

**ORGANISATIONAL AND SOCIO-ECONOMIC FACTORS AS PREDICTORS
OF RECREATIONAL SPORTS PARTICIPATION AMONG THE STAFF OF
FEDERAL COLLEGES OF EDUCATION IN SOUTHWESTERN NIGERIA**

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Certification Page

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DEDICATION

This work is dedicated to Almighty God for successful completion of this programme.

This work is also dedicated to my wife, Mrs Bolatito Balogun and my children, Rahmat Oluwatosin Balogun and Basit Oluwatobiloba Balogun for their enduring ability and encouragement to pursue this programme.

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ABSTRACT

Recreational Sports Participation (RSP), involvement in sports during leisure, is for enjoyment and health promotion. Reports have shown that the level of RSP among staff of Federal Colleges of Education (FCE) in Nigeria is relatively low. Previous studies on RSP focused more on health connection, and social benefits of recreational sports, with little research attention done to the influence of organisational and socio-economic factors. This study, therefore, was carried out to examine Organisational Factors – OF (funding, facilities maintenance, and injury insurance); Sociological Factors – SF (religion, peer group influence and occupational demand) and Economic Factors - EF (income and opportunity cost of time) as predictors of RSP among the staff of FCE in southwestern Nigeria.

The Participation and Incentive theories served as the framework, while the concurrent mixed methods (correlation and qualitative approaches) were adopted. The multi-stage sampling procedure was adopted. The four Federal Colleges of Education in Southwestern Nigeria (Adeyemi College of Education (ACE), Ondo, FCE, Abeokuta, FCE (T) Akoka and FCE (Sp) Oyo) were enumerated. Proportionate to size sampling technique was used to select 1,931 respondents (A.C.E, Ondo=552, FCE, Abeokuta = 428, FCE (T), Akoka= 412, FCE (Sp), Oyo=539). The instruments used were RS Participation ($r = 0.75$), Level of Recreation Sports Participation ($r = 0.82$), Adequacy of Sports Facilities ($r=0.81$) and Equipment ($r = 0.72$), Funding ($r=0.72$), Facility Maintenance ($r=0.71$), Injury Insurance ($r=0.70$), Religion ($r=0.74$), Peer Group Influence ($r=0.78$), Occupational Demand ($r=0.78$), Income ($r=0.78$) and Opportunity Cost of Time ($r=0.80$) scales. Key Informant interviews were held with four chairmen and four directors of sports. Quantitative data were analysed using descriptive statistics, Pearson product moment correlation and Multiple regression at 0.05 level of significance, while the qualitative data were content-analysed.

The respondents' age was 39.0 ± 2.4 years, and 67.7% were male. Funding ($r = 0.38$), facilities maintenance ($r = 0.37$), injury insurance ($r = 0.25$), religion ($r = 0.18$), peer group influences ($r = 0.43$), occupational demand ($r = 0.42$), income ($r = 0.28$), and opportunity cost of time ($r = 0.52$), correlated positively with RSP. There was a significant joint contribution of OF, SF, and EF ($F_{(3,184)} = 138.03$, $\text{Adj } R^2 = 0.183$) to RSP, accounting for 18.3% of its variance. Funding ($\beta = 0.28$), facilities maintenance culture ($\beta = 0.22$), injury insurance policy ($\beta = 0.06$), religion ($\beta = 0.04$), peer group influence ($\beta = 0.12$), occupational demand ($\beta = 0.41$), income ($\beta = 0.13$), and opportunity cost of time ($\beta = 0.50$) significantly contributed to RSP. There was a significant difference in the level of recreational sports participation based on cadre ($F_{(2,1838)} = 4.00$) in favour of senior non-teaching staff ($\bar{x} = 20.45$), Junior non-teaching staff ($\bar{x} = 20.21$) and academic staff ($\bar{x} = 20.10$). The low level of recreational sports participation was attributed to inadequate sport facilities and equipment, high occupational demand and opportunity cost of time.

Organisational and socio-economic factors influenced recreational sports participation among the staff of Federal Colleges of Education in Southwestern Nigeria. It could be inferred that strengthening these factors would improve recreational sports participation of staff.

Keywords: RS participation, occupational demand, Opportunity cost of time, Facilities maintenance Culture.

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LIST OF ABBREVIATIONS

A.C.E.	-	Adeyemi college of Education
ADHD	-	Attention Deficit Hyperactivity Disorder
ANOVA	-	Analysis of Variance
FCE	-	Federal College of Education
FCT	-	Federal Capital Territory
GDP	-	Gross Domestic Product
HOD	-	Head of Department
HRMPPS	-	Human Resource Management Policies & Practice Scale
IGR	-	Internally Generated Revenue
JAMB	-	Joint Admission and Matriculation Board
KII	-	Key Informant Interview
KMO	-	Kaiser-Meyer Olkin
MANOVA	-	Multivariate Analysis of Variance
NCE	-	National Certificate in Education
NHIS	-	National Health Insurance Scheme
PCM	-	Psychological Continuum Model
PPMC	-	Pearson Product Moment Correlation
RS	-	Recreational Sports
TETFUND	-	Tertiary Education Trust Fund
TOP	-	Theory of Participation
UTME	-	Unified Tertiary Matriculation Examination
WTTC	-	World Travel & Tourism Council

CHAPTER ONE

INTRODUCTION

1.1 Background to the Study

Recreational sports (RS) are crucial for leisure time and significantly impact on people's psychological and physiological wellbeing. It physiologically contributes to health promotion and mortality reduction, while it psychologically controls stress and anxiety. Recreation and leisure activity participation can result in a variety of good effects, ranging from simple relaxation, pleasure, and satisfaction to enhanced health. Recreation sports act as remedy for physical, psychological, and emotional exhaustion and the value attached to actively engaging in RS is sufficient to draw people, groups, and the government to it.

Regular and moderate recreational activity lowers the occurrence of diabetes, heart issues, and cancer. It further lowers the occurrence of mortality due to its relationships with health variables such as pulse rate, body mass index and blood pressure (Willey, Moon, Sherzai, Cheung, Sacco & Elkind, 2015). Asagba (2007) opined that participation in RS during leisure hours leads to a strong stable nervous system. Research by Ajayi (2002) indicated that active and regular participation in physical activities by some academic staff of University of Benin has tendency to extend the participants' average life span. Wen, Wai, Tsai, Yang, Cheng, and Lee's (2011) study found that engaging in a moderate-intensity exercise like quick walking for 15 minutes each day or 92 minutes each week has benefits of 14% lower rates of death as well as a three-year increase in life expectancy when compared to individuals who failed to engage in exercise at all.

Recreation as a concept is geared fundamentally towards promotion and improvement of an individual health status. The RS are deliberate activities focused at achieving personal goals and communal goals, such as personal improvement and community building. Participating in leisure sports is also seen as a way to fulfil social and financial obligations, improve one's own wellbeing, foster a sense of community, or pursue a certain path of growth. Recreational activities that entail physical activity, including hiking, strolling, running, dancing, and playing other games, have historically

been done for enjoyment (Boda, Honfi, Bíró, Révész & Müller, 2015). Additionally, it aids in stress relief so that one may enjoy nature and get away from the stress attached to everyday routine.

Sporting activities that take place during leisure time to refresh the mind and relax the nerves are RS. Leisure time means the time one sets aside to socialise, pursue his or her own interest and exercise minds and bodies. It is an independent time meant to be used as one chooses and not including the time of existence and survival. It refers to one's free time or the time left over after daily work is done and after survival needs are met. Leisure pursuits take place during leisure time.

After completing daily professional obligation, family responsibilities, and social expectations, an individual may engage in a variety of leisure activities without restriction, whether to relax, amuse themselves, advance their knowledge and skills purely for personal enjoyment, or to increase their level of voluntary participation in community life. Passmore (2003) cited in Kyulee and Sukkyung (2013), categorised leisure activities into active leisure and passive leisure. Active leisure includes those activities that involve physical motion and exercise, whether they are done with others or alone, while passive leisure includes passive hobbies that are pleasant and require little effort, including studying, watching tv, music listening or doing crafts, among others.

Although passive leisure time is crucial for the development of mental health, it is often inactive and does nothing to advance physical or cognitive functioning. Pei-Yi and Yen-Cheng (2014) indicated that participation in active leisure activities has the advantage of improving physical and mental health. Kyulee and Sukkyung (2013) believed that participants in passive leisure mainly have acute term satisfaction while RS activity improves long-term physical and mental health.

This involvement in RS enables everyone to communicate in a universal language regardless of their age, gender, or socioeconomic standing (Leitner & Leitner 2012). According to Meryem and Eze (2016), recreation is a broad concept that is individualistic. Recreation was divided into different categories by Karaktieik (2008) in-line with its goals and other ingredients. Also, walking, sports, traveling, handicrafts, and intellectual pursuits were the five main categories used by Aksoy, Soner, and Taşmektepligil (2017) to classify recreational activities.

From another perspective, RS can be defined as desirable sporting activities or experiences carried out without compulsion within leisure time and for the enjoyment

of the participant. It can be seen as sporting activities that renew participants' health and spirit through enjoyment and relaxation. It includes any forms of physical activity that, when regularly practiced, can enhance players' social connections, mental health, and physical fitness. They are those pursuits wherein participation is the main goal, and the secondary goals are increased physical fitness, enjoyment, and self-satisfaction. Generally, RS are thought to be less demanding on the participants as there are fewer demands for high calibre performance, psychological pressure to win, and dedication. They may involve participant engaging in a sporting activity alone (walking, jogging, cycling, squash, etc), dual games and team events. Recreation is a desirable, socially acceptable leisure activity that gives the person who willingly engages in its immediate satisfaction.

Recreational activities are essential for free time and have significant effects on functional capacity of human system and human relations. They have a major physiological impact on enhancing health and lowering mortality rates. Recreational activity that is regular and moderate decreases the likelihood of cardiovascular disorders and diabetes (Biener, Yanitsas, Favris, Johansson & Friedenvich, 2016). Being physically active has been recognised as a safety precaution against the emergence of more than twenty-five (25) chronic illnesses, including cardiac problems, diabetes mellitus, stroke breast and colon cancers as reported by the Canadian Fitness and Lifestyle Research Institute (2009). Active leisure not only enhance one's physical, mental, and cognitive well-being but also lower depressive symptoms.

Benefits of recreational physical activity on one's body, mind, and social life can be best derived from regular participation in RS activities. A high performance in RS will enhance participant social interactions and invariably result in greater social adjustment, according to Fadoju and Aletta (2010). This is further corroborated by Kyulee and Sukkyung (2013) who found that the crucial role played by active leisure activities in enhancing mental and physical health is immeasurable. Based on the crucial role played by active leisure activities as identified by Passmore (2003) cited in Kyulee and Sukkyung, (2013). This study dwelt on the active leisure activities (RS) because of its characteristics to develop and improve physical, physiological, social and mental health.

Despite the enormous benefit derivable from active RS participation, it has been observed that some employees of Nigeria's tertiary institutions are still used to sedentary lifestyle which may have serious health implications on individuals and decreased

productivity of staff at work due to low health status. Agbabiaka, Omisore, Oparinde, Dada, Olanrewaju, Oyedokun and Sulaiman (2020) decried low level of participation in RS among teaching staff of government public educational institutions. Physical exercise is no more a constituent of daily life in Nigeria, according to Talabi, Ajayi-Vincent, Adesina, and Aribamikan's (2010) study. They noted that automobiles have replaced walking, elevators have replaced stairs while mobile communication, and other remote controls have also decreased people's mobility.

Ajibua (2012) also stressed that the few staff that are actively involved still fall short of World Health Organisation (WHO) guidelines of 150 minutes physical exercise per week. One of the main precursors of serious non-transferrable diseases that often raises the risk of cardio-respiratory disorders, disability, and death, is a lack of recreational physical activity or participation in sports (Akindutire & Adegboyega, 2012). Low involvement in RS participation has been the reasons why employers of tertiary institutions pay huge medical bills on members of staff who develop poor health status as a result of sedentary lifestyle. Francis and Elijah (2017) went on to highlight the fact that these medical costs also cover hospitalization, clinic diagnosis and treatment, lab radiography, and medication. There are also indirect expenses, such as diminished production, wasted time from increased absenteeism owing to bad health, and missed opportunities.

Many factors influence participation in RS which may include demographic, psychological, organisational, social and economic status of the participant (Del Duca, Nahas, Garcia, Silva, Halla & Peres, 2016). Organisational factors are indices within an organisation which may contribute directly or indirectly to RS participation. These may include recruitment of staff, funding, processes for resolving conflicts, employee behaviour guidelines, facilities' maintenance culture, injury insurance policy, internal and external relationship, compensation, ethics safety and security. These factors are usually action-based carried out by an organisation, institution, society and so on, from a range of options to inform and decide on current and future views and choices on issues of public importance (Brown, Chikagbum & Boyle, 2015).

The organisational factors as related to this study include funding, facilities' maintenance culture, and injury insurance policy as they predict participation in RS. Funding in education is the amount of money allotted to the educational sector by the government towards attainment and achievement of its objectives (Oyekan, Adelodun & Oresajo, 2015). Funding is a necessary condition that allows an organisation to

operate in order to meet its commitment to an individual or group who consume its goods and services. Campbell (2010) identified three major sources of financing public higher institutions which include: Federal government grants, sports fee and private contribution. However, no specific percentage is being spelt out for funding of RS from Federal government budgetary allocation to colleges; the fund allocated to RS is left at the discretion of the Provost of each College, student's contribution towards sports expenses per session ranges from seven hundred naira to one thousand for each student, private contribution, and institutions' ventures.

In terms of funding, it has been observed that the Nigerian government is the largest sports benefactor. In particular, the draft National Sports Industry Policy (2020) acknowledges the need for public-private partnerships (PPPs) as a means to promote sport development, particularly in light of the fact that government funding of sports cannot continue on its current course and that the private sector must help to develop sports (Federal Ministry of Youth and Sports, 2020). Despite this admirable policy, the level of implementation and the intended results remain a phantom.

The availability of funds to maintain facilities, purchase needed material and equipment is a crucial requirement for the achievement of organisation's goal. Perhaps, this is the reason the FCE still rely on the budgetary allocation from Federal government and little internally generated revenue (IGR) to develop and maintain sport facilities in the Colleges and to finance RS. Morakinyo (2000) stated that administrators of higher institutions are finding it difficult to finance RS due to paucity of funds. The dwindling financial resources from budgetary allocation and dwindling enrolment are affecting the ability of management of various institutions in funding of employees' RS programme. This inadequate finance may have serious implication on providing incentives to the participants, construction and maintenance of new RS facilities, thereby leading to decline in mass participation in RS.

Maintenance refers to all actions taken an organisation to maintain its facilities, resources, and services at a level that is currently considered to be acceptable (Akinsola, Fapohunda, Ogunsanmi & Fatokun, 2012). According to Abiodun, Olayemi and Joseph (2016), maintenance culture is the habit of regularly and consistently keeping facilities, equipment, machines, infrastructures in good working conditions. Sports facilities are structures that provide a platform for sporting activities. It could be permanent and temporary in nature. The modern trend in sports facilities globally is removable facilities in order to maximise the limited space. Whether permanent or temporary facilities, the

importance of maintenance cannot be underestimated. Heartley (2011) noted that neglecting to maintain sporting facilities could result in people's poor sports activities at all levels of involvement as any constraint of these facilities makes it difficult to present the ideal variety of different activities and may also cause harm to the users.

According to Corbeth and Bell-Laroche (2010), participating in RS, either individually or as a team has element of risk associated with it. Risk refers to possibility of injury and loss to property or life. An organisation must have appropriate insurance contract to cover injuries as a result of participation in RS (Ibikunle, 2018). This merely makes it possible for the wounded person to get some sort of benefits as specified in the insurance plan. Insurance policy covers the loss or injury suffered by the staff in the process of performing their daily routine within the organisation premises. Unfortunately, the insurance programme currently provided to cover injury sustained during RS is often reported to be inaccurate (Ibikunle, 2018). It has been observed that most staff who sustained one form of injury or the other during RS is usually responsible for their medical bills.

