the importance of work-life balance in the workplace. This balance is essential for employees to maintain their physical and mental health, avoid burnout, and foster a healthier and more productive work environment.

The findings of this study can offer valuable insights for government institutions and other organizations in the Philippines to design effective workplace interventions. Incorporating recreational activities as part of employee well-being programs could be a strategic step towards creating a more productive, positive and supportive work culture.

Therefore, the results of this study will be significant to the following stakeholders:

Government Institutions. The study is relevant to government institutions in the Philippines as it explores the relationship of recreational activities on employee productivity within their specific context. The findings can provide valuable insights into the potential benefits of incorporating recreational activities in the workplace, leading to improved employee productivity.

Employees. Employees can benefit from the findings by gaining a better understanding of the potential advantages of participating in recreational activities provided by their employers.

Human Resource Managers. It provides evidence-based insights into the relation of recreational activities on employee productivity. This information can guide HR managers in designing and implementing effective programs and policies that promote employee well-being and enhance productivity within their organizations.

Researchers and Academics. The study contributes to the existing body of knowledge on the relationship between recreational activities, well-being, and productivity in the workplace, particularly within government institutions in the Philippines. Researchers and academics can use the study's findings as a basis for further research, building upon its conclusions and expanding the understanding of this topic.

Policy Makers and Administrators. The findings can inform decision-making processes and potentially influence the development of strategies to improve the work environment and conditions for employees.

General Public. While the primary focus of the study is on government institutions in the Philippines, the findings may have implications for other sectors and industries as well. The general public, including employees in private organizations, can also gain insights into the potential benefits of incorporating recreational activities in the workplace and how they can positively impact employee well-being and productivity.

Overall, the study's significance extends to a wide range of stakeholders, all of whom can benefit from a better understanding of the relationship of recreational activities on employee well-being and productivity.

Definition of Terms

Government. Conceptually, government refers to it as a system or organization that exercises authority and control over a specific geographical area and its inhabitants, typically through laws, regulations, and institutions. Governments are responsible for providing governance, maintaining order, and often delivering public service. In the study, it is a formal body or institution within a country or region that is responsible for making and enforcing laws, managing public resources, and representing the interests of its citizens.

Productivity. Refers to it as the efficiency and effectiveness with which resources (such as time, labor, or capital) are used to produce goods, services, or desired outcomes. Productivity often involves achieving more output or value with the same or fewer inputs, resulting in increased efficiency and economic growth.

Recreational Activities. Refers to leisure pursuits or pastimes engaged in for enjoyment, relaxation, and personal satisfaction, often outside of one's regular work or responsibilities. In the study, recreational activities specifies observable, measurable criteria to identify them. For example, "Recreational activities are activities that individuals voluntarily choose to participate in during their free time, such as playing sports, hiking, reading for pleasure, or crafting for enjoyment.

Well-being. It refers to it as a complex and multi-dimensional state of health, happiness, and prosperity, encompassing various aspects of an individual's physical,

metal, emotional, and social condition. Well-being reflects a person's overall quality of life and their ability to experience a sense of fulfillment and satisfaction. In the study, well-being is the state where physical health, mental health, life satisfaction, social connections, economic stability, and sense of purpose or meaning in life is evaluated. It is measured using standardized questionnaires, health assessments, and self-reported indicators.

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CHAPTER II

REVIEW OF RELATED LITERATURE AND STUDIES

This chapter presents the review of related literature and studies that have a substantial bearing on the result of the present undertaking. Studies and literature presented were culled from e-books, unpublished thesis, dissertations, general references, journals, meta-analysis and other reading materials. Moreover, this chapter discusses the similarities and differences of such literature and studies for strengthening the attempt to explore the impact of recreational activities to employees' well-being and productivity in government institutions. It also includes the synthesis, theoretical and conceptual framework.

Government employees are individuals who work for various levels of government, including national, and local administrations. They play critical roles in maintaining the functioning of government institutions and providing essential public services. There are three types of government employees; the civil servants, the political appointees, and the elected officials.

Government employees have diverse roles and responsibilities depending on their specific positions and the department of agency they work for. Some common areas where government employees work includes public administration, law enforcement and security, education and healthcare, infrastructure and public works, finance and revenue, and diplomacy and foreign affairs.

Government employees often enjoy certain benefits that vary depending on the jurisdiction and level of government. These benefits may include job security, competitive salaries, healthcare coverage, retirement plans, and opportunities for professional development. However, government employment can also present challenges such as bureaucratic processes, political pressures, and the need to navigate complex systems.

Government employees are expected to adhere to certain principles of public service, including integrity, impartiality, accountability, and transparency. They are responsible for serving the public interest, promoting the common good, and upholding democratic values. They play a vital role in shaping public policy, implementing laws, and delivering essential services that impact society as a whole. They contribute to the overall governance, stability, and development of their respective jurisdictions.

Today, Philippine government has been viewed differently by different people and groups, both domestically and internationally. One major concern has been the issue of low salaries for public sector employees, which can make it difficult for them to meet their basic needs and maintain a decent standard of living. This has led to complaints and protests from various government employee groups, including teachers, healthcare workers, and civil servants, who have advocated for higher wages and improved working conditions.

Another issue the bureaucracy and efficiency in the government's handling of employee welfare programs, which can result in delays in the disbursement of benefits and the provision of necessary resources and support. On the positive side, the

government has made efforts to address some of these concerns by implementing various programs and initiatives aimed at improving employee welfare. For example, there have been occasional increases in the minimum wage for government employees, and benefits such as healthcare and retirement packages have been introduced or improved in some cases.

The concept of recreational activities for employees has its roots in the Western world, particularly in the early 20th century as stated in Chapter 3 of Kraus' *Recreation and Leisure in Modern Society* by Amy Hurd, PhD, CPRE; Denise M. Anderson, PhD; Tracy Mainieri, PhD (2022). During this time, the industrial revolution had brought significant changes to the nature of work, with long working hours, monotonous tasks, and challenging working conditions becoming commonplace in factories and industries.

In response to these conditions, some progressive employees begin to recognize the importance of employee well-being and morale to maintain a productive workforce. They introduced recreational activities as means to improve job satisfaction, reduce turnover, and foster a sense of camaraderie among employees.

The concept of employee recreational activities evolved over the years, and today, many companies worldwide continue to recognize the importance of a healthy work-life balance and employee well-being. While specific activities and initiatives may vary depending on the organization's culture and resources, the underlying goal remains the same: to create a positive and supportive work environment that enhances employee satisfaction and productivity.

Employee recreational activities refer to organized and leisurely pursuits that are provided or supported by an employer for the enjoyment and well-being of their

employees. Employee recreational activities can have several benefits for both employees and the company. They can boost employee engagement, improve productivity, reduce stress levels, enhance employee satisfaction and contribute to a positive company culture.

Employee recreational activities can vary significantly around the world due to cultural, organizational, and regional differences. However, there are some general similarities and differences that can be observed. While there are common themes in employee recreational activities worldwide, the specifics can differ significantly based on cultural norms, regional practices, and the priorities of employers and employees in different countries.

The researcher finds that the definition of employee recreational activities must necessarily depend on the nation's situation and individual characteristics. In other words, what may be considered appropriate or suitable as recreational activities for employees in one country might not be the same for another country, given their unique cultural, social, economic, and legal contexts. Additionally, the economic and social conditions of a country can influence the availability and accessibility of various recreational options.

Furthermore, the legal and regulatory environment of each nation can also impact the types of recreational activities that are permissible within the workplace and the guidelines surrounding them. For instance, some countries may have stricter regulations regarding safety standards, employee rights, or liability concerns related to recreational activities provided or sponsored by employers.

In recent times, with the rapidly changing work landscape, newer trends and approaches to employee recreational activities may emerged beyond the recent updates and applications.

Recreational Activities are progressing in many ways. Definitions are varying as the world situation also changes. Recreational activities can encompass a wide range of interests and hobbies, catering to different preferences and interests of individuals.

Recreational activities refer to leisure-time activities that individuals engage in voluntarily for relaxation, enjoyment, and personal fulfillment. These activities are not driven by financial gain or work-related obligations but are pursued for pleasure, stress relief, social interaction, and personal development. Recreational activities play a crucial role in maintaining physical, mental, and emotional well-being, and they are an essential part of a balanced and healthy lifestyle.

Roles of Recreational Activities from sources across the internet (google.com):
(i) physical health; (ii) mental health; (iii) social interaction; (iv) cognitive stimulation; (v) personal development; (vi) stress relief; (vii) balance and time management; (viii) quality of life; and (ix) environmental awareness.

Physical Health: Participating in recreational activities promotes physical fitness and helps individuals maintain a healthy lifestyle.

Mental Health: Engaging in enjoyable activities helps release endorphins, which are natural mood enhancers, leading to improved mental well-being and overall happiness.

Social Interaction: This fosters a sense of community, improves social skills, and helps combat feelings of isolation or loneliness.

Cognitive Stimulation: Certain recreational activities such as puzzles, board games, or learning a new skill, can stimulate the brain and enhance cognitive function.

Personal Development: Recreational activities offer opportunities for personal growth and development.

Stress Relief: When people immerse themselves in activities they enjoy, they can momentarily disconnect from daily pressures and challenges, promoting relaxation and a sense of well-being.

Balance and Time Management: By dedicating time to leisure activities, people can avoid burnout, maintain productivity, and experience a more fulfilling life.

Quality of Life: They add meaning and enjoyment to people's lives, making them feel more content and fulfilled.

Environmental Awareness: Outdoor recreational activities can foster a deeper appreciation for nature and the environment.

Recreational activities are essential for promoting physical, mental, and emotional well-being, as well as fostering social interactions and personal growth. Integrating recreational activities into daily life can lead to a more balanced, fulfilling, and enjoyable lifestyle.

Human Resource (HR) can be defined in slightly different ways across different countries, but generally, it refers to the management of an organization's workforce or personnel. It involves various functions such as recruitment, training, performance management, and employee relations. The traditional definition of HR emphasizes the administrative and operational aspects of managing employees within an organization.

Individuals often reflect on human resource as the department or function within an organization responsible for various aspects of their employment. This includes processes like hiring, onboarding, training, benefits, and addressing workplace concerns. They may also perceive HR as a bridge between employees and management, playing a role in ensuring a positive work environment and advocating for employee well-being.

Foreign Literatures

A Meta-Analysis on Antecedents and Outcomes of Detachment from Work. *Frontiers in Psychology*, 7 (2017) by “Wendsche, J., & Lohmann-Haislah A. (2017), is a significant study that delves into the factors influencing detachment from work and its subsequent effects. The research explores how detachment, or the ability to mentally disconnect from work during non-work times, impacts employees’ well-being and job satisfaction.

In the context of the article written by “Wendsche, J., & Lohmann-Haislah, A. (2017), detachment from work refers to the psychological process of mentally disengaging from work-related thoughts, concerns, and responsibilities during non-work times, such as evenings, weekends, and vacations. The study examines the antecedents and outcomes of this detachment process to gain insights into its impact on employees’ overall psychological health and work-related experiences.

The study highlights the importance of promoting strategies that facilitate detachment, such as engaging in leisure activities, relaxation techniques, and creating clear boundaries between work and non-work activities through effective detachment is

essential for maintaining employees' psychological health and enhancing their overall job satisfaction.

Based on "Linking Job Demands and Resources to Employee Engagement and Burnout" by Crawford, A.V., LePine, J.A., & Rich, B.L. (2010), job demands and resources played a crucial role in shaping employee engagement and burnout. Ensuring an optimal balance between the two are essential for promoting employee well-being and organizational performance.

Organization should strive to create a work environment that promotes a balanced combination of demands and resources to foster employee well-being and optimal performance.

Furthermore, the study "Burnout and Work Engagement" by Bakker, Demmerouti, and Sanz-Vergel (2014) delved into the relationship between job demands and resources and their impact on employee burnout and work engagement. According to this study, burnout is defined as a state of physical, emotional, and mental exhaustion caused by prolonged exposure to high levels of work-related stress. On the other hand, work engagement refers to a positive, fulfilling, and energized state where individuals feel dedicated to their work tasks, experience enthusiasm, and are absorbed in their work activities.

The meta-analysis called the "Outcomes of Detachment from Work" by Sonnentag and Fritz (2015) explored the topic of recovery from work-related effort. The study found that recovery strategies have a significant impact on employees' well-being and job performance. These recovery processes help to mitigate the negative effects of work-related strain and fatigue. This research provides valuable insights into the

importance of effective recovery strategies to maintain employee well-being and productivity in the workplace.

This paper reviews empirical evidence on psychological detachment from work during non-work time. Overall, research shows that job stressors, particularly workload, predict low levels of psychological detachment. A lack of detachment in turn predicts high strain levels and poor individual well-being (e.g., burnout and lower life satisfaction). Psychological detachment seems to be both a mediator and a moderator in the relationship between job stressors on the one hand and strain and poor well-being on the other hand.

An article from *European Journal of Work and Organizational Psychology*, 28(3), 300-313 by Niven, K., & Holman, D. (2019), talked about the role of employee engagement in the relationship between job design and task performance, counterproductive work behavior, and job turnover intention, examined a potential mediator of the job design-performance relationship, namely employee engagement. The results revealed that employees who hold jobs that offer high levels of autonomy, task variety, task significance and feedback are more highly engaged and, in consequence, receive higher performance ratings from their supervisors, enact more organizational citizenship behaviors and engage in fewer deviant behaviors. The study focused only the employees' performance in a workplace. The difference of this study to the present study lies on the scope of the study. This study explores the relationship between employee engagement, job design, and task performance, which can be relevant to how recreational activities impact productivity.

