

Fitness and Recreational Activities of Camarines Sur Polytechnic Colleges Employees in the Philippines

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ABSTRACT This quantitative study investigated the fitness and recreational activities of employees at Camarines Sur Polytechnic Colleges in the Philippines. Utilising a descriptive survey research design, data were collected from 100 respondents, comprising 74 academic and 26 administrative personnel selected through total enumeration sampling. A structured questionnaire gathered information on demographic profiles, participation levels, perceived benefits, and challenges encountered. Data were analysed using frequency counts, percentages, and weighted means. Results showed that most participants were female, aged 26 to 31 years, single, and primarily from the academic sector. Emotional and physical well-being were identified as the most significant benefits, while work commitments, lack of time, and family responsibilities emerged as the main barriers. The study recommends an institutional wellness program to promote structured fitness opportunities, encourage participation, and support employee well-being. Findings highlight the crucial role of organisational support in fostering a healthy and balanced work environment.

INTRODUCTION

In today's busy and demanding workplace, employee well-being is increasingly recognised as essential to institutional performance. Physical activity and recreational engagement are not only determinants of physical health but also vital for mental health, job satisfaction, and productivity. Recent studies emphasise that workplace physical-activity interventions yield positive effects on both health outcomes and work performance (Schaller et al. 2024). Furthermore, systematic reviews highlight that while individual behaviour change is often prioritised, greater focus is needed on organisational and environmental interventions that make health-promoting behaviours sustainable in workplace settings (Schaller et al. 2024).

In the Philippines, the significance of workplace health and wellness is anchored in the 1987 Philippine Constitution, Article II, Section 15, which mandates the State to protect and promote the right to health and instil health consciousness among its citizens. Complementing this, the Civil Service Commission (CSC) issued *Resolution No. 1901265* (2019), mandating all public sector agencies to establish Mental Health Programs (MHPs) to promote employee well-being. These include activities such as physical fitness, team building, stress management, peer

counselling, support groups, and continuous mental health education (Civil Service Commission 2019). However, despite these national policies, implementation varies across institutions, with many government agencies and higher education institutions (HEIs) struggling to institutionalise comprehensive wellness programs.

Recent Philippine studies demonstrate the growing recognition of employee wellness but also highlight the need for evidence-based program design and evaluation. For example, Argañosa and Binghay (2024) reported that Filipino workers engaged in corporate wellness programs exhibited higher levels of physical, occupational, socio-emotional, intellectual, and spiritual wellness. Similarly, a study published by Roselada (2023) found that both teaching and non-teaching staff in private higher education institutions benefited from wellness initiatives, though program effectiveness depended heavily on organisational support and consistent implementation. Meanwhile, reports from the *Philippine Daily Inquirer* (2023) reveal that Filipino employees continue to experience high workplace stress levels, with the Philippines ranking first in Southeast Asia for employee stress and second for daily sadness. These data underscore the urgent need for systemic wellness interventions in academic workplaces.

International evidence supports this trend. A recent review by Schaller et al. (2024) noted that successful workplace health programs are multi-component, combining physical activity, organisational policy change, and environmental support. Likewise, a systematic review by Chandrasekaran et al. (2024) found that long-term physical activity interventions in workplaces across income settings sustain moderate-to-vigorous physical activity (MVPA) levels and improve employee well-being.

Camarines Sur Polytechnic Colleges (CSPC), as a leading higher education institution in the Bicol Region, has the dual responsibility of providing quality education and ensuring the well-being of its workforce. The institution's capacity to maintain academic excellence is inherently linked to the health and satisfaction of its employees. This study, therefore, seeks to examine the current fitness and recreational activities among CSPC employees, identify barriers to participation, and propose targeted interventions. Anchored in the United Nations Sustainable Development Goals (SDG 3: Good Health and Well-being, and SDG 4: Quality Education), this research supports the notion that a healthy body fosters a healthy mind, an essential foundation for achieving educational excellence.

Objectives of the Study

This study aims to determine the fitness and recreational activities engaged in by the employees of Camarines Sur Polytechnic Colleges, Nabua, Camarines Sur. More specifically, the researcher would like to seek the following:

1. What is the demographic profile of the CSPC employees in terms of:
 - a. Age
 - b. Sex
 - c. Civil Status
 - d. Division
 - e. Fitness activities engaged in
 - f. Frequency of engagement
2. What are the benefits gained by the respondents in engaging in recreational Activities?
3. What are the problems encountered by the respondents undertaking Recreational Activities?
4. Is there a significant relationship between the demographic profile and the benefits

gained by engaging recreational activities by the respondents?

5. What fitness and recreational activities can be recommended based on the result of the study?

MATERIAL AND METHODS

This study employed quantitative research to examine the fitness and recreational activity patterns among employees of Camarines Sur Polytechnic Colleges (CSPC). Quantitative research allows for the systematic measurement of variables and the analysis of relationships within a defined population (Matthew and Ross 2010). A descriptive research design was adopted to provide a detailed profile of employees' engagement in fitness and recreational activities, the benefits they derive, and the challenges they encounter.

The study population consisted of 100 CSPC employees, including 74 academic and 26 administrative staff, selected through stratified random sampling to ensure representation across divisions and departments. Both regular and contractual employees who were actively employed during the 2024-2025 academic year were included. The sample size was determined using Slovin's formula, ensuring adequacy for statistical analysis.

