

THE EFFECTS OF RECREATIONAL ACTIVITIES ON JOB SATISFACTION IN HEALTHCARE PROFESSIONALS

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Abstract

In this study, it was aimed to investigate the effect of recreational activities on the job satisfaction of health workers. Recreational activities are defined as activities that will relieve physical fatigue of individuals and give them a new strength. Job satisfaction, which is defined as the satisfaction that employees get from their job and the positive impressions they get as a result of evaluating their work, also affects the physical and mental health of employees. Providing sufficient level of job satisfaction and motivation in health services is extremely important for the output of the services. This research was carried out with the participation of 492 people, 234 of whom are women and 258 of whom are actively working in health institutions. In the study, the findings regarding the level of the Job Satisfaction Style Scale sub-dimensions according to whether or not to participate in recreational activities, gender, cigarette use, alcohol use, and monthly income were evaluated in the light of statistical data. It has been determined that the internal job satisfaction factor of the Job Satisfaction Scale differs significantly in terms of medium and high monthly income. There was a significant difference in all factors of the Job Satisfaction scale in terms of the variable of being a smoker. It has been determined that health professionals who use alcohol and participate in recreational activities have higher job satisfaction styles in all factors than health professionals who do not drink and participate in recreational activities.

Keywords: Health, Jop, Rekreation.

1. INTRODUCTION

Since the provision of services in healthcare services is largely carried out by employees, health services have a labor-intensive structure. Sufficient job satisfaction and providing the required motivation in healthcare professionals are extremely important for the output of service. Job satisfaction, which can be defined as an emotional response of healthcare professionals to their job, is also important for predicting staff turnover in healthcare services (Aloisio et al., 2021, s.2).

On the other hand, job satisfaction also affects the efficiency and proficiency of human resources. As key members of the healthcare system, job satisfaction of healthcare professionals is an important factor and contributes to high quality healthcare delivery systems worldwide (Ayalew, et al., 2021, s.1).

In the Covid-19 pandemic, which is affecting the whole world, healthcare providers have been exposed to various stress factors such as excessive work load, risk of infection, insufficient personal protective equipment, hopelessness, anxiety, depression and insomnia (Abd-Ellatif, et al., 2021, p.2). During the pandemic, healthcare professionals preferred to fight psychological distress with family support, positive thinking and religious prayer (Htay, et al., 2021, p.7).

Job satisfaction is a concept that every employee can encounter in today's world. Job satisfaction can be defined as the satisfaction employees get from their job and as the positive impressions they get as a result of their job evaluation. Job satisfaction affects employees' physical and mental health. Insufficient job satisfaction causes stress and decreased efficiency in employees. Job satisfaction is defined as the positive feelings that members of an organization have about their jobs (Shimamura, et al., 2021, s.2).

Job satisfaction is defined in different ways in literature. While some authors focus on the emotional reaction or attitude individuals have about their jobs, others cover both the general nature of the job and its different aspects such as individuals' expectations and perceptions about the components of the working environment (Dilig-Ruiz et al., 2018, p.124).

Job satisfaction is also defined as positive emotional reactions towards working conditions, meeting the required needs in working environments and using basic qualities such as the value of job or fairness (Penconek et al., 2021, p.2). Job satisfaction expresses a positive emotional state resulting from individuals' evaluating their job or working experience and it is a very important factor in employees' life (Ninaus et al., 2021, p.654). On the other hand, it can be stated that job satisfaction, which is defined in different ways, consists of contextual features such as the job related to the individual and the prestige of a job (Gacevic et al., 2018, p. 1133). Studies conducted also show that there is a documented association between job satisfaction, job commitment and organizational communication (Doleman, et al., 2021, p.377, Duyan et al., 2022).

The literature analysing the effects of physical activity, doing sports and exercise is extensive and continues to evolve (Pawlowski, et al., 2021, p.2). As a special area of physical culture with its various forms, content and methods, sports recreation represents an important connection in the preservation and development of the physical and working abilities and health of each individual (Stefanovic, 2013, p.215).

Physical activities have a large number of benefits such as increasing alertness in addition to reducing the risk of diabetes, heart diseases, hypertension, osteoporosis and overweight problems (Chuan, et al., 2014, p.172). At the same time, it is known that regular exercises contribute to people spiritually and psychologically; It is observed that in case of excess, it causes negative consequences in terms of health (Ermis ve ark., 2021).

In addition to physical inactivity, a substantial body of evidence shows a connection between time spent in sedentary behavior and negative health consequences and mortality of all causes. Sedentary behavior is low-energy sitting, lying down or lying down at awake hours and physical inactivity (Monnaatsie, et al., 2021, p.1).