"The Best Place to Work: The Art and Science of Creating an Extraordinary Workplace" is a book by Ron Friedman (2014), a psychologist and expert in human motivation, workplace dynamics, and employee well-being. In this book, Friedman explored the elements that make some workplaces exceptional and how organizations can create environments that foster productivity, engagement, and employee satisfaction. Friedman addresses the significance of work-life balance and how organizations can support employees in achieving it. This book is a comprehensive guide that combines psychological research with practical advice for both employees and employers. This is valuable for anyone interested in understanding the science and art of creating a workplace where employees thrive. While "The Best Place to Work: The Art and Science of Creating an Extraordinary Workplace" by Ron Friedman primarily focused on creating an extraordinary workplace in general, its relevance to the study of recreational activities in relation to government employees' well-being and productivity lies in its valuable foundation for understanding the psychological and practical aspects of creating a positive workplace environment.

Another good book entitled, "The Great Workplace: How to Build It, How to Keep It, and Why It Matters" by Michael Burchell and Jennifer Robin (2011), explored the concept of a great workplace and provides insights into how organizations can create and maintain such a workplace environment. It provided insights into the characteristics of organizations that excel in creating such environments and offers practical guidance for organizations seeking to improve their workplace culture and effectiveness. The book doesn't focus specifically on recreational activities, but it addresses the broader context of creating a workplace that promotes employee well-being and productivity.

"The Power of Habit: Why We Do What We Do in Life and Business" by Charles Duhigg (2012) was also relevant to the current study for the reason that it explores the science behind habit formation and how habits influence various aspects of our lives, including work and business.

In the context of government employees, understanding the role of habits can provide valuable insights into how recreational activities might impact their productivity. If certain positive habits, such as engaging in regular recreational activities, are cultivated, they could contribute to enhanced well-being, reduced stress, and improved overall performance in the workplace.

A book called "Rest: Why You Get More Done When You Work Less" by Alex Soojung-Kim Pang (2016) could similarly be highly relevant to the study on enhancing productivity among government employees through recreational activities. This book challenged the conventional notion that working longer hours leads to increased productivity and instead emphasized the importance of strategic rest and leisure in fostering creativity, well-being, and overall effectiveness.

Subsequently, a book by Brad Stulberg and Steve Magness (2017) called "Peak Performance: Elevate Your Game, Avoid Burnout, and Thrive with the New Science of Success" is likely to be relevant to the current study since it delved into the science behind peak performance, providing insights into factors that contribute to sustained success while avoiding burnout. Avoiding burnout is one of the important factors considered to enhance employees' productivity.

"The Happiness Advantage: How a Positive Brain Fuels Success in Work and Life" by Shawn Achor (2010) was also highly relevant to the present study on enhancing

productivity among government employees through recreational activities because it explored the relationship between positive psychology, happiness, and success, providing valuable insights into how a positive mindset can impact individual and organizational performance. By integrating principles from "The Happiness Advantage" the researcher will know how fostering positive emotions and a positive mindset through recreational activities may contribute to increased productivity and job satisfaction among government employees. This approach aligns with the broader understanding that employee well-being and positive psychology can be critical factors in achieving enhanced work performance.

Although the connection may be indirect, "The Art of Stillness: Adventures in Going Nowhere" by Pico Iyer (2014) could be relevant to the present study on enhancing productivity among government employees through recreational activities. The book explored the concept of finding stillness and quiet in a busy world, and while it doesn't specifically address government employees, it offered insights into the benefits of taking time for reflection and tranquility which is a way of relaxation.

In the context of promoting well-being and creating a positive work environment "The Little Book of Hygge: Danish Secrets to Happy Living" by Meik Wiking (2016) can also be relevant to the present study. According to the book, Hygge is often associated with creating a balance between work and personal life. Examining how government employees integrate recreational activities into their routines to achieve a better work-life balance can contribute to discussions on productivity.

In the context of morning routines and their potential impact on the rest of the day on the other hand, "The 5 AM Club: Own Your Morning. Elevate Your Life." by

Robin Sharma (2018) which could be relevant to the present study. The book advocated for starting the day early and strategically organizing morning routines for enhanced productivity. Exploring whether government employees adopt morning rituals, including recreational activities, and how these impact their work performance can be insightful.

In conclusion, the exploration of related foreign literature has shed light on the multifaceted relationship between recreational activities, and employee productivity within government workplaces. These foreign sources have offered valuable insights into the principles, strategies, and outcomes associated with creating exceptional work environments.

Local Literatures

There are number of local literatures written which are related to the present study. Workplace stress has become a great concern, and this does not exclude the entrepreneurial stress, especially among women. The paper “Stress and Personality Type of Women Entrepreneurs in the Philippines”, written by Dr. Elizabeth Furio Perez, Dr. Kristine Yumul Opulencia, Givens Pratiwi Marpaung Baxodirovna (2023) about the entrepreneurial stress and personality type of women entrepreneurs in the Philippines used the descriptive method of research to identify the personality type and assess the level of entrepreneurial stress in terms of work environment, inner-self and interpersonal relationship of the 265 women entrepreneurs in selected cities in the Philippines. The study focused on the work-related stressors which is also a part of the present study since it is one of the probable cause why there is a need to conduct recreational activities to improve one’s well-being.

The role of cultural and recreational activities has been underestimated in some ways. The purpose of the literature “Evaluating the Influence of Recreational Activities on Employees’ Well-Being” by IM Chohan, RS Butt, R Chohan (2019) is to investigate the effect of cultural and recreational activities on employee’s well-being, and the mediating role of Psychological contract based on the conservation of resource theory. Based on the theory of resource conservation, this paper finds that psychological contract is an important psychological cognition of employees in the workplace, and plays an important intermediary role between the cultural and recreational activities of the trade unions and the well-being of employees.

A study from the *Advances in Southeast Asian Studies* (2016) called “Exploring leisure time activities and sociodemographic indicators of subjective happiness and self-perceived health among Filipinos” by JAL Reyes, explored the relationships of subjective happiness and self-perceived health with leisure time activities and sociodemographic variables among Filipinos. It used data from the International Social Survey Programme 2007: Leisure Time and Sports (ISSP 2007), and is the first paper that specifically investigates the case of the Philippines. Age was found to have significant negative relationships with leisure time activity engagement, subjective happiness, and self-perceived health. Body Mass Index was found to significantly predict a better self-perceived health. Cultural, TV/music, and social leisure activities were found to be significant predictors only in some of the outcome categories of happiness and health, whereas physical leisure activities were not found to be significant.

The millennial generation is known to have distinct characteristics that affect their organizational commitment, job satisfaction and consequently, their intentions to stay in companies. Millennials are known to have the highest turnover rate in the workforce. The research “An Executional Framework to Increase Employee Retention among Millennials in the Philippine BPO Industry” by CM Chong, R Li, JCD Reyes, VJJ Lagera, AA Sian (2020); presented a framework that BPO companies can adopt to contribute to the goal of increasing retention among millennial employees in their respective companies by taking into account the different factors that affect their organizational commitment and job satisfaction and providing actionable insights to work towards increased rates of retention among millennials. The study focused on ways to increase employee retention among millennials. The study is indirectly relevant to the present study. The present study explored the relationship of recreational activities to employees’ well-being and productivity. If employees are satisfied or the level of well-being they have, there are positive effect on their productivity and job satisfaction hence, employee retention is also probable.

A study from Zamboanga, Philippines by G Licudan-Credo, LC Naparota (2022) entitled, “Job Satisfaction and Quality of Work Life among Government Employees in the Municipality of Liloy Zamboanga Del Norte, Philippines”, aimed to assess the job satisfaction and quality of work life of the government employees in the Municipality of Liloy, Zamboanga del Norte, during the calendar year 2020. The study revealed a significant relationship between job satisfaction and employees' quality work of life in the Local Government Unit of Liloy. This indicated that job satisfaction is significantly related to quality work of life. Hence, management strategy and working

environments would be enhanced to boost job satisfaction and employees' quality of work life.

Although the impact of work-life balance and job satisfaction on employee performance has been extensively studied, there still lacks a comprehensive understanding of the interplay among these variables among millennials and generation Z (gen Z) employees. A study called “Work-Life Balance, Job Satisfaction and Performance Among Millennial and Gen Z Employees: A Systematic Review” by EC Waworuntu, SJR Kainde, DW Mandagi (2022); aimed to systematically analyze how work-life balance and job satisfaction affect millennials’ and gen Z’s performance. The result showed that (1) work-life balance and job satisfaction positively affect millennial’s and gen Z’s performance; (2) gen Z are more idealists in thriving for work and growth (3) millennials and gen Z put a value on the supportive work environment, supportive supervisor, and career opportunity for job satisfaction (4) millennial and gen Z put a value on flexibility of work hours, annual leave and work from home for work-life balance. This study is relevant to the present study since it also explores the importance of work-life balance which is one of the objectives of conducting recreational activities in offices.

Recreational activities are for everybody. It can be a form or treatment for different mental health issues. A study from the Contemporary Management Research entitled Leisure activities of female foreign workers in Taiwan: transnationalism, feminism and work arrangements” written by Chiung-Tzu Lucetta Tsai (2014); aimed to examine to what extent transnationalism and feminism operate to influence the leisure activities of female foreign workers, respectively; to explore how work arrangements

influence the leisure activities of female foreign workers and their managerial implications; and to understand if public and private leisure provisions are enough to meet the demands of female foreign workers. The findings of this research will contribute to the formation of the public and private leisure provisions and the management of female foreign workers, and will also fill the gap in research on 'work and leisure.'

Another article called "The Mediating Effect of Happiness on the Job Satisfaction of Aging Filipino Workers: A Structural Equation Model" by Allan B. de Guzman, Erika Largo, Lillianne Mandap, and Virnilyn Mae Muñoz (2014) showed relevance to the study of recreational activities in relation to government employees' well-being and productivity. Incorporating the findings and methodologies of this study into the present study can enhance your understanding of how recreational activities may influence happiness, job satisfaction, and ultimately, the well-being and productivity of government employees in the Philippines. It offers a relevant framework for exploring the relationships between these variables and their impact on the workforce.

The book "Philippine Native Trees: 101 Up Close and Personal" by Warren Punzalan (2013), though primarily focused on trees and nature, can be relevant to the study on "Enhancing Productivity: The Role of Government Employees' Recreational Activities" in numerous way. Although the book may not directly discuss recreational activities or government employees, its focus on Philippine native trees and nature appreciation can indirectly relate to promoting outdoor recreation, enhancing environmental well-being, inspiring workplace green spaces, incorporating educational

elements, and emphasizing the biodiversity-health connection—all of which can be relevant to enhancing well-being and productivity among government employees through recreational activities.

The same with the previously mentioned article, "The Filipino Family Cookbook" by Angelo Comsti, published in 2016, have relevance to the study "Enhancing Productivity: The Role of Government Employees' Recreational Activities" in different ways. "The Filipino Family Cookbook" can contribute to the well-being and productivity of government employees by promoting healthy eating, facilitating social interactions, reducing stress, enabling skill development, encouraging cultural appreciation, and supporting work-life balance through recreational cooking activities.

A young adult named Edgar Calabia Samar, published in 2014 a novel which featured Filipino folklore and mythology, including elements of adventure and exploration that can be seen as recreational activities within the context of the story. The book is entitled, "Si Janus Silang at ang Tiyanak ng Tabon". This novel can contribute to the well-being and productivity of government employees by encouraging leisure reading, promoting Filipino literature and culture, facilitating book discussions, stimulating creativity and imagination, aiding in stress reduction, and enhancing language and communication skills through recreational engagement with literature.

While the author isn't Filipino, the guidebook "Boracay: The Island Guide" by Jens Peters (2015) focused on the popular tourist destination of Boracay in the Philippines, highlighting various recreational activities and attractions on the island. It is relevant to the study "Enhancing Productivity: The Role of Government Employees'

Recreational Activities" as it encouraged recreational travel, promotes stress reduction and relaxation, highlights outdoor leisure activities, advocates for work-life balance, supports the tourism industry, and encourages cultural appreciation—all of which can positively impact the well-being and productivity of government employees.

Foreign Studies

Various authors from around the world explored studies related with the present research. A study from Taiwan, “The Impact of Leisure Activities on Job Satisfaction by Hsiao, Y.C. & Chen, M.Y. (2017), examined the relationship between leisure activities and job satisfaction among healthcare employees. The findings suggested that engaging in leisure activities positively influences job satisfaction. These activities served as a way for employees to recharge, reduce stress, and enhance their overall well-being. This research is an important area of research within organizational psychology.

A study from Bulgaria, entitled “Leisure Time Activities and Their Impact on Job Satisfaction” conducted by Cholakova, M. and Zafirova, E. in the year 2019, likely explored how leisure activities outside of work can affect an individual’s job satisfaction. The study recommended that engaging in meaningful leisure activities can positively influence job satisfaction by enhancing well-being and reducing stress. It emphasized the importance of finding balance between work and leisure for overall well-being.

There are study focusing on specific industry, like the study of Kusnadi et. Al. (2020) which explored the impact of recreation on employee job satisfaction within the hotel industry. It investigated how recreational activities or opportunities within the workplace contributed to employee’s overall job satisfaction and well-being. The study

provided insights into the relationship between leisure activities and employee motivation, productivity, and overall job performance.

