THE RELATIONSHIP BETWEEN PHYSICAL ACTIVITY AND JOB DWINDLING IN SOCIAL SECURITY EMPLOYEES OF TEHRAN CITY

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ABSTRACT
What can be certain is that buoyancy and happiness are the important indicators of physical activities that can contribute decrease in employees’ job dwindling or cause a better and easier communication with the job. So, the purpose of this research is the study of the relationship between job physical activities with job dwindling in social security employees of Tehran. The population of the research has been formed of all the employees of social security of Tehran (200 people). The sample was considered equal to the population, and the random sampling method was selected. To collect data for analysis, one questionnaire about physical activities and one questionnaire like that were used. The stability of all research tools was checked in a preparatory study and Cronbach’s Alpha coefficient was orderly calculated 0.72 and 0.73. For data analysis, descriptive and deduction statistics were used. The findings show that there is a negative and significant relationship between physical activities and job dwindling. In addition to this, there is a significant statistic relationship between small scales of body activities and dwindling. Herein, the relationship between leisure time and exercise with employees’ dwindling was reversal and the relationship between workplace and dwindling was direct. According to the negative and significant relationship between physical activities and job dwindling in social security employees of Tehran, it is necessary that all the managers and all those who are responsible in social security, should try in the way to provide proper fields for doing physical activities in offices to decrease the rate of people’s dwindling in doing their jobs.

Keywords: Physical Activity, Job Dwindling, Employees

INTRODUCTION
In today’s dynamic and competitive world, development of knowledge and obtaining economic power and reaching social welfare in every society is due to the optimum utilization of human resources and capacities of that country. So, if the professional manpower in different parts be more powerful, with more motivation and healthier one, the success and improvement of that country in various fields of scientific, economic, and social will become more obvious. Of course, obtaining such great targets needs a long time strategic approach in maintaining and improvement of manpower in any organization. One of the main and effective principles in maintaining and improvement of manpower in any organization is managing and controlling the psychological stress and preventing dwindling in workplace (Armon, 2014). During these recent decades, many researchers, from different views, have studied the reasons and effects of dwindling in different jobs and effective factors in its prevention. A group of researchers with the belief in structural and organizational factors as the main factor of dwindling have presented structure reformation, collaboration, job safety and social supports as the basic guidelines for adjustment or prevention of dwindling. Another group knows personal characteristics and traits as the main reason of dwindling, and has presented training, change in approach, and creating positive habits like healthy and active leisure time and doing physical activity and exercise as the guideline. And the third group with a pervasive approach has paid attention to the combination of these two approaches (Gerber et al., 2013; Sane et al., 2012; Toker and Biron, 2012; Tsai et al., 2013). The results of the researches of the recent decades in relation with economic, psychological, and social functions of body activities in workplace, tried to perform physical preparation programs, social, and sport activities for their employees. Whereas studying the factors causing dwindling and their relationship with deterrent factors and determining
proper guidelines for preventing of accession or decreasing dwindling in employees of social security in Tehran has been less considered. Therefore, the present research has studied the relationship between physical activities with job dwindling in social security employees of Tehran. The findings of this research with presenting feedback from manpower condition of the research population will provide the possibility of a proper planning for maintenance and betterment of physical and psychological health of employees of social security in Tehran, that are in fact the column powers of this set.

MATERIAL AND METHODS

Methods
The present research was of correlation type that was done in the field. The population of study was all the employees of social security of Tehran (200 people) Because of the limitation of the population, the sample was selected equal to the population. For data collection in the field of theory and literature, library resources, articles, needful books and also internet was used. For data analysis one questionnaire about physical activities and one questionnaire like that were used. The stability of all research tools was checked in a preparatory study and Cronbach’s Alpha coefficient was orderly calculated 0.72 and 0.73. For data analysis, descriptive and deduction statistics were used.

RESULTS AND DISCUSSION

Results
In studying the deduction findings of the research, as it is showed in table 1, it has been specified that there is a positive and significant relationship between physical activities and job dwindling of the employees. Also, the determined coefficient of calculation has showed that 92.16% of the variance of the two variables is similar.