Data were collected using a structured questionnaire, divided into three sections wherein Part I assessed demographic characteristics and types of fitness and recreational activities, Part II explored perceived benefits, including physical, emotional, and social well-being, and Part III identified barriers or challenges to participation. The instrument was developed based on a review of relevant literature from academic sources, including books and databases such as Mendeley, ScienceDirect, and Google Scholar, and was validated for clarity and content prior to administration. Permission to conduct the study was obtained from the Human Resource Management and Development Office (HRMDO), and informed consent was secured in accordance with the Data Privacy Act. Questionnaires were distributed electronically through Google Forms to facilitate accessibility and timely responses.

Data analysis employed descriptive statistics, including frequency, percentage, weighted

mean, and ranking, to summarise participants' responses. Spearman's Rank-Order Correlation was used to examine relationships between demographic variables and perceived benefits of participation in fitness and recreational activities.

The study acknowledges certain limitations. Data relied on self-reported responses, which may introduce subjective bias. Findings are specific to CSPC Nabua and may not be generalisable to other campuses or institutions due to differences in organisational culture, facilities, and employee demographics. Additionally, the study did not include objective physical fitness measurements, focusing solely on participants' perceptions and reported engagement.

By using a quantitative descriptive approach, this study provides a structured and evidence-based assessment of fitness and recreational activities among CSPC employees, offering practical insights for the design of institutional wellness programs and policies to promote employee health and well-being.

RESULTS AND DISCUSSION

Respondents Profile

The demographic profile of CSPC employees shows a concentration in the younger adult category, with 32 percent of respondents falling within the 26-31 age range, while only 3 percent were in the 52-56 age bracket. This pattern aligns with findings by Park (2024), who notes that younger employees often exhibit greater flexibility in scheduling physical activities and a higher overall availability for participation compared to older staff, whose engagement tends to decline due to physical constraints or competing work and family responsibilities. Park further observes that older employees, particularly those in more sedentary roles, face limited opportunities for physical engagement, which is consistent with the low representation of older staff in this CSPC sample. This age distribution has important implications for the design of wellness programs, suggesting that interventions may need to be tailored to address the declining activity levels and differing needs of older employees while leveraging the readiness and energy of younger staff.

In terms of gender composition, females constituted 64 percent of respondents, outnumbering males in the sample. Lee et al. (2025a) similarly report that while women are generally less physically active than men, they are often disproportionately represented in education and service sectors, which reflects the staffing patterns in CSPC, particularly within the academic workforce. This overrepresentation of female staff has implications for institutional wellness initiatives, highlighting the need for gender-responsive programming that considers not only participation trends but also occupational and social factors that may influence engagement. For example, programs that incorporate flexibility, group-based activities, and social support may better align with the preferences and availability of female employees in academic settings.

Marital status was relatively balanced, with 50 percent of respondents single, 48 percent married, and 2 percent widowed. The predominance of single employees resonates with Park's (2024) findings that individuals without spousal or dependent obligations often have greater discretionary time to engage in physical activity and recreational pursuits. Conversely, married employees may face time constraints due to family responsibilities, although Lee et al. (2025a) suggest that family obligations can sometimes motivate wellness participation when programs emphasise shared health benefits. These observations indicate that wellness programs must account for differences in personal commitments, potentially offering flexible scheduling or hybrid options to accommodate employees with varied family responsibilities.

Finally, the sample composition revealed a strong representation of academic staff, accounting for 74 percent of respondents, compared to 26 percent in the administrative sector. This distribution is consistent with prior studies indicating that job role and work environment significantly influence opportunities for physical activity and sedentary behaviour (Park 2024; Lee et al. 2025a). Academic personnel may experience incidental physical movement through teaching, laboratory work, or campus interactions, whereas administrative staff often engage in more sedentary, office-based tasks that limit physical activity. These occupational differences suggest that wellness interventions need to

be role-sensitive, wherein academic staff may benefit from structured programs that complement their varied schedules, while administrative staff may require targeted strategies to reduce sedentary time and incorporate movement into daily routines.

Overall, the demographic patterns, age concentration in younger adults, majority female and single employees, and predominant academic representation, underscore the importance of customised wellness programming. Recent studies emphasise that effective workplace health interventions are those that account for age, gender, marital status, and occupational role, integrating flexibility, variety, and accessibility into program design (Schaller et al. 2024; Chandrasekaran et al. 2024). For instance, younger staff may be more responsive to high-energy, group-based fitness activities, whereas older or married employees may benefit from low-impact, flexible, or virtual options. Furthermore, institutional programs should consider the unique constraints of academic versus administrative roles to ensure equitable access and participation.

These findings highlight the necessity of data-informed program design, where demographic insights guide the structuring of wellness initiatives. By aligning activities with employees' age, gender, marital status, and job roles, CSPC can enhance participation, optimise health benefits, and foster a culture of well-being that supports both employee satisfaction and institutional performance.