A study entitled the “Workplace recreational activities and Employee Effectiveness in Deposit Money Banks in Yenogoa Bayelsa State, Nigeria by Enenifa, C. E., & Akintokunbo, O. O.(2020), examined the relationship between workplace recreational activities and employee effectiveness in Deposit Money Banks in Yenogoa, Bayelsa State. The study adopted a cross-sectional survey in its investigation of the variables. Findings from the data analysis revealed that there is a significant the relationship between workplace recreational activities and employee effectiveness in Deposit Money Banks in Yenogoa, Bayelsa State. The study recommended that management of Deposit Money Banks should create avenues for workplace recreational activities for its employees because it not only polishes the employee skills but also prepare them to accomplish the current and future challenging assignments. It was hereby recommended that employees should be allowed activities that would increase and boost their performance in the work place.

A study from the Public Personnel Management by Hakansson, K., & Isidorsson, T. (2013) and entitled “Employees' sense of balance: A study of government employees in Sweden”, specifically focuses on government employees in Sweden and their sense of balance, which includes the role of recreational activities. The study explores that recreational activities also serves as government employees' sense of balance.

As part of human resource development, organizations and individuals are slowly appreciating the concept of planning and managing employee recreation.

American Council on Exercise, contended that creating some leisure time in the course of the day allows employees to recharge themselves psychologically and emotionally and this can lead to improved job performance. There is increased involvement in leisure activities and wellness programs by companies in a bid to promote employees' physical and mental health.

A study from Kenya, "Effects of Workplace Recreation on Employee Performance The Case of Kenya Utalii College" by Samuel Obino Mokaya and Jackylene Wegoki Gitari (2012), sought to determine the effect of workplace recreation on employee performance at Kenya Utalii College. The study concluded that recreation is a significant factor in employee performance; increases the level of commitment, enhances bonding and improves employee wellbeing with a consequent positive effect on job satisfaction, service provision, customer satisfaction and productivity. Therefore, the College and indeed other organizations should offer recreation facilities and activities that are of interest to employees bearing in mind their different tastes, gender and age among other considerations in order to enhance employee performance.

An exploration of "The impact of implementing fun activities on employee's engagement: The case of Lebanese financial institutions" by Carol Sakr, Rabih Zotti, Nada Khaddage-Soboh from International Journal of Organizational Analysis (2019) aimed to investigate the effect of fun activities on employee engagement at Lebanese financial institutions. The study stress on the importance of implementing fun activities and highlight the importance of implementing such activities and their effects on the employees' overall engagement and productivity, as well as the various ways of applying those activities in Lebanese financial institutions. The study have direct

relevance to the current study although they differ in some factors, especially that the focus of the current study is on government employees. However, it also highlighted the effects of fun activities on employees' productivity.

Another interesting study from Turkey talked about recreational activities. What makes it more interesting and relevant to the current study is that it is about employees with disabilities. The study is called, "Leisure constraints and leisure satisfaction in the recreational activities of employees with disabilities." The study is conducted by Gulsun Celik, Evren Tercan and Tennur Yerlisu-Lapa (2014). This study analyzed leisure constraints and leisure satisfaction in the recreational activities of employees with disabilities. Leisure constraints were measured using the Leisure Constraints Questionnaire developed by Alexandris and Carroll, and leisure satisfaction was measured using the Leisure Satisfaction Scale developed by Beard and Ragheb. The results indicated no significant differences in mean scores for leisure constraints for either gender or age, although scores on the subscale for individual/ psychological factors revealed significant differences in the frequency of leisure participation. The Leisure Satisfaction Scale revealed significant gender differences on the social subscale, as well as age-related differences on the psychological subscale. The mean scores for individual/psychological constraints were higher for respondents who participated in leisure activities one day a week than for those who participated more days per week. To increase the participation in leisure activities and to enhance the satisfaction derived from participation, the planning and arrangement of recreational services should be designed specifically for employees with disabilities.

Today, not all offices are able to provide leisure time for their employees. There are studies tackling about the challenges due to this kind of situation. The study of Huseyin Ozturk called, "The Obstacles Affecting Shopping Center Employees' Participation in Recreational Activities" (2017) is one of this. Ozturk's study is a descriptive study prepared for determining the obstacles of shopping center employees' non-participation in recreational activities in their leisure time. Four hundred employees working at the shopping centers in Gaziantep participated in this research. According to the results of the study, significance level related to the gender and having participated in sport activities before, regarding the leisure obstacles of the employees working at shopping centers, has been found. However, no significance level related to the age has been found.

Another work by Robert A. Stebbins entitled, "Leisure and Positive Psychology: Linking Activities with Positiveness" published in 2015, provided insights into how leisure activities can influence positive psychological outcomes and well-being. By incorporating these principles into the recreational activities of government employees, it's possible to enhance their mental health, job satisfaction, and productivity, contributing to a more motivated and efficient workforce.

"The Joy of Movement: How Exercise Helps Us Find Happiness, Hope, Connection, and Courage" by Kelly McGonigal (2019) was highly relevant to the study on "Recreational Activities in relation to Government Employees Well-being and Productivity" for various reasons. The study underscored the positive impact of exercise on well-being, stress reduction, mood enhancement, and overall happiness. And by incorporating physical recreational activities into the lives of government employees,

organizations can promote their mental and physical health, reduce stress, enhance their sense of community, and ultimately improve productivity and job satisfaction.

Another highly relevant to the present study, is entitled, "The Outdoors as a Therapeutic Landscape: A Literature Review" by Naomi Sachs and Clare Cooper Marcus (2017) as it emphasized the positive impact of outdoor engagement on well-being, stress reduction, physical health, creativity, and cognitive function. Through integrating outdoor recreational activities into the lives of government employees, organizations can promote a healthier and more balanced work environment, potentially enhancing their overall well-being and productivity.

Stress is a universal element and persons from nearly every occupation have to face stress. Employers today are critically analyzing the stress management issues that contribute to lower job performance of employee originating from dissatisfaction & high turnover ultimately affecting organizational goals and objectives. A study entitled "Impact of Job Stress on Employees' Productivity and Commitment" by Ekienabor Ehijiele E. (2016) showed that there is an impact of job stress on the productivity of employees. In addition, there is an impact of job stress on employees' commitment. When higher level of stress exist with no managerial concern for solution consequently lowering the employee performance; staking organizational reputation and loss of skilled employees, these situations call for immediate concern from organization management for employing effective stress management practices to increase employee satisfaction and overall employee performance. Employee retention rate in this situation may experience a fall.

Studies called “Employee Engagement and Performance: A Meta-Analysis” by Christian, M. S., Garza, A. S., & Slaughter, J. E., (2011) and “Work Engagement: A Handbook of Essential Theory and Research” by Bakker, A. B., & Leiter, M. P., (2010) discussed matters about relationship between employee engagement and performance; work engagement to job satisfaction and productivity.

A study proved that there is a relationship between office environment and productivity of employees. This study entitled “The Consequence of work environment on Employees Productivity” is conducted by Dr. Aram Hanna Massoudi, Dr. Samir Salah Aldin Hamdi (2017). The studies stated that behavioral components of office environment have a greater effect on productivity, than the physical components alone. Hence, satisfaction of employees towards overall workplace environment leads to productivity.

As the researcher delved deeper into the study of "Enhancing Productivity: The Role of Government Employees' Recreational Activities", it is evident that international perspectives have provided a strong foundation upon which to build our understanding. The concepts of employee engagement, workplace culture, leadership, and talent retention discussed in these foreign works offer a global context within which one can evaluate the impact of recreational activities on government employees.

Local Studies

In the pages that follow, the researcher explored the existing local studies, research findings, and best practices that have informed our investigation. Through this inquiry, the aim is to better understand the unique needs of our government employees

and explore the potential of recreational activities to enhance their productivity and contributions to public service within our local community.

A study by John Michael D. Aquino (2023) entitled, “Assessing the Role of Recreational Activities in Physical Education Participation of College Students in One State University in Laguna Philippines”, explored the students’ profile, role of recreational activities in physical education participation and its relationship among second year college students in one state university in Laguna, Philippines. The results showed that the respondents relished the recreational activities immensely and actively participated which demonstrate that the recreational activities enabled physical activity, intellectual and emotional stimulation, and interaction with others. The study is relevant to the present study since it highlighted physical education as a form or recreational activities that encourages well-being of students. The present study is concerned with government employees while it focuses on students only.

The “Determinants of employee's acceptance of a compressed workweek scheme: A case study”, written by MB Sundo, S Fujii, MS Madlangbayan (2015) investigated the hypothesis about the consequences of a compressed workweek (CWW). A change in recreational activity patterns, due to the implementation of the CWW scheme, was found to be a significant background variable for the four psychological determinants considered in this study. The study does not directly talk about recreational activities and its effect to employees’ well-being but the study explores how it is affected by the compressed workweek scheme and how the employees take it.

A study by A.M. Alcances and J.B. Patalagsa (2018) called "Wellness and Recreation Services in the Philippines: An Assessment" assessed wellness and

recreation services in the Philippines, providing insights into the existing recreational offerings in the country. Understanding the available recreational services is essential when exploring how to implement similar offerings for government employees, ensuring their well-being and productivity are enhanced through structured recreational activities. The title itself shows significance to the present study.

Subsequently, the work of L.D. Espinosa and M.S. Nepomuceno entitled, "Impact of Physical Activity and Leisure on the Mental Health of Public Employees in Metro Manila" published in 2019 focused on the impact of physical activity and leisure on the mental health of public employees in Metro Manila. Mental health is a crucial aspect of overall well-being and productivity. Understanding how recreational activities influence mental health can guide the implementation of effective recreational programs for government employees to support their mental well-being and, consequently, their productivity.

Moreover, a study that specifically investigated the role of leisure and recreational activities in stress management among government workers called "The Role of Leisure and Recreational Activities in Stress Management among Government Workers" by R.C. Del Mundo and P.J. Romero (2017) stated that stress management is vital for employees' overall well-being and productivity. By understanding how recreational activities can effectively manage stress, strategies can be devised to incorporate these activities into the routine of government employees, promoting their well-being and productivity.

Also, "Utilizing Recreation for Work-Life Balance: A Case Study on Philippine Government Employees" by K.R. Quillooy and L.G. Rodriguez (2020) was significant

to the current study because it focused on utilizing recreation for work-life balance among Philippine government employees. Achieving work-life balance is critical for employee satisfaction and productivity. Understanding how recreational activities contribute to this balance can aid in creating policies and programs that support government employees in achieving a healthier work-life balance and, consequently, enhanced productivity.

The above mentioned studies are all relevant as they specifically address the relationship between recreational activities, well-being, and productivity, providing valuable insights into how recreational activities can positively impact government employees' mental and physical health, stress management, work-life balance, and overall productivity.

"Leisure, Recreation, and Social Interaction: A Study on Filipino Youth" by J.P. Santos and R.M. Torres (2016) was a study that examined how leisure and recreational activities influence social interaction among Filipino youth. Understanding these dynamics is crucial for designing recreational programs for government employees, which can promote social engagement and enhance their overall well-being and productivity.

Promoting mental health for employees not just in government agencies is also a great concern. A study entitled, "Promoting Mental Health through Recreational Activities: An Intervention Study among Filipino Adolescents" by E.A. Cruz and M.T. Reyes (2019) focused on promoting mental health through recreational activities among Filipino adolescents. Similar approaches can be adapted for government employees,

aiming to enhance their mental well-being and productivity through targeted recreational interventions.

Physical well-being is as important as mental health. The "Recreational Sports and Physical Well-being: A Comparative Study among Filipino College Students" by G.P. Lim and R.S. Garcia (2018) compared the effects of recreational sports on the physical well-being of Filipino college students. Understanding these effects are essential for implementing recreational sports programs for government employees, ensuring their physical health is prioritized for improved productivity. The study "Effectiveness of Outdoor Recreational Activities in Stress Reduction: A Study on Filipino Professionals" by N.D. Cordero and M.A.Reyes (2017) have correspondence with the latter since it evaluated the effectiveness of outdoor recreational activities in stress reduction among Filipino professionals. Given the stressful nature of government jobs, understanding the impact of outdoor activities on stress is essential for incorporating effective stress-reduction strategies for employees.

"The Impact of Recreational Reading on Employee Creativity and Innovation" by A.B. Santos and E.D. Reyes (2018) on the other hand explored the impact of recreational reading on employee creativity and innovation. Encouraging recreational reading among government employees can stimulate creativity, potentially leading to innovative solutions and improved productivity in the workplace.

These five previously mentioned studies were also relevant as they offer insights into how recreational activities influence various aspects of well-being, including social interaction, mental health, physical well-being, stress reduction, creativity, and

innovation. Understanding these effects helps in tailoring recreational programs for government employees to enhance their overall well-being and productivity.

Further, "The Role of Team Sports in Enhancing Workplace Collaboration and Productivity: A Case Study of Filipino Corporate Employees" by M.R. Dela Cruz and L.A. Reyes (2020) investigated how team sports contribute to workplace collaboration and productivity among Filipino corporate employees. The findings can be applied to government employees to promote teamwork, cooperation, and productivity through organized recreational team sports. For Filipino professional, the study "Leisure Activities and Work-Life Balance: An Analysis of Filipino Professionals" by J.S. Santos and M.L. Garcia (2019) can be relatable since it examined how leisure activities impact work-life balance among Filipino professionals. Similar insights can be applied to government employees to design recreational programs that support work-life balance and enhance overall well-being and productivity.