Recreational sports activities have become an indispensable part of the basic components of daily life for most members of our society, especially for adolescents; this is due its high level of its importance and its psychological, physical and health benefits (Dahou, et al., 2021, s.134).

Due to the pandemic, there has been an apparent deterioration in health related behaviors, and decreases in individuals' physical activity due to factors such as mandatory stay-home orders, quarantines and the fear of contracting and/or transmitting the disease. Several large-scaled studies have reported decreased physical activity with increased sitting and screen time, especially among individuals who were most physically active before the pandemic (Ladwig, et al., 2021, s.1). On the other hand, a significant amount of research has shown the positive physical and psychosocial effects of participating in regular physical activity on adults (Declerck, et al., 2021, p.203).

Since the provision of services in healthcare services is largely carried out by employees, health services have a labor-intensive structure. Sufficient job satisfaction and providing the required motivation in healthcare professionals are extremely important for the output of service. This study examines the effects of recreational activities in healthcare professionals on job satisfaction.

2. MATERIAL AND METHOD

Statistical data regarding the level of factors in Minnesota Satisfaction Scale in terms of participation in recreational activities, gender, smoking, alcohol use and monthly income level were evaluated in the light of statistical data.

2.1. Population and Sample

The study was conducted with the participation of 492 employees, 234 female and 258 male, who were actively working in health institutions.

2.2. Data Collection Tools

2.2.1. Personal Information Form

Personal information form included questions to find out the individual characteristics of healthcare professionals who participated in the study and to determine the independent variables of the study content. The information asked in this part is as follows: gender, the state of smoking, the state of using alcohol, monthly income and participation in recreational activities.

2.2.2. Job Satisfaction Style Scale (JSSS)

Minnesota Satisfaction Questionnaire designed on Herzberg's Two-factor theory (hygiene theory) was used in the study. Two-factor theory is one of the most-well known motivation theories and it is put forward by Herzberg. This theory has been associated with job satisfaction. The theory includes situational protection factors that cause dissatisfaction and motivation factors that provide satisfaction. Situational protection factors are related to the external environment of the business such as the policy, control, wage, interpersonal relationships and working conditions of the business and they prevent dissatisfaction. These factors do not provide satisfaction. Motivational factors are factors that provide satisfaction related with the job such as success, recognition, taking responsibility and opportunities for promotion.

Minnesota Satisfaction Questionnaire : Minnesota Satisfaction Questionnaire was developed by Weiss, Davis, England and Lofquist in 1967. It was translated into Turkish by Baycan (1985) and its validity and reliability study was conducted (Cronbach Alpha=0,77). The Questionnaire has been used in a large number of studies in our country (99). The Questionnaire, which used a Likert scale in which 1 represented full dissatisfaction and 5 represented full satisfaction, allows for the calculation of intrinsic, extrinsic and general job satisfaction sub-dimensions. Minnesota Satisfaction Questionnaire has two different versions, a long version with 100 questions and a short version with 20 questions. Mean intrinsic satisfaction reliability of Minnesota Satisfaction Questionnaire was found as 0.86, while mean extrinsic satisfaction factor was found as 0.80 and mean general satisfaction factor was found as 0.90. These result shows that reliability is sufficient. Minnesota Satisfaction Questionnaire is a 4-likert type scale scored between 1 and 5. (100).

2.3. Data Analysis

The data were analyzed by using SPSS 22,0 (SPSS Inc., Chicago, IL) statistical program. The data were presented as mean and standard deviation. Independent t test was used to make comparisons between groups. Statistical results were evaluated at $p < 0,05$ significance level.

3. RESULTS

In this section, it was examined whether participation to recreational activities and some variables affected job satisfaction in healthcare professionals.

Table 3.1. Analysis of job satisfaction styles by gender

Variables	Gender	N	Mean±S.D	t	P
Intrinsic	Female	234	2.47±0.49	2.452	.015
	Male	258	2.35±0.56		
Extrinsic	Female	234	3.99±0.90	-3.176	.002
	Male	258	4.23±0.81		
General	Female	234	3.08±0.60	-.508	.611
	Male	258	3.10±0.60		

According to the analyses made (Table 3.1.), a significant difference was found in extrinsic satisfaction factor of job satisfaction scale in terms of the variable of gender ($p < 0,05$).

No significant difference was found in intrinsic satisfaction factor and general job satisfaction scale ($p > 0,05$).