The idea of sociology integrates social connections and social control, cultural symbols, values, standards, and languages, as well as historical explanations of and forecasts for human behaviour and relationships. All aspects denoted by the term "social" are subject to a systematic study in sociology. These facets of social life are organised processes, which is everyday interaction. The general socialization process is greatly aided and facilitated by play, games, competitions, and sports (Ameenat, 2016). The social environment is one of the elements that could affect involvement in leisure sports. Ranging from the process of socialisation, social inclusion, interpersonal relations, and social support, the social climate may have an impact on behaviour in different ways (Okonkwo, 2012).

Many social factors such as gender, religion, peer group, geographical location, occupational demand and host of others have been shown to be associated with RS. Interpersonal relationships can have an impact on physical activity by generating social norms and social support that either restrict or encourage health-promoting action. Social barriers including gender, religion, peer group, location, and occupational obligations, according to Omolawon and Ibraheem (2011), determine whether or not community members participate in leisure sports. This study looked at how occupation demand, religion, and peer group predict participation of staff in RS.

Religion is a method of communication between individuals and the holy supreme God. The relationship between individuals and the community, together with one's belief in and practice of a particular system of religion, greatly influences what is deemed appropriate in terms of standards, practices, and traditions. Ogunleye (2010) asserts that a person's religious beliefs have a significant impact on how they view issues. Religious belief may equally have great influence on RS participation and this has the potential to negatively impact women's widespread involvement in RS. A fitted sportswear may be offensive to some religion and this may have an impact on the psyche of the believers to decide whether or not to participate.

Individuals' peer group is a set of people who are typically similar in age, background, and social standing and with whom they associate. Peer groups have the power to shape a person's beliefs and behaviour. Membership in the peer group is voluntary and an individual may belong to one or more groups at the same time. Peer group has a great influence on individual participating in team sports and sometimes in individual sport, the fact that you have a friend to accompany you to a sport ground for RS may go a long way to boost one's morale (Omolawon & Ibraheem, 2011). Unfavourable work characteristics, such as too high job demands have been suggested to decrease physical activity during leisure time.

Occupational demand predetermined workers choice of RS. Omolawon and Ibraheem (2011) revealed that owing to the rigour of the work nature in Nigerian higher institutions, average lecturer is not interested in participating in activities that go on in gymnasium or outside academic programme. Stressful job characterised by high mental demand and high pressure may result in fatigue which may require greater need for recovery, this may increase the likelihood of low level of RS. Workers involving in too strenuous job adopt sleeping instead of playing RS activities (Ajibua, Olorunsola & Bewaji, 2013).

The study of economy offers a foundation for investigating the ways people divide their time between recreational pursuits and earning income. This also explain how economic variables influence individual decisions to partake in physical activity. Exercise and RS participation have a significant on economy. A strong relationship exists between the levels of economic development in a country in general as well as individual and the level of RS participation. An important issue that may influence people's choice of recreation is their income. Leisure activities are seen by economists

as luxuries or conspicuous items, and as a result, individuals typically stop engaging in them when the economy is going worse (Meltzer & Jena, 2010).

People of low economic status spend less money on active leisure; they find it difficult to procure appropriate equipment and to forego the alternatives in place of RS. Important predictors of physical activity are economic factors like opportunity cost of time, income level and employment (Humphreys & Ruseski, 2010). The only factors predicting involvement in RS that were evaluated in this study were income and the opportunity cost of time.

Opportunity cost of time offers a framework for investigating how people divide their time between competing pursuits and the economic issues influencing participation in RS. Recreational sport participation increases with income, but leisure time decreases as income increases (Humphreys & Ruseki, 2010). This implies that the elements that enhance RS activities diminish as a result of the time spent engaging in such activities. The opportunity cost of time is a measure of alternative forgone. The cost of alternative forgone is a determinant factor in making choice between using the time for RS or making an earning. Participation in RS by staff of tertiary institutions has element of making a choice.

Participation of employees of tertiary institution in any category of RS might also motivate and encourage students' participation thereby having multiplier impact on the larger society (Danfe, Mensa, Wilson & Atikunmi, 2011). Participation in RS by employee of colleges of education in Nigeria refresh their minds and positively impact their health so as to enable them produce the enabling foundation to shape all round development for teachers in training for a better future. The Colleges of Education in Nigeria are established to build and equip teachers in the country's basic schools, helping to provide educational opportunity and achievement for progress. Ajibua (2012) reported that there would be improvement in the participation of physical activity among Nigerians if tertiary institutions are involved through "fitness for all" programme. This perspective is predicated on the notion that institutions where teachers are trained are capable of impacting positive RS values in the society considering the widespread of primary and junior secondary schools in the nooks and crannies of the country.

The role played by organisation and socio-economic factors in RS participation cannot be under estimated. It is on this premises that this study examined the organisation and socio-economic factors as predictors of RS participation among the staff of FCE in Southwestern Nigeria.

1.2 Statement of the Problem

The RS participation which should be in vogue in Nigeria has not deeply permeated through the ranks of public workers in tertiary institutions despite knowing its importance and benefits. Also, tertiary institutions staff despite knowing the values and importance of RS do not plan their income and work schedule to accommodate it. This is consequent upon the wrong notion that recreation is relaxation and that one should not spend money to relax. It has also been observed through preliminary investigation by the researcher that some staff members in Nigeria's tertiary institutions, both academic and non-academic view leisure hours as a period for merry making, watching television and drinking. Passive leisure are non-active recreation are relaxing and sedentary in nature which may not give much health benefits as RS that involve utilising large muscles in sports and physical exertion with much health promoting benefits.

A rise in the amount of fatalities has been seen in recent years among staff in the Polytechnics, Universities and Colleges of Education which are untimely in nature. Anecdotal records from some institutions of higher learning in Nigeria including the FCE further revealed the cause of death at work to various ailments which include diabetes, raised blood pressure, being overweight, high blood glucose, and developing increased cholesterol to mention but a few which all have negative effects on work output and financial cost to these staff. The resultant effect of inactivity like; coronary heart diseases, depression and a host of other health conditions/challenges are on the increase. It has been observed that lack of active life might be one of the contributory factors to low productivity of some workers due to poor health status. All these conditions can be prevented or managed with active RS participation.

The above situation experienced by employees of FCE in Nigeria can be linked with the fact that both teaching and non-teaching staff of these institutions have shunned regular RS participation due to some factors which may range from organisational to socio-economic. Therefore, looking for a way to improve engagement in RS programmes among these employees may start from examining those factors that are somehow not encouraging them to participate. This lukewarm attitude of members of staff of Colleges of Education owned by the Federal government towards RS may be due to; low funding of RS by the organisation, fear of injury, lack of incentives and difficulty in getting permission to participate in extramural RS for the interested members. Accordingly, enormous resources have been spent on means of increasing the

levels of RS participation. However, due to a lack of research on these behaviours, little progress has been made in this area.

Several studies have been done on participation in RS, Ajibua (2012) focused on enhancing quality of life through increasing one's level of RS participation while Fadoju and Aleta (2010) recognised recreation as an instrument to strengthen social cohesion but little research attention has been directed towards knowing organisational as well as socio-economic variables that could predict RS participation. It is on these premises that the study examined organisational and socio-economic factors as predictors of recreational sport participation among members of staff of FCE in Southwestern Nigeria.

1.3 General Objective

The main aim of this study was to examine the organisational and socio-economic factors as predictors of RS participation among the staff of FCE in Southwestern Nigeria.

1.3.1 Specific Objectives

The study's specific objectives were the following.:

1. Ascertain the level of participation in RS among the staff of FCE in Southwestern Nigeria.
2. Examine the adequacy of sports facilities for RS in FCE in Southwestern Nigeria.
3. Ascertain the adequacy of sports equipment for RS in FCE in Southwestern Nigeria.
4. Investigate the relationship between the independent variables (organisational and socio-economic variables) and dependent variables (RS participation).
5. Examine the joint and relative contribution of organisational factors (funding, facilities' maintenance culture and injury insurance policy) to RS participation among the staff of FCE in Southwestern Nigeria.
6. Examine the joint and relative contribution of sociological factors (religion, peer group and occupational demand) to RS participation among the staff of FCE in Southwestern Nigeria.
7. Find out the joint and relative contribution of economic factors (income and opportunity cost of time) to RS participation among the staff of FCE in Southwestern Nigeria.

8. Examine the composite contribution of organisational and socio-economic factors to RS participation among the staff of FCE in Southwestern Nigeria.
9. Ascertain gender difference in the level of RS participation among the staff of FCE in Southwestern Nigeria.
10. Ascertain the difference in the level of participation in RS among members of staff of FCE in Southwestern Nigeria based on designation.

1.4 Research Questions

This study provided answers to the following questions:

1. What is the level of participation in RS among members of staff of FCE in Southwestern Nigeria?
2. Are there adequate sport facilities for RS participation for members of staff of FCE in Southwestern Nigeria?
3. Is there adequate sport equipment for RS participation for members of staff of FCE in Southwestern Nigeria?
4. Is there a relationship between the independent variables (organisational and socio-economic) and the dependent variable (RS participation)?

1.5 Hypotheses

This study tested the following hypotheses:

- Ho1.** There will be no significant joint contribution of organisational factors (funding, facilities' maintenance culture and injury insurance policy) to RS participation among the staff of FCE in Southwestern Nigeria.
- Ho2.** There will be no significant relative contributions of organisational factors (funding, facilities' maintenance culture and injury insurance policy) to RS participation among the staff of FCE in Southwestern Nigeria.
- Ho3.** There will be no significant joint contribution of social factors (religion, peer group and occupational demand) to RS participation among the staff of FCE in Southwestern Nigeria.
- Ho4.** There will be no significant relative contributions of social factors (religion, peer group and occupational demand) to RS participation among the staff of FCE in Southwestern Nigeria.

- Ho5.** There will be no significant joint contribution of economic factors (income and opportunity cost of time) to RS participation among the staff of FCE in Southwestern Nigeria.
- Ho6.** There will be no significant relative contributions of economic factors (income and opportunity cost of time) to RS participation among the staff of FCE in Southwestern Nigeria.
- Ho7.** There will be no significant composite contribution of organisational and socio-economic factors to RS participation among the staff of FCE in Southwestern Nigeria.
- Ho8.** There will be no significant gender difference in the level of RS participation among member of staff of FCE in Southwestern Nigeria.
- Ho9.** There will be no significant difference in the level of participation in RS among members of staff of FCE in Southwestern Nigeria based on designation.

1.6 Delimitations of the Study

The delimitations of this study were as follows:

- 1.** Mixed method involving descriptive correlational research design and qualitative approach.
- 2.** Three thousand, eight hundred and sixty-one (3,861) employees of FCE in Southwestern Nigeria as the population.
- 3.** One thousand, nine hundred thirty-one (1931) employees of FCE in Southwestern Nigeria as size of the sample.
- 4.** Multistage sampling method.
- 5.** Modified standardised questionnaire as well as key informant interview (KII) as instrument for data collection.
- 6.** RS participation as dependent variable
- 7.** Independent variables of organisational factors (funding, facilities' maintenance culture and injury insurance policy), social factors (religion, peer group and occupation demand) and economic factors (income and opportunity cost of time).
- 8.** Descriptive statistical method of frequency count and simple percentages for respondents' characteristics. Frequency count, percentages, weighted mean, bar

charts and Pearson Product Moment Correlation (PPMC) to answer research questions. Multiple regression analysis to test hypotheses 1-7, independent t-test to test hypothesis 8 and Analysis of variance to test hypothesis 9. All hypotheses were tested at 0.05 significant level.

9. Eight (8) trained research associates.

1.7 Limitations to the Study

The study included the following limitations:

Since the data were self-reported, it is possible that they are neither accurate nor sufficient. Some respondents may not be sincere with their responses with the belief that information given may set them against their college management. Members of staff on annual leave were not covered in the study. However, enough members of staff still took part while efforts were made to assure the respondents of the confidentiality of their responses and there was an injection of lie detectors in the instrument. The tight schedule of employees of Federal owned Colleges of Education especially the academic staff did not give them the ample opportunity of filling the instrument on time; however, the researcher tried as much as possible to make the item short and concise without jeopardising its validity.

1.8 Significance of the Study

Following are some reasons why the study is important:

The study provided empirical information on the prevalence as well as cadre difference in engagement in RS among employees of FCE in Southwestern Nigeria. This study also provided empirical information on organisational and socio-economic factors that could predict engagement in RS and the contribution of each of these factors to RS participation especially among the employees of these institutions.

The results of this study when distributed at the Colleges of Education Staff Sports Association Congress may be an eye opener to the employees in these types of institution especially the ones owned by the Federal government on variables that may increase their level of involvement in RS. The extract of the outcomes of this research when given to management team of Federal owned Colleges of Education in Nigeria's Southwestern region may be effective to positively promote the funding RS activities in the Colleges. It may also help in approving improved welfare package for participants during intramural games to serve as motivation and put in place a good insurance policy that will adequately take care of staff who sustained injuries during participation in RS.

The therapeutic, social and emotional values of RS make it a crucial topic of research that should be looked into in the effort to combat occupational stress, enhance productivity and create social cohesion among members of staff.

This research might add to the corpus of knowledge already available and provide further opportunities for research work on other factors that can predict RS participation. It may also provide empirical basis for evaluating the interaction of organisational factors as well as socio-economic factors on RS participation.

1.9 Operational Definition of Terms

Organisational factors: Elements that influenced the way an organisation and everybody within it behaved towards RS participation such as funding, facilities' maintenance culture and injury insurance policy.

Social factors: These are variables that affect someone's lifestyle in relation to participation in RS such as religion, peer group, occupation demand, status and so forth.

Economic factors: This is individual financial status as it affects the drive to partake in physical activity like income, opportunity cost of time.

Passive leisure: This is the time that people spend during their free time engaging in soothing activities that involve minimal effort, such as reading, hearing music, watching tv, and so forth.

Active leisure: This is the time that people spend out door in activities that involve physical motion and exercise during their leisure time for example sport, games.

Recreational sport: It is an active leisure activity done for pleasure or to relax without compulsion during leisure time and encompasses sports, exercise and other mentally stimulating activities.

RS Participation: It is an act of engaging in sporting activities voluntarily during free time for the fun and satisfaction of the participant.

Adequate: It is the sufficiency of RS facilities in correspondent to the population of the user (RS participants) at every point in time.

Funding: It is ability of an organisation to make financial resources available to support both human and material resources in order to encourage RS participation.

Facilities maintenance culture: It is an established procedure of keeping in shape, prolonging the life span of RS facilities and making it safe for the users.

Injury insurance policy: The outline of actions for care and compensation for injured athletes.

Religion: Is the faith and believe of an individual in a religion as it affects RS participation.

Peer group: This is the support receive from friends which encourages RS participation.

Occupational demand: It is the contribution of nature and intensity of job to RS participation.

Income: It is the financial capabilities of an individual as it affects RS participation.

Opportunity cost of time: This is the price of the alternative forgone in place of participating in RS

Facilities: These are the permanent edifices that are built for the purpose of playing games e.g., gymnasium, football field, hockey pitch, volleyball and handball courts and so forth.

Equipment: They are the movable and durable materials used for RS like horizontal bars, missile, basketball post and so forth.

Supplies: They are consumable items used in RS that do not last long and replenishable within a short period such as jerseys, balls, sport shoes and so forth.

Southwestern: A geopolitical zone of Nigeria dominated by Yoruba speaking people, consisting of six states; Ekiti, Lagos, Ogun, Ondo, Osun, and Oyo.

Intramurals: Sporting activities planned and organised for members of an organisation within the four walls of the organisation.

Extramural: Sporting activities planned and organised for members of two or more different schools or organisations.

CHAPTER TWO

REVIEW OF LITERATURE

This chapter thoroughly reviewed the previous literature related to this study. It also assessed relevant theoretical frameworks and explained why they were chosen. An empirical review was also conducted to determine the previous research works done on this study.