Also the study, "Impact of Recreational Hobbies on Stress Reduction and Job Satisfaction among Filipino Office Workers" by E.C. Lopez and R.A. Rivera (2016) explored the impact of recreational hobbies on stress reduction and job satisfaction among Filipino office workers. Understanding how recreational hobbies contribute to well-being and job satisfaction is relevant for government employees to promote a positive work environment and productivity. On behalf of our call center agents, the study "The Influence of Recreational Activities on Employee Engagement: A Study of Filipino Call Center Agents" by L.P. Gonzales and A.S. Reyes (2018) who said that it can be valuable for them for the reason that the study investigates how recreational activities influence employee engagement among Filipino call center agents. The

findings can inform strategies to engage government employees through recreational activities, ultimately enhancing their job satisfaction and productivity.

Another relevant study called "Promoting Workplace Health through Recreational Walking: A Pilot Program for Filipino Government Employees" by N.B. Tan and J.L. Santiago (2017) presented a pilot program that promotes workplace health through recreational walking among Filipino government employees. It provided a practical model for implementing similar initiatives, emphasizing physical well-being and productivity enhancement in government workplaces.

Lastly, since the current study focusing of enhancing government employees' productivity; having a little overview of the study "Effects of Work Environment to the Health and Productivity of the workers of IM Digital Philippines, Inc." by Bryan Carlo De Chavez, Elizer S. Malabanan, Joyce Anne R. Ramilo, Hanna Angela Sarapat, Rhodora N. Buluran (2015) helped the researcher understand considering the work environment to enhance the employees' productivity.

All of these studies offer valuable insights into the impact of recreational activities on various aspects of employee well-being, including collaboration, work-life balance, stress reduction, job satisfaction, and engagement. By applying these insights to government employees, organizations can create tailored recreational programs that support employee well-being and enhance overall productivity.

In recent years, the well-being and productivity of government employees have become focal points of concern, not only from a workforce perspective but also for the effective functioning of government institutions at the local level. Within the unique sociocultural and organizational dynamics of our local community, the role of

recreational activities in promoting the well-being and enhancing the productivity of government employees has gained prominence.

These local studies sought to delve into the intricate role of recreational activities in enhancing the overall well-being and productivity of government employees and, subsequently impact their job performance.

By narrowing our focus to our local government employees, we acknowledge the distinctive challenges, opportunities, and cultural factors that shape their experiences. This study endeavors bridged the gap between global research on employee well-being and our local reality, ultimately providing insights that can inform policies and practices within our own government agencies. Through a comprehensive examination of local studies and practices, this research aspired to contribute meaningfully to the enhancement of both the lives of our government employees and the overall efficiency and effectiveness of our public sector.

In the chapters ahead, we will further investigate this topic through a local lens, incorporating Philippine-specific literature and empirical research to provide a comprehensive view of the subject matter. The synthesis of both foreign and local perspectives will contribute to a holistic and culturally nuanced examination of the role of recreational activities in enhancing the well-being and productivity of government employees in the Philippine context.

As we proceed with our research, let us harness the knowledge and wisdom gleaned from these foreign sources to inform our understanding and analysis. Through this synthesis, we aim to make a meaningful contribution to the field of workplace well-

being and productivity, offering practical insights that can potentially benefit government organizations and their employees alike.

Synthesis of the State of the Art

The reviewed literature and studies provided the researchers with the necessary information and insights in carrying out the study's objectives. The different literature and studies shared some commonalities with the present research.

Accordingly, the study on the role of Government Employees is wide and complex filled with twists and turns, and in this immense scope, the researcher has found literatures and studies which served as guide towards achieving its own goal. The reviewed literatures discussed the vital role played along with important employee aspects that needs to be considered.

Almost all of the literatures reviewed were from foreign authors which centered on employee and employer participation. Wendsche and Lohmann-Haislah (2017) gave some thought about the positive effects of detachment from work during leisure activities, highlighting its contribution to well-being and job satisfaction. The concepts provided by other literature review from Crawford, LePine, and Rich (2010) gave some ideas on linking job demands and resources to employee engagement and burnout. Other relatable and vital topics were included in Sonnentag & Fritz (2015). Sonnentag & Fritz, explored the positive impact of recreational activities as a means of recovering from work-related effort, subsequently influencing well-being and job satisfaction.

Niven, K., & Holman, D. (2019), on the other hand, talked about the role of employee engagement in the relationship between job design and task performance,

counterproductive work behavior, and job turnover intention. R. Friedman (2014), and M. Burchell and J. Robin (2011), all have similarities on their explorations and focus on their articles and investigations. Most of them tackled about the effects and benefits of an employee leisure or recreational activities program to productivity, how organizations improved employee engagement through various recreational activities, what truly motivated employees and the concept of a great workplace and how recreational activities, along with other elements like trust, pride, and camaraderie, contribute to a positive work environment.

Moreover, local literatures authors like JMD Aquino (2023) assessed the role of recreational activities on physical education participation. Some put their concern on awareness to workplace stress and how and relating these to personality types of individuals will enable enterprises to take steps to reduce the likelihood of experiencing the negative effects of stress. This is what EF Perez and KY Oplencia (2023) talked about on their paper on entrepreneurial stress and personality type of women entrepreneurs in the Philippines. The number of women entrepreneurs in sports or recreation is also part of their investigation. JF Caringal-Go, M Teng-Calleja (2022), explore the work-life balance (WLB) crafting strategies of employees with telecommuting work arrangements during the COVID-19 pandemic. IM Chohan, RS Butt, R Chohan (2019) investigated the effect of cultural and recreational activities on employee's well-being, and the mediating role of Psychological contract based on the conservation of resource theory. MB Sundo, S Fujii, MS Madlangbayan (2015) A change in recreational activity patterns, due to the implementation of the CWW (compressed work week) scheme, was found to be a significant background variable for

the four psychological determinants considered in this study. JAL Reyes (2016) explored the relationships of subjective happiness and self-perceived health with leisure time activities and sociodemographic variables among Filipinos.

CM Chong, R Li, JCD Reyes, VJJ Lagera, and AA Sian (2020) on the other hand, focused on ways to increase employee retention among millennials. It includes incorporating different recreational activities as part of employees' break on workloads. Licudan-Credo, and LC Naparota (2022) assessed the job satisfaction and quality of work life of the government employees in the Municipality of Liloy, Zamboanga del Norte, during the calendar year 2020. This indicates that job satisfaction is significantly related to quality work of life. There is similarity with the studies of Licudan-Credo and Naparota (2022) and EC Waworuntu, SJR Kainde, DW Mandagi (2022). The latter aimed to systematically analyze how work-life balance and job satisfaction affect millennials' and gen Z's performance. The former focused on government employees in the Municipality of Liloy, Zamboanga del Norte. Further, CTL Tsai - Contemporary Management Research, (2014) focused on three aspects, first, to examine to what extent transnationalism and feminism operate to influence the leisure activities of female foreign workers, respectively; second, to explore how work arrangements influence the leisure activities of female foreign workers and their managerial implications; and third, to understand if public and private leisure provisions are enough to meet the demands of female foreign workers. A.B. de Guzman, E.Largo, L.Mandap and V.Muñoz (2014) also talked about job satisfaction but this time older workers have been taken to account. Findings generated in this study cater relevant ideas in developing programs and practices for the aging workforce in the field of Human Resource Management.

The integration of related local literature in the study on "Enhancing Productivity: The Role of Government Employees' Recreational Activities" underscores the significance of incorporating recreational elements within the workplace and employees' lives. Through an exploration of Filipino-authored works such as "The Filipino Family Cookbook" by Angelo Comsti (2016), the author discovers the potential to enhance employee well-being and productivity by promoting leisure activities.

Furthermore, works like "Philippine Native Trees: 101 Up Close and Personal" by Warren Punzalan (2013) and "Si Janus Silang at ang Tiyanak ng Tabon" by Edgar Calabia Samar (2014) bring attention to the importance of outdoor engagement and cultural appreciation. These aspects contribute to a holistic approach in understanding how recreational activities can positively influence the mental, physical, and emotional health of government employees, consequently affecting their overall performance and satisfaction in the workplace.

Lastly, "Boracay: The Island Guide" by Jens Peters (2015) serves as a reminder of the rejuvenating effects of recreational travel, emphasizing the need for a work-life balance and the potential economic and cultural benefits that such activities can bring. The consolidation of these local literary works provides valuable insights into fostering a harmonious and productive work environment through the strategic incorporation of recreational activities.

The reviewed studies were found to be useful and informative because of its relevance to the present study. With the review of these studies, the researcher was able

to find out that no study is exactly the same as what the present researcher was conducting.

Hsiao, Y.C. & Chen, M.Y. (2017) study is relevant to the present study because it examines the relationship between leisure activities and job satisfaction among healthcare employees. The difference lies on the scope which focuses only on healthcare employees, since the present study only focused on the government employees.

A study focusing on certain industry such as in banking, like the study by Enenifa and Akintokunbo (Workplace recreational activities and Employee Effectiveness in Deposit Money Banks in Yenogoa Bayelsa State, Nigeria by Enenifa, C. E., & Akintokunbo, O. O. (2020), examined the relationship between workplace recreational activities and employee effectiveness in Deposit Money Banks in Yenogoa, Bayelsa State. The study concluded that workplace recreational activities significantly influences employee effectiveness in Deposit Money Banks in Yenogoa, Bayelsa State.

Another study from Kenya, by Mokaya and Gitari (2012), covered aspects of job satisfaction, service quality, customer satisfaction, and employee productivity. The focus of the abovementioned studies have direct relationship with employee job satisfaction, performance and productivity.

Enenifa, Akintokunbo, Mokaya and Gitari's studies are all relevant to the present study since it dealt with the particular effect and relationship of recreational activities to employee effectiveness and performance. In the stated study, Enenifa and Akintokunbo included the employees in deposit money banks only, while the present study will include in its study the government employees. The present study would want

to identify the impact of recreational activities to government employee's well-being and job satisfaction.

The exploration of both foreign and local studies related to recreational activities provides a comprehensive understanding of how engaging in leisure pursuits can significantly influence the well-being and productivity of government employees. Foreign studies, such as "The Joy of Movement" by Kelly McGonigal (2019), emphasize the positive impact of exercise on mental and physical health, underlining the importance of incorporating physical recreational activities to reduce stress, boost energy levels, and enhance overall well-being.

On the other hand, Filipino-authored studies like "Leisure, Recreation, and Social Interaction: A Study on Filipino Youth" by J.P. Santos and R.M. Torres (2016) shed light on the significance of recreational activities in promoting social interaction among the youth. This insight underscores the potential for integrating similar activities within government organizations to enhance teamwork, communication, and engagement among employees.

Furthermore, research such as "Wellness and Recreation Services in the Philippines: An Assessment" by A.M. Alcances and J.B. Patalagsa (2018) directs attention to the existing wellness and recreation services within the Philippines. Understanding these offerings is pivotal for tailoring recreational programs within the government sector, aligning them with employee preferences and needs.

The incorporation of both foreign and local or Filipino perspectives underscores the universal relevance of recreational activities in fostering employee well-being and productivity. By drawing upon these diverse insights, policymakers and organizational

leaders can develop informed strategies to create a conducive work environment that nurtures the well-being and productivity of government employees through thoughtfully designed recreational activities.

To summarize, the similarities of the above-mentioned studies include the following: concerns regarding the effects of recreational activities to employee job satisfaction, employee effectiveness, performance and productivity, recommendations to enhance and identify common recreational activities that are more effective in promoting employees well-being and job. The difference lies on the scope of study, kind of respondents, term for the conduct of study, and the sectors or industry involved to answer the problems stated in the present study.

Theoretical Framework

The study is anchored in Self-Determination Theory (SDT) as the primary theoretical framework, which emphasizes the importance of three psychological needs: autonomy, competence, and relatedness. According to SDT, when individuals engage in activities that satisfy these needs, they experience greater intrinsic motivation, well-being, and satisfaction. In the context of government employees' well-being and productivity, participating in recreational activities can enhance their sense of autonomy by providing choices and control over their leisure time, foster competence through skill development and mastery experiences, and promote relatedness by facilitating social interactions and connections.

Furthermore, the Effort-Reward Imbalance Theory is considered as a secondary framework, highlighting the relationship between perceived efforts and rewards in the workplace. The theory posits that an imbalance between the effort employees invest in

their job and the rewards they receive can lead to negative health outcomes and reduced job satisfaction and productivity. Recreational activities could potentially serve as a positive outlet to counterbalance work-related stress and efforts, contributing to improved productivity and overall well-being.

The Stress-Reduction Theory can also be incorporated since recreational activities are often seen as stress reducers. This theory suggests that engaging in recreational activities reduces stress levels, which, in turn, improves well-being and productivity. The transactional model of stress and coping is also integrated to recognize that individuals experience varying levels of stress related to their job demands. Engaging in recreational activities may serve as an effective coping mechanism, allowing employees to detach from work-related stressors and recharge, thus positively influencing their well-being and job satisfaction.

Social support is vital for well-being and productivity. The application of Social Support Theory can be relevant to the present study. Recreational activities provide a platform for building social connections and relationships, which are fundamental components of social support.

By combining these theoretical perspectives, the study aims to explore how participation in recreational activities influences government employees' well-being and productivity, considering the mediating role of psychological needs satisfaction and the moderating role of effort-reward balance.