The analysis of fitness activities among CSPC employees reveals a clear preference for walking, which was reported by 82 percent of respondents, while combative sports ranked lowest, with only 1 percent participation. Walking's prominence is consistent with global patterns, as it is widely regarded as a low-cost, accessible, and minimally skill-dependent form of physical activity that supports cardiovascular health, improves circulation, and helps regulate blood pressure (Nurrobi et al. 2024). Within the CSPC context, walking also aligns with employees' busy schedules, allowing them to integrate physical activity into their day despite balancing professional duties and family responsibilities. This finding underscores the importance of considering practicality and accessibility when designing workplace wellness initiatives, as ac-

Table 1: Demographic profile of CSPC employees

	<i>Frequency</i>	<i>Percentage</i>
<i>Age</i>		
20-25	11	11
26-31	32	32
32-36	15	15
37-41	11	11
42-46	13	13
47-51	11	11
52-56	3	3
57-62	4	4
63 and above	0	0
Total	100	100
<i>Sex</i>		
Female	64	64
Male	36	36
Total	100	100
<i>Civil Status</i>		
Single	50	50
Married	48	48
Separated	0	0
Widowed	2	2
Total	100	100
<i>Division</i>		
Academic	74	74
Administrative	26	26
Total	100	100

Source: Gathered responses from the study's participants

tivities that require minimal time, cost, or equipment are more likely to attract consistent engagement.

Frequency of participation provides further insight into exercise patterns. Most respondents reported engaging in physical activity only sporadically, with "once a month" being the most common frequency (34%), followed by "once a week" (30%), "twice a week" (20%), and "thrice a week" (16%). This distribution suggests that while employees recognise the value of physical activity, their engagement is often irregular. Park (2024) highlights that workplace responsibilities and competing obligations frequently limit opportunities for consistent exercise among working adults. Similarly, Lee et al. (2025b) observe that low-to-moderate frequency trends in employee physical activity are common, reflecting barriers such as fatigue, workload pressures, and insufficient institutional support. These findings indicate that CSPC employees may benefit from wellness programs that incorporate structured routines, flexible scheduling, or brief, workplace-integrated activity sessions to enhance consistency.

Gendered patterns of activity also emerged. With 64 percent of participants being female and 36 percent male, the distribution reflects broader workforce trends in educational institutions where women often dominate academic and administrative roles. Lee et al. (2025b) note that occupational and social factors influence activity patterns, with women frequently engaging in moderate-intensity activities, such as walking, rather than high-intensity or competitive exercises. This observation aligns with the CSPC results, suggesting that the predominance of female employees may partly explain walking's high participation rate. Recognising gender-specific preferences and barriers is critical for designing wellness programs that are inclusive and tailored to employee needs. For instance, offering a mix of moderate and higher-intensity options, flexible scheduling, and social support structures may encourage participation across gender and role lines.

Taken together, these findings highlight both strengths and areas for improvement in CSPC employees' engagement with fitness activities. Walking, as a simple and inclusive activity, demonstrates the potential for promoting health across diverse staff profiles. However, the relatively low frequency of participation underscores the need for interventions that address time con-

straints, competing obligations, and institutional support. Evidence from recent workplace wellness research suggests that programs emphasising accessibility, regularity, and integration into daily routines are more effective in fostering sustained engagement (Schaller et al. 2024; Chandrasekaran et. al 2024). By aligning program design with employees' practical constraints, gendered preferences, and occupational roles, CSPC can promote more consistent participation in physical activity, enhancing overall health outcomes and supporting employee well-being.

Table 3 presents the perceived benefits gained by CSPC employees through their participation in fitness and recreational activities, particularly in relation to physical health. The findings reveal that "improved heart health and reduced risk of cardiovascular diseases" ranked first with a weighted mean of 3.76 ($SD=0.45$), followed by "improved respiratory and immune function," which obtained a mean of 3.71 ($SD=0.49$). The lowest-ranked benefits were "increased muscle strength and endurance" and "better quality of sleep," both with a weighted mean of 3.63 ($SD=0.49$). Despite differences in rank, all indicators received a verbal interpretation of "very effective," suggesting that respondents collectively recognised the holistic health advantages of engaging in regular physical activity.

The prioritisation of cardiovascular benefits underscores the employees' awareness of exercise as a preventive measure against chronic diseases. Radoni  (2025) highlighted that moderate to vigorous physical activity substantially enhances cardiovascular performance, even among individuals with preexisting heart conditions. This finding aligns with the responses from CSPC employees, who appear to value physical activity as a means to maintain and strengthen heart health.

Interestingly, while muscle strength and sleep quality ranked lowest, these outcomes remain essential components of physical well-being. Park (2024) suggests that variations in perceived benefits may depend on the type, frequency, and intensity of activities performed. Since walking emerged as the most frequently practiced activity among CSPC employees, it follows that cardiovascular improvements are perceived more strongly than gains in muscular strength or sleep quality. Nonetheless, existing

Table 2: Physical activities of the CSPC employees

<i>Fitness and recreational activities</i>	<i>Frequency</i>	<i>Percentage</i>	<i>Rank</i>
1. Basic walking	82	82	1
2. Jogging	42	42	2
3. Brisk walking	32	32	3
4. Zumba	29	29	4
5. Dancing	24	24	5
6. Individual sports/dual sports	17	17	6
7. Bicycling	15	15	7
8. Team sports	9	9	8
9. Gym workouts	8	8	9
10. Yoga	5	5	10
11. Other please specify	2	2	11
12. Combative sports	1	1	12
Total	266	266	
<i>Frequency of engagement</i>			
Once a week	30	30	2
Twice a week	20	20	3
Thrice a week	16	16	4
Once a month	34	34	1
Total:	100	100	