2.1 Conceptual framework for the study

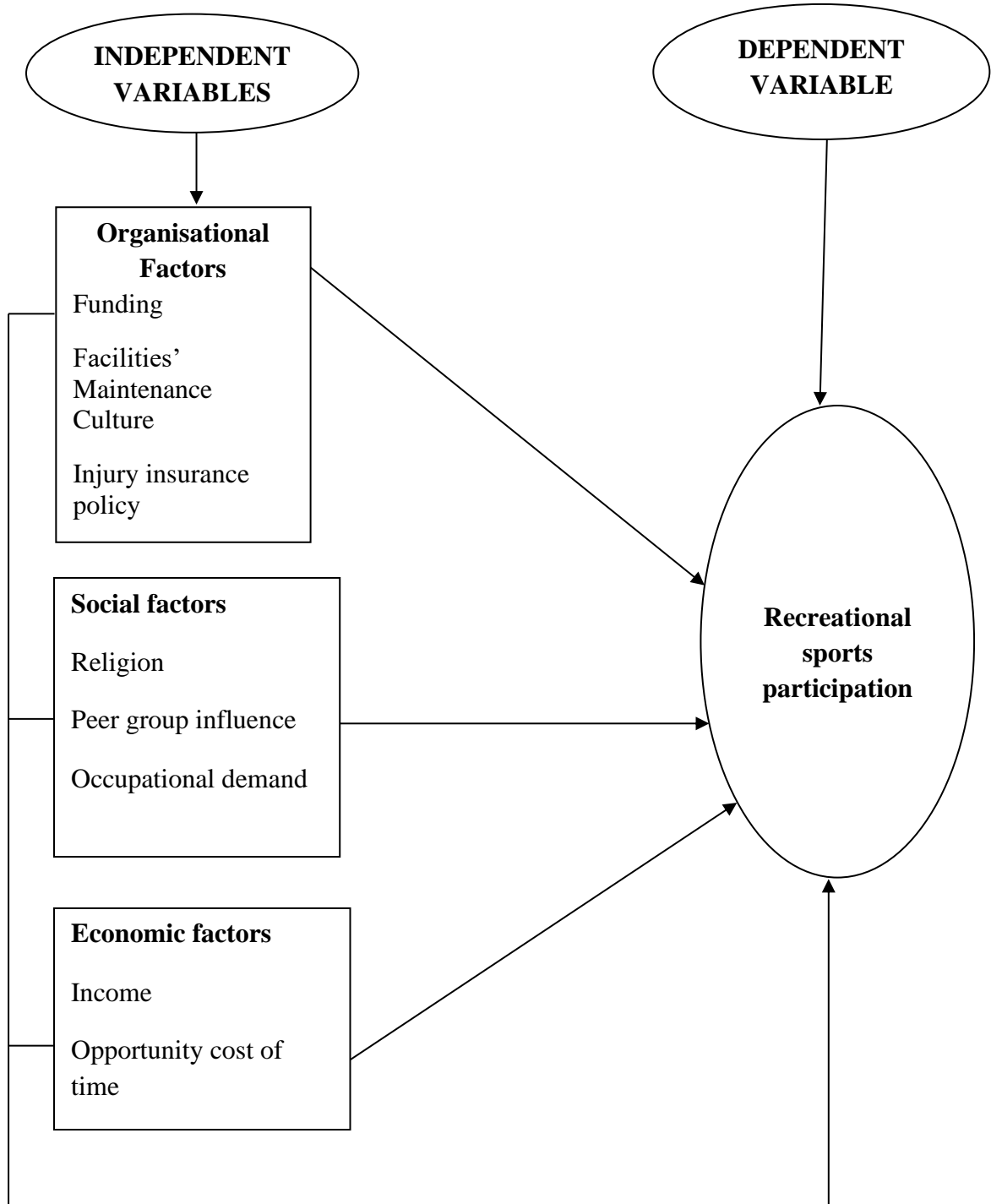


Fig. 2.1: Conceptual model showing interaction of independent variables (organisational and socio-economic factors) with the dependent variable (recreational sport participation)

Source: Researcher conceptualisation

The researcher developed a conceptual model around the study so as to increase the rate of involvement in RS programs among employees of FCE in Southwestern, Nigeria. From the framework, organisational factors, social factors and economics factors are highlighted as the main independent variables because they are to be manipulated in the research so as to ascertain their contributions on the dependent variable which is RS participation. There are three (3) sub-variables under organisational factors (funding, facilities' maintenance culture and injury insurance policy), three (3) sub-variables under social variable (religion, peer group and occupation demand) and two (2) sub-variables under economic variable (income and opportunity cost of time).

2.2 Theoretical Framework

2.2.1 Theory of Participation by Allport 1945

The study premised on the theory of participation (TOP) by Allport in 1945, which has the tendency to serve as a knowledge base for this behaviour by offering a reliable middle range assumption. According to the Psychological Continuum Model (PCM) commitment and loyalty evolve over the course of four distinct stages. This perspective informed the creation of the Theory of Participation (TOP). This a theoretical framework in sport management to understand why and how participant attitude in RS participation form and change. Anthony, Daniel, and Kostas' (2009) research demonstrates the Psychological Continuum Model (PCM) as a reliable foundation for developing a Theory of Participation (TOP) in healthy and active leisure. Recreational sports participation promotes both physical and psychological health, yet most people don't engage in physical activity to achieve these advantages. In order to reap these benefits, intensified participation in recreational sporting programmes is presented as a medium for achieving the mental, economic, physical social development of individuals.

With its four phases of development—Awareness, Attraction, Attachment, and Allegiance- the PCM offers a framework for comprehending the growth of commitment to activities. As a result of the distinct traits and impacts that each stage possesses, practitioners may choose to employ various management techniques to assist participants in passing through each stage and committing themselves to it. The PCM framework is outlines in Figure 2.2, and a brief description of each stage is provided:

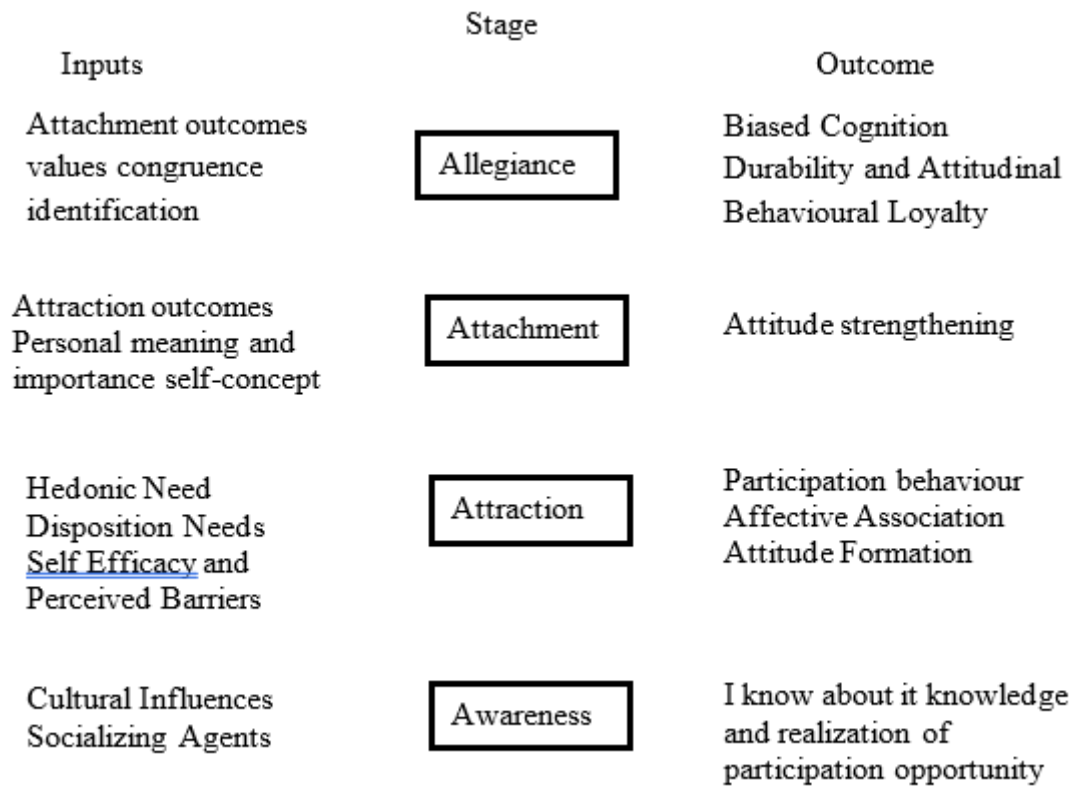


Fig. 2.2: The PCM framework (adapted from Anthony, Daniel & Kostas, 2009)

- **Awareness:** When someone is at this level of consciousness, they are aware of the option to participate but have not yet done so. The person is conscious of the chance to participate, and external factors such as socio-cultural views are influenced by the built environment, media, families, and peers his or her knowledge of an attitude toward activities that have not yet been engaged in (Anthony, Daniel & Kostas 2009). Due to the straightforward way that stages advance, awareness can be easily recognized from other levels: The awareness stage is completed when an activity is engaged in.
- **Attraction:** An urge to fulfill a demand through real engagement triggered by psychological and auxiliary factors constitutes the level of attraction. It is a stage of 'I like it'. This decision-making process denotes volition and grows in complexity as self-efficacy, perceived obstacles and limits, and enjoyment are introduced (Anthony, Daniel & Kostas 2009).
- **Attachment:** In comparison to the attraction stage, the attachment stage adds more complexity to the relationship between the individual and the activity. Impediments to engagement and environmental elements start to have less of an impact on participation as involvement develops and the mental connection becomes stronger (Anthony, Daniel & Kostas, 2009). Comparing Awareness and Attraction to Attachment, the first two stages might be considered to exhibit behaviour that is rather unstable. The linkage between a person's behaviour and their level of involvement in a particular activity is stabilized by their attachment to that person.
- **Allegiance:** The person has invested themselves in the activity to the point where they see it as a reflection of their unique core values and beliefs. They are so dedicated to the activity that they choose to continue participating in it over other activities. This stage, which is the most consistent of all, shows how strong and persistent a person's psychological dedication and behavioural loyalty are.

The theory of participation offers a framework to improve RS participation. The four distinct stages of progression indicate how interest of an individual can be increased through these stages of awareness, attraction, attachment, and allegiance. Individual must first of all realise that there is opportunity for him or her to participate, and that the participation has no gender, cultural or religion restriction. Having created awareness, the institutions must make provision for attractive and conducive environment for

participation to thrive. This stage of awareness is when an individual has decided to start participating in order to derive the benefits.

The stage of attachment strengthens the attitudes. At this level, all kinds of impediments are thereby broken and participation in RS is stable. This stage is complemented by the stage of allegiance where an individual prefers participating in RS in place of some other activities.

2.2.2 Incentive Theory by Skinner 1937

Incentive theory propounded by Burrhus Fredric Skinner (1937) began to emerge during the 1940s and 1950s when psychologists start to doubt the drive reduction idea of motivations as the source of all behavioural patterns. They claimed that in addition to internal forces, extrinsic stimuli such as incentives lay a significant role in stimulating behaviour in organisms. They held that motivation might be better defined as the result of an interplay between environmental stimuli and a specific biological makeup of the organism. For example, a well painted marked out tennis court may arouse the interest of a staff in tennis. In this case the incentive (well painted tennis court) activates the interest. The motivation here is not internal drive but an external catalyst (well painted tennis court).

More recent approaches to a theory of motivation have focused on the role of incentive motivating objects or conditions in the environment. Individual expects pleasure from the attainment of positive incentives and from avoidance of negative incentives. Incentives have two functions; they arouse the organisms, and direct behaviour either toward or away from themselves. Incentives theory is hinged on enhancing participation in RS through provision of positive incentives like water, fruits and enabling environment. Having, a safe and healthy environment to participate in RS is enough to encourage continuous participation in RS for the wellbeing of the participants.

Since motivation has a greater role to play in participation in sports and enhance productivity at work places, the theory of incentives may provide a better understanding on most studies that entail motivation and how to improve productivity in education and social sciences.



Fig. 2.3: Incentive theory schematic (self-developed, 2021)

2.3 Concept of Recreation

Due to the extensive scope of the study of recreation, there are numerous authors who have given recreation a variety of meanings which is linked to great variety of activities (Gulam, 2016). The word "recreation" emerges to have been utilised in English in the late fourteenth century, when it was used to refer to refreshment or the treatment of a sick individual (Blann & Armstrong, 2011). However, in everyday speech, the term "recreation" has a broader definition and is not limited to a certain age range or activity. The Latin word "recreation," which means "return to health," is where the term "recreation" derives from etymologically. The process of restoring or recreating a person's health has thus been the definition of the phrase (Meeras, 2010). The phrase is occasionally used to describe adult and teen activities in order to distinguish them from young children's play (Gulam, 2016). It suggests the redistribution of energy or the recovery of functional capacity. Recreation helps participant to relax and give pleasing effect to nerves (Atare & Ekpu, 2014).

The idea of mental, spiritual, and physical wellness restoration is a part of recreation. Kabunge (2012) described recreation as a voluntary, non-work activity that is planned to achieve personal and social advantages, such as restoration and social cohesiveness. Recreation is a leisure activity, and it is crucial to human biological and psychological processes that we engage in during leisure. Recreational activities are regarded as enjoyable because they are frequently performed for amusement, pleasure, or enjoyment. Boda, Honfi, Bíró, Révész and Müller (2015) see recreation as a time for relaxation, and ways of spending leisure time. After performing obligatory tasks like working, it is the time used to refuel, relax, and engage in extracurricular activities (Sevin & Küçük, 2016). To Baud-Bovy and Lawson (2002) as cited in Meeras (2010), recreation is any pursuit that is executed during individuals' leisure and which does not usually need high commitment.

Boda, Honfi, Bíró, Révész and Müller (2015) also see recreation as a time for relaxation, and ways of spending leisure time. Recreation is a freely chosen activity by people for their own pleasure and satisfaction during their free time, according to Omolawon and Ibraheem (2011). Recreational activities are enjoyable because they allow one to indulge in a hobby or pastime that brings delight and relaxation to both the mind and body. Therefore, leisure can be defined as the willful participation of persons in a variety of activities with the intention of enjoying the amusement provided by such activities (Leitner & Leitner, 2012).

Tourism, entertainment, sports, and games were also considered as forms of recreation, along with some cultural pursuits (Orams, 2013). According to Gulam (2016), leisure activities are those that a person chooses to engage in with the intention of making a positive impact on his or her life and leading a healthy lifestyle. In the same vein, Adesoye and Ajibua (2015) opine that recreation includes after-work activities that give people the self-assurance they need to reach their full potential. This help to regenerate the body and the brain and also prevent them from breaking down.

There is no doubt that working or engaging in a long-term, regular, continuous activity can result in some kind of tension and physical and mental exhaustion. Therefore, recreation as an activity of the body and mind enables an individual to recoup lost energy and experience joy, renewal, and fulfilment by providing relief from daily tensions and fatigue (Gulam, 2016). Recreation is the voluntary engagement of persons in pursuits motivated by enjoyment and fulfilment (Leitner & Leitner, 2012). It is a leisure activity that is done to unwind and recover, as well as to refresh and restore oneself so they can continue working without unnecessary stress (Adesoye & Ajibua, 2015). This suggests that recreation supports work and that it is important to replenish the battery during recreation in order to boost work performance (Godbey, Crawford & Shen, 2010).

Although, the popular belief about recreation is that it involves only physical expenditure of energy; however, it goes beyond that. Recreation is an enjoyable activity that people partake in when they have leisure time and, which is also full of numerous socially redeeming values (Brown, Chikagbum & Boyle, 2015). Supporting this, Mthethwa (2017) defines recreation as a structured process of voluntary engagement in any activity that enhances one's overall health, sense of wellbeing and social and personal competencies. It occurs when a person engages in activities during his leisure time that are different from their everyday routines (Aman, Fauzee and Mohamed, (2013). Kagwiria (2016) also see recreation as a purposeful activity intended to achieve personal goals and social objectives, such as personal improvement and community connection.

