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**THE ROLE OF LEISURE ON PHYSICAL ACTIVITY SOUTH PARS GAS COMPLEX
IN EMPLOYEE PRODUCTIVITY**

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ABSTRACT

This study aimed to investigate the role of leisure-based Physical activity in the South Pars Gas Complex Company is employee productivity. This research is comparative. The sample consisted of 290 patients (77 females and 213 males) with stratified random sampling method krejcie and Morgan was selected on the basis of the table. Collection tool Questionnaire Information Productivity Jahed (2006) the scale exercise (physical) Marcus et al. (1992). Data analysis Statistical analysis using ANOVA and multivariate analysis was performed. The results showed that leisure time physical activity based on sustained impact on improving employee productivity, So that leisure time physical activity based on 20 percent of the power, 12% of motivation And 13 percent of South Pars affect the participation of employees; Type of work (day-shift and satellite) will have no effect on employee productivity, gender has no effect on employee productivity. Leisure-based physical activity can increase the efficiency of human resources.

Keywords: productivity, leisure time physical activity-based, South Pars

INTRODUCTION

Main or main lever increases or decreases Productivity any organization, its human resources (Saatchi, 2011). Productivity effective and efficient use of resources for production inputs or outputs are provided. Input or inputs, resources (such as energy, raw materials, capital and labor) are used to create the output or output (which includes manufactured goods and services provided by an organization) is used. According to Tangan (2005), Productivity is the maximum possible profit by taking advantage of the efficient use of labor, power, talent and skills, manpower, land, money, equipment, time, location, ... in order to promote well-being. In determining factors affecting labor productivity, there are different opinions and each of the scientists and experts have identified factors that might affect the operating and outlined factors such as continuous training of managers and employees, improving staff motivation to work better and create more innovative and creative managers and staff in the appropriate fields, Improving the quality of working life and the productivity of the field, but almost all writers on the subject agree that To increase productivity, but only a specific cause cannot be defined as that enhance efficiency should be a combination of

various factors is disabled (Robbins, 2005). Accordingly, it becomes clear, productivity, human resources is influenced by numerous internal and external factors (Saatchi, 2011), in which staff of the Leisure-based physical activity play an important role in the health and Health it has been noted. Research studies suggest that exercise and physical activity behavior change jobs due to reduced mobility, not only improves the performance and health of employees, but also increases staff efficiency, increase production, reduce injuries, creating the spirit of cooperation, Partnership Motivation work Increase communication and job satisfaction (Jourdan PJ, Nigg CR, Norman GJ, Rossi, 2002; Prochaska & DiClemente, 1983; Prochaska, Butterworth, Redding, Burden, Perrin, Leo & Prochaska, 2009) . The results of these studies and the importance of leisure time on sports and physical activity, health and sports professionals must work together to deliver effective programs to change employee behavior and promoting healthy behavior and emphasis must be considered. Many approaches in connection with leisure time physical activity, resulting in a change in behavior on the labor force, there are sociological approaches to psychological approaches. One of the patterns that can be

expanded to include management objectives and sport management and employee behavior in Western research has emphasized, Tran theoretical Model (TTM) is given to health education and to identify factors affecting the creation and maintenance of exercise behavior are considered. The pattern theory, integrated and comprehensive model of behavior change that is widely used to promote exercise behavior and regular physical activity. Model and Transtheoretical model as a comprehensive model with variables to predict how and when the behavior occurs (Prvchska et al., 2009; Patten, Vollman & Thurston, 2000). This model describes the dynamic nature of changing the behavior of health, such as exercise and show that People often fail to change behavior and get treatment before they do, you should try several times (Marcus, Selby, Niaura & Rossi, 1992). In this model, it is assumed that people can be in various stages of readiness to change behavior and thus to change the behavior of a series of stages through which consists of five steps: pre-thought or intention, contemplation, preparation, maintaining Mlv (Procheska and Clemente, 1986). In this model, pre-thought and intention to apply to the person still on the stage or adopt a behavior, at least in the next

six months is not thought. The thought and planning, you really have to change future behavior during the six months to think that, but still not ready to take the necessary action. The readiness of people to seriously think about a change of behavior and intention to make a change in the close future, usually in May began a preliminary and behavior provides. Step action that's appropriate changes in lifestyle in the last six months there has. because of the performance, visible, change of behavior, often equated with performance used. The maintenance, control and stability of longer term behavioral change are-more than six months but active and conscious effort is required to maintain (Procheska and Norkeras, 2010). The claim that people to progress from one stage to the next, to examine aspects of the pros and cons of changing the behavior that causes their attitudes, beliefs and motivations different experience.