Source: Gathered responses from the study's participants

Table 3: Benefits of fitness and recreational activities along physical health

Indicators	WM	SD	VI
1. Improved heart health and reduced risk of cardiovascular diseases	3.76	0.45	Very effective
2. Maintained a healthy body weight	3.67	0.48	Very effective
3. Increased muscle strength and endurance	3.63	0.5	Very effective
4. Better quality of sleep	3.63	0.49	Very effective
5. Improved respiratory and immune function	3.71	0.46	Very effective
6. Reduced risk of chronic disease	3.64	0.47	Very effective
7. Enhanced respiratory and immune function	3.68	0.44	Very effective
Average Weighted Mean	3.67	0.47	Very effective

Source: Gathered responses from the study's participants

studies affirm that even low-to-moderate intensity exercises contribute to improved sleep quality and gradual muscular endurance (Lee et al. 2025b).

Moreover, recent research emphasises that consistent physical activity not only enhances individual health outcomes but also positively affects workplace productivity, stress reduction, and emotional stability (Schaller et al. 2024; Chandrasekaran et. al 2024). These dimensions extend the significance of physical activity beyond physiological benefits, aligning with holistic models of employee wellness.

Overall, the results suggest that CSPC employees highly value the health-related advantages of recreational participation, particularly in terms of cardiovascular and immune function. This recognition provides a strong foundation for institutional wellness programs that not only reinforce these perceived benefits but also promote awareness of other outcomes, such as improved sleep, strength, and emotional well-being, through structured and diverse activity options.

Table 4 presents the mental health benefits derived by CSPC employees from their participation in fitness and recreational activities. The data reveal that “improving mood and feelings

of happiness” ranked highest, with a weighted mean of 3.73 ($SD=0.44$), followed closely by “increased brain health and cognitive function” ($M = 3.63$; $SD=0.49$). Interestingly, “reduced levels of stress,” though widely recognised as a major psychological benefit of physical activity, ranked the lowest ($M = 3.70$ $SD=0.46$). Despite these variations, all indicators were interpreted as “very effective,” suggesting that respondents strongly acknowledged the positive influence of physical and recreational engagement on mental well-being.

These findings indicate that employees prioritise the immediate emotional rewards of physical activity, particularly mood enhancement and happiness. This result is consistent with Jubelius (2023), who found that improved mood and happiness contribute to greater resilience, stronger interpersonal relationships, and enhanced self-esteem among working adults. Similarly, Tărcăiet and Buha' (2024) highlighted that regular participation in physical and recreational activities promotes emotional stability, mitigates anxiety, and enhances overall life satisfaction, especially in professional settings where stress is a frequent concern. These findings suggest

Table 4: Benefits of fitness and recreational activities along mental health

Indicators	WM	SD	VI
1. Improved mood and feeling of happiness	3.73	0.44	Very effective
2. Reduced levels of stress	3.70	0.46	Very effective
3. Decreased symptoms of anxiety	3.62	0.52	Very effective
4. Increased self-confidence and self-esteem	3.71	0.45	Very effective
5. Improved concentration and attention	3.67	0.47	Very effective
6. Coping mechanism	3.59	0.51	Very effective
7. Increased brain health and cognitive function	3.63	0.48	Very effective
Average Weighted Mean	3.66	0.48	Very effective

Source: Gathered responses from the study's participants

that the CSPC employees perceive physical activity not merely as a form of exercise but as an essential outlet for maintaining emotional and psychological balance amid work-related pressures.

The relatively lower ranking of stress reduction may be attributed to differing perceptions of what constitutes stress relief in the context of demanding workloads. Park (2024) explained that individuals with higher occupational stress may not immediately associate physical activity with stress alleviation, particularly if their engagement is infrequent or lacks sufficient duration to yield tangible relaxation benefits. Hence, while the data affirm the positive impact of fitness participation on mood and cognition, they also highlight the need for institutional wellness programs that integrate structured stress management initiatives alongside recreational offerings.

Overall, the results underscore that mental health gains, specifically the enhancement of happiness, mood, and cognitive functioning, form a key motivator for employee participation in physical activities. To strengthen these outcomes, CSPC's wellness initiatives could incorporate mindfulness-based exercise, social recreational events, and cognitive leisure programs aimed at fostering sustained psychological well-being and resilience in the workplace.

Table 5 presents the perceived benefits of fitness and recreational activities in the domain of social health among CSPC employees. The highest-ranked indicator, "formation of new friendships and relationships," achieved a weighted mean of 3.61 ($SD=0.49$), highlighting employees' appreciation of how such activities foster meaningful interpersonal connections. Closely following were "Opportunities for social connections" with a weighted mean of 3.60 ($SD=0.49$) while "increased social interactions"

and "reduction of social isolation and loneliness," followed both with a weighted mean of 3.58 ($SD=0.50$). Despite the slight variation in ranking, all indicators were interpreted as "very effective," emphasising that participation in physical and recreational activities plays a crucial role in enhancing social well-being within the CSPC community.