Participation in recreation can be active or passive driven by different motivational factors, in various indoor and outdoor sporting activities in rural or urban areas (Gulam, 2016). Active engagement in recreation activities is a means of achieving communal expectation of establishing interactions through enhancement of the self-well-being (Kagwiria, 2016). Therefore, one can say in essence that recreation involves

socially acceptable and worthwhile activities which are carried out voluntarily either as an individual or a group during leisure hours; and which offers opportunities for physical, mental, emotional and social developments. Mthetwa (2017) asserts that recreation has several advantages for society, as well as for people's abilities and overall health.

Adisa and Oloyede (2011) explain that the primary objectives of engaging in recreational activities are numerous which include derivation of fun and relaxation, weight loss and maintaining physical fitness. Recreation is crucial to making the most use of free time and has a big impact on the physiology and psyche of people. It has real advantages in raising health standards and lowering rates of mortality. Chen, Tsa, Lin, Huang, Chang, Ruey and Lyu (2017) believe that in addition to lowering the incidence of diabetes, heart disease, and cancer, recreation also has positive impact on health indicators such as Body Mass Index (BMI). Psychologically, recreation reduces psychological pressure, enhance growth in a healthy direction and lower the onset of depressive symptoms.

2.4 Classification of Recreational Activities

Due to the variety of study goals of academics, changing eras, and the interaction of many pertinent elements, such as social evolution, leisure activities have intricately and diversified classifications along with different classification criteria (Huang, Lin & Chuang, 2015). Activities that are done indoors, more precisely inside of enclosed structures, to relax and rejuvenate the body and mind are known as indoor recreation (Akar, 2015). Indoor recreation activities range from docile indoor pursuits such as watching television, attending plays, concerts and lectures, reading novels and magazines, including games and sports like chess, table tennis, indoor volleyball, basketball, badminton among others (Akar, 2015).

Activities that are done outside without participating in organised competition are referred to as outdoor recreation (Akar, 2015). Outdoor recreation is described as engaging in physical activities without a competitive goal while in a natural or man-made setting for personal well-being and nature encounters (Akar, 2015). Exercise can sometimes be a borderline issue for outside leisure physical activity. From the standpoint of public health, there are some distinctions that are crucial to take into account. Outdoor RS encompass the aspects of wellbeing and nature. Engström (2010) underlines that it

is not about performance; rather, being outdoors and the experience will be the main points of attention.

Outdoor recreation to Gulam (2016) also embraced the use of forest land or wild land setting for human enjoyment and relaxation, and involves protecting, preserving, using and enjoying scenery, water, natural landscape, wild life, archaeological and historic sites and other biophysical features. Thus, it can be inferred that any physical activity performed in a natural setting, except indoor pitches, is referred to as outdoor recreation. It also covers all outdoor environments, including rural areas, urban spaces, canals, rivers, and coastal areas, not just green space, and includes purpose-built settings for activities like canoeing, skiing, and climbing that have their heritage in the countryside and rely primarily on the natural environment.

As said earlier, the fact that recreational activities are a broad notion that varies from culture to culture and from one person to another, led various researchers to categorize recreation in various ways. Karacukuk (2008) as cited in Yildiz, Sahana, Tekina, Devecioglu and Yararc (2012) also noted that recreational activities include creative arts, practical/applied works and intellectual activities like reading.

The classification of recreational activities by Yildiz, Sahana, Tekina, Devecioglu, and Yararc (2012) includes both mental and physical exercises, singing, dramas, pastime hobbies, arts and handiworks, community engagements, dances, backpacking, and outdoor pursuits. Similar classifications show that engagement in leisure activities varies depending on people's life choices and time management strategies (Taliaferro, Eisenberg, Johnson, Nelson & Neumark-Sztainer, 2011).

Hynes, Hanley, and O'Donoghue (2017) also classified leisure activities in Taiwan according to whether they were linked to entertainment, cultural, exercising, social requirements, outings, or hobbies. Recreational activities are broken down by Heinsch (2012) into categories including ball sports, relaxation, travel, activities above and below the sea, amusement, creativity, fitness, and breath-taking pursuits. According to Strawinski (2010), recreational pursuits can be broken down into those that involve the art of offense and defense, tourism, consumption, teamwork, water and the arts, static pursuits, two-person football, etc.

Gulam (2016) also divided recreational activities into five broad main categories with each category having different sporting activities as follows:

- i. Physical activities:** These include activities like games, athletics, physical activity, drill, parading, gymnastics, and tumbling, among others.

- ii. **Mental and intellectual activities:** These include debates, study sessions, recitations, reading, journaling, drawing, building models, billiards, cards, and more.
- iii. **Self-defence and self-discipline activities:** These include Girl Guides, Scouting, the Territorial Army, the NCC, the NSS, etc.
- iv. **Cultural and social activities:** These include drama, music, variety programmes, dancing and community service. In addition to television and radio shows, the best leisure activities include Ragnis (folk ballads), kabaddi, volleyball, and wrestling, among others.
- v. **Art and craft activities:** These include doll building, sewing, embroidery, papermaking, woodwork, sculpting, rotating, weaving, landscaping, tailoring, and leatherwork, among other things.
- vi. **Outdoor activities:** These consist of excursions, trips, camping, trekking, mountaineering, and other similar activities.
- vii. **Hobbies:** These activities include collecting stamps, newspapers clipping, photography, picture gathering, constructing albums, going on picnics, and collecting specimens, among others.

2.5 Recreational Sports

Recreational activities encompass a broad spectrum of athletic activities, from mild to vigorous in intensity, done on a regular or irregular basis without the need for systematic practice or the pursuit of perfection, nor do they involve the very same psychological stress to outperform other people involved, which is a hallmark of competitive sports (Zorzi, Pelliccia & Corrado, 2018). Recreational sports are sporting activities voluntarily engaged in during leisure time for the satisfaction and enjoyment of the participants. Youth and adult RS are a part of a healthy lifestyle that extends lifespan and reduces the occurrence of degenerative diseases.

Recreational sports are an important part of general fitness that are frequently emphasised by government organisations in the interest of better health and a corresponding decrease in the burden on the public health care system. They are the most popular form of athletic activity practiced globally. While the media mostly focuses on the elite professional sport and spectacular international sport festivals, there are many of amateur athletes who use the same sport to meet their own fitness demands and for recreational purposes. They are those physical activities that enhance social

interaction, and mental relaxation (Aksoy, Soner & Taşmektepligil, 2017). Activities that actively make people feel good and make them have fun are referred to as recreational activities. People participate in a variety of leisure activities, but their main goals are always health, success, information acquisition, social interaction, mental and physical stimulation, physical exercise, passing the time, relieving stress, and so on (Mason & Holt, 2012).

2.6 Characteristics of Recreational Sports

For any sport activity to be regarded as recreation, the following are to be considered:

- 1. Leisure Time:** Generally, recreation develops during leisure times; hence, the activities must be engaged in during one's free time (Akar, 2015). These free times are used for the cultivation of stimulating abilities for the individual which bring joy and excitement (Gulam, 2016). All commitments and responsibilities from work are put on hold while engaging in recreational activities to allow for the full execution of the selected activity (Taliaferro, Eisenberg, Johnson, Nelson & Neumark-Sztainer, 2011).
- 2. Universal Sense:** Recreational sports are interpreted the same way around the world. Its major goal is to stimulate the person's emotions and attitudes. Exclusion should not be permitted under any theory or pretext because every person has the right to participate in RS (Blann & Armstrong, 2011).
- 3. Pleasure and Satisfaction:** Recreation sports must be enjoyable ones that result to prompt and quick satisfaction to the participants and not boring ones. Through this enjoyment, the individuals participating in the RS experience values that can be translated as normal real life by bringing about fulfilment of purpose and time spent (Eime, Harvey, Charity, Casey, Westerbeek & Payne, 2017).
- 4. Creation and Expression:** The person gets the chance to show himself in a variety of ways throughout this period. It is the perfect chance to let your creativity run wild and create something original (Gulam, 2016).
- 5. Voluntary and Spontaneity:** Another feature of RS is that they are carried out voluntarily and naturally without necessarily needing to follow any type of scheme or pattern. Since recreation itself encourages freedom and free will, participation in RS cannot be the result of coercion. Rather, the person must have selected the sport of choice (Heinsch, 2012).

- 6. Concentration and Dedication:** The person must put in a significant amount of discipline whilst remaining free and impulsive for the outcomes to be successful and positive. Being laser-focused when the activity is being developed enhances the likelihood of success (Akar, 2015).
- 7. Constructiveness:** The nature of RS should be integrating and productive. It has no negative effects on the participant's physical health, mind, emotions, social life, or anything else. The pastime includes positive features from a psychological point of view, regardless of how it is interpreted (Meeras, 2010).
- 8. Social acceptability and Integration:** The RS are socially acceptable and individually beneficial to the participants (Strawinski, 2010). Their integration into daily life has a significant positive impact on people's mental health. According to Meeras (2010), their participation has a favourable impact on the mind and is crucial for the growth of the brain's cognitive and creative processes. It also promotes social cohesion of the person with his surroundings as they can be undertaken in groups and can be done both indoor and outdoor (Taliaferro, Eisenberg, Johnson, Nelson & Neumark-Sztainer, 2011).

2.7 Gender and Recreational Sports Participation

Participation in sports and recreation for improved health, developing desirable attitudes and behaviours is every body's right irrespective of gender or social status. Unfortunately, the issue of gender inequality in sports in Nigeria is still affecting the opportunities available for women in sports. In Nigeria, the conventional gender view does not favour women's engagement in sports but associated with child bearing, child rearing and housekeeping. According to Adeyanju (2011), the poor participation of the female gender in sport is caused by long history of discrimination and ideas against women in sports. However, Ajayi and Egor (2011) in their study indicated that the traditional image of sport and gender discrimination has improved; the men see and relate with their women folk as counterpart in sport and do everything to encourage them.

It has been noted that in some areas of Nigeria, the females are really prohibited to reveal specific body areas. As a result, females in this region of the nation were unable to take part in sports because society rejected the kind of costumes that would have allowed them to do so. Okonkwor (2012) believed that Nigeria culture sees sports as mainly men affairs and discourages women from participating in activities that is seen

as male activities and that social patterns of some culture viewed that women are made of sugar and spices and should avoid anything require much physical prowess. Also, Sonia and Mandeep (2018) revealed that the cultural and societal barriers do not provide female conducive environment and equal opportunities as male in the sports settings.

Due to discrimination based on the traditional socio-cultural roles assigned to women, women's sport participation in Nigeria has historically been lower than that of males (Ogidan, Onifade & Ologele, 2013). It has been discovered that some women have dislike for RS and physical activities in other not to look masculine. Solomon (2008) established that masculine feature in female is basically a factor of hormones and has nothing to do with participation in sporting activities.

2.8 Sports Facilities as a tool for Recreational Sports Participation

Increased sports-recreational complexes had to be built due to the increase in demand for recreational activities at the beginning of the twenty-first century. Sports facilities were employed to keep troops prepared for battle and to amuse noble men, but with time, these developed into arena for sports used by everyone in the community (Dugalic & Krsteska, 2013). Facilities are permanent structures created for sporting events, as noted by Ogundairo (2010). In sports venues, facilities refer to fixed or permanent buildings (Ekuri, 2018). According to Dugalic and Krsteska (2013), Sports facilities may include one or more courts, practice fields, and ancillary spaces including locker rooms, emergency rooms, ambulances, saunas, baths, sunbeds, and massage rooms, relaxation, recreation and studying premise among others.

The provision of sports facilities contribute immensely to the growth of sport and leisure activities (Bohutsana & Akpata, 2010). Esmaeilzade, Faraee and Fard (2019) held that Stadiums can be thought of as among the crucial elements of city life for the wellbeing of the neighbourhood. The same authors further opined that sports facilities perform numerous functions such as convergence of a huge human population, movement, leisure activities, interpersonal interaction, and the staging of intergroup sporting events. In the opinion of Dugalic and Krsteska (2013), sports facilities represent the most significant material resource of sports system whose layout, intended use, and functional condition heavily influence the programming and planning priorities when creating sports programs across all organisational levels. The amount of space allocated for recreational activities, the accessibility of facilities, and the level of apparatus all

directly affect participants' motivation to engage (Gomes, Matozinhos, Mendes, Pessoa & Velasquez-Melendez, 2017).

Haruna (2013) submitted that sport program can only be successful through effective management which includes presence of sporting facilities and equipments in great quality and numbers. Omolawon (2008) opined that sport facility is important to sport as workshop is to carpentry, unavailability of facilities hamper participation in RS. These submissions are supported by Esmaeilzade, Faraee and Fard (2019) who asserted that a set of amenities must be provided in order to organise and carry out sports activities properly. The same authors further opined that the sports facilities to be provided must be easily accessible to the sports enthusiasts whenever they want to use them. In a related manner, it has been observed that for efficient recreational and sports programs, it is imperative that proper infrastructure and equipment be provided as sports facilities promote active participation in RS (Ekuri, 2018; Oseghale & Ikpo, 2018). This showed that any limitations on these resources (facilities and equipment) make it difficult to offer the appropriate range of sporting events (Heartley, 2011).

Since studies suggest that the development and growth of sports centres can boost people's engagement in exercises and workouts at least three times a week, it is crucial to have the best location feasible and suitable access to sports facilities (Seifried & Clopton, 2013). Researchers have recently looked at the relationship amongst participation in sport and the accessibility of sporting facilities. Atare and Sanusi (2009) explained the crucial role played by facilities in shaping behaviour of recreation participant. These investigations have produced conflicting findings, with some research reporting no connection while other studies found positive relationships.

Several studies have found a link between the provision and closeness to facilities and engagement in physical activity when it comes to recreation more generally (Sallis, Floyd, Rodriguez & Saelens, 2012). According to Downward and Rasciute (2011), sports facilities generally encourage involvement in sports. According to Londhe (2013), the existence of recreation centres raises the value that should be placed on exercise programs, which raises the likelihood of engaging in active various recreational pursuits.

Additionally, it has been noted that participation rates in sports were highly correlated with the distance from house to the sporting venues (Eime, Harvey, Charity, Casey, Westerbeek & Payne, 2017). So, closeness to athletic facilities is a significant environmental factor that may influence engagement sports. Residents' efforts to partake

in leisure programmes that require the use of facilities are reduced when there are no nearby sports facilities, or these activities are impossible to engage in because they are far-off.

However, residents who live nearby may use this sports facility on a regular basis, which may result in a strong demand for both individual visits and participation in the organised sports and club events that are held at these facilities (Thornton, Pearce & Kavanagh, 2011). According to Wicker et al. (2009), a lack of sports infrastructure makes participating in sports less frequent. Hallmann, Wicker, Breuer and Schönherr (2012) demonstrate that sports facilities matter for estimating participation in sports at the municipality level in Germany, albeit the influence varies depending on the kind of activity and sports facility.

Access to better indoor fitness facilities, according to Reimers, Wagner, Albanides, Steinmayr and Reiner (2013), will most certainly increase participation in leisure-time indoor sports like dance and volleyball. Robert (2012) further submitted that among adolescent students, presence of RS infrastructures is highly influential in informing schooling decision. This proved that offering quality sporting facilities to people is a very effective strategy in order to motivate them to exercise. These facilities will encourage a vibrant sporting culture (Chan & Woo, 2010).

Bogar (2012) also observed that recreational facilities should have integrated important functions to cater for health, wellness, and sport participation of the people. To improve the recreational experience of users, recreation centres should offer favourable circumstance in the projects and facilities for relaxation (Li, Qi & Zhang, 2016). Akeredolu and Adefuye's (2008) study on physical activities participation and wellness optimisation among adults in sub-urban areas of Lagos, Nigeria, the study showed that presence of sports materials were major factors determining sports and physical activity participation. Affirmatively Onohwakpor and Eboh (2006) reported that sports participation is influenced by facilities and equipment among academic employee at the Warri College of Education, Nigeria.