So it can be said that leisure time physical activity, including behavior that is based on the collection of basic information about the changes that can be experienced staff from changing attitudes, beliefs and motivation to make them clear and comprehensive plan of Program the results of that employee productivity is likely, Search profit. Despite

several studies in other countries about the effects of behavior-based sports and general leisure time physical activity and the steps taken to change people's behavior and its consequences (including Projeska and Diklmenteh, 1983; Projeska et al., 2009, 2010), should be acknowledged that in many studies on the role of the individual outcomes such as health and performance of the individuals mentioned, But researchers from the role of the task force and as a result of organizational efficiency have been neglected, especially in South Pars Gas Complex Company employees according to working conditions (shifts, satellite and working) suitable for leisure time, the Company management and employees what programs are for leisure time, are important. Also, the physical activity behavior change based on how much free time can affect employee productivity? Beneficial results for staff and senior managers Company will follow up with a new approach to change employee exercise behavior and thus lead to greater productivity.

HISTORY RESEARCH

Studies and surveys have emphasized that sport and physical activity can have on motivation, performance and efficiency affect people, especially overseas studies have reported Arshmandy results. Sharif

Zadeh (2013), including researchers who identified the need for physical skills and physical fitness has led to greater efficiency in the work of employees who are capable of more, work longer and exhausting to have. Lebbon & Hurley (2012) showed that the behavior of leisure in addition to reducing workplace absenteeism has had a huge impact on productivity. Mokaya, Kenyatta & Gitari (2012) also showed that spending leisure time at work to relieve stress, build confidence, improve health, and have a positive effect on employee productivity. Heinonen & Saarimaa (2009) concluded that the increase in health and the quality of work life leads to job satisfaction and ultimately to increase production and productivity in the companies. Kirsten (2008) also found that lifestyle contributes to the health of employees is something that can affect employee productivity. In the country studies on the role of leisure time physical activity based on labor productivity have emphasized, Kheradyar and Mostafavi (2014) found a significant relationship between the ability to understand people, organizational support, motivation, feedback, validation and there are adaptation and productivity. Ezazi Bojnordi, et al (2013) showed a significant relationship between exercise and productivity of human

resources. Haji Nabi, et al (2013) also showed that the five elements of organizational culture, environmental conditions, factors Motivational, empowerment and leadership style are significantly influenced by shifts. Among the factors that most influence culture has on the productivity of nurses in shifts. Labor productivity is higher in the morning than any other time and shift working, working evening and night shifts are in the later stages. Rahmani, et al (2011) showed that health and fitness, social benefits and emotional stress due to different levels of physical activity were significantly different, in other words, different levels of physical activity have an important role to motivate staff is. Momeni findings Et al. (2010) showed that the positive relationship between physical activity and significant job performance and self-nurses there, certain Rahimi, Hazavehei et al (2009) showed that behavioral change programs in five physical activity levels based on ability, effectiveness, motivation and balance, as well as the exercise has been effective. Additionally, electroplating (2008) study showed that physical activity and exercise of human development in terms of soul and body is a lot of community attention to this phenomenon is to be used on a large scale.

RESEARCH METHOD

The research method is descriptive and comparative research. In this study, leisure time physical activity based on the independent variable, dependent variable efficiency, marital status, gender, and shift work as a control variable. The study population included all male and female employees in 2014 was South Pars. In this study, leisure time physical activity based on the independent variable, dependent variable efficiency, marital status, gender, and shift work as a control variable. The study population included all male and female employees in 2104 was South Pars. The sample of 335 was calculated by Morgan that after the implementation of the research and its loss, the final sample study of 290 patients (77 women and 213 men) fell, sampling was stratified. Cronbach's alpha reliability 95/0 reported. In this study, the reliability was calculated 0/89. Further information for analysis, descriptive statistics, inferential statistics, analysis of variance (MANOVA) was used. Cronbach's alpha reliability 0/95 reported. In this study, the reliability was calculated 0/89. Further information for analysis, descriptive statistics, inferential statistics, analysis of variance (MANOVA) was used.

FINDINGS

Table 1: Distribution of the respondents' activities

Percentage	Frequency	Type of Activity
64/5	187	Inactive
20/7	60	Active
14/8	43	Continued
100	290	Total

$$(H_0 : \mu = 3)$$

Table 2: Test of a population

The variable	Upper limit	Low	A significant number	Statistics T	SD	mean	Variable
Good	0/44	0/21	0/000	5/66	0/99	3/33	Power
Inappropriate	-0/20	-0/40	0/000	-6/07	0/86	2/70	Motivation
Inappropriate	-0/04	-0/21	0/000	-3/02	0/73	2/87	Partnership
Inappropriate	-0/05	-0/09	0/558	-0/586	0/60	3	Productivity

Table 3: Variables descriptive of the research staff of the South Pars

Most	Least	standard deviation	Average	Number	Type of Activity	Variables
46	15	6/11	33/35	187	Inactive	Productivity
47	24	5/57	36/88	60		
58	30	6/44	40/60	43		
20	5	3/75	12/31	187	Active	Power
20	7	3/80	13/55	60		
12	12	2/03	17/37	43		
14	3	2/33	7/54	187	Continuous	Motivation
14	4	2/56	8/33	60		
15	3	2/57	10/07	43		
22	5	3/49	13/49	187	Inactive	Partnership
22	10	2/60	15/00	60		
25	6	4/14	17/16	43		