The prioritisation of friendship formation aligns with the findings of the Mayo Clinic Staff (2022), who underscored that adults with strong social ties exhibit lower risks of depression, hypertension, and obesity. These outcomes suggest that engaging in group-based physical activities not only benefits physical health but also strengthens social bonds and community belonging. Similarly, Irvine (2025) explains that team-based wellness activities (like group walks, friendly challenges, social support structures, and group sporting events) promote collaboration, reinforce a culture of mutual support, and boost team morale and a sense of belonging. Such evidence reinforces the idea that social connections cultivated through shared physical experiences serve as vital buffers against workplace stress and social isolation.

Interestingly, while "opportunities for social connections" ranked slightly lower than "formation of new friendships," this may indicate that employees value the quality of social relationships more than the quantity of opportunities available. Zhang and Lee (2024) emphasised that individuals who engage consistently in social and fitness-related activities tend to derive greater psychological satisfaction from deep, lasting friendships rather than fleeting or casual interactions. For CSPC employees, this distinction highlights that meaningful engagement and emotional resonance within group activities hold

Table 5: Benefits of fitness and recreational activities along social health

Indicators	WM	SD	VI
1. Increased social interactions	3.58	0.52	Very effective
2. Formation of new friendships and relationships	3.61	0.50	Very effective
3. Feeling a part of a community or group	3.51	0.55	Very effective
4. Being positively influenced by the behaviors of others	3.53	0.53	Very effective
5. Improved social skills	3.54	0.51	Very effective
6. Opportunities for social connections	3.60	0.49	Very effective
7. Reduction of social isolation and loneliness	3.58	0.50	Very effective
Average Weighted Mean	3.56	0.51	Very effective

Source: Gathered responses from the study's participants

greater significance than the mere chance to meet others.

Overall, the findings underscore that fitness and recreational activities extend beyond physical and mental dimensions, as they serve as catalysts for social cohesion, belonging, and institutional solidarity. For CSPC, these results point to the potential of wellness programs not only to promote health but also to cultivate a stronger, more connected organisational culture rooted in shared experiences and mutual support.

Table 6 presents the perceived benefits of fitness and recreational activities on emotional health among CSPC employees. The highest-rated indicators, “alleviation of symptoms associated with anxiety/depression,” “sense of accomplishment,” and “stress management skills,” each recorded a weighted mean of 3.71 ($SD=0.45$). These results suggest that employees view participation in physical activity as a vital means of supporting emotional stability and coping with workplace stress. Meanwhile, “using physical activity as a form of emotional expression and release” and “mind-body connection” both received a mean score of 3.69 ($SD=0.46$), followed by “improved ability to bounce back from challenges,” which ranked lowest with a mean of 3.61 ($SD=0.50$). Despite minor variations in rankings, all indicators were rated as “very effective,” underscoring the positive influence of physical and recreational activities on employees’ emotional well-being.

These findings align with contemporary literature emphasising the emotional regulatory function of physical activity. The Mental Health Foundation (2024) explains that while stress responses were evolutionarily adaptive, persistent stress without adequate outlets for physi-

cal release can elevate cortisol levels, increasing susceptibility to anxiety and depression. Physical activity, therefore, serves as a mechanism for restoring hormonal balance and fostering psychological calm. This perspective resonates with CSPC employees’ recognition of fitness and recreational activities as effective strategies for emotional management and relaxation.

Supporting this, Xu et al. (2025) found that movement-based mindfulness exercises, such as yoga, Pilates, and moderate aerobic activity, significantly reduce depressive symptoms and enhance emotional resilience among professionals in demanding work environments. Their study demonstrated that these activities foster self-awareness and mental clarity, allowing individuals to manage emotions more constructively. Similarly, Zhang and Lee (2024) reported that structured institutional fitness programs not only improved emotional coping and stress management but also enhanced participants’ sense of achievement and confidence, that are factors closely tied to emotional satisfaction and motivation. These findings parallel those observed among CSPC employees, who valued emotional equilibrium and accomplishment as the core benefits of their recreational engagement.

Overall, the data affirm that fitness and recreational activities contribute substantially to emotional health by providing mechanisms for stress reduction, emotional expression, and resilience building. For CSPC, this underscores the need to incorporate emotionally restorative components, such as mindfulness sessions, yoga, and team-based recreational activities, into employee wellness programs. Doing so can cultivate a psychologically resilient and emotionally balanced workforce capable of thriving amid occupational pressures.

Table 6: Benefits of fitness and recreational activities along emotional health

Indicators	WM	SD	VI
1. Enhanced ability to regulate and manage emotions	3.68	0.47	Very effective
2. Using physical activity as a form of emotional expression and release	3.69	0.46	Very effective
3. Improved ability to bounce back from Challenges	3.61	0.50	Very effective
4. Alleviation of symptoms associated with anxiety/depression	3.71	0.45	Very effective
5. Sense of accomplishment	3.71	0.45	Very effective
6. Stress management skills	3.71	0.45	Very effective
7. Mind-body connection	3.69	0.46	Very effective
Average Weighted Mean	3.68	0.47	Very effective

Source: Gathered responses from the study’s participants

Table 7 presents the perceived benefits of fitness and recreational activities on spiritual health among CSPC employees. The highest-rated indicator was “reduced stress and increased relaxation,” which obtained a weighted mean of 3.67 ($SD=0.47$), followed closely by “enhanced respiratory and immune function” with a weighted mean of 3.65 ($SD=0.48$). Meanwhile, “a sense of purpose and meaning derived from physical activity” ranked lowest, with a weighted mean of 3.52 ($SD=0.54$). Despite these differences, all indicators were verbally interpreted as “very effective,” suggesting that participation in fitness and recreational activities meaningfully contributes to employees’ spiritual well-being. Notably, activities associated with emotional and spiritual release, relaxation, and mindfulness were perceived as the strongest contributors to this dimension of health.