2.9 Factors to be considered in planning or organising Recreational Sports

Recreational sports are most popular types of recreational activities which people often take part in as active participants or spectators, depending on the sport (Department of National Parks Sports and Racing, 2015). They aim to increase people's access to acceptable kinds of physical activities and their involvement in them, taking into account

their objectives and critical role in the general well-being in today's communities (Engstrom, 2010). Planning is essential in almost any phase of human endeavour and recreation programming is no exception to this concept. Planning of RS should stress more on the creation of physical and social environment in which individuals choose to satisfy their recreational demand while considering economic and resources limitations. Effective planning of RS through providing a wide range of avenues for effective use of leisure time will consequently result in satisfaction of recreational participants.

The goal of RS planning should be to offer a variety of practical and aesthetically acceptable recreation environments that avoid the irritation of unplanned development without descending into homogeneity and predictability (Eime, Young, Harvey, Charity & Payne, 2013). To accommodate a variety of interests and changing physical, political, economic, social, and technical conditions, new spatial forms and settings need to be kept as open and adaptable as feasible (Orans, 2013).

Akmal and Ghazali (2012) suggest that planning any successful recreational activities must include the following:

1. Variability.
2. Ability to make an effort to fulfill participants' individual and collective goals and expectations.
3. Tendency to provide equitable opportunity for all people, regardless of their ethnicity, religion, social standing, or economic status needs, sex, age, interest, mental or physical capacity.
4. Availability at a wide range of times to accommodate the population's different schedules.

2.10 Benefits of Recreational Sports

Recreational sports experiences involving participation in physical activities and sports and intellectual pursuits which produces an all-encompassing positive outcome in the participants and the society at large (Meeras, 2010). The experiences gathered from participating in these freely chosen RS go a long way in enhancing individual and community wellbeing (Wang & Li, 2012). It improves physical health, promotes social interaction, enhances enjoyment, provides an opportunity for seeing, smelling, feeling, experiencing, sharing, remembering and talking about something special (Crone, 2015).

In a related development, Meeras (2010) held that recreation also have positive influence on physical conditioning, satisfactions from positive identity, body growth and

creativeness, balanced competition, sociably accepted characters, and high mental functioning. Regular participation of individuals in physical activity brings many physical, mental, and emotional benefits as well as numerous opportunities to enjoy new experiences, improve skills, engage in social interactions, and pursue personal development goals. As a result, their bodies become more active and healthier (Eime, Young, Harvey, Charity & Payne, 2013). Recreational activity relieves stress, which promotes health, happiness, and wholesome social interactions as well as the development of a sense of wellbeing (Kagwiria, 2016).

2.10.1 Physical Health

The physical health benefits of RS can be seen from two perspectives: primary and secondary benefits respectively. Researchers have hypothesised a beneficial relationship between recreation and health, particularly with regards to both the primary prevention of some diseases and secondary prevention, such as delaying the progression of disease and offering therapeutic benefits (Taylor, Davies, Wells, Gilbertson & Tayleur, 2015). Exercise and physical activity are linked to a lower susceptibility to death and a longer life expectancy, according to research by Taliaferro, Eisenberg, Johnson, Nelson and Neumark-Sztainer (2011). It has also been found that, participating in sports and exercises can lead to increased physical fitness, reduced body fat and protection against chronic illnesses, such as early mortality, cardiorespiratory ailments, diabetes, obesity, and some malignancies; improved bone health; and the reduction of strokes, osteoporosis, and early death (Eime, Young, Harvey, Charity & Payne, 2013).

Recreational soccer, a type of RS, improves cardiovascular health, body mass, and functional ability, nevertheless, there were no appreciable changes in postural balance according to the study Luo, Newton, Ma'ayah, Galvo, and Taaffe (2018). There is a strong correlation between persistent engagement in aerobic sports and a lower risk of cardiovascular illnesses, according to a 2011 study by Hoevenaar-Blom, Wendel-Vos, Spijkerman, Kromhout, and Verschuren. The authors also asserted that this association was activity-dependent, with sports and cycling having a very significant relationship with cardiovascular diseases but walking and gardening having a positive link.

Increased amounts of exercise have also been linked to a lower chance of developing other chronic diseases in postmenopausal women as well as lung cancer among smokers (Lee, Su, Pasalich, Wong & Binns, 2012). In the same vein, numerous studies indicate that exercise and involvement in sports encourage healthy habits in a

variety of subgroups, which can lower the chance of developing a number of diseases and ailments. For instance, Taliaferro, Eisenberg, Johnson, Nelson and Neumark-Sztainer (2011) observed that physical exercise had a massive implication on the advancement of smoking among teenagers who participated in at least one team sport, with active teenagers smoking less than sedentary ones. Furthermore, study by Kaufman, Welsch, Erickson, Craig, Adams, and Ross (2012) reported the contribution of sports intervention program on teenagers' knowledge of HIV.

Research also reports additional incidental advantages of exercise and sport for physical health. Participating in sports and physical exercises has been linked to therapeutic advantages for conditions like cancer, and it can also prevent the progression of conditions like osteoarthritis (Cox, 2012). Undisputed data supports the efficacy of physical exercise in the secondary aversion of a number of diseases, like the management of diabetes and the improvement of low density of bones and osteoarthritis (Meeras, 2010). Furthermore, there is convincing evidence that taking part in exercise can help treat or manage a variety of medical disorders. For instance, literature evaluations of high calibre research present compelling evidence that persons with multiple sclerosis and rheumatoid arthritis who take part in sports and exercise programs can significantly improve their therapeutic intervention (Veldhuijzen, 2015). Additionally, Luo, Newton, Ma'ayah, Galvo, and Taaffe (2018) argued that RS are superior to conventional exercise routines in improving vo2 max uptake (VO2max) in sedentary, unhealthy and healthy adults.

An active way of life can be promoted by increasing compliance and dedication to RS. They also have significant health advantages in both normal and clinical populations. Sports can positively encourage people and facilitate social contact (Varney, Brannan & Aaltonen, 2014). Strong evidence also supports the idea that individuals who have type 2 diabetes can benefit from increased activity by lowering their requirement for drugs and also the risk of complications (Taylor, Davies, Wells, Gilbertson & Tayleur, 2015). When it comes to this relationship, evidence indicated that exercises that combine aerobic activity with resistance training are best for managing type 2 diabetes (Cox, 2012).

Tak, Kuiper, Chorus, and Hopman-Rock (2013) discovered that exercise and physical activity delay the commencement of disability in aged persons as well as reducing chance of urinary tract infections. Sports and exercise were found to enhance injury rehabilitation for specific subgroups. According to Albuquerque-Sendin,

Barberio-Mariano, Brandao-Santana, Rebelatto and Rebelatto (2012), physical exercises and sports designed for old women could successfully reverse the deterioration in physical capacity brought on by aging. Tak, Kuiper, Chorus, and Hopman-Rock (2013) discovered that it does the same thing by halting the progression of aging-related impairment.

2.10.2 Mental Health

Recreational activities like sports and exercise have been found to help treat some mental diseases as well as lower the likelihood of mental disorders developing (Crone, 2015). Also, unlike household or workplace exercise programme, the social aspect of organised sport and exercise/recreation can help overcome isolation-related emotions, that are frequently an indication of poor mental health (Cox, 2012). Exercise and sport can decrease one's likelihood of suicidal behaviour and depression in addition to neurodegenerative illnesses relating to Alzheimer and Parkinson's disease, according to a Gallegos-Carillo et al. (2012) study.

Sowa and Meulenbroek (2012) also submitted that participating in sports and exercise yielded a positive outcome on some psychomotor skills of individuals with autistic disorder especially when they engage in individual exercises. According to a longitudinal cohort study by Bowens (2012), older persons who engaged in strenuous physical exercise had a 21% reduced-risk of developing dementia than their counterparts. Similar findings were made by Buchman, Yu, Boyle, Shah, and Bennett (2012), who discovered that a more vigorous daily workout is linked to a lower chance of Alzheimer's disease. According to research by Xu, Park, Huang, Hollenbeck, Blair, Schatzkin, and Chen (2010), higher levels of moderate to strenuous activity throughout middle or later life are linked to a lower chance of Parkinson's disease. Largely, population-based study of senior subjects,

Recreational activity can lessen the seriousness of some symptoms of mental illness, psychological decline associated with age, eating disorders, substance abuse, and body dysmorphic conditions (Crone, 2015). Similar findings were made by Hodgson, McCulloch, and Fox (2011), who discovered that physical activity programs can improve mental health and aid in the recovery of people who have severe and persistent mental illnesses. Moreover, Gallegos-Carillo et al. (2012) discovered that a healthy living program that included an exercise program helped patients with mental illness control their symptoms when they were hospitalized in an intensive secure environment.

According to recent studies, playing team sports for fun is associated with higher levels of mental wellness than engaging in lone exercise (Eime, Young, Harvey, Charity & Payne, 2013). Research has also shown that engaging in recreational activities such as walking in the woods and forests lowers risk of poor mental health (Crone, 2015). This can be linked with the innate need of an individual to continue associating with the natural world and, which consequently promotes physical and psychological well-being (Heinsch, 2012).

According to Gallegos-Carillo et al. (2012), people who engage in more physical exercise are unlikely to display symptoms of depression than people who develop lukewarm attitudes towards it. A single session of moderately intensive aerobic exercise, according to Pontifex, Saliba, Raine, Picchietti, and Hillman (2012), may benefit neurocognitive capacity and emotion regulation in adolescents with hyperactivity disorder (ADHD).

Without a doubt, altering one's lifestyle and engaging in sport-related recreational activities are some effective approaches to deal with negative emotions (Aksoy, Çankaya & Taşmektepligil, 2017). According to a survey by Eime, Young, Harvey, Charity, and Payne (2013), engaging in leisure sports is linked to better mental health while team-based sport resulted in improved health outcomes due to the participation's social component. In fact, Aksoy, Çankaya & Taşmektepligil (2017) informed that psychiatric rehabilitation programs include a variety of therapeutic techniques, including recreational activities. For instance, conversing with close friends is one of the finest ways to ease tension, lessen anxiety, and manage stress, regardless of whether it is brought on by emotional, work-related, financial, or physical factors (Wang & Li, 2012).

Recreation serves as a sort of medication that promotes altered states of consciousness, enhanced relaxation, and the prevention of stress and anxiety (Aksoy, Çankaya & Taşmektepligil, 2017). Participation in recreational programmes has significant implications on humour styles which can in-turn lessen challenges and stress throughout any demanding situations or events (Koo & Lee, 2015). Ancient outdoor leisure sports and stress-relieving hobbies might help people unwind, communicate, keep fit and also strengthen emotion ties (Li, Qi & Zhang, 2016). Exercise, particularly in natural settings, is linked to increased emotions of renewal and positive involvement as well as decreases in tension, bewilderment, hostility, and despair, according to Thompson Coon, Boddy, Stein, Whear, Barton, and Depledge (2011).

Weng and Chang (2014) provided evidence to support this claim that persons who participated in outdoor and indoor activities that featured pleasant rural scenery experienced better meaningful therapeutic experience and lower levels of anxiety. Overtime, recreation is identified as an efficient means through which an individual's self-esteem can be enhanced (Laferrier, Teodorski & Cooper, 2015). Awoyinfa and Adebayo (2016) submitted that well-designed RS programmes have an influence on the psychological make-up of an individual by encouraging positive behaviour change via the development of self-perception and self-esteem. These critical dimensions of properly designed RS can help reduce the vulnerability of the participants to psychological imbalance which could lead to psychological risk behaviours.

Participating in recreational exercises focused on physical activity has a favourable impact on a person's optimism level. According to Koo and Lee (2015), RS participation duration would have a considerable impact on being optimistic amongst some of the sub-variables of optimism, whereas engagement frequency and intensity would have an impact on optimistic feeling. This shows that sustained or enthusiastic participation in recreational activities results in an improvement in self-assurance and optimism. In addition, Wang and Li (2012) also opined that participating in RS helps to build mental health variables like self-worth and self-image and to accumulate internal confidence as a result of positive social interaction.

This is because, partaking in recreational activities equip the individual with a long-lasting experience that can positively facilitate interactions with others which can consequently lead to improved view of one's physical self (Laferrier, Teodorski and Cooper, 2015). This therefore implies that partaking in one form of recreational activity or the other provides an individual with a chance of meeting other people to create an entirely different athletic identity that promotes proficiency and permits the continuance of important components of oneself (Wang & Li, 2012).

2.10.3 Social Health

In evaluations of how liveable communities are, recreation services are frequently listed as one of the most crucial elements. Recreational sports provide people with a sense of identity and play a significant role on how well residents of a community think of their standard of living (Meeras, 2010). Regardless of their ability to pay for entrance, people of all ages and socioeconomic class can congregate in parks with their

families and social groups. Recreation provides a common ground or platform where differences can be set aside in the excitement of participation or success.

The young person who excels in sports or any other type of activity is acknowledged by others who participate in those activities or who belong to that group of people, regardless of his or her caste, colour, or creed (Gulam, 2016). Recreational sports can also be a significant tool for fostering family resilience, flexibility, and cohesion. Through arts, recreation, and park programs as well as community events like festivals, parades, and block parties, culture and recreation contribute to the development of social capital (Wang & Li, 2012). These neighbourhood gatherings and recreational activities support strong neighbourhood ties by fostering communication amongst neighbours. It has been shown that taking part in these leisurely cultural and artistic activities fosters social cohesion and social connectedness and has a favourable impact on civic behaviour, reciprocal kindness, and voluntarism (Thompson, Coon, Boddy, Stein, Whear, Barton, & Depledge, 2011).

Participation in RS can aid in creating welcoming communities for individuals and families from cultural background (Weng & Chang, 2014). Offering beneficial, significant, and timely events and programs improves your community and fosters feelings of cohesion, solidarity, belonging, pride, and appreciation for its customs and legacy (Gulam, 2016). Connecting inhabitants with one another and their surroundings strengthens families, lowers loneliness and alienation, fosters ethnic and cultural harmony, and boosts sense of community (Wang & Li, 2012). People meet their neighbours and develop friendships at parks and at recreation programs. Recreation offers opportunities for public participation that foster leadership qualities that can be used to address other community issues.

Opportunities for parks and leisure are crucial for building and sustaining a healthy community. Recreation fosters neighbourhood camaraderie, promotes a safer, cleaner neighbourhood, and fosters a livelier sense of community (Taliaferro, Eisenberg, Johnson, Nelson & Neumark-Sztainer, 2011). The image, socioeconomic standing, and attractiveness of a community are all enhanced by parks and recreational facilities. People look for a nice community when they relocate (Gulam, 2016). As they retire, they search for a neighbourhood that can meet their unique demands. People are aware of the many advantages that properly maintained parks and recreational areas may provide for a neighbourhood (Aksoy, Çankaya & Taşmektepligil, 2017). Below are some of the ways recreation has influenced the social health.

2.10.3.1 Reduction of Crime

Participating in healthy RS aid in character development. It presents a protective valve to stop crime and juvenile misbehaviour. The RS offer alternatives to negative behaviour and aid in the reduction of crime, particularly among young people since keeping kids engaged in healthy, productive activities keeps them out of problems (Gulam, 2016). In areas where chances for healthy recreation are plentiful and appealing, delinquent behaviour is less likely to grow since recreation events have a high attraction for children and youth (Wang & Li, 2012).

The majority of delinquent and criminal activities undertaken in the community are typically committed during free time, and a big portion of these crimes are carried out to obtain resources for enjoying free time (Gulam, 2016). In fact, researchers have claimed that a significant amount of crime and delinquency are caused by a lack of recreational activities. Recreational sports therefore play a significant part in the lives of the community's residents, including children, teenagers, and adults, in order to prevent or lessen such occurrences (Gulam, 2016). Also, those who are playing on the playgrounds cannot also be committing crimes like gang rapes, bank robberies, house invasions, or other crimes (Taliaferro, Eisenberg, Johnson, Nelson & Neumark-Sztainer, 2011).