Given the theories cited, the researcher illustrated the theoretical framework of the study (Figure 1). The theory dealt with implementing or application of recreational activities as an independent variable basing on the assumption that considering the roles

of mediating and moderating variables, the psychological needs satisfaction and effort-reward balance can lead to overall well-being and job satisfaction. The recreational activities addresses concerns on psychological needs satisfaction such as autonomy, competence and relatedness alongside moderating variable which is the perceived equilibrium between the efforts invested in the job and the rewards gained (effort-reward balance) to secure overall well-being and job satisfaction for government employees. Success in the implementation of recreational activities is measured by the extent to which balance can be achieved among government employees' interests and consensus is reached on appropriate actions. Theoretically, involving interested government employees and agencies will lead to better results.





Figure 1
Theoretical Paradigm

Conceptual Framework

The conceptual framework illustrates that engaging in recreational activities may influence government employees' productivity through the mediation of psychological needs satisfaction, such as autonomy, competence, and relatedness. Additionally, the moderating role of effort-reward balance in the relationship between recreational activities and productivity is considered. Work-related stressors are acknowledged as potential influences on the relationship between recreational activities and employees' productivity.

By examining these relationships, the study aims to provide insights into the mechanisms through which recreational activities relation to government employees' well-being and productivity, taking into account both individual psychological needs and workplace-related factors.

Figure 2 shows the conceptual paradigm of the study in which recreational activities are hypothesized to have relationship on government employees' productivity. This influence is mediated by the satisfaction of psychological needs, including autonomy, competence, and relatedness. The balance between the effort invested in the job and the rewards received (effort-reward balance) is proposed as a moderating factor in the relationship between recreational activities and productivity. Additionally, work-related stressors are recognized as potential contextual factors that could impact the relationships within the paradigm.

This paradigm visually represents the proposed connections between the key variables in the study, helping to illustrate the theoretical underpinnings and potential

pathways through which recreational activities may affect government employees' productivity.

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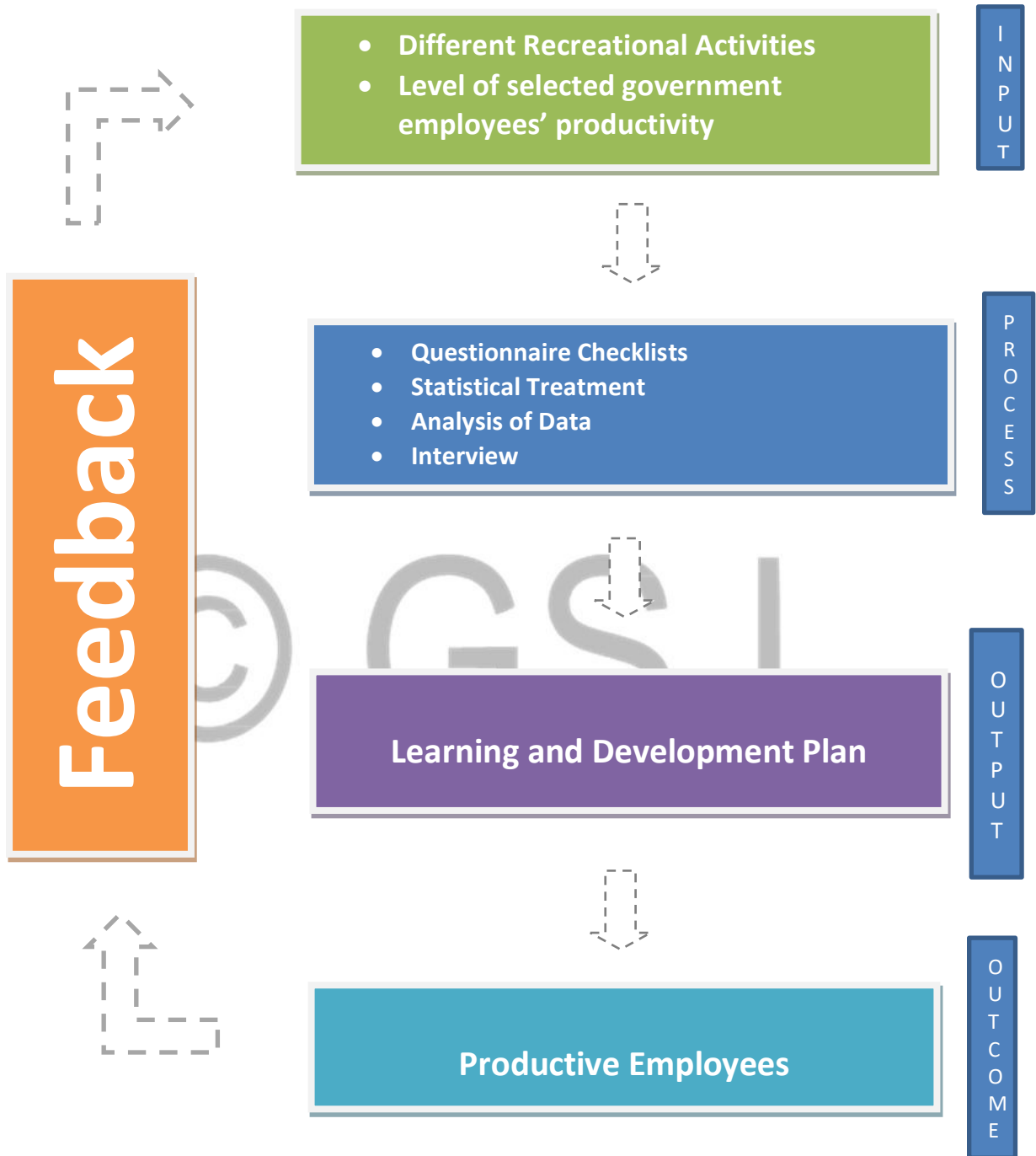


Figure 2
Conceptual Paradigm

CHAPTER III

RESEARCH DESIGN AND METHODOLOGY

This chapter discusses the research design used in the study. It also indicates other parts of the research methodology such as the, respondents, and research instrument employed, data gathering procedure, and the treatment of the data.

Research Design

This study utilized a qualitative-quantitative research design and employed a descriptive analysis method utilizing information from the respondents' response vis-a-vis level of government employee productivity. The data were collected through survey questionnaire and response analysis. The methodologies can be the most appropriate in collecting data on the recreational activities engaged in by the selected government employees, their level of productivity, how recreational activities affect their level of productivity, how recreational improve productivity of government employees and the proposed learning and development plan for recreational activities based on their level of productivity.

Data from the profile of the government employee respondents served as the secondary sources of data which included the age, gender, and their respective offices. The researcher prepared a questionnaire for the selected government employees from different government agencies to gather the needed information in the study. Along with the descriptive research, description and interpretation of the given variables were conducted. The process of descriptive research went beyond mere gathering and tabulation of data. It involved the elements of interpretation of meaning or significance of what is described.

Specifically, this study employed qualitative descriptive research since it had aspects that influenced participation and involved the analysis of documents and answers provided by the respondents of this study. This study aimed to gather and to identify relevant information that were analyzed, defined, and interpreted for identifying the level of productivity of selected government employees from different government agencies.

The research procedure utilized survey questionnaire for selected government employee respondents.

Respondents of the Study

The respondents of the study consisted of the selected government employees from various government agencies. Selected employees from sixteen (16) government agencies accepted the proponent's invitation to answer the survey questionnaire which included an interview guide. A total of sixty-eight (68) selected government employees responded. Out of the sixty-eight (68) respondents, fourteen (14) are from Bureau of Fire Protection (BFP), twenty (20) are from Bureau of Internal Revenue (BIR), eleven (11) is from the Department of Education (DepEd), four (4) employees each from Department of Energy and Natural Resources (DENR) and National Food Authority (NFA), two (2) employees each from Department of Agrarian Reform (DAR), Department of Public Works and Highways (DPWH), Land Bank of the Philippines (LBP), and Local Government Unit (LGU); and lastly, one (1) employee each from Bureau of Jail Management and Penology (BJMP), Commission on Audit (COA), Civil Service Commission (CSC), Department of the Interior and Local

Government (DILG), Philippine National Police (PNP), Sorsogon Provincial Hospital (SPH), and Sorsogon State University (SSU).

Table A: Number of Respondents

Respondents	Number
Bureau of Fire Protection	14
Bureau of Internal Revenue	20
Bureau of Jail Management and Penology	1
Commission on Audit	1
Civil Service Commission	1
Department of Agrarian Reform	2
Department of Energy and Natural Resources	4
Department of Education	11
Department of the Interior and Local Government	1
Department of Public Works and Highways	2
Land Bank of the Philippines	2
Local Government Unit	2
National Food Authority	4
Philippine National Police	1
Sorsogon Provincial Hospital	1
Sorsogon State University	1
TOTAL	68

Out of the seventy (70) total number of respondents, the researcher was able to collect and gather sixty-eight (68). This is 97% of the total.

Research Instrument

The researcher utilized questionnaire as the main instrument in gathering supplementary data.

The questionnaire’s composed of a checklist for the recreational activities selected government employees’ engaged in (Part 1), Employees Productivity after recreational activities engagement (Part 2), and the interview guide questions focusing on recommendations (Part 3). The selected government employees were asked what recreational activities they are engaged in, its relation to their productivity and

recommendations part. Aside from the questionnaire, the researcher also used an interview guide to gather data regarding recommendations of the selected government employees. The questionnaire was utilized to answer what are the recreational activities the selected government employees engaged in, the level of selected government employees' productivity, how recreational activities affect government employees level of productivity, how recreational activities improve employees' productivity, and what learning and development plan for recreational activities be proposed based on their level of productivity.

Data Gathering Procedures

To be able to establish a clear cut view of what were the recreational activities engaged in by selected government employees, their level of productivity, as well as the analysis on how recreational activities affected the level of productivity of government employees, how can recreational activities improve employees' productivity and, what are the probable learning and development plan for recreational activities to be proposed based on their level of productivity, this research employed the use of survey questionnaires.

The researcher requested the permission to distribute survey questionnaire to selected government employees from various government agencies through an official communication prepared and generally addressed to the respondents.

The objectives and rationale of the study were explained clearly to the respondents to draw out accurate responses to each of the specific questions asked. Confidentiality was also a matter considered.

The retrieval of the instruments was maximized through the efforts of the proponent. Most of the questionnaires were sent via e-mail. The data collected were encoded, tabulated, summarized, and compiled for interpretation and analysis.

Treatment of the Data

Descriptive statistics was used for the quantitative data analysis of this study. The proponent used the Frequency count, weighted mean, ranking and Likert scale to determine the number of responses and measure the variables of the problem. In quantifying the variables, the researchers utilize the range from the highest to lowest.

In Part 1, a checklist was provided that was answered by the selected government employees. The data gathered required frequency count and ranking the data from highest to lowest to assess the recreational activities engaged in by the selected government employees.

To answer the part 2, weighted mean was used to determine the level of selected government employees' productivity. Also, the Likert scale was used, to wit: 5 as outstanding, 4 as very satisfactory, 3 as satisfactory, 2 as fair, and 1 as needs improvement.

For part 3, frequency count and ranking were used to determine how recreational activities affect the level of productivity of government employees, and how recreational activities improve productivity. The same procedure was used to determine what the learning and development plan are for recreational activities be proposed based on their level of productivity. The answers were ranked accordingly to determine the most experienced advantage of recreational activities to the level of

productivity of government employees, as well as the recommended learning and development plan to be proposed.

Frequency count is the method by which the number of respondents, respondents, and/or occurrences of the study's subject is determined. In this method, every response/answer of the respondents was tallied. It was used to determine the number of responses of respondents in the questionnaire.

The weighted mean is the ratio of the summation of the products of the individual weights and individuals, and the values of variables over the summation of weights.

The researcher also made use of the Likert scale. It is a psychometric response scale primarily used in questionnaires to obtain participant's preferences or degree of agreement with a statement or set of statements. Likert scales are non-comparative scaling technique and are uni-dimensional (only measure a single trait) in nature. Respondents were asked to indicate their level of productivity with a given statement by way of an ordinal scale. In this study, to wit:

Scale		Adjectival Rating
5	(5.00)	Outstanding
4	(4.00-4.99)	Very Satisfactory
3	(3.00-3.99)	Satisfactory
2	(2.00-2.99)	Fair
1	(1.00-1.99)	Needs Improvement

CHAPTER IV

PRESENTATION, ANALYSIS AND INTERPRETATION OF DATA

This chapter synthesizes data, analyzes patterns, and explores the potential implications for workplace dynamics and overall efficiency. The discussion in this chapter reports the result of the conducted survey by the researcher to assess the relationship of government employees' recreational activities to their productivity. The study delves into the correlation between recreational activities and the productivity of government employees.

Examining the recreational activities of this study aims to uncover insights into how these activities impact work productivity of government employees. The data are conveyed in tabular presentations with analysis and interpretations of the researcher. This chapter is composed of five (5) discussions, to wit: a) the different recreational activities engaged in by selected government employees, b) the level of selected government employee's productivity, c) the significant relationship between government employees' recreational activities to their level of productivity, d) recommendations to improve employees' productivity through recreational activities, and e) the proposed learning and development plan for recreational activities based on their level of productivity.

The presentation and analysis of the data are sequenced following the problems of this study. In addition, included in the discussion are some of the remarks coming from the respondents to further support their answers on the given survey questionnaire problems and interviews.