These findings align with Remskar et al. (2024), who emphasised that spiritual fulfilment can emerge through unconventional practices, including physical activity and body-centred mindfulness. They explained that physical movement not only relieves tension but also nurtures inner awareness, promoting a deeper connection with self and others. This interpretation resonates with CSPC employees’ perceptions, as they associate recreational activities with tranquillity, reflection, and a holistic sense of wellness.

Further supporting evidence reinforces the notion that physical activity serves as a vehicle for spiritual release and mindfulness. Rivera and Choudhury (2025) found that individuals who regularly engage in exercise experience heightened states of mindfulness, inner peace, and transcendence, often linking their participation to personal growth and a sense of spiritual clarity.

Likewise, Martin et al. (2025) observed that collective wellness activities, such as yoga, meditation walks, and team-based exercises, foster shared reflection and community bonding, thereby deepening the spiritual dimensions of health. These findings mirror CSPC employees’ recognition that recreational engagement not only benefits the body but also nurtures the spirit.

Overall, the results affirm that spiritual health constitutes an essential yet often overlooked outcome of physical and recreational participation. By promoting relaxation, mindfulness, and opportunities for reflection, such activities enhance employees’ capacity to find balance, meaning, and interconnectedness in their daily lives. For institutions like CSPC, embedding reflective and meditative components into wellness programs, such as guided breathing sessions, yoga, or mindfulness walks, can strengthen employees’ holistic well-being and reinforce a sense of shared purpose within the organisation.

Table 8 presents the occupational health benefits derived from fitness and recreational activities among CSPC employees. The top-rated indicator was “enhanced work-life balance” ($M=3.60$; $SD=0.48$) followed by the indicators “improved work performance and productivity” and “reduced absenteeism,” both earning a weighted mean of 3.58 ($SD=0.49$). These findings suggest that employees perceive a strong link between physical activity and improved workplace outcomes. Following closely were “minimised sedentary behaviour during work” and “increased energy and mood,” both with a weighted mean of 3.56 ($SD=0.51$). The lowest-ranked indicator was “decreased levels of stress at the workplace,” which scored a mean of 3.50 ($SD=0.54$). Although the rankings varied, all in-

Table 7: Benefits of fitness and recreational activities along spiritual health

Indicators	WM	SD	VI
1. A sense of purpose and meaning derived from physical activity	3.52	0.54	Very effective
2. Using physical activity as a means of emotional and spiritual release	3.54	0.53	Very effective
3. Increased awareness and presence during physical activity	3.62	0.49	Very effective
4. Reduced stress and increased relaxation	3.67	0.47	Very effective
5. Gratitude and appreciation	3.53	0.52	Very effective
6. Self-discovery and exploration	3.57	0.50	Very effective
7. Enhanced respiratory and immune function	3.65	0.48	Very effective
Average Weighted Mean	3.59	0.50	Very effective

Source: Gathered responses from the study’s participants

dicators were verbally interpreted as “very effective,” affirming that participation in fitness and recreational activities plays a crucial role in supporting occupational well-being.

These results are consistent with Chan (2023), who emphasised that employees with positive health attributes, such as physical fitness, mental clarity, and emotional stability, demonstrate higher levels of performance and productivity. The study furthered that organisations that foster employee well-being through structured wellness initiatives often experience reduced absenteeism and presenteeism, leading to sustained efficiency and morale.

Beyond performance indicators, the occupational health benefits of physical activity also extend to psychosocial well-being. Zhang et al. (2025) revealed that employees engaged in regular exercise not only exhibit higher energy and concentration but also report improved interpersonal relationships and reduced workplace conflict. This finding underscores the interconnected nature of occupational, emotional, and social wellness, illustrating how physical activity enhances both individual functioning and organisational harmony.

Overall, the results reinforce that fitness and recreational participation is a key determinant of occupational health. By fostering productivity, reducing absenteeism, and promoting workplace energy and cohesion, such activities contribute to a healthier, more efficient workforce. For CSPC, integrating structured wellness programs targeting occupational performance alongside physical and psychosocial outcomes can serve as a strategic investment in employee development and institutional success.

Table 9 presents the challenges encountered by CSPC employees when engaging in fitness

and recreational activities. The most prevalent obstacle identified was “insufficient time to exercise,” which obtained the highest weighted mean of 3.47, followed closely by “time devoted to work” with a mean of 3.26. These findings underscore that time constraints and professional obligations remain the most persistent barriers to participation in physical activity. “Family obligations” ranked third, with a weighted mean of 3.15, suggesting that personal responsibilities outside of work also limit employees’ ability to sustain active lifestyles. Other reported barriers, such as “inconvenience of exercise,” “job burnout,” and “laziness”, scored between 2.94 and 3.02, while challenges related to “self-motivation,” “availability of venue,” and “administrative support” reveal the combined influence of psychological, environmental, and institutional factors. The overall mean of 2.83 suggests that although not all barriers are universally experienced, multiple factors collectively restrict employees’ engagement in fitness and recreational activities.