Violent crime in urban areas that has a very large population and unstable economic can be disturbing. However, researches have shown that these problems can be solved easily through the provision of a well-coordinated recreation facilities in the communities. The availability of recreation participants in and around the recreational facilities spread around the community will help serve as deterrent to crime perpetrators which in-turns results in low crime rates, increased property values, and improved security level (Wei-Ching, 2019).

2.10.3.2 Encourages Volunteerism

Another impact that participation in RS has on the community is that it promotes volunteerism. Based on a research study of 640 persons, it has been discovered that individuals who are using playgrounds, recreational, and cultural venues and engage in RS are likely to engage in volunteering than adults who are not (Falt, 2016). Agencies that deal with parks and recreation depend on volunteers to make sure that services and programs are provided. In 2003, the state parks received 924,555 hours from 10,752 volunteers (Wei-Ching, 2019).

The National park service had 125,000 volunteers contributing 4.5 million hours of service, valued at over 72 million dollars (Department of National Parks, Sport and Racing, 2015). Several services related to recreation and parks could not be provided without volunteers. In almost every town, volunteers' direct programs, work as coaches, docents, and park board members, among other roles. The dedication and pride that people have for parks and recreation areas spurs them to become more interested in and involved in other facets of the community. Hence, for a growing population's increased demand for recreation, volunteers are indispensable.

2.11 Agencies Providing Recreation

The public, not-for-profit, and private sectors are the participants in the recreation industry. Those that collaborate to improve individual and communal wellness through leisure include volunteers, paid personnel, civic organisations, educators, researchers, organisations, and governments (Canadian Park and Recreation Association, 2015). The stakeholders and service providers range from the not-for-profit, private and public sectors, and include government agencies at all levels, businesses that deal with sporting goods, commercial fitness, physical activity, and health, as well as organisations that deal with urban planning, infrastructure improvement, rural development, natural resources, and conservation. They also include organisations that deal with cultural and artistic activities, community welfare, hospitality, justice, cultural history, development of children, and active ageing (Wei-Ching, 2019).

Educational institutions are also important providers of recreational services to the general populace and most importantly, their students and staff. As noted earlier, Family campgrounds, commercial gyms, non-profit groups, religious institutions (such as churches), service clubs, and municipal amusement parks departments are just a few examples of the organisations that offer recreation and park services. All of these recreation providers can be grouped into three sectors which are as follows:

- 1. Public Sector:** This is commonly known as recreation and parks agencies at the national, state, regional and local levels of government. These organisations offer public parks, recreation centres, programs, and amenities that are funded by taxes collected from citizens (Wei-Ching, 2019).
- 2. The privatised for-profit business sector,** which consists of for-profit travel, tourism, and commercial recreation businesses. Given that they offer a wide range of

recreational activities to the public, these organisations operate in the recreational business for financial gain. Examples include bowling alleys, health and fitness centres, theatres, beach resorts, golf resorts, amusement parks, and race tracks (Canadian Park and Recreation Association, 2015).

3. Non-profit sector: The organisations that provide leisure services under this sector are typically social service-oriented organisations that heavily rely on volunteer assistance. These associations may have a strong emphasis on the elderly, the disabled, the environment, the arts, or the health. They frequently have a clear objective and are supported by membership fees, contributions, grants, and frequently united way financing (Gilbert, Robertson & Smith, 2011).

2.12 Recreational Sports for Social Adjustment

Recreation itself is the origin of the different culture of groups and societies in the world and engaging in RS yield a wide range of social benefits (Adesoye & Ajibua, 2015). Several studies have demonstrated that social capital is increased by sports and fitness programs by promoting social contact and the formation of social networks (Taylor, Davies, Wells, Gilbertson & Tayleur, 2015). Partaking in RS gives room for meeting communal requirement, a certain type of development, the financial termination of high yield, the improvement of one's own wellbeing and the ways by which society might create interactions (Kagwiria, 2016). People who partake in RS for longer periods are usually closer to their friends with affective and uplifting humour that brings people closer together and helps to build a nice environment (Koo & Lee, 2015).

In the same vein, it has been reported that participating in RS gives room for making new friends, development of relationships and social skills all of which result from the relationship with coaches, friends and teamwork (Holt, Kingsley, Tink, & Scherer, 2011). The manifestation of these acquired social skills can be seen in the participants' high exhibition of respect for their neighbours and their high conflict resolution ability (Howie, Lukacs, Pastor, Reuben & Mendola, 2010). In the same vein, socialization stemming from active participation in RS also improves dignity of the individuals through developing positive relationships among members of social groups (Wang & Li, 2012).

Taylor, Davies, Wells, Gilbertson and Tayleur (2015) opined that participation in RS enhances both bonding and bridging social capital by increasing social connectedness and a sense of belonging among fairly homogeneous populations. In the

same vein, Mokaya and Gitari (2012) submitted that RS play a vital part in fostering relationships between staff and customers. To the authors, active participation in RS provides an avenue for social interaction and improved bonds among workers and customers. This further produces a significant implication on the improvement of workers' interpersonal, leadership, and communication skills, all of which are necessary for the provision of efficient service delivery (Mokaya & Gitari, 2012). Mason and Holt (2012) submitted that participation in sports and physical activities enhances individual's social health by providing favourable interpersonal contact and assistance, strengthening a sense of feeling safe and emphasising a feeling of purpose, identity, and significance.

Participation in RS helps to bring people from different backgrounds together in a single location, and assist to shift views and break down social boundaries (Taylor, Davies, Wells, Gilbertson & Tayleur, 2015). More so, in the opinion of Moffit (2010), engaging in recreational activities, especially, intramurals will enhance an individual's sense of belonging as a result of high level of peer-to-peer interactions. Individuals have great opportunities for their self-development, creative expression and social interactions which significantly raise the society's overall standard of living (Adesoye & Ajibua, 2015). In fact, it has been discovered that others with similar interests in recreational pursuits may also feel joyous, which will undoubtedly encourage healthy social relationships (Wang & Li, 2012). In truth, engaging in RS has significant indisputable advantages for improving people's quality of life and fostering wholesome social interactions (Aksoy, Çankaya & Taşmektepligil, 2017).

Leisure has also been described as a force with enormous implications for one's personality and for the culture of the country (Mthethwa, 2017). Character development can nonetheless be an outcome of engagement in team activities that ask for cooperation, loyalty, and team play, the author further argued, though personal growth is not a goal that people who play RS expressly seek to achieve. Kehinde & Adodo, 2011 held that sports can contribute to social cohesiveness, citizenship, and moral values, according to three dimensions that have been established. People are naturally driven to participate in sport because of the social opportunities that they provide, especially in recreational team sports (Brown, Burton, Sahlqvist, Heesch & McCarthy, et.al. 2013). In addition to improving one's physical health, this sort of sport can also improve one's psychological state (Eime, Young, Harvey, Charity & Payne, 2013). RS' social environment has also

been noted as a means of helping those with low socioeconomic position to overcome loneliness (Casey, Eime, Ball & Payne, 2011).

2.13 Recreational Sports for Economic Adjustment

Participating in RS has been found to have large positive influence on the state of economy. It is no doubt that RS are a dynamic, expanding economic mega sector that is an essential element of prosperous societies and cannot be disregarded. The RS have grown from being a choice to an essential need of the community due to its undeniable, social, health and economic benefits. The economic effect of RS is multifaceted and can be viewed from the individual and the community aspects (Lechner, 2015). Several researches have shown that RS can have a great deal of effect on the economic prowess of individual participants.

For instance, Lechner and Sari (2014) examine the impact of participating in different sporting activities and exercise at different categories on the income of adults in Canada. The researchers find that moving from inactivity level to engaging in moderate level of exercise programme for a minimum of 30 mins per day for five times in a week does not have any significant effect of earnings. However, when there is a change in participation and intensity from moderate levels to higher levels for an average of 8-12 years, there is a 10-20% increase in earnings.

Recreation business employs a lot of people, it tends to create more jobs more quickly than other industries that use the same number of resources (Lechner, 2015). Sports, entertainment, cultures, playgrounds, and open fields are all key job producers. Modest expenditures in parks, recreation, sports, the arts, and culture frequently result in substantial economic returns from activities, capital growth, and ongoing services. In the same vein, research by Lechner and Downward (2013) indicated that sports participation has a reasonable impact on employment among different age groups in England.

The researchers discovered an aspect of physical exercise and unemployment among men, but they also found a connection between physical activities and employment for person within the age bracket of 26-45 years. It was further observed that men who engage in sporting activities for at least once in a week make extra 5% income compared to those who do not (Downward and Rasciute, 2011). It was also reported that women who were involved in sports at age 15 earn about 6% more than women who were not (Downward and Rasciute, 2011).

Lechner and Downward (2013) further held that engaging in active sports and physical activities increases the annual household income at around £4,300–6,500 annually for 26-45-year-old men and £3,400-5,300 annually for 26-45-year-old women. The authors observed that outdoor sports and fitness sports are the best two avenues where the men gained their earnings while racquet sports and outdoor sports yielded the increment in the earnings of the women.

Recreation services and parks draw businesses to communities, which helps economic development thereby increasing their economic activities. Recreational centres improve the local tax base by increasing the values of properties that are closer to the parks. This increase in private property value due to the proximity to parks, private boosts economic growth and property tax income (National Recreation and Park Association, 2019).

As much as fees and levies from recreational facilities and programs generate income directly, they also significantly boost the region's and local's economies indirectly through sporting events and special occasions like holiday and arts festivals (National Recreation and Park Association, 2019). For local and regional economies, economic activity from spending on hospitality, tourism, fuel, sales of recreational equipment, and numerous other private sector enterprises is of real and sustained worth (National Recreation and Park Association, 2019).

In his study, Lechner (2015) found that sporting venues have a positive significant impact on the monetary values of nearby homes, but this declines as the distance from the sports centres increases. It's possible for residential property values to rise by millions in dollars within a mile of a new sports complex built as component of an urban redevelopment scheme in the middle of a big metropolis. Without any connection to an urban renewal plan and outside of the city centre, the value of residential properties near to a new sports complex will increase by millions of dollars.

Since it is widely known that tourism that is primarily undertaken for leisure purposes contributes significantly to the socioeconomic advancement of local suburbs, it is frequently viewed as a transformative force with enormous global implications (Wei-Ching, 2019). Through the establishment of tourist centres which serves the purpose of recreation, tourists are attracted from several parts of the universe and this subsequently contribute to local economies (Boakye, Otibo, & Frempong, 2013). In fact, it has been observed that Urban communities can profit economically from tourism as a

kind of recreation, according to city development specialists and planners (Wei-Ching, 2019).

With more than 9% of the GDP of the world and approximately 9% of overall jobs, tourism is a significant predictor of the global economy and a greatest segment of global commerce (Boakye, Otibo, & Frempong, 2013). Falt (2016) further argued that leisure activities like tourism are a growingly positive trade balance moving from wealthy nations to developing nations since they help African countries' micro- and macroeconomic conditions. The World Travel and Tourism Council (WTCC, 2017) estimates that in 2016, tourism generated 6 million net extra jobs while directly contributing 3.1% of the global GDP. It was also revealed that tourism created 1 in 10 jobs globally as well as producing 292,000,000 employment and US\$7.6 trillion of dollars (ten percent of the world GDP). Africa's GDP benefited directly from tourism in 2016 to the tune of 66.4 billions of dollars (3.1% of the continent's overall GDP). In terms of jobs created in Africa in 2016, tourism was directly responsible for 8.359 500 jobs, or 2.6% of all jobs (WTTC, 2017).

Furthermore, from a socioeconomic perspective, leisure activity, particularly RS, has been found to help the economy by reducing medical, rehabilitation, and health care costs and improving performance in the workplace (Eime, Young, Harvey, Charity & Payne, 2013). Mokaya and Gitari (2012) supported this that organisations can help increase employee productivity by providing recreational amenities to their staff. This is feasible because recreational pursuits assist workers in addressing their emotional and physical demands, which in turn lowers absenteeism, sick leave, and medical expenses. As a result of their increased focus and ability to work longer hours, the healthy personnel increase the effectiveness and profitability of the organisation (Mokaya & Gitari, 2012).

However, despite all these positive economic effects of RS, researches have also shown that RS can also to some extent affect the economy negatively if not properly and adequately planned. For example, engaging in prolonged high intensity exercise in the morning before going to work could conceivably lead to a reduction in the productivity level due to the long recovery period needed and which result in reduced concentration and effectiveness of task (Lechner, 2015). In the same vein, as it is known that the positive impact of RS can greatly be felt when it is done for longer periods, however, engaging in sports and exercise for a longer period of time that cuts into work hours can have a grave consequence on the earnings (Lechner, 2015).

Furthermore, if additional participation in sports and exercise crowds out many other non-work activities that may increase labour market success as well, such as concurrent vocational training with a regular job, reducing them may also have undetermined results.

2.14 Participation in Workplace Recreational Sports

There is no gainsaying that the productivity of workers depends to a large extent on their physical fitness. This is because only physically healthy people can do more demanding responsibilities at work without succumbing to excessive strain (Vito, Uwadibie & Ibekwe, 2019). As a result, someone who is physically fit can work harder and be more productive than someone who is unfit (Sharifzadeh, 2013). Regular participation in workplace fitness programs among employees is associated with a decrease in unnecessary absence from work (Etemadi, Shameli, Abu Hassan, Zakaria, Khairudin & Hara, 2016).

Workplace RS are defined as sporting activities that promotes the health of staff in an organisation (Mokaya & Gitari, 2012). Workplace recreational activities, according to Vito, Uwadibie, and Ibekwe (2019), include yearly family dinners, sports days, travel, gym memberships, and sports facilities. These activities, according to the same authors, would include wellness promotion programs such as weight loss workshops, cancer and hypertension tests, substance management classes, self-help or counselling sessions, and discounted pharmacotherapy treatments. All of these sport and other activities are usually designed by the management of organisations with the help of recreation professionals in order to boost their employees' motivation, morale, and level of job satisfaction (Akmal & Ghazali, 2012).

As noted earlier, as recreational demand increases, the growth of job-related leisure keeps on to pick up speed (Vito, Uwadibie & Ibekwe, 2019). Several sporting events and entertainment venues have made an effort to meet this demand by providing a variety of recreational and leisure pursuits for wage employees (Mokaya & Gitari, 2012). In addition, organisation have invested funds and time into developing recreational spaces in the office (Vito, Uwadibie & Ibekwe, 2019). Due to their duty of care status to the employees, employers should support workplace RS (Robroek, van de Varthost & Hilhorst, 2012).

Duty of care, according to Brinkley, Freeman, McDermoth, and Munir (2017, may be related to the amount of time employees spend at work, governmental policies'

pressures or health advice from outside partners in health promotion. Based on this, employers' declared duty of care to promote workplace RS by providing proper funding, interacting, and monitoring business collaborative sports programs (Robroek, van de Varthost & Hilhorst, 2012).

Many scholars have discussed how workplace RS affect productivity and job effectiveness. For instance, Etemadi, Shameli, Abu Hassan, Zakaria, Khairudin and Hara (2016) reported that through fostering individual expression, resiliency, and organisational affiliation, recreation at work improved workplace productivity. The Aga Khan Development Framework (2013) also reflected the positive association existing between workplace recreation and employees' efficiency. The study made the case that allocating leisure time and wellness initiatives, such as RS, increase employees' quality of life, which in turn improves their ability to perform their jobs effectively and maintain good mental and physical health. In order to ascertain if RS enhanced the work-life balance for women, Varatharaj and Vasantha (2012) reported that females who partook in RS reported superior emotional intelligence and reduced stress levels that improved their work and life equilibrium and satisfaction. The study found that RS at work improved employees' emotional intelligence and reduced stress level.

Workplace RS also have a number of social effects on the employees (Mokaya & Gitari, 2012). The social benefits of participation in workplace team RS include, relationships, communication, and team cohesion within the workplace (Joubert, 2014). Mokaya and Githari (2012) further held that Employees who were entertained at work were able to unwind, enjoy themselves, and recognize their social requirements. Also, team-building exercises, staff gatherings, and aerobics provided employees with delight and pleasure, which boosted their commitment, camaraderie, and general well-being (Joubert & DeBeer, 2012).