I. THE DIFFERENT RECREATIONAL ACTIVITIES ENGAGED IN BY SELECTED GOVERNMENT EMPLOYEES

Selected Government Employees are the main respondents of the study. Hence, it is important to explore the diverse recreational activities embraced by selected government employees. From leisure pursuits to active engagements, this investigation aims to unravel the tapestry of recreational choices within the government sector. By using into the preferences and patterns of these activities, one seeks to gain insights into the multifaceted ways in which public servants unwind and rejuvenate outside their professional domains.

Table 1: Different Recreational Activities Engaged in by Selected Government Employees

Recreational Activities	Frequency	Rank
Movies and TV watching	53	1
Listening to music	47	2
Reading books, magazines, and the like	31	3
Cooking	30	4
Outdoor activities like hiking, camping, fishing	24	5
Sports activities	23	6
Arts and crafts	20	7
Volunteering to civic-related activities	14	8
Going to theater	12	9
Travelling	6	10
Going to the gym	3	11
Yoga and meditation	2	12
Attending a dance class	1	13

It is necessary for people in today's modern society to find methods to relax and enjoy their leisure time. Recreational activities are vital in helping government personnel de-stress and maintain a good work-life balance. A survey is undertaken to identify the recreational activities chosen by government employees. Table 1 shows the recreational activities. It indicates that movies and TV watching with a frequency of 53 and rank 1,

is the most gratifying. Listening to music with a frequency of 47 and ranked the second. Reading books, magazines, and the like on the other hand with a frequency of 31 made it to rank 3. Cooking acquired a frequency of 30 and it ranked fourth. While outdoor activities like hiking, camping and fishing with a frequency of 24 and made it to rank 5.

According to the study results, the majority of government employees chose more active recreational activities. This might be because they are already involved in cognitively engaging activities and are seeking methods to relax and unwind. Furthermore, the findings suggest that respondents enjoy and relax through activities such as cooking, reading, watching movies, and listening to music.

The survey results suggest that the majority of the selected government employees prefer recreational activities that are physical, creative, and entertaining. This is likely a reflection of how they are balancing their work and personal lives trying to make the most out of their free time.

As revealed in the table, most respondents showed that they prefer doing activities with less physical effort like movies and TV watching, listening to music, and reading books, moreover, some of them also prefer physical activities such as sports, cooking, and other outdoor activities.

II. LEVEL OF SELECTED GOVERNMENT EMPLOYEES' PRODUCTIVITY

This section examines the productivity of selected government personnel. This is an important element of the issue since government employees' involvement is graded and judged based on their work-related functions. The productivity of selected government employees is measured using workplace performance indicators for

employees. For a clearer image and comprehension of the data, the degree of productivity is classified based on the observations of chosen government employees. Aside from the gathered data and accompanying productivity assessment, some remarks elucidate on why the ratings are such.

Table 2: The Level of Productivity of Selected Government Employees

Indicators	Weighted Mean	I
Able to conduct himself/herself professionally and show respect for colleagues and superiors.	4.38	VS
Able to work together effectively.	4.24	VS
Provides work of the highest quality.	4.18	VS
Attending office tasks on time.	4.18	VS
Able to cope with new ideas and solutions to problems.	4.15	VS
Able to do multiple tasks simultaneously.	4.07	VS
Willing to take on new tasks and take the lead for the completion of the project.	4.06	VS
Able to accomplish output based on key performance indicators.	4.03	VS
Able to complete tasks quickly and accurately.	4.01	VS
Able to handle any situation that arises and can work in a variety of off-site environments.	3.99	S
Overall Rating	4.13	VS

Legend: O(Outstanding) 5.00; VS (Very Satisfactory) 4.00-4.99; S (Satisfactory) 3.00-3.99; F(Fair) 2.00-2.99; NI (Needs Improvement) 1.00-1.99; I (Interpretation)

The level of productivity of selected government employees' is shown in Table 2. The respondents consistently demonstrates a high level of professionalism and respect towards colleagues and superiors, earning a commendable weighted mean of 4.38 described as Very Satisfactory in this regard. The study results demonstrates that effective collaboration skills of government employees, evidenced by a weighted mean of 4.24 described as Very Satisfactory, contribute to a positive team dynamic. Additionally, the respondents answers for consistently delivering work of the highest quality, achieved a weighted mean of 4.18 described as Very Satisfactory. Punctuality

in attending office tasks is another strong suit, with weighted mean of 4.18 described as Very Satisfactory. The capacity to adapt to new ideas and problem-solving solutions is reflected a weighted mean of 4.15 described as Very Satisfactory. Multitasking abilities, with a weighted mean of 4.07 described as Very Satisfactory, and the willingness to take on new tasks and leadership roles, with a weighted mean of 4.06 described Very Satisfactory, further showcase the respondent's versatility.

The results shows that the respondents have consistently performed at a very satisfactory level across various aspects, demonstrating professionalism, effective collaboration, high-quality work, punctuality, adaptability, multitasking skills, and a willingness to take on new tasks and leadership roles. The overall rating of 4.13 reflects a strong and commendable productivity in these key areas.

III. HOW DO RECREATIONAL ACTIVITIES AFFECT THE LEVEL OF PRODUCTIVITY OF GOVERNMENT EMPLOYEES

The significance of recreational activities within the government work environment transcends the mere act of leisure; it becomes a vital component in achieving a harmonious equilibrium between professional responsibilities and personal life. Through in-depth exploration of the narratives shared by the government employees, the researcher was able to uncover the nuanced ways in which engaging in recreational activities serves as a means for individuals to relax and rejuvenate post work hours, potentially fostering a sense of increased productivity. The following are included in the respondents' insights:

Stress Reduction and Well-being:

According to the responses, leisure activities such as taking a stroll, playing sports, or engaging in hobbies can decrease stress and provide a sense of purpose and drive. Participants emphasize that leisure activities help employees relax, minimize office stress, and contribute to emotional health. One participant also highlights the importance of recreational activities in maintaining a healthy balance between work and personal life.

Concentration and Focus:

Recreational activities are noted to boost concentration and focus, leading to higher productivity. Regular pauses for leisure activities are identified as a strategy to improve attention and cognitive performance.

Camaraderie and Collaboration:

Leisure activities are found to foster camaraderie and teamwork among employees. Most male participants agree that engaging in leisure activities together helps build relationships and create a more favorable work atmosphere.

Motivation and Drive:

Leisure activities are linked to an increase in employee morale, motivation, and a sense of purpose. Engaging in enjoyable hobbies is recognized as a means to boost mood and overall motivation, especially after a challenging workday.

Work-Life Balance:

Participants underscored the importance of recreational activities in maintaining a good balance between work and personal life. Taking a vacation and engaging in

leisure activities are highlighted as ways to achieve relief from work-related stress and enhance overall well-being.

Physical and Mental Health:

Recreational activities, particularly physical ones like sports or hobbies, are seen as beneficial for both physical and mental health. Stress reduction through leisure activities is emphasized as a way to minimize the impact of stress-related health issues.

Enhancing Attention and Productivity:

Leisure activities are recognized as a tool to enhance attention, especially during times of overload and anxiety. Taking breaks for enjoyable hobbies was seen as crucial for mental clarity and sustained focus in the workplace.

The notions offered by the participants outline how leisure activities impact their productivity. Finally, it is reasonable to state that participating in leisure activities is a crucial aspect of striking a good balance between work and personal life. Participating in activities that one likes may help to decrease stress, enhance motivation, and improve attention, all of which can lead to increased productivity and better overall health. Government employees need to engage in recreational activities to improve their productivity. It is of great importance to have a grasp and knowledge about the government employees' individual preferences to assess what type of recreational activities may be applied to all.

Table 3: The Benefits of Recreational Activities to Government Employees

Benefits	Frequency	Rank
It relieve stress and prevents getting burned out	28	1
Increases Productivity, Effectiveness, Efficiency, and Work Enthusiasm	16	2
It provides relaxation and peace of mind	14	3
Improves Physical and Mental health	12	4
It helps in personal growth and self-improvement	10	5
Better work-life balance	5	6
Improve work relationships with colleagues and superiors	2	7

Table 3 shows the benefits of leisure activities to government personnel as reported by chosen respondents from various government departments. The findings reveal the most frequently used perks by our government employees. The most experienced benefit is that partaking in leisure activities may help reduce stress and prevent employees from being burned out with a frequency of 28 and rank 1. Recreational activities can be useful for government personnel since they assist in relieving stress. Reduced stress levels frequently contribute to improved mental health and overall well-being, which has a favorable impact on job performance and productivity.

Recreational activities boost productivity, effectiveness, efficiency, and work excitement, with a frequency of 16 and rank 2. Recreational activities have been linked to higher levels of productivity, effectiveness, efficiency, and job satisfaction among government personnel. Taking pleasurable breaks may rejuvenate the mind, enhance

morale, and establish a healthy work atmosphere, all of which contribute to improved overall performance.

It promotes relaxation and peace of mind, with a frequency of 14 and rank 3. Recreational activities provide government personnel with a crucial chance for relaxation and peace of mind. This, in turn, can lead to more attention, less burnout, and, ultimately, better work performance and productivity. It improves physical and mental, with a frequency of 12 and rank 4. Participating in recreational activities is advantageous for government employees as it provides both physical and mental health. Regular exercise and leisure activities contribute to improved well-being, reducing the risk of health issues and enhancing cognitive functions, ultimately supporting a healthier and more productive workforce.

Engaging in recreational activities may have a lot of benefits but there should be limitations in everything. Excessive engagement in recreational activities can lead to a neglect responsibilities, impacting work or academic performance. Additionally, it may contribute to social isolation and hinder personal development if it becomes a primary source of fulfillment, limiting exposure to diverse experiences. For further research, establishing clear boundaries by setting specific time slots for recreational activities and work may be applied. Prioritize tasks, practice time management, and avoid overcommitting to recreational pursuits. Communicate expectations with family or colleagues to ensure understanding and support for ones work-life balance goals.

IV. HOW TO IMPROVE RECREATIONAL ACTIVITIES TO IMPROVE EMPLOYEES' PRODUCTIVITY

When government employees are asked how to enhance leisure activities in the office to increase productivity, the following responses stood out: The workplace is rapidly transforming into an atmosphere conducive to a good work-life balance. Employers must look to recreational activities to boost employee productivity to establish an interesting and productive workplace. Employers may build a more cheerful and productive work environment by providing workers with possibilities for leisure activities such as the following:

Flexibility in Working Hours and Time Management:

Employees advocate for flexible working hours, emphasizing that it allows them to better manage their time. This flexibility enables them to participate in enjoyable activities, ultimately increasing productivity and task focus.

On-Site Leisure Amenities/Facilities:

Participants propose the inclusion of on-site leisure amenities such as gyms or pools. This highlights the potential for physical activities to alleviate stress and enhance productivity by providing employees with convenient and accessible recreational options.

Team-Building and Gender and Development Events:

The recognition of team-building activities during Gender and Development events underscores the positive impact of such initiatives on employee morale and connections among colleagues. This also emphasizes stress reduction and productivity enhancement through team-building activities.

Community Activities and Networking:

Engaging in local community activities emerges as a theme promoting employee bonding and networking. This emphasizes how participating in such activities contributes to increased morale and a sense of belonging within the workplace.

Entertaining Activities and Health Initiatives:

Suggestions of respondents include allocating time for entertaining activities like sports tournaments and implementing health initiatives such as yoga or meditation sessions. Both aim to decrease stress and enhance employee well-being, leading to increased productivity.

Leisure Outings and Social Activities:

Employees propose taking leisure outings to build relationships and boost morale, emphasizing the positive impact of recreational activities in alleviating stress and increasing productivity. Organizing social activities like potlucks or BBQs is also highlighted for fostering team spirit and togetherness.

Designated Break Rooms and Online Leisure Activities:

The creation of designated break rooms emerges as a recommendation for providing employees with opportunities to relax and reduce stress. Additionally, incorporating technology for online leisure activities, such as virtual reality games or puzzles, is suggested to enhance engagement and productivity.

Employers may be able to develop a comprehensive approach to workplace well-being, incorporating these diverse strategies that address time management, physical activities, team-building, community engagement, entertainment, and technology-based initiatives to create a more vibrant and productive work environment.

V. PROPOSED LEARNING AND DEVELOPMENT PLAN FOR GOVERNMENT EMPLOYEES' RECREATIONAL ACTIVITIES TO IMPROVE THEIR LEVEL OF PRODUCTIVITY

Introduction

Recreational activities can boost employee energy and productivity at work. Government personnel need to design a learning and development plan that incorporates leisure activities. A well-planned recreational activity program may raise employees' morale, decrease stress, promote productivity, and foster collaboration. This development plan details the components of a suggested learning and development strategy for government employees to boost their productivity through leisure activities.

Rationale

The proposed learning and development plan for government employees' recreational activities that aim to enhance their productivity through strategic engagement in recreational activities. The rationale behind this initiative stems from the recognition that a healthy work-life balance and employee satisfaction contribute significantly to work productivity. By including recreational activities into the learning and development plan, the organization acknowledges the importance of fostering a positive and supportive work environment.

Objectives

The primary objective of this plan is to provide government employees with opportunities for personal growth, stress relief, and team building through diverse recreational activities. Regular engagement in recreational activities has been related to improving mental health and reducing stress levels. Also, recreational activities can

serve as a platform for team bonding and collaboration, fostering a sense of camaraderie among government employees.

The plan also emphasizes a holistic approach to learning and development, recognizing that well-rounded individuals are more likely to bring creativity, resilience, and a positive mindset to their professional roles. The organization aims to cultivate a workforce that is not only productive in their tasks but also resilient in the face of challenges by encouraging government employees to participate in recreational activities. This aligns with the broader objective of building a work culture that values the holistic development of its employees.