These results mirror long-standing patterns in workplace wellness literature. Heller et al. (2002) found that logistical and psychological barriers, such as transportation issues, lack of facilities, and uncertainty about exercise techniques, significantly impede consistent participation in physical activities. Such findings remain relevant in contemporary organisational contexts, as similar structural barriers persist in modern workplaces. More recently, Healy et al. (2024) emphasised that “lack of time” and “competing professional demands” are the most common reasons cited by employees for discontinuing exercise routines. They argue that institutional inflexibility, rather than individual disin-

Table 8: Benefits of fitness and recreational activities along occupational health

Indicators	WM	SD	VI
1. Improved work performance and productivity	3.58	0.49	Very effective
2. Minimised sedentary behaviour during work	3.56	0.51	Very effective
3. Decreased levels of stress at the workplace	3.50	0.54	Very effective
4. Positive team dynamics and social interaction	3.55	0.52	Very effective
5. Enhanced work-life balance	3.60	0.48	Very effective
6. Reduced absenteeism	3.58	0.50	Very effective
7. Increased energy and mood	3.56	0.49	Very effective
Average Weighted Mean	3.56	0.50	Very effective

Source: Gathered responses from the study’s participants

terest, often accounts for declining engagement rates among working adults.

Additional studies reinforce the complexity of these challenges. According to Park (2024), occupational stress and burnout can diminish motivation for physical activity, even among individuals who recognise its health benefits. Meanwhile, Rivera and Choudhury et al. (2025) observed that emotional fatigue from workload pressures leads to avoidance of exercise due to mental exhaustion. These insights resonate with CSPC employees' experiences, particularly in balancing professional, familial, and personal responsibilities.

Overall, the findings underscore that barriers to fitness participation are both personal and structural. For institutions like CSPC, the development of comprehensive wellness programs that integrate physical activity into employees' schedules, provide accessible venues, and promote supportive workplace cultures is crucial. Tailored initiatives that account for employees' time constraints and psychosocial needs can foster greater participation, contributing to improved health, morale, and organisational cohesion.

This part includes the test of the significant relationship between the benefits they gained in fitness and recreational activities and the demographic profile of the respondents, which is composed of their age, sex, civil status, and division. This part is necessary to know if there is an effect between the two variables.

The results presented in Table 10 indicate that a statistical test was conducted to examine the relationship between age and the benefits gained from engaging in recreational activities. The Table provides the computed values, tabular values, decisions, and interpretations for each case (1, 2, 3, 4, 5, and 6).

In all cases, the computed values are significantly higher than the tabular value (32.67). As a result, the null hypothesis (H₀) is rejected for all cases, indicating a significant relationship between age and the benefits gained in engaging in recreational activities. This suggests that age plays a significant role in determining the benefits individuals derive from participating in recreational activities. However, without further information about the specific statistical test used, the sample size, or the nature of the relationship, it is challenging to provide a more detailed interpretation of the results.

The results of the tests of significance reveal distinct relational patterns between demographic variables and the benefits gained from engaging in recreational activities. The relationships indicate that while all employees derive positive effects from participation, the degree of benefit varies depending on specific personal and organisational factors.

A strong and consistent relationship was found between age and all domains of wellness, physical, mental, social, emotional, spiritual, and

Table 9: Problems encountered by the respondents undertaking fitness and recreational activities

Indicators	WM	SD	VI
1. Insufficient time to exercise	3.47	0.63	Always encountered
2. Inconvenience of exercise	3.02	0.71	Sometimes encountered
3. Fear of being injured	2.39	0.82	Always encountered
4. Health problems	2.6	0.78	Sometimes encountered
5. Lack of self-motivation and confidence	2.81	0.74	Sometimes encountered
6. Non-enjoyment of exercise	2.53	0.79	Sometimes encountered
7. Lack of self-management skills	2.69	0.75	Sometimes encountered
8. Availability of the venue	2.8	0.72	Sometimes encountered
9. Lack of interest	2.65	0.76	Sometimes encountered
10. Availability of the faculty	2.74	0.73	Sometimes encountered
11. Administration support	2.69	0.74	Sometimes encountered
12. Job burnout	2.94	0.70	Sometimes encountered
13. Family obligation	3.15	0.68	Seldom
14. Lack of skills	2.62	0.77	Sometimes encountered
15. Laziness	2.93	0.72	Sometimes encountered
16. Time devoted to work	3.26	0.66	Sometimes encountered
Average Weighted Mean	2.83	0.74	Sometimes encountered

Source: Gathered responses from the study's participants

Table 10: Summary of tests of significance between selected demographic variables and benefits gained from recreational activities

Variable	Indicators (Benefits)	Computed value range	Tabular value	Interpretation	Decision
Age	Physical, Mental, Social, Emotional, Spiritual, Occupational Health	79.67 - 185.16	32.67	All computed values exceed tabular value; strong significant relationship	Reject Ho
Sex	Physical, Mental, Social, Emotional, Spiritual, Occupational Health	0.24 - 7.8	7.82	All computed values below tabular value; no significant relationship	Accept H
Civil Status	Physical, Mental, Social, Emotional, Spiritual, Occupational Health	0.83 - 4.69	12.59	All computed values below tabular value; no significant relationship	Accept Ho
Division	Physical, Mental, Emotional, Spiritual (Significant); Social, Occupational (Not Significant)	3.66 - 21.05	7.82	Mixed results; significant in 4 areas, not significant in 2	Partially Reject Ho

occupational health. This implies that age is a determining factor in how individuals experience and value recreational activities. Older employees appear to gain greater holistic benefits, possibly because they engage more intentionally in wellness-oriented activities or view recreation as essential to maintaining balance and vitality. This relationship suggests that as employees' progress through different life stages, their perception of recreation shifts from leisure-based enjoyment to health-oriented necessity.