Table 1: The relationship between physical activity and job dwindling

<table>
<thead>
<tr>
<th>Job dwindling</th>
<th>Coefficient of determination</th>
<th>Sig</th>
<th>Correlation coefficient</th>
<th>variable</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>92.16%</td>
<td>0.001</td>
<td>-0.96</td>
<td>Body activity</td>
</tr>
</tbody>
</table>

In addition to this, there is a significant statistic relationship between small scales of physical activities and dwindling. Herein, the relationship between leisure time and exercise with employees’ dwindling was reversal and the relationship between workplace and dwindling was direct.

Table 2: The relationship between small scales of physical activity and dwindling

<table>
<thead>
<tr>
<th>Job dwindling</th>
<th>Coefficient of determination</th>
<th>Sig</th>
<th>Correlation coefficient</th>
<th>small scales of physical activity</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>65.61%</td>
<td>0.001</td>
<td>-0.81</td>
<td>leisure time</td>
</tr>
<tr>
<td></td>
<td>16.81%</td>
<td>0.002</td>
<td>-0.41</td>
<td>exercise</td>
</tr>
<tr>
<td></td>
<td>6.25%</td>
<td>0.007</td>
<td>0.25</td>
<td>workplace</td>
</tr>
</tbody>
</table>

Discussion and Conclusion
The purpose of this research was studying the relationship between physical activity and job dwindling of social security employees of Tehran. The results showed that there is a significant statistic relationship between body activity and employees’ dwindling and this relationship was reversal. It means that with increasing the rate of body activity, the rate of employee’s dwindling increases and contrariwise; however, this rate of correlation was in high range (r - 0.96), that is relevant with the research results of Sena et al., (2012); Toker and Byron (2012), and Armon (2014). It seems that physical activities cause the increase of human power to do daily personal and social works. In fact, the people with healthier and more powerful body can do their works easier and better. In physical activity the field to reach the social values like group work, loyalty, and sport spirit improves. Moreover, the proper and hearty setting that the
physical activity is done there causes the formation of human relationships and many of the social friendships. Therefore, good spirit, buoyancy and happiness are the important indicators of employees that can have effect on decrease of their job dwindling and cause the better and easier communication with the job.

In this research, dimension of physical activity with employees’ dwindling was studied. Among three physical activities between leisure time and exercise with employees’ dwindling, there is a reversal and significant relationship. It means that with increase of leisure time and exercise for employees of social security in Tehran, the rate of their dwindling decreases. That is consistent with the results of researches of Gebr et al., (2013) and Tsay et al., (2013). Human likes to have an amusement or recreation on his leisure time when the compulsory job is done. This demand is one of human’s requirements. In fact, psychologists believe that amusement and recreation have an important role on nurturing physical, mental, and behavioral powers of people; and if this time is used properly, it can has a salient effect on prevention of corruptions or deviance and can provide a proper psychic field. On the other hand, the person who exercises not only draws off his mind from dealing with painful or sad matters, but also leads it toward pleasurable and comforting activities, and as a result, the field for securing mind powers is provided. Maybe this relationship means the relationship between exercise and leisure time with dwindling in a reverse way is created by a positive factor that lies in leisure time and exercise. Because, Tsay et al., (2013) in an experimental research that has done on employees of banks and insurance companies, after 12 weeks has reached this result that the level of job dwindling and metabolic syndrome of these people have decreased in a noticeable way. But the study of the relationship between workplace and job dwindling showed that there is a positive and significant relationship between workplace and dwindling. It means a result on the contrary of other reached results. On the other words, if the level of hardness and deficiency in a workplace is high, mutually, the job dwindling of employees will be high. When an employee feels alienated in his workplace and be not able to have a good link with his job and not take it as a part of himself, his efforts be treated as useless and ineffective, or if he feels that no one is grateful or thankful, he may be ready for the job dwindling phenomenon, because if this issues be intensified, the rate of being affected by dwindling will increase more easily.

REFERENCES
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