Furthermore, the proposed plan intends to address potential burnout and fatigue by promoting breaks during work hours for recreational activities. This strategic approach aims to recharge employees, ultimately enhancing their focus and productivity when they return to their duties.

Plan Components

The recommended learning and development strategy should contain both enjoyable and instructional activities. This might include both outdoor and indoor team-building activities such as hiking, camping, or boating. Physical activity, such as sports like basketball, volleyball, bowling, and the like or yoga, as well as activities that foster creative thinking, such as puzzles or board games like Scrabble, should be included in the plan. Furthermore, the plan should incorporate activities for relaxation and stress alleviation. Meditation or guided imagery are examples of such exercises. It should also include socialization events such as group meals or game evenings.

Benefits

The key advantage of having a recreational learning and development strategy for government personnel is enhanced productivity. Employees are more productive and effective when they can take frequent breaks and participate in activities that assist in alleviating stress and enhance morale, according to research. Furthermore, the strategy might help to foster cooperation and collaboration among staff. This can lead to improved communication and higher-quality work. A well-designed learning and development strategy for leisure activities for government personnel can assist in enhancing productivity and morale. It should contain both enjoyable and instructional activities, as well as physical exertion, creative thinking, relaxation, and socializing. Finally, the plan can aid in the development of cooperation and collaboration, resulting in better productivity and job quality.

The proposed Learning and Development Plan for Government Employees on Recreational Activities to improve their Level of Productivity is an initiative to help government employees boost their productivity. The plan is designed to give them access to recreational activities that will enable them to relax, unwind, and have a better outlook on their daily tasks.

The plan includes 10 activities that are designed to encourage the employees to take part in recreational activities. These programs include:

1. Gym membership: All government employees, regardless of rank or salary, should have access to gym memberships on a daily basis. The membership comes with access to a range of fitness facilities, and it may cost at around (P1, 000.00-P3, 000.00) for every month. The government also provides access to group exercise classes and

personal trainers to ensure that employees get the most out of their new gym membership. The employees may have the choice when to use the gym considering it will not compromise their working hours.

The initiative is also seen to reduce employee absenteeism and increase productivity in the workplace. Studies have shown that physically active employees are more likely to be productive and have fewer health issues than inactive employees. The initiative is a great way to promote physical activity and health among government employees. It is also a great way to discourage smoking and other unhealthy habits.

2. Sports Clubs: Government employees will be permitted to join a variety of sporting clubs and participate in a variety of sports activities to stay physically fit and have fun. Government employees are now encouraged to join sports teams and participate in regular physical exercises. This effort aims to promote the general physical health of the residents of the country and bring out the best in them. Sports clubs provide a wide range of activities to assist government employees in keeping physically healthy and having fun. There is something for everyone, from team sports like basketball, soccer, and volleyball to individual sports like tennis, jogging, and swimming. Employees should may consider flexible scheduling. The most probable schedule attending a sports club is after working hours or during the weekend. Considering the cost, sports clubs probable would require payment for membership fee, monthly dues, and subscription fees. Let's say depending on the offered facilities, equipment, and other amenities; it may cost at about (P1, 000.00 – P5, 000.00). The dues will be used to cover operating, utility, and other miscellaneous expenses for the club and the members as well.

Sports clubs, in addition to providing physical advantages, also give a chance for socializing and networking. Members of the same club might get acquainted and friends. This can be advantageous in terms of both professional and personal development. To ensure that government employees may fully benefit from the advantages of sports clubs, the government has granted financial assistance to individuals who join a club and engage in its activities. Subsidies for equipment, coaching, and other relevant expenditures are included in this assistance. All in all, the government's support for sports clubs is a great step towards improving the nation's overall health and wellness. With the help of sports clubs, government personnel can stay physically fit and have fun at the same time.

3. Outdoor Activities: To assist government employees in relaxing and unwinding, they will have access to a range of outdoor activities such as camping, hiking, and fishing. Government employees are critical to our society's running, and they must be allowed to take time away from their hectic schedules to rest and relax. To that purpose, the government has made several outdoor activities, such as camping, hiking, and fishing, available to its workforce.

Camping is a terrific opportunity for government employees to get away from the city and spend some time in nature. It is an excellent opportunity to unwind from the demands of work and simply enjoy the tranquility of nature. Camping may also be used to bond with coworkers and establish camaraderie. Hiking is another common pastime among government employees. It's a terrific opportunity to get some exercise while admiring the natural beauty. Hiking is a terrific way to get away from the daily grind and clear one's mind, and it may be done alone or in a group. Finally, fishing is a

popular pastime among government employees. Fishing is an excellent way to unwind and enjoy nature's splendor. It is also a great way to bond with co-workers and build camaraderie.

Talking about when is the right time to do outdoor activities for government employees is very complex. Considering the nature of work of a government employee, outdoor activities should be conducted during the weekends to avoid compromising work deadlines. Outdoor activities costs vary depending on the type of activity, the location, transportation, number of participants and food allowances.

4. Arts and crafts: To express their creativity, government personnel will have access to a variety of arts and crafts activities such as pottery, painting, and woodworking. Arts and crafts have long been recognized to provide creative outlets for individuals of all ages, but soon government employees will be able to benefit from this as well. Government personnel will be allowed to express their creativity in ways that were not before conceivable through activities like pottery, painting, and woodworking.

Ceramics is a terrific method for government personnel to express their creativity and create something one-of-a-kind. From painting and sculpting to glazing and firing, ceramics allows you to express yourself while creating something that will last for years. Painting is another excellent way for government workers to exhibit their creativity. With a wealth of painting tools and techniques at their disposal, government personnel may produce stunning works of art that represent their distinct style.

Carpentry is another excellent outlet for government employees' inventiveness. Carpentry allows individuals to utilize their ideas to create something unique, whether it's furniture for their office or shelving for their house. Government personnel can make

whatever they may imagine with the correct tools and resources. Arts and crafts programs allow government personnel to express themselves creatively. Whether it's pottery, painting, or woodworking, these hobbies allow government workers to produce something unique and important. Government personnel may create something that represents their style and exhibits their creativity with the correct resources and procedures.

The cost of these activities may vary depending on the type of craft, materials used, the venue and the frequency of the activity. Considering government work schedule, arts and crafts should be done after working hours or during the weekend.

5. Library Access: Government employees will be given access to local libraries to help them broaden their knowledge and stay informed. Access to local libraries is a huge benefit for government employees since it gives them access to a wealth of resources and information. Libraries are excellent sources of research and information, and by making these resources available, government staff may keep up to date on the newest news and ideas.

The access to local libraries also offers government staff access to a variety of books, publications, and journals. This helps government employees to keep up to date on a wide range of subjects and concerns. Additionally, libraries are excellent providers of reference materials, allowing government staff to acquire the information swiftly and properly they want. Local libraries are also excellent venues for government employees to network. Government employees may connect and mix with other professionals and experts in the industry by visiting local library events. This is a terrific opportunity to meet new people and stay involved in the community.

The proposal to offer government employees access to local libraries is an excellent method to keep them educated and knowledgeable. Government employees are guaranteed to keep up to speed on the newest news and ideas since they have access to a variety of resources, books, publications, journals, and networks.

This type of activity may cost the employees a little cheaper done other activities. Local libraries might have entrance fees for the purpose of maintaining the libraries but it will not cost a lot. For employees who are still studying, offering this will be a big help for them. As well as to those employees who love reading books and loves to learn new things.

6. Movie Evenings: Government employees will be able to attend movie nights where they may watch films together in a relaxed atmosphere. One of the most significant advantages of movie evenings is that they allow government personnel to interact and bond outside of their official tasks. It is an excellent approach to establishing relationships and a feeling of community. This is especially beneficial for people who work in a high-stress environment or who have a tough job. Movie evenings can also enhance morale among government workers. It's a terrific chance to get away from the daily grind and spend quality time with coworkers. It's also a terrific opportunity to laugh and have fun with one another.

Movie evenings can take place in several locations. It is essential to select a pleasant and favorable environment for viewing movies. Renting a theater or a room in an office building is a popular option. This guarantees that everyone has enough room to enjoy the movie and chat. A projector and screen may also be rented for private movie evenings. To make movie evenings a success, choose films that are both fun and

acceptable for everyone in attendance. Classic films, comedies, and even international films may be included. It is also critical to supply participants with refreshments and drinks. This might assist in making the event even more memorable. Movie evenings are a terrific opportunity for government personnel to unwind and have some fun. They are an excellent way to foster relationships, increase morale, and take a break from the daily grind. Movie evenings, with the correct location and film selection, can be a terrific opportunity for government employees to unwind and have fun.

There are government offices already have free access to cinema but are only limited to a number of times they can only watch a movie in a month. Movie evening's costs may also vary depending on the type of movie but it will be worth it considering the benefits it will provide to stressed employees.

7. Social Events: To assist government employees in bonding with their coworkers and developing a better team, they will be invited to a range of social events such as parties, meals, and other activities. Social gatherings allow government personnel to engage with their coworkers in a more casual context. They give a venue for workers to learn about one another's histories, hobbies, and personalities, which may lead to increased understanding and trust in the workplace. Social activities may also be utilized to recognize achievements, boost morale, and foster a feeling of community among employees.

Government employees can attend a variety of social events, ranging from networking gatherings to team-building exercises. Networking events are excellent for meeting and interacting with new people, but team-building activities allow employees to collaborate and expand their talents. Dinners, potlucks, and parties are examples of

social gatherings that may help employees build long-lasting bonds with one another. All employees, regardless of status or position, should be able to attend social gatherings. As a result, everyone will have an equal opportunity to participate in and profit from the activities. Employees who attend these activities should be rewarded with a bonus or additional vacation days, according to the government.

Social gatherings are an excellent opportunity for government personnel to network. They give a platform for employees to bond with their coworkers, resulting in a stronger team that is more productive and efficient at work. The government may create a more favorable work atmosphere that fosters collaboration and trust by investing in these social activities.

The cost of social gatherings for government employees can vary widely depending on factors such as the type of event, the number of attendees, the venue, and the activities involved.

The usual social gatherings for government employees here the Philippines include, Christmas parties, Anniversary, and work accomplishment celebrations.

8. Team Building Activities: Government employees will have access to a variety of team-building activities to help them connect with and trust their coworkers. Outdoor activities are one of the most popular team-building activities for government personnel. Getting out of the office and into nature may help employees relax in a different atmosphere and break away from their typical routines. Outdoor activities, ranging from hiking to kayaking, may be organized in several ways and give a chance for employees to interact and get to know one another.

Another typical team-building exercise for government employees is problem-solving sessions. These activities are designed to measure the team's ability to collaborate and generate new ideas. These activities, which can range from simple word games to complex puzzles, can be tailored to the team's specific needs. Employees may benefit from problem-solving activities to strengthen their communication skills and stimulate their creativity.

Team building exercises might also involve physical activity. Sports and scavenger hunts are two examples of activities that may help employees build camaraderie and collaboration. Physical activities may help employees build trust while also giving a fun and healthy way to unwind after a long day at work. Team building exercises might include more creative activities like art projects or writing exercises. These activities can allow employees to express themselves as well as help them relax and interact with one another outside of the workplace.

The cost of team-building activities for government employees just like any other activities, can vary widely depending on what type of activity, the number of participants, the duration of the event, and the location. Team-building activities can range from simple and cost-effective options to more elaborate and expensive programs.

As for the scheduling, it will also depend on the government agency's approval. However, the usual time is after working hours and during the weekends to avoid compromising work demands.

9. Professional Development: Government personnel will be able to participate in a range of professional development events, such as seminars, workshops, and lectures, to assist them in remaining up to date on the newest developments in their sector.

Seminars, workshops, and lectures are examples of professional development activities. These events are intended to give government personnel the most up-to-date information in their sector. Seminars and workshops allow employees to learn about new technology and strategies that can help them perform better on the job. Employees may learn about the latest trends and advancements in their profession by attending lectures.

Online professional development courses are also available to government personnel. These courses are intended to equip employees with a thorough grasp of the most recent innovations in their profession. Online courses may be completed from the convenience of an employee's home or workplace, allowing them to keep current on trends without having to leave their job. Professional development programs are also important to the progress of government personnel careers. Employees may exhibit their passion for their profession and determination to make their career a success by remaining up to speed on the newest trends and knowledge in their area.

The government demonstrates its commitment to its employees by providing access to professional development programs. It also demonstrates that it appreciates their contributions and wants to make sure they have the skills and information they need to accomplish their work well. Professional development activities can help government employees stay up to date on the latest trends and developments in their field, which can help them stay ahead of the competition.

Costs associated with professional development for government employees can fluctuate suggestively based on the type of training, the duration, the delivery method, and the level of customization. Government employees who personally want to pursue

trainings and courses on their own are allowed to avail vacation leave and/or study leave to accommodate this type of activity. However, if the trainings are purposely conducted by the government agency employees are allowed to claim for travel allowance, lodging and food allowance.

10. Time Off: Government employees will be permitted to take time off from their daily tasks to rest and unwind. Time off from work might give various advantages to government employees. For starters, it allows them to take a break from their stressful schedules and replenish their batteries. It can also allow them to pursue new hobbies or resume a pastime that they may have neglected for too long. It also allows them to spend more time with their families and friends, making them feel more connected to the people in their lives.

