

## Exploratory Inquiry into Workplace Exercise Program in AnSan Ban-Wall Industrial Complex in Korea

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It can never be enough to stress the importance of Workplace Exercise Program (WEP). Many researchers insist that WEP can reduce work-related stresses and promote physical conditions (Trenberth & Dewe, 2002; Cassidy, 1996; Jex, Spector, Gudanowski, & Newman, 1991). The Korean company is required to have a kind of HPP bylaw and each program should be different depending on the size of company and a number of employees, etc.

The purpose of this study was to investigate what they expected from WEP and what they actually achieved through it. The researchers randomly selected 30 out of 1,614 companies, which have 50 employees or more, in AnSan Ban-Wall industrial complex in Korea. A total number of 1,200 surveys were distributed and 821 (79.5% male and 20.5% female) were collected.

*Table 1. Questions and answers about Workplace Exercise Program*

Question items	Answers	N (%)
1. I perceive Workplace Exercise Program (WEP) as:	<ol style="list-style-type: none"> <li>1. Conversion of feelings</li> <li>2. Taking a rest</li> <li>3. Self-development</li> <li>4. Creative activity</li> <li>5. Leisure time</li> </ol>	276 (33.9%) 191 (23.5%) 157 (19.3%) 140 (17.2%) 50 (6.1%)
2. What I expect from WEP is:	<ol style="list-style-type: none"> <li>1. Getting rid of stress</li> <li>2. Recovery from fatigue</li> <li>3. Maintaining the physical strength</li> <li>4. Getting experiences</li> <li>5. Others</li> </ol>	285 (35.2%) 259 (32%) 186 (23.0%) 27 (3.3%) 52 (6.4%)
3. What I acquired from WEP is:	<ol style="list-style-type: none"> <li>1. Maintaining the physical strength</li> <li>2. Getting rid of stress</li> <li>3. Increasing a spirit of cooperation</li> <li>4. Feeling victory</li> <li>5. Cultivation of character</li> </ol>	339 (41.7%) 284 (34.9%) 105 (12.9%) 44 (5.4%) 41 (5.0%)
4. What motivates to participate in WEP is:	<ol style="list-style-type: none"> <li>1. Colleague</li> <li>2. Instructor</li> <li>3. Company's advertisement</li> <li>4. Others</li> </ol>	129 (53.5%) 18 (7.5%) 12 (5.0%) 82 (34.1%)
5. What discourages to participate in WEP is:	<ol style="list-style-type: none"> <li>1. Lack of time</li> <li>2. Lack of equipments and facility</li> <li>3. Lack of instructors</li> <li>4. Lack of money</li> <li>5. Lack of information</li> </ol>	324 (49.2%) 155 (23.6%) 83 (12.6%) 57 (8.7%) 39 (5.9%)
6. Does WEP help enhance the productivity?	<ol style="list-style-type: none"> <li>1. Yes</li> <li>2. No</li> </ol>	502 (62.4%) 302 (37.6%)

The major findings included: 1) They perceived Workplace Exercise (WE) as “conversion of feelings (33.9%),” “taking a rest (23.5%),” “creative activity (17.2%),” “self-development (19.3%),” and “leisure time (6.1%)”; 2) What they expected from WEP were “getting rid of stress (35.2%),” “recovery from fatigue (32%),” “maintaining the physical strength (23.0%),” and “getting various experiences (3.3%)”; 3) What they actually accomplished through WEP were “maintaining the physical strength (41.7%),” “getting rid of stress (34.9%),” “increasing a spirit of cooperation (12.9%),” “feeling victory (5.4%),” and “cultivation of character (5.0%)”; 4) Factors to make them participate in WEP were “colleague (53.5%),”

“instructor (7.5%),” “advertisement (5.0%),” and “others (27%)”; And finally, 162 employees (62.3%) answered WEP contributed to enhance the productivity.

This current project has three suggestions with regard to WEP management. First, the WEP manager should encourage people to take part in the program more actively. This can reduce work-related stresses and enhance the physical conditions (Cassidy, 1996). Second, it should be reflected what the employees want or expect from WEP. Third, the extra time for WEP should be given to the employees, who want to participate in. With these efforts, WEP will make a contribution to developing much healthier working conditions in AnSan Ban-Wall industrial complex in Korea (Cassidy, 1996; Jex, Spector, Gudanowski, & Newman, 1991).

### **References**

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