Table 4: Test results for the productivity of employees by type of activity

Significant	F	Mean square	df	Total squares	Variable
0/000	61/70	2261/48 36/65	2 287	4522/95 10519/17	Intergroup

Table 5: results of the participants of productivity based on the type of employees physical activity

Statistical power	Chi Eta	Significant	F	Mean square	df	Total squares	Variable
1	0/197	0/000	35/27	448/95	2	897/89	Power
1	0/12	0/000	19/38	113/76	2	227/52	Motivation
1	0/13	0/000	21/32	251/61	2	503/22	Partnership

Table 6: Test results based on staff productivity

Significant	F	Mean square	df	Total squares	Variable
0/530	0/38	38/50 52/19	3 286	115/514 14926/61	Intergroup Within the group

RESULTS AND DISCUSSION

According to the new era of competition among organizations has emerged,

organizational leaders are relying on theoretical perspectives due to staffing. Further consideration and in between trying

to improve their performance Their attention to factors that have a profound impact on employee productivity. The present study aimed to evaluate the effect of leisure-time physical activity based on employee productivity found in South Pars Descriptive findings indicated that a large number of disabled employees of South Pars (64/5%) are planning or thinking that is no earlier than six months to live based Hobbies, And only 14/8% of employees do not exercise consistently leisure time physical activity for leisure time programs are based. It was found that the efficiency of the company's South Pars inappropriate. In examining the hypothesis that "Leisure-based physical activity has an impact on the productivity of labor." The results showed that leisure time physical activity based on the productivity of the South Pars affect employees, And the productivity of employees who have sustained physical activity-based leisure significantly more than the other two groups that have no regular physical activity and leisure-based or time-based physical activity does not care. So it can be said that leisure time physical activity significantly based on the promotion of South Pars affect employee productivity. Therefore, these findings are consistent with previous studies that have

shown interest in physical activity and leisure is leading to greater efficiency.

Including Sharif-Zadeh (2013), Libon and Hurley (2012), Mokaya and colleagues (2012), Heinonen and Saryma (2009), Momeni et al (2011 and Ezazi Bojnvrdy and et al (2013) showed that exercise and physical activity human resources affect productivity To explain these findings should be based according to the leisure physical activity a potential role in taking pleasure in the staff and their motivation to continue to work and achieve personal and organizational goals improves, due to the model Hersey and Goldsmith to create passion, enthusiasm and willingness to act as agents to improve productivity, it can be acknowledged that the role of leisure time physical activity based on employee productivity is not far-fetched.

Hypothesis 2: Leisure-based physical activity has an effect on the size of the workforce productivity.

In examining the hypothesis that "leisure time physical activity based on the size of manpower productivity effect" results indicate that employees be May according to the type of physical activity (inactive, active and continuous) in terms of efficiency of power, motivation and participation, there is a significant difference. The effect of leisure-

based physical activity (groups) to be about 20 percent, motivation 12% and the participation of 13 percent. The effect of leisure-time physical activity continually based on the dimensions of efficiency (ability, motivation and participation) is significant. In other words, leisure time physical activity based on continuous play a greater role on the efficiency of the power, motivation and involvement of staff of the South Pars.

This research is in line with other studies, the research Sharif-Zadeh (2013), the Mills (2007), Karpvtin and Gybharb (1986), Moini et al. (2010), Momeni et al. (2011) and Rahmani et al. (2012) have achieved the same results. This may be important in explaining the findings that motivate people to engage in leisure time physical activity based on specified, most studies have emphasized the need to identify the motive of the essential components of physical activity and sports also beauty, fun, joy, sociability, excitement, experience and away from the workplace are factors that lead patients to exercise, deals, Given that these factors and to engage in physical activity Goal setting one comes, and Goal setting leads to greater efficiency and effectiveness, as defined by Saatchi (2011) that the efficiency and effectiveness of efficiency, it be

acknowledged that the result is not far-fetched. On the other hand leisure exercise based on the pattern of Marcus and colleagues (1992), behavioral changes and cognitive changes in the person makes the process of changing the attitude of employees, gain job satisfaction, self-efficacy more, earn merit increase physical and mental health conditions that cause the bulk of competence they need staff that will be the result of individual and organizational productivity. Among other findings the study was that the type of work (shift, day or satellite) on the productivity of labor in the South Pars Company is not significant. This finding is consistent with other studies that Haji Nabi et al (2013) showed that five components of organizational culture, environment, motivational, empowerment and leadership style are significantly influenced by shifts. Among the factors that most influence culture has on the productivity of nurses in shifts. Labor productivity is higher in the morning than any other time and shift working, working evening and night shifts are in the later stages. This contradiction may be due to different environmental conditions and organization may be created as well as differences in the scale measurement lead to different results.

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