Time off from work might help the government in addition to the individual. It enables government employees to return to work feeling refreshed and energetic, which may contribute to higher productivity and performance. This can eventually lead to greater public service. Government employees must be able to take time away from their daily tasks to rest and relax. This can help people feel more connected to their life outside of work while also providing the government with improved performance and efficiency. As a result, government employees must have access to time off from their normal tasks to meet their own and their families' requirements.

These activities will assist government personnel in reducing stress, staying healthy, and having a positive view of their everyday responsibilities. Employees who participate in leisure activities will be better able to tackle their everyday work with more excitement and energy, resulting in higher productivity.

However, this proposed activities may not be applicable and may be lacking on certain points as employees and organizations differs in so many ways. The best and the first thing to do is to conduct an assessment. Conduct a survey or interviews to identify specific learning needs and recreational preferences among employees. Organize workshops focusing on relevant skills like time management, stress reduction, and effective communication.

Online Learning Platforms can be one of the best option to have easier access to online courses or learning platforms tailored to government work, ensuring continuous skill enhancement.

Establish a feedback system to assess the effectiveness of the activity and gather insights for future improvements, and recognize employees who actively participate in both learning and recreational activities, fostering a culture of continuous improvement.

In addition, for budget provisions on this activities, organizations/employers should allocate a reasonable budget to ensure a balance between effective learning initiatives and recreational activities.

Lastly, conduct periodic assessments to measure the impact of the plan on employee productivity and well-being, adjusting strategies as needed.

By combining learning opportunities with recreational activities, this plan aims to enhance the overall productivity and satisfaction of government employees while promoting financial literacy and work-life balance.

CHAPTER V

SUMMARY, CONCLUSIONS AND RECOMMENDATIONS

The purpose of this chapter is to summarize the thesis research and provide recommendations to further enhance productivity through recreational activity engagement. Moreover, it is the recapitulation of the findings of the study based on the specific objectives and a summary of the major results will be described. The key conclusions and recommendations based on the findings of the study are also hereby presented.

Summary

The objectives of this study were to determine the varied recreational activities selected by employees' and to choose what to engage in, their level of productivity, how recreational activities affect the level of productivity of selected government employees, how can recreational activities improve productivity, including the learning and development plan for recreational activities to be proposed based on their level of productivity and recommendations to further enhance the government employees' productivity.

A total of sixty-eight (68) respondents were included in this study. Each of them were provided with survey questionnaire. Part 1 was to determine the recreational activities selected employees' chose to engage in, Part 2 was to determine the level of productivity of selected government employees from various government agencies, and Part 3 was to identify the recommendations to further enhance the productivity of government employees with the aid of recreational activities. Aside from the survey questionnaire, an interview guide was also made and the respondents for this were also

the selected government employees from various government agencies. The purpose of the interview guide was to know the benefits of recreational activities to them as employee, what types and how often should recreational activities be offered to them, their impressions on how recreational activities can be.

The data collected were encoded, tabulated, summarized, and compiled for interpretation and analysis. Frequency, percentage, weighted mean, and the ranking, with the aid of tables, were used in presenting and interpreting the results.

Findings

The data gathered revealed the following findings:

1. What are the different recreational activities engaged in by selected government employees?

The findings revealed that movies and TV watching with a frequency of 53 and rank 1, is the most gratifying. Listening to music with a frequency of 47 and ranked the second. Reading books, magazines, and the like on the other hand with a frequency of 31 made it to rank 3. Cooking acquired a frequency of 30 and it ranked fourth. While outdoor activities like hiking, camping and fishing with a frequency of 24 and made it to rank 5.

The study results indicated a preference among government employees for more active recreational activities, possibly as a means to unwind from cognitively engaging work. The survey results also highlighted a range of activities, including physical, creative, and entertaining pursuits such as cooking, reading, watching movies, and listening to music. The majority of respondents showed a preference for a balance between activities requiring less physical effort, like movies and TV watching, and those

involving physical engagement, such as sports and outdoor activities. This suggests a nuanced approach to leisure, reflecting their efforts to optimize free time and strike a balance between various recreational activities in their lives.

2. What is the level of selected government employees' productivity?

The results shows that respondents consistently have high performance across various dimensions. The respondents exhibit a commendable weighted mean of 4.38 described as Very Satisfactory for professionalism and respect towards colleagues and superiors. Effective collaboration skills contribute to a positive team dynamic, with a weighted mean of 4.24 described as Very Satisfactory. The delivery of high-quality work is a consistent attribute, achieving a weighted mean of 4.18 described as Very Satisfactory, as is punctuality in attending office tasks. The capacity to adapt to new ideas and problem-solving solutions is reflected in weighted mean of 4.15 described as Very Satisfactory.

The respondents consistently receive very satisfactory across a spectrum of essential skills and attributes. The cumulative weighted mean of 4.13 described as Very Satisfactory reflects a strong and commendable level of productivity in key areas, emphasizing their professionalism, collaborative abilities, work quality, punctuality, adaptability, and willingness to take on new challenges and leadership roles.

3. How do recreational activities affect the level of productivity of Government Employees?

The findings reveal the most frequently used perks by our government employees. Partaking in leisure activities may help reduce stress and prevent employees from being burned out with a frequency of 28 and rank 1. Recreational activities boost productivity,

effectiveness, efficiency, and work excitement, with a frequency of 16 and rank 2. It promotes relaxation and peace of mind, with a frequency of 14 and rank 3. It improves physical and mental, with a frequency of 12 and rank 4. Participating in recreational activities is advantageous for government employees as it provides both physical and mental health.

However, the study also acknowledges the importance of setting limitations on recreational activities, cautioning against excessive engagement that could lead to neglect of responsibilities, impacting work or academic performance. It also notes the potential risks of social isolation and hindrance to personal development if recreational activities become a primary source of fulfillment, limiting exposure to diverse experiences. The study suggests further researches that can explore establishing clear boundaries, setting specific time slots for recreational activities and work, prioritizing tasks, practicing time management, and avoiding overcommitting to recreational activities. Also, communicating expectations with family or colleagues is recommended to ensure understanding and support for work-life balance goals.

4. How do recreational activities improve employees' productivity?

Based on participants' responses, the evolving workplace, aiming for a better work-life balance, emphasizes the role of recreational activities in fostering a positive and productive environment. The respondents also highlight the importance of flexibility in working hours, enabling better time management and participation in enjoyable activities, ultimately boosting productivity. The inclusion of on-site leisure amenities like gyms or pools is proposed to provide convenient and accessible recreational options, contributing to stress relief and increased productivity. Recognition of team-building activities during

Gender and Development events is noted for its positive impact on morale and colleague connections, reducing stress and enhancing productivity. Engagement in local community activities promotes employee bonding and networking, fostering a sense of belonging. Suggestions also include entertaining activities like sports tournaments and health initiatives such as yoga to decrease stress and improve well-being. Leisure outings and social activities are proposed for building relationships and boosting morale. Designated break rooms and online leisure activities, including virtual reality games, are recommended to create opportunities for relaxation and stress reduction. Through incorporation of these diverse strategies, employers can develop a comprehensive approach to workplace well-being, fostering a vibrant and productive work environment.

5. What learning and development plan for recreational activities be proposed based on their level of productivity?

The proposed Learning and Development Plan for Government Employees on Recreational Activities to improve their Level of Productivity is an initiative to help government employees boost their productivity. The plan is designed to give them access to recreational activities that will enable them to relax, unwind, and have a better outlook on their daily tasks. The plan includes 10 activities that are designed to encourage the employees to take part in recreational activities. These programs include: Gym Membership, Sports Clubs, Outdoor Activities, and Arts and crafts, Library Access, Movie Evenings, Social Events, Team-Building Activities, Professional Development and Time Off.

To ensure the effectiveness of the proposed program for government employees, it acknowledges potential variations among employees and organizations. The first step

recommended is conducting a thorough assessment through surveys and interviews to understand specific learning needs and recreational preferences. Workshops on essential skills, such as time management and stress reduction, are emphasized. Online learning platforms are highlighted for convenient access to tailored government-related courses. The importance of a feedback system and employee recognition is emphasized to continuously improve the program and foster a culture of development. Budget allocation is advised, emphasizing a balance between learning initiatives and recreational activities. Regular assessments are proposed to measure the plan's impact on employee productivity and well-being, with a central goal of enhancing overall satisfaction, productivity, financial literacy, and work-life balance among government employees.

Conclusions

On the basis of the foregoing findings, the following conclusions were made:

1. The different recreational activities engaged in by selected government employees includes activities with less physical efforts and are therapeutic such as watching tv and movies, listening to music, cooking and doing outdoor activities like hiking, camping and fishing.
2. The cumulative weighted mean of 4.13 described as Very Satisfactory reflects a strong and commendable level of productivity, emphasizing their professionalism, collaborative abilities, work quality, punctuality, adaptability, and willingness to take on new challenges and leadership roles.
3. Recreational activities positively affect government employees' productivity through stress reduction and burnout prevention, followed by heightened productivity, effectiveness, efficiency, and work excitement, better physical and

mental health, personal growth, work-life balance, and enhanced working connections with colleagues and superiors as additional benefits.

4. Engaging in recreational activities can improve employees' productivity by evolving nature of the workplace with a strong emphasis on achieving a better work-life balance through diverse strategies incorporating recreational activities, employers can cultivate a holistic approach to workplace well-being, fostering vibrancy and productivity among employees.
5. Learning and development plan activities with recreational activities integration will assist government personnel in reducing stress, staying healthy, and improve productivity.

Recommendations

In the light of the conclusions made, the following recommendations are hereby submitted:

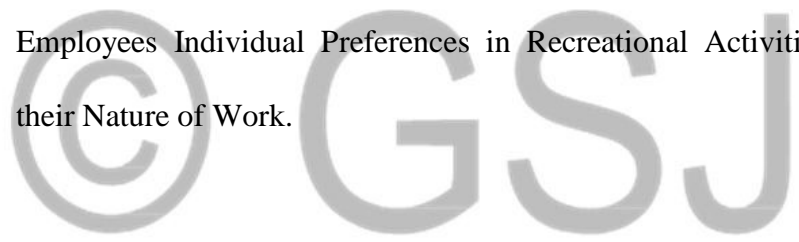
1. Conduct further research and investigation to meet Government employees most common interests to be integrated within the workplace to improve quality of work and life at the same time
2. A continuous assessment/evaluation on how Government employees maintain the quality of work performance may be conducted in relation to recreational activities and other forms of improving the overall well-being.
3. Identify challenges that government employees may encounter at the workplace that affects productivity and overall job performance that maybe addressed by implementing various recreational activities that may be applied considering the nature of work they have.

4. Learning about the benefits of recreational activities to employees may also help in understanding its significance to the organization as well.
5. Future researchers may advance their understanding on the individual preferences in recreational activities relative to their nature of work.

Areas for Further Study

The following are the topics which other researchers might find to be interesting and be used as a topic for further studies:

1. Relevance of Recreational Activities in an Employers' Point of View.
2. Challenges Faced by Employers in building programs/activities for Improving Employees Productivity.
3. Employees Individual Preferences in Recreational Activities in relation to their Nature of Work.



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APPENDIX A

SURVEY QUESTIONNAIRE

Age: _____

Gender: _____

Office/Agency: _____

I. Kindly Check the recreational activities you engaged in

- _____ 1. Outdoor activities like hiking, camping, fishing
- _____ 2. Yoga and meditation
- _____ 3. Sports activities
- _____ 4. Cooking
- _____ 5. Arts and crafts
- _____ 6. Reading books, magazines, and the like
- _____ 7. Movies and TV watching
- _____ 8. Going to theater
- _____ 9. Listening to music
- _____ 10. Volunteering to civic related activities
- _____ Others

II. Employees Productivity

- 5 Outstanding
- 4 Very Satisfactory
- 3 Satisfactory
- 2 Fair
- 1 Needs Improvement

		5	4	3	2	1
1.	Employees are able to accomplish output based on key performance indicators.					
2.	Employees are able to complete tasks quickly and accurately.					
3.	Employees provide work of highest quality.					
4.	Employees are able to handle any situation that arises and be able to work in a variety of offset environment.					
5.	Employees are attending office tasks on time.					
6.	Employees are willing to take new tasks and take the lead for the completion of project.					

7.	Employees are able to cope up with new idea and solutions to problems.					
8.	Employees are able to do multiple tasks simultaneously					
9.	Employees are able to work together effectively					
10.	Employees are able to conduct themselves in a professional manner and show respect for colleagues and superior.					

III. Interview Questions

1. What benefits do recreational activities provide to you as an employee?
2. What types of recreational activities should be offered to you?
3. How often should recreational activities be offered?
4. How can recreational activities be incorporated in the workplace?
5. How can the impact of recreational activities be assessed?



APPENDIX B

Letter of Permission to Conduct the Study

November 5, 2023

Dear Sir/Ma'am,

I hope this message finds you well. I am currently pursuing my postgraduate studies and I am conducting research entitled “ Enhancing Productivity: The Role of Recreational Activities”. Your insights would be inestimable to my study. Would you be willing to take a few minutes to complete a survey questionnaire I've prepared? Your participation would greatly contribute to the success of my research.

I understand that your time is valuable, and I genuinely appreciate your consideration of this request. If you have any questions or concerns, please feel free to reach out to me. Your responses will be kept confidential, and your participation is entirely voluntary.

Thank you for your time and support.

Sincerely,

Alena Rose J. Arimado
Researcher

Noted by:

Danilo E. Despi, Ed. D.
Adviser