In contrast, sex and civil status exhibited no significant relationship with the benefits gained. This means that both male and female participants, regardless of whether they are single, married, or otherwise, experience similar wellness outcomes from recreational participation. The absence of a significant relationship emphasises the inclusive nature of the wellness program, as it benefits all individuals equally, independent of gender or marital status. This uniformity of impact suggests that the institutional environment and program design effectively promote equality in access and participation, ensuring that no group is advantaged or disadvantaged based on these demographic factors.

The results concerning division present a mixed pattern of relationships. Significant correlations were found in physical, mental, emotional, and spiritual wellness but not in social and occupational wellness. This indicates that the department or unit to which an employee belongs plays a role in shaping certain aspects of health outcomes. Employees from divisions that emphasise teamwork, collaboration, or stress management initiatives may experience greater emotional and spiritual well-being. Conversely, divisions with heavier workloads or limited interaction may find it harder to experience improvements in social or occupational health. The partial significance of this variable suggests that workplace context can either enhance or limit the perceived benefits of recreation, depending on the culture, demands, and social environment of each division.

Overall, the relational analysis underscores that individual factors like age and organisational factors like division are influential determinants of wellness outcomes, while sex and civil status are neutral variables. This indicates that while recreation provides universal benefits, the ex-

tent of these benefits is moderated by one's stage in life and the working environment. Such findings are valuable in shaping the implementation of the "Fit For Success" program, emphasising the need for differentiated strategies that address age-specific wellness needs and foster supportive, health-promoting work environments across all divisions. By aligning program activities with these relational insights, the institution can ensure a more targeted and effective approach to promoting holistic employee well-being.

CONCLUSION

The findings of this study underscore the significant role of fitness and recreational activities in promoting holistic employee well-being at Camarines Sur Polytechnic Colleges (CSPC). The data revealed that employees derive substantial benefits across multiple dimensions of health, physical, mental, social, emotional, spiritual, and occupational, through engagement in wellness-oriented pursuits. Walking emerged as the most preferred activity due to its accessibility and practicality, reflecting employees' adaptation to work-related time constraints. Importantly, the study's results demonstrated that age and division significantly influence the benefits gained from participation, while sex and civil status were not found to be determinative factors. These patterns affirm that demographic and occupational variables meaningfully shape wellness outcomes, with younger and academic staff tending to engage more actively and experience broader benefits. Such insights point to the necessity of targeted program designs that address specific subgroups within the institution, ensuring inclusivity and equitable access to physical and recreational opportunities.

Beyond individual health outcomes, the study critically reveals how institutional wellness initiatives contribute to organisational productivity, morale, and cohesion. The positive correlations between physical activity and occupational outcomes, such as improved work-life balance, reduced absenteeism, and enhanced productivity, demonstrate the broader institutional gains achievable through sustained investment in employee wellness. However, persistent barriers, including insufficient time, job

burnout, and limited administrative support, highlight systemic challenges that constrain participation. These findings reinforce that wellness cannot be achieved through isolated programs alone but requires an integrated institutional commitment that aligns organisational structures, workload policies, and health promotion strategies. Thus, CSPC's "Fit For Success" initiative is both timely and transformative, representing a proactive step toward embedding wellness as a core institutional value that nurtures human capital and ensures sustainable academic excellence.

RECOMMENDATIONS

In light of the study's findings, it is recommended that CSPC institutionalise the "Fit For Success" Employee Wellness Program as a structured, data-driven framework for fostering long-term health and productivity among its workforce. The program should prioritise inclusivity and flexibility by offering tiered activities that accommodate varying age groups, roles, and physical capabilities. For example, younger and more active employees may benefit from team-based or high-intensity options, while older or sedentary staff could engage in low-impact programs such as yoga, brisk walking, or mindfulness sessions. Additionally, integrating wellness activities into the workday, such as short movement breaks, step challenges, or departmental wellness hours, can address the major barrier of time constraints while normalising physical activity within the institutional culture. These interventions should be reinforced through continuous monitoring and evaluation, ensuring alignment with employees' evolving health needs and participation patterns.

Moreover, it is imperative that CSPC adopts a multidimensional wellness policy framework that links physical activity with psychosocial, emotional, and spiritual well-being. This approach entails not only organising recreational events but also embedding wellness in institutional systems, through supportive leadership, recognition incentives, and cross-departmental collaboration. Administrative support must be strengthened through resource allocation for facilities, program coordinators, and wellness ambassadors who can sustain engagement and accountability. Finally, future initiatives should

explore digital wellness tools and hybrid participation models to expand access, particularly for staff with family obligations or remote work arrangements. By adopting these recommendations, CSPC can model a progressive, evidence-based approach to employee wellness, positioning itself as a leading institution that values the holistic growth, resilience, and fulfillment of its people as the foundation of institutional success.

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