

A Study On The Relationship Among Corporate Executives' Sport Participation, Subjective Well-Being And Job Performance

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Aim of the research/project

The purpose of the study was to investigate the relationship among corporate executives' sport participation, subjective well-being and job performance. More specifically, this study was to examine if sport participation positively predicts corporate executives' subjective well-being and job performance.

Theoretical background or literature review

Corporate executives play a critical role for organizational performance. Due to the increasing competition in the market, corporate executives have been stressed to achieve organizational financial goals. Excessive job stress may result in worse job performance (Khuong & Yen, 2016). Additionally, job stress was found to be negatively related well-being (Bell, Rajendran, & Theiler, 2012). Therefore, it is imperative for corporations to seriously investigate the perceived job stress among corporate executives. Sport participation, a strategy to alleviate job stress and to improve subjective well-being, has been proposed to be incorporated into business organizations since 1980s (Pichot, Pierre, & Burlot, 2009). For business organizations, sport participation can bring various benefits such as increasing employee's productivity, encouraging knowledge sharing among employees, and strengthening sense of belonging to organization (Pichot et al.). A study conducted in the European context pointed out that more sport participation leads to greater life happiness and subjective well-being (Pawlowski, Downward, & Rasciute, 2011; Ruseski, Humphreys, Hallman, Wicker, & Breuer, 2014). Similar results were found in Korean and Chinese scenarios (Ku, McKenna, & Fox, 2007; Lee & Park, 2010). Furthermore, participation in sport and leisure activities is positively correlated with job performance (Calvo, Gallo, Majano, & Hernandez, 2011; Pronk, Martinson, Kessler, Beck, Simon, & Wang, 2004; Yang & Hung, 2012; Yeh & Chao, 2011). However, participants in previous research were employees rather than corporate executives. Corporate executives are influential in making decisions in business organizations including incorporation of sport participation programs into corporations. Corporate executives may be more willing to promote sport participation within corporations if they personally involve in sport participation programs and experience better subjective well-being. As such, this study aims at exploring the relationship among sport participation, job stress and subjective well-being for corporate executives.

Methodology, research design, and data analysis

The cross-sectional survey was administered among students enrolled in the program of Executive Master of Business Administration (EMBA), who are currently corporate executives of public companies in Taiwan. One hundred and seventy-eight participants were recruited using convenience sampling. The measure proposed by Fox (1987) was used to gauge sport participation; subjective well-being scale was adopted from the work of Ruseski et al. (2014); job performance scale was adopted from the work of Pronk et al. (2004) and Yang and Hung (2012). Content validity and Cronbach Alpha were conducted to examine the validity and reliability of the measurement scales utilized in this study. Research assistants were present at the classroom where the data collection of questionnaires took place in order to fully explain the purpose of the study and clarify the issues raised by participants if any. Participants returned the questionnaires to the research assistants upon the completion of the survey. Descriptive statistics and linear regression analysis were performed for data analysis using SPSS 18.0 with the significance level of .05.

Results, discussion, and implications/conclusions

Results revealed that sport participation positively predicts subjective well-being ($\beta=.20$, $t=2.68$), echoing previous work (Calvo et al., 2011; Pronk et al., 2004; Yang & Hung, 2012). In addition, sport participation positively predicts job performance ($\beta=.265$, $t=3.63$), consistent with past literature (Lee & Park, 2010; Pawlowski et al., 2011; Ruseski et al., 2014). The findings from this study implied that sport participation can be a strategic means to improve job performance and subjective well-being among business corporations. One noteworthy thing is that this study is currently continuing data collection on the same cohort so that the longitudinal effects can be explored. However, only cross-sectional results are available now.

References

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