Participation in workplace team sports has recently been shown to have benefits on the workplace setting (Brinkley, Freeman, McDermoth & Munir, 2017). Also, Greene (2011) while investigating the relationship between organisation of workplace recreation and employees' health found that participation in workplace physical activities help to prevent absenteeism among workers which consequently influence high and positive turnovers. Evidence from experimental designs indicates that participation in workplace RS has the capacity to improve individual and organisational health outcomes (Brinkley, McDermoth & Munir, 2016). Health issues including hypertension and type 2 diabetes that may lead to increased absenteeism and declined

productivity are prevented when staff members partake in work-related leisure activities (Aga Khan Development Framework, 2013).

Similarly, it was reported that workplace physical activities reduce sick leaves by 32%, increase productivity by 52% and cut health care costs by 50% (Mokaya & Gitari, 2012). In addition, Parks and Steelman (2008) as cited in Mbaabu (2013) reported that health promotion programmes such as recreational activities in workplace help bring about fewer health challenges, high productivity, and low absenteeism from work and greater return on investment. In fact, the reduction for health care costs for employers is affirmed by Etemadi, Shameli, Abu Hassan, Zakaria, Khairudin and Hara (2016).

Through workplace RS, the employers are also at the receiving end. Companies gain from the recreation programs' intangible advantages, including increasing employee productivity and happiness, employee retention, and enhanced brand image (Etemadi, Shameli, Abu Hassan, Zakaria & Khairudin, et.al. 2016). Beale, Bending, Trueman and Naidoo (2012) observed that one of the best interventions to bring about positive health and work-related outcomes in employees is participation in RS while at work. The authors submitted that RS participation has a whopping economic benefit in workplace. This submission is supported by Sliter and Yuan (2015) who affirm that physical exercise in workplace has good effect on performance and functioning of employees.

However, despite all the positive relationship between workplace RS and employees' wellbeing and performance, many firms still have negative attitude towards this programme as they seem to find it very difficult to incorporate it in their work routine (Mbabu, 2013). In this regard, Akmal and Ghazali (2012) opined that this attitude of the employers was as a result of high investment cost, poor knowledge, and insufficient participation. The authors also claimed that the structure of recreation programs, which demand a sizable expenditure, presents a problem for most firms looking to increase employee job satisfaction.

The resources allocated to workplace recreational activities were influenced by an organisation's structure and culture, which either facilitated or hindered involvement (Brinkley, Freeman, McDermoth & Munir, 2017). The attitudes and behaviour of colleagues and managers helped to foster team sports within the workplace. For instance, some participants helped their co-workers overcome the organisational and psychosocial barriers to involvement, such as low self-efficacy and job obligations and expectations (Brinkley, Freeman, McDermoth & Munir, 2017). Team sport participation and

adherence were favourably impacted by acceptance and backing from teammates, supervisors and employers (Cole, Tully & Cupples, 2015). Research reveals that because of the obligations held by the employees, they want backing and acceptance from their employer, co-workers and supervisors (Audrey & Procter, 2015). The environment of mutual respect and encouragement among co-workers helps to provide favourable impact on team sports participation (Adams, Twumasi & Musson, 2016).

Also, another factor to the effectiveness workplace RS programmes by most organisation is the inability of the owners of such organisations to quantify that recreational programs have many advantages, including boosting staff retention and satisfaction with work (Mbabu, 2013). More so, Varatharaj and Vasantha (2012) submitted that even in some workplaces where some of the recreational facilities and equipment are present, they are not effectively utilised since most working environments are quite tight. This according to the same authors does not give the workers enough time or opportunity to participate in the wellness and RS and which to a great extent negatively affects their work-life balance.

In another related development, the work-life balance which in-turn influences the perceptions of available time for sports participation hinders many employees from participating in workplace RS (Brinkley, Freeman, McDermoth & Munir, 2017). The desire to balance family, social and workplace commitments by some employees serves as a great hindrance to the time they will make available for participation in workplace RS (Brinkley, McDermoth & Munir, 2016). Gomez-Lopez, Gallegos and Extremera (2010) reported that workplace demand of university staff especially academic staff which involves teaching and research may interfere with their personal lives frequently and thus preventing them from having enough time for RS. Also, in a study conducted by Alla and Ajibua (2012), it was revealed that the frequency of academic staff involvement in leisure-time physical activities on weekly basis is low compared to their non-academic counterparts. Some employees prioritise workplace demands and personal commitments which then serve as an impediment and a demotivation for participating in workplace recreational activities because they see such participation as extra time at the workplace (Brinkley, Freeman, McDermoth & Munir, 2017).

Agbabiaka, Omisore, Oparinde, Dada, Olanrewaju, Oyedokun and Sulaiman (2020) in their study indicated that only a small proportion of Nigerian Academic staff in public institution visit recreational centres and actively participate. They reported low participation level in RS; 83% of the respondents have never been to basketball court,

85% of the respondents have never visited gymnasium, 89% of the respondents have never been to swimming pool and low patronage in other RS facilities. Female academics of Obafemi Awolowo University, Ile Ife have good knowledge about the benefit of active participation in RS but their level of participation in RS is relatively low (Babalola & Bamgbopa, 2021). This could be as a result of family commitment as mothers along with demands of their teaching career in tertiary institutions including Colleges of Education in Nigeria.

2.15 A Brief on Nigerian Colleges of Education

The colleges of education were founded as "train-the-trainers" to prepare teachers to work in the nation's primary schools and assist in guiding and forming the young people who will become tomorrow's leaders. The National Certificate in Education is awarded by the Colleges of Education (NCE). This is often a three (3) year program of study in a particular field.

Application and passing of the Joint Admission and Matriculation Board's (JAMB) coupled with the Unified Tertiary Matriculation Examination (UTME) are required for gaining entry into a college of education. Students must do an obligatory one to four months teaching experience in designated elementary and junior secondary schools in addition to their coursework.

There are schools and units within the Colleges. Each school has more departmental divisions inside it. School of Education, School of Languages, School of Sciences, School of Arts and Social Sciences, and School of Vocational Education are a few of the schools. A dean oversees each school, while a head of department oversees each department (H.O.D). The Provost, the Registrar, the Bursar, and the Librarian are the chief administrators of a college of education. The Provost, who serves as the college's chief executive officer, is in charge of overseeing all aspects of the institution's daily operations.

There are two main organs that each College of Education is controlled through. The Academic Board, which is the highest academic organ of the College and is entrusted with the responsibility of direction and management of all academic matters, and the Governing Council, which is charged with the duties to formulate policies, approve budgets, appointment and promotions of the employees.

The Under Decree (now Act) 13 of the 17th January, 1989 (Amended Act 12 of 1993), the National Commission for Colleges of Education was founded as the final leg

of the excellence triangle for the oversight of higher education in the nation. The Federal Government of Nigeria gave excellent teacher education the greatest significance, which led to the creation of the commission. The commission has always worked toward ensuring the quality of teacher education since its founding.

2.16 Organisational Factors as Predictors of Recreational Sports participation

Since RS constitute a large part of the institution's sports and recreation programming, they require adequate funding (Edward, Emmanuel & Okagbare, 2014). According to Omolawon and Adisa (2009), problems with the proper use of financial resources pose a threat to the goals of RS. A lack of funds is one the most obvious obstacles to providing suitable facilities and equipment and greatly influences the facilitation of an effective RS programme (Remigious, Osikorede & Eunice, 2018). Facilities and equipment as organisational factors are quite essential to improve participation in RS programs, which include intramural competition (Abayomi, Oyeniyi & Aina, 2017).

A crucial requirement for participation and success in athletic endeavours at all levels is the supply of finances for the establishment of standardised facilities and equipment (Society of Health and Physical Educators, 2013). According to Oyeniyi (2012), for planning of intramural sports, relevant sports structures and equipment like facilities and equipment must be available. It encourages active engagement when there are sufficient facilities available (Mtethwa, 2017)

Due to the widespread advantages of RS participation, a number of nations and organisations have worked to improve mass inclusion in sports to meet a variety of population health goals. Policies have been established to encourage the growth of sport facilities so as to accomplish the objective (Eime, Harvey, Charity, Casey, Westerbeek & Payne, 2017). A detailed comprehension of the association between closeness to specific sporting venues and participation is required for facilities planning (Reimers, Wagner, Alvanides, Steinmayr, Reiner, et.al, 2014). The conceptual review of organisation factors related to this study include funding, facilities maintenance culture and injury insurance policy as they predict participation in RS.

2.16.1 Funding and Recreational Sports Participation

For the past few years, Nigerian RS have experienced managerial, organisational, and financial issues; these issues have gotten worse as the number of athletic events and participants has grown. Therefore, either directly via investing time

and resources in the creation or participation in sports, or indirectly through accumulating social or consumer capital that may eventually result in engagement in sport (Downward, Lera-Lopez, & Rasciute, 2012).

Despite the fact that funding RS has become increasingly capital intensive on a global scale, history demonstrates that when it comes to providing uniform sports infrastructures and supplies, the government has assumed large responsibility. In the opinion of Omolawon and Adisa (2009), successful sports management is hinged upon the sport administrator's wise financial management. Due to a lack of funding for facilities, equipment, and the compensation for staff, the goal of sustaining and promoting good health through physical activity programs in our higher institutions may just be a fantasy (Ajibua, Olorunsola & Alla, 2013).

Due to the low degree of private sector involvement in Nigeria and the country's level of development, only the government can afford to sponsor sports and recreational activities. Commercial and corporate organisations have recently showed interest in recreational activities (Yazid, 2014).

2.16.2 Facilities' Maintenance Culture and Recreational Sports Participation

Facilities according to Ayoko, Peter and Jegede (2023) were described as social assets inside the learning environment such as classrooms, laboratories and sports structures. Sports facilities are permanent, immovable structure used for sporting activities. The trend globally is shifting from the facility being permanent to removable structure after use. Thus, in order to sustain the usability of the facilities, there is need for regular and constant maintenance. Abiodun, Olayemi, and Joseph (2016) considered maintenance as a process of preserving an asset of facility in its state of continuous use and function, above a minimum acceptable level of performance. When correctly executed, maintenance is a system that demands investment and produces dependable equipment that is safe, well-configured, and capable of completing order deliveries to customers on time. Also, efficient maintenance reduces the equipment's life cycle cost (Ali & Gwangwazo, 2018).

A structurally sound and visually pleasing environment is typically what every maintenance procedure and activity in any organisation strives to deliver throughout the duration of a property. The term "maintenance" has traditionally been used to refer to any tasks done to maintain and bring something back to its previously usable condition (Akinsola, Fapohunda, Ogunsanmi & Fatokun, 2012). Conversely, poorly maintained

equipment may result in more frequent equipment failure, low utilization rates, and a delay in the production schedule (Abiodun, Olayemi & Joseph, 2016).

The British Standards Institute (1984) as stated in Abiodun, Olayemi and Joseph (2016) presented a commonly acknowledged view on maintenance and defines it as a combination of all activities carried out to maintain an item or improve an object's operational quality. According to the definition, "activities" are those that are initiated, planned, and carried out. Maintenance culture, as defined by Abiodun Olayemi and Joseph (2016), involves the practice of routinely and persistently maintaining a structure in excellent and functional shape. In promoting this claim, Suwaibatul-Islamiah, Abdul-Hakim, Syazwina and Eizzatul (2012) proposed that the ideals, style of reasoning, attitudes, opinions, and presumptions of any individual or organisation which prioritises maintenance and promotes regular engagement is maintenance culture.

Mark, Ogaji, and Probert (2006) expanded the meaning of maintenance to include the management's internal environment and employees that promotes successful upkeep via the exchange of ideas, beliefs, and values among all members of an organisation. Although maintenance culture is not inherent, it is often acquired by someone who makes maintenance a habitual daily activity that others may follow and imitate (Florence, 2011).

Below are some of the accruable benefits of maintenance culture as outlined by Abiodun, Olayemi, and Joseph (2016):

- 1) Maintaining assets in the best possible state to minimise downtime.
- 2) Ensuring that facilities are kept in good condition for the safety of users.
- 3) Keeping assets from deteriorating in appearance and aesthetics.
- 4) Maintaining facilities to maximize their maximum service life
- 5) Making use of efficiencies that the owner's statement of financial situation may show
- 6) Meeting a legal commitment to the property's proprietors, occupants, and visitors.
- 7) Avoiding needless harm to facilities or assets that might lead to a failure in their performance

2.16.2.1 Classification of Maintenance

- i. Planned maintenance:** This is planned, arranged, and completed in accordance with a schedule and keeping records (Mobley, 2004).

- ii. **Unplanned maintenance:** Work executed without following a preset plan. This involves putting a recently damaged facility back in operation.
- iii. **Preventative maintenance:** This is performed according to established standards or at specified intervals, aims to lessen the likelihood of an item failing or performing worse than it should (Kumar and Suresh, 2008). This type of maintenance management is primarily concerned with routine or urgent measures taken to maintain acceptable levels of durability as well as availability (Mobley, 2004).

The universal designation for these programs' timing guidelines comes from the assumption that materials will deteriorate in a specific time-frame (Mobley, 2004). The method lowers failure rates for machinery or processes, lengthens component life cycles, and saves money and energy.

- iv. **Corrective maintenance:** The repair work done on facilities after it has failed and is designed to get it back to working order so it can perform its intended purpose. The defective pieces are fixed either after failure or while failure is occurring in this maintenance plan, which is easy and uncomplicated (Mobley, 2004). The corrective approach waits until failure has happened before performing any maintenance. Seldom is this maintenance management concept employed entirely without any preventative actions. Yet, in a corrective setting, equipment isn't rebuilt or repaired to a higher level until it stops working (Mobley, 2004). Few employees are needed to maintain this therefore maintenance costs are inexpensive.
- v. **Emergency maintenance:** The maintenance which is necessary to put in hand immediately failure occurred to avoid serious consequences (Mobley, 2004). Due to events like gas leaks and damage, this is also sometimes referred to as daily maintenance.
- vi. **Schedule maintenance:** Preventive maintenance is performed according to a pre-set schedule, such as a certain timeframe, volume of activities, or mileage (Suwaibatul-Islamiah, Abdul-Hakim, Syazwina & Eizzatul, 2012).
- vii. **Condition-based maintenance:** The preventative maintenance that is started after learning about an item's condition through regular or continuous monitoring (Eime, Young, Harvey, Charity & Payne, 2013).