In the table, it can be seen that female participants had higher scores in intrinsic satisfaction factor, while male participants had higher scores in extrinsic satisfaction factor.

Table 3.2. Analysis of job satisfaction styles by monthly income

Variables	Monthly income	N	Mean±S.D	t	P
Intrinsic	Moderate	57	2.19±0.58	-3.364	.001
	High	435	2.43±0.52		
Extrinsic	Moderate	57	4.11±0.80	-.116	.908
	High	435	4.12±0.88		
General	Moderate	57	2.95±0.57	-1.860	.063
	High	435	3.11±0.60		

According to the analysis (Table 3.2.), significant difference was found in intrinsic satisfaction factor in terms of the variable of monthly income ($p < 0,05$). No significant difference was found in extrinsic satisfaction factor and general job satisfaction scale ($p > 0,05$).

Table 3.3. Analysis of job satisfaction style in terms of cigarette use

Variables	Cigarette use	N	Mean±S.D	t	P
Intrinsic	Yes	198	2.27±0.57	-4.726	.000
	No	294	2.50 ±0.49		
Extrinsic	Yes	198	3.83±0.90	-6.073	.000
	No	294	4.30±0.79		
General	Yes	198	2.90±0.64	-6.080	.000
	No	294	3.21±0.52		

According to the analysis (Table 3.3.), significant difference was found in all factors of the scale in terms of cigarette use ($p < 0,05$).

When the table is examined, it can be seen that healthcare professionals who do not smoke have higher job satisfaction styles when compared with healthcare professionals who smoke.

Table 3.4. Analysis of job satisfaction style in terms of participation in recreational activities

Variables	Participation in recreational activities	N	Mean±S.D	t	P
Intrinsic	Yes	210	2.45±0.51	1.774	.077

	No	282	2.36±0.54		
Extrinsic	Yes	210	4.30±0.81	4.016	.000
	No	282	3.99±0.88		
General	Yes	210	3.19±0.56	3.249	.001
	No	282	3.01±0.61		

According to the analysis (Table 3.4.), significant difference was found in extrinsic satisfaction factor and general job satisfaction scale in terms of the variable of participation in recreational activities ($p < 0,05$).

No significant difference was found in intrinsic satisfaction factor ($p > 0,05$).

In other words, it was found that job satisfaction styles of healthcare professionals were higher in all variables except intrinsic satisfaction factor in terms of participation in recreational factor.

Table 3.5. Analysis of job satisfaction style in terms of alcohol use

Variables	Alcohol use	N	Mean±S.D	t	P
Intrinsic	Yes	63	2.35±0.57	-.957	.339
	No	429	2.41±0.52		
Extrinsic	Yes	63	3.95±0.69	-1.577	.116
	No	429	4.13±0.89		
General	Yes	63	2.99±0.56	-1.424	.155
	No	429	3.11±0.60		

According to the analysis (Table 3.5), no significant difference was found in intrinsic satisfaction factor, extrinsic satisfaction factor and general job satisfaction scale in terms of the variable of alcohol use ($p > 0,05$).

When the table is examined, it can be seen that the health workers who participate in recreational activities that use alcohol have lower job satisfaction styles in all dimensions than the health workers who participate in recreational activities that do not use alcohol.

4. DISCUSSION AND CONCLUSION

According to the evaluations of job satisfaction, it was found that healthcare professionals got the highest score from intrinsic satisfaction factor (best health status) and the lowest score from extrinsic satisfaction factor (worst health status). In a study conducted by Dilig-Ruiz et al. (2018), it was found that intensive care nurses were moderately satisfied with their jobs at best and their job satisfaction levels fluctuated over time (Dilig-Ruiz et al., 2018, s.132).

Significant difference was found in the extrinsic satisfaction factor of job satisfaction scale in terms of gender. Female participants were found to have higher scores in intrinsic satisfaction factor, while male participants were found to have higher scores in the other factors. Parallel to the results of our study, in their study entitled “Demographic predictors of job satisfaction between nurses”, Al-Haroon and Al-Qahtani (2020) found a significant gender difference in general satisfaction. In their study, male participants got higher job satisfaction scores than female participants (Al-Haroon and Al-Qahtani 2020, s.36). A large number of individual and organizational factors associated with job satisfaction in nurses working in nursing homes were defined in another study. Individual factors defined as important for nurses’ job satisfaction are age, health status, self-determination, autonomy, psychological empowerment, work engagement, work exhaustion and work stress (Aloisio et al., 2021, s.19). According to the job satisfaction study conducted by Tözün et al. (2008) on job satisfaction of family physicians,

the physicians were found to have moderate level of job satisfaction. No difference was found between the physicians in terms of age groups and gender distributions (Tözün, et al., 2008, p.382).