2.16.2.2 General Maintenance Framework

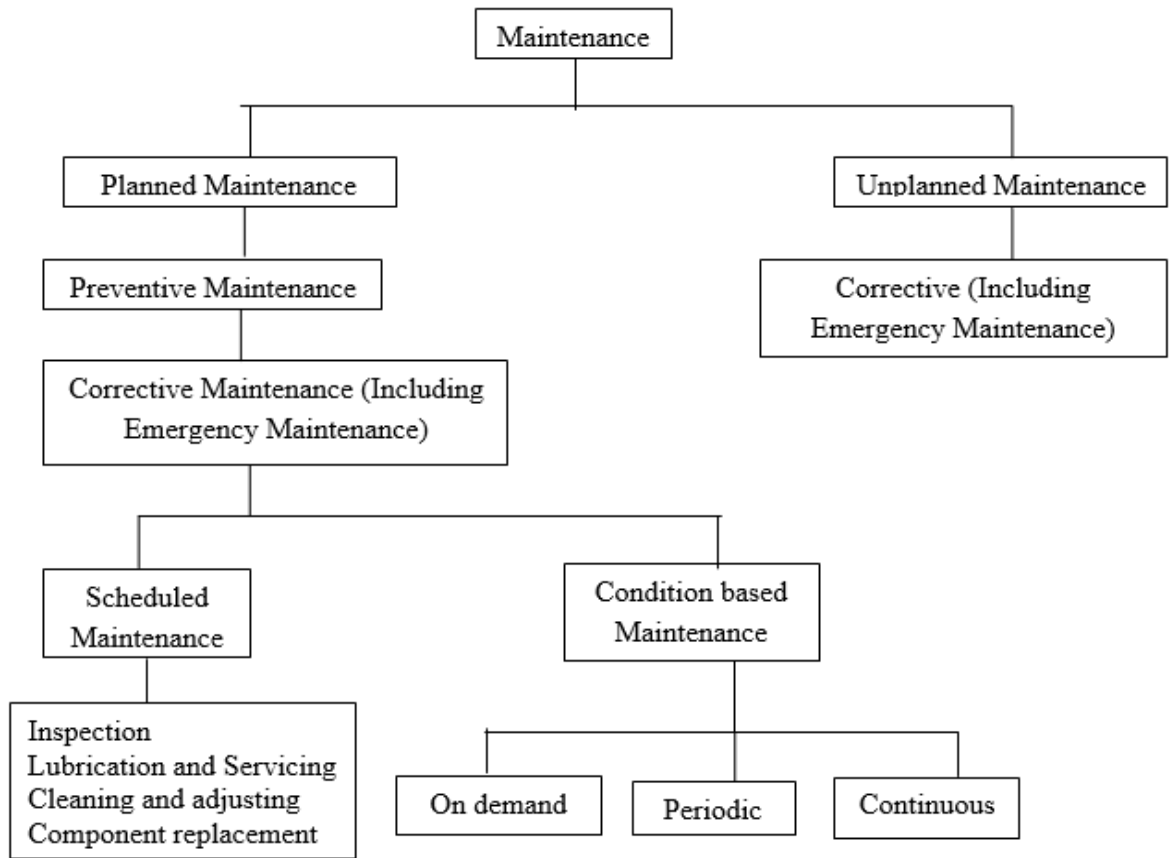


Figure 2.4: General maintenance framework

Source: British Standard Institute, 1984.

Okwori and Anijo (2004), opined that measures are to be established to prevent the misuse of facilities through improper activities being employed. The college administration should set up maintenance along with the appropriate replacement of sports facilities and equipment. According to Ali and Gwangwazo (2018), the facilities and equipment should constantly be kept in a usable state. In accordance with Gulhane (2014), sporting equipment maintenance methods should be used, and all equipment has to be examined, mended, replaced, or serviced as necessary, as well as kept correctly.

He also stated that sporting equipment should be exceedingly elegant, visually pleasant, and simple to maintain over time. Throughout the maintenance operation, several elements should be considered. Even though managing and maintaining a sports centre's amenities might be expensive and difficult, it is necessary if money invested in such a facility is to be preserved and not wasted. According to Egboluche's (2009) commentary on the perspective in Nigeria, the management and maintenance culture has mostly vanished, having an extreme effect upon our economic and social existences. When facilities are not adequately managed and maintained, a multitude of faults can occur, causing users to feel annoyed and angered.

This emphasise the need for comprehensive management of sports structure in order to encourage RS participation and make the facilities safe for the participants. Maintenance of RS facilities has to be managed managed by trained and qualified people. The people in charge must be informed on how to handle athletic venues and every material that may be included inside of them, such as uniforms, footwear, equipment, and other supplies (Ekuri, 2018).

Heartley (2011) observed that poor state of sport facilities could lead to poor involvement of people in sports at all levels of participation as any limitations of these facilities creates difficulties in presenting the desired variety of sports activities. Collins (2011) stated that sports administrators make an effort to be aware of the facilities that have been entrusted to them in order to manage and maintain those facilities properly. Also, he advised physical educators and sports administrators to adopt the following steps to effectively manage and maintain sporting facilities and equipment because they are crucial components of successful physical education and sports programs.

Poorly maintained sports facilities might yield a negative implication on performance and discourage people from participating in RS. This is due to the fact that inadequate maintenance causes athletic facilities to gradually lose quality, and using these subpar or damaged facilities by leisure sports participants can lead to harm.

Marshal (2004) thought that facilities might be kept in good working order and have a longer lifespan if they were well maintained. According to Amanchukwu and Ololube (2015), expensive athletic facilities are difficult to sustain if they are not well maintained and cared for, and that facilities in bad condition lead to interruptions and ineffectiveness in the growth of sports programs.

According to Adeyeye and Kehinde (2013), athletes' performance in the Nigeria University Games is impacted by improper sports facilities upkeep. Hence, responsible authorities should make sure that the repair is completed as soon as possible rather than continuing to believe that sporting facilities and equipment be kept in good condition (Collins, 2011).

2.16.3 Injury Insurance Policy and Recreational Sports Participation

Participants and spectators of RS have the right to anticipate that the events will take place in a secure setting with properly constructed and maintained equipment (Fortington, McIntosh & Finch, 2021). Employers and others in charge of work locations are obligated by the Occupational Health and Safety Act 85 of 1993 to maintain the workplace, keep the place of work and machinery in good condition. This implies that buildings must be maintained in a decent condition and in full operational order (International Organisation for Standardisation, 2018).

The regulations cover matters such as first aid, evacuation supplies and procedures, personal protection insurance needs from companies, lighting, air circulation, hygiene, humidity, walking routes, operation of hazardous machines, storage and transportation of potentially dangerous substances, and amenities for showering and changing (Verhagen, Bolling & Finch, 2015). The hazards involved in recreational and athletic activities make the need for sports insurance policies unavoidable. Growing public interest in difficult and exciting leisure sports is what is driving the need for sports insurance products (Jing & Guojun, 2018).

Participation in RS poses some sport related injuries, and in order to manage those risks, having proper insurance is essential (Fortington, McIntosh & Finch, 2021). It is crucial that any insurance that people or organisations acquire is made precisely to cover the risks associated with the particular sport or recreational activity (Verhagen, Bolling & Finch, 2015). For instance, a sports organisation may not need an insurance coverage designed for a manufacturing or a retail establishment. Participants who sustain injuries while participating in sports are covered by personal accident insurance

or sports injury insurance. According to Akintayo (2010), insurance is the fair transfer of risk from one person/group to another in order to get a set compensation.

This type of insurance merely entitles the wounded participant to specific benefits, as specified in the insurance policy, in the event that they are injured. It is not related to or based on claims for negligence (Verhagen, Bolling & Finch, 2015). It often includes a death and permanent disability benefit, as well as coverage for lost wages and medical expenditures (Ekegren, Beck & Simpson, 2018). When an insured person gets injured while playing a sport, personal injury insurance offers benefits (Fortington, McIntosh & Finch, 2021). It also includes travel to and from these activities, as well as sports practices, formal sporting events, and "away" games, such as those played while on a trip with the intention of attending athletic events. Player accident, association responsibility, property liability, community and goods liability, and professional compensation are some examples of common sports injury insurance policies that can protect both players and referees (Ekegren, Beck & Simpson, 2018).

2.17 Sociological Factors as Predictors of Recreational Sports participation

In the olden days, the reason for participation in sports for the sole purpose of survival, but in the world today, several other factors are discovered to be responsible for engagement in RS and these include satisfaction, psychological, economical and sociological factors (Ameenat, 2016). The amount of engagement in sports is significantly influenced by sociological factors, including culture, peer pressure, skill level, parental attitude, job demand, and religion (Ameenat, 2016; Okonkwo, 2012).

2.17.1 Religion and Recreational Sports Participation

Religion plays an important role in the lives of individuals in the present society. Religion affects the relationship between individuals, societies; therefore, it is active in all domains of life. It is usual for levels of religiosity to vary from person to person, yet regardless of level, religiosity has a direct impact on how people act, think, and feel (Mutiu, 2018). Regardless of one's faith, RS are important wellness initiatives that demand everyone's interest and focus. They provide people a chance to unwind and reenergise so they can begin or continue a new day of work.

These advantages appear to be diminished by personal religious beliefs to the point that RS participation is discouraged. It is obvious that religion continues to influence the concept and methods of RS as they develop. This is corroborated by Ajadi

and Falaye (2021), who asserted that although some faiths discourage female involvement in RS, others, like Islam and Christianity, actively promote it.

Ogunleye (2010) further stressed that Islam mandates female adults to cover all their bodies, from head to the leg. According to Islamic teaching, which has priority over how women live their lives in Nigeria, most especially in the core north regions, Muslim women are typically not permitted to wear short skirts, bodycon, trunk tops, shirts, or pants in public (Adeyanju, 2011). Many ladies find it challenging to engage in recreational activities that call for them to appear in shorts, skirts, and sleeveless vests. Moreover, females who have reached puberty are required to wear long gowns and cover their faces anytime they are seen in public. Porter (2011) asserted that Muslims abstain from engaging in physically demanding activities during Ramadan because they have less energy. Islam and Christianity, both hold to the notion of physical mortification via self-denial and nutritional fasting, which has a detrimental effect on involvement in extensive RS.

However, the majority of religious groups are growing more liberal, nevertheless, by allowing their followers to engage in RS. The chances for RS are currently being expanded through several religious organisations and activities. Recreational activities organised by the church, centered on the church members, taking place on church property, utilizing church resources, and having a religious purpose (Joshua, Adeoye & Ibrahim, 2013).

2.17.2 Peer Influence and Recreational Sports Participation

Individuals turn to their friends, general acquaintances, or other members of the peer group, which is a larger circle of influences (Reachout.com, 2017). Peer influence in sports and physical activity involvement cannot be overstated, just as it is in all other facets of life (Kubayi, Jooste, Toriola & Paul, 2014). Sport engagement by peers has a substantial positive impact on one's mental health (Kirk & Rhodes, 2011). This is because the positive implications of participation in sporting events on self-esteem depend on peers being present in a team environment. From another angle, access to positive peer relationships is associated with improved sports self-perception and greater levels of self-esteem. RS participation broadens the social circle within which ties can be strengthened. This improved perception of social connectedness is particularly beneficial since it promotes a sense of identity with a socially conscious entity. The

behaviour and attitudes of the peers a person grows up with can thus have a positive outcome on individual's motivation to partake in RS (Reachout.com, 2017).

According to Duncan, Strycker, and Chaumeton (2015), people's increased involvement in RS was connected to the idea that they could do so more if they had friends or family members who could provide them the support they need. The social support and role modelling others give has an impact on how often people participate in physical activity (Mogaka, Bukhala & Nguka, 2017). Parental attitudes of teachers, parents, peers and coaches with peers having the most influence, promote, stress, and encourage engagement in RS, exercise, and physical activity (Duncan, Strycker & Chaumeton, 2015).

Alika (2012) argued that people's relationships with their peers, as well as the kind of peers they hang out with, have an implication on their choice of sport. Individuals really feel more at ease playing with their friends than they do playing alone for the first time (Brinkley, McDermoth & Munir, 2016).

Similar to this, Kirby, Levin, and Inchley (2011) and Kubayi, Jooste, Toriola, and Paul (2014) suggested that individuals are becoming more affected by their peers and that participating in leisure sports with friends motivates and inspires them to do so. If adults are playing with individuals they know, such as their coworkers, they are more likely to be actively involved in the sport (Brinkley, Freeman, McDermoth & Munir, 2017). Peers are an important source of encouragement for people to engage in physical exercise and believe that physical activity is effective, according to research by Rusby, Westling, Crowley, and Light (2014). The same writers also discovered that when people are around their friends, they exercise more effectively.

According to Duncan, Strycker, and Chaumeton (2015), friends' degree of engagement in RS is positively correlated to RS participation. Support from friends is another aspect that encourages engagement in sports and physical activities. This may fulfil a variety of purposes, including social integration into physical activity, emotional support during physical activity participation, informational support, and practical assistance with a sense of value (Duncan, Strycker & Chaumeton, 2015). All of these things support the person's perceptions about the effectiveness of exercise and aid in removing real or imagined obstacles to physical activity engagement.

Peer pressure in the perspective of Hashim, Ahmad, Baharud-din, and Mazuki (2011), is a factor that influences both young and old people's engagement in athletic activities. Peer support has an influence on how people view physical exercise and the

values they would associate with it (Hashim, Ahmad, Baharud-din & Mazuki, 2011). Further arguing that some people pick the sports endeavors they wish to partake in because their peers have also done so, Meerah and Jusoh (2014).

2.17.3 Occupational Demand and Recreational Sports Participation

Omolawon and Ibraheem (2011) further claimed that people's jobs caused them to engage primarily in passive recreational pursuits like ludo, card games, *ayo*, watching movies, reading, etc. after a day of work, while only a small number of them engaged in sports like swimming, soccer, squash, basketball, tennis, etc. In a similar line, adults' participation in RS is greatly affected by the hours spent at work (Makinen, Kestila & Borodulin, 2010). The three dimensions of this occupational variable are total hours worked, overtime hours (for example, 40 hours per week), and job status (for example, full-time/part-time) (Kirk & Rhodes, 2011). In their 2011 study, Hansen, Blangsted, Hansen, Sogaard, and Sjogaard looked at the link between overall work hours and levels of RS and discovered a negative correlation between the two. The negative correlation between work hours and leisure activities was visible at 45 to 50 hours per week and higher, which suggested a negative threshold impact (Kirk & Rhodes, 2011).

By measuring a specific outline of work hours per week and analysing the effect of different sections of work time on physical exercise levels, this may be a pointer to a relationship between work duration and physical activity. Long work hours (such as 50) were found to have a negative correlation on RS participation.

2.18 Economic Factors as Predictors of Recreational Sports Participation

It is important to emphasise the link between economic factors and physical activities (Kari, Pehkonen, Hirvensalo, Yang & Hutri-Kähönen, et al., 2015). Economic factors are a collection of crucial characteristics that will affect active participation as RS participation necessitates the purchasing of various sporting products and services. Economic factors are thought to have a particularly powerful but sometimes ignored impact on physical activity, including participating in sports.

According to Fadoju and Oyedele (2013), purchasing RS equipment is quite expensive. It is generally known that socioeconomic status (SES) has a significant role in one's decision to engage in sports or any other form of recreational physical exercise (Eime, Charity, Harvey & Payne, 2015). Many physical activity-related factors are influenced by socioeconomic level spanning several of the aspects of the Socio-Ecological model (Eime, Casey, Harvey, Sawyer & Payne, 2014). Those with greater

socioeconomic class seemingly engage in physical exercise than those in the lower socioeconomic rank, and more particularly sport, according to both quantitative and qualitative studies (Federico, Falese, Marandola & Capelli, 2012).

Several research findings shown a favourable correlation between a person's financial resources and their engagement in RS. These economic determinants might take the shape of a mix of socioeconomic status characteristics for individuals, households, and neighbourhoods (Eime, Casey, Harvey, Sawyer & Payne, 2014). It is important to appreciate the role that finances play in the procurement of the tools and materials needed for physical activity. Cost of participation was also constantly mentioned throughout as a barrier to physical exercise engagement, along with time constraints (Lim, Warner, Dixon, Berg & Kim, et.al, 2011).

There is evidence that neighbourhood socioeconomic status is also associated to involvement in physical exercise, in addition to individual and household socioeconomic level (Eime, Casey, Harvey, Sawyer & Payne, 2014). Neighbourhoods with higher socioeconomic class have a positive substantial influence on the availability of facilities for physical activities compared to neighbourhoods with lower socioeconomic status, offering greater possibilities for physical exercise (Federico, Falese, Marandola & Capelli, 2012). Also, it was shown that low socioeconomic level neighbourhoods had much less free-for-use facilities than their high socioeconomic status neighbourhood counterparts.

According to Kari et al. (2015), a person's employment and income are two examples of economic characteristics that may affect their engagement in RS. According to (Zhang, Wang, Qie, Sun & Zhang, 2015), people's choices for recreational time varied depending on their income, employment, and the opportunity cost of time.

2.18.1 Income and Recreational Sports Participation

There may be more nuance in the association between income and leisure sport participation than first thought (Kari, et.al, 2015). This is due to the fact that shifting income and the opportunity cost of time have opposing impacts on the amount of time spent engaging in leisure activities and total physical activity participation (Humphreys & Ruseski, 2011). As one needs money for membership dues or the purchase of sporting equipment, income serves as a major precursor of RS participation