Yelboğa (2007) conducted a study examining the relationship between individual demographic variables and job satisfaction. According to the results of Minnesota Satisfaction Questionnaire, no difference was found in terms of employees' gender, title and educational status. It was concluded that job satisfaction differed in terms of age and job experience (Yelboğa, 2007, s.1). In another study by Temelli Eğin (2009), difference was found between gender and job satisfaction (Temelli Eğin, 2009, p.50). In another study, Kahraman et al. (2011) found that intensive care nurses had moderate level of job satisfaction (Kahraman, et al., 2011, p.17). In another study conducted by Aras et al. (2018), doctors were found to have moderate level of job satisfaction (Aras, et al., 2018, p.108).

Significant difference was found in extrinsic satisfaction factor and general job satisfaction scale in terms of the variable of participating in recreational activities ($p < 0,05$). No significant difference was found in intrinsic satisfaction factor ($p > 0,05$). It was found that healthcare professionals who participated in recreational activities had higher job satisfaction styles except for intrinsic satisfaction factor. Most of the healthcare professionals who participated in a study by Pense and Kasımoğlu (2022) were evaluated in terms of physical activity regardless of their profession (Pense and Kasımoğlu, 2022, p.14). Since healthcare professionals are the key actors in promoting healthy lifestyles when compared with other groups (like patients), it is very important to find strategies to include this professional group in activities that promote their health and healthy behaviors (Jonsdottir, et al., 2011, p.8). Dahou et al. (2021) conducted a study on the effects of recreational sport activities in decreasing the psychological problems caused by Covid-19 pandemic. In this study, they found that recreational sport activities decreased psychological problems caused by quarantine measures (aggressive behaviors, social isolation and low self-esteem) in adolescents (Dahou, et al., 2021, p.145).

The other results regarding the scope of our study are as follows:

- Significant difference was found in intrinsic satisfaction factor in terms of the variable of monthly income. No significant difference was found in extrinsic satisfaction factor and general job satisfaction scale.
- Significant difference was found in all factors of the scale in terms of cigarette use. In other words, it was found that healthcare professionals who do not smoke have higher job satisfaction styles when compared with healthcare professionals who smoke.
- No significant difference was found in intrinsic satisfaction factor, extrinsic satisfaction factor and general job satisfaction scale in terms of the variable of alcohol use. It was found that healthcare professionals who used alcohol and participated in recreational activities had lower job satisfaction than healthcare professionals who did not use alcohol and participated in recreational activities.

Job satisfaction is a big challenge for health system, especially in nurses. Also, in addition to being one of the most important variables in evaluating occupational health, job satisfaction is one of the most important factors in increasing the quality of nursing services provided to patients (Motlagh et al., 2020, p.1). Due to direct contact of nurses with patients and patient relatives, nursing is one of the most important professions affected by social investment approach. Considering the stressful conditions that result from work pressure in the emergency service and that decrease job satisfaction, it may get difficult for healthcare professionals to make the rightest decision and therefore decrease the quality of general service in hospitals (Motlagh et al., 2020, p. 5).

In another study by Liu et al. (2019) on nursing graduates in Taiwan, it was found that the participants who participated in extracurricular activities had higher level of perceived personal competencies and better job satisfaction. In this case, job compliance, perceived personal competence level and having leadership role may help in increasing nurses' job satisfaction (Liu et al., 2019, p.4,5). In a study conducted on nurses, Doleman et al. (2021) found a significant relationship between job satisfaction and the intention to quit work and look for another job.

The following recommendations can be made within the context of this study:

- Suggestions that increase job satisfaction of healthcare professionals can be developed by developing various policies and strategies that can meet their needs.

- It can be aimed to increase job satisfaction of healthcare professionals by increasing their satisfaction with their job by analysing the relationship between job satisfaction and self-development better.
- Making recreational sport activities common among healthcare professionals will make great positive contributions to job satisfaction.
- Institutional policies can be developed to decrease harmful habit which may affect healthcare professionals' health negatively such as cigarette and alcohol use. Thus, healthcare professionals' health will be developed and increased and this will in turn lead to positive effects on their job satisfaction.
- Considering that participation in physical activity and healthy lifestyle will cause individuals to have positive feelings both in their private life and also in their business life and increase their satisfaction with their job, such recreational activities should be cared about and it should be ensured that institutions are encouraged to implement it for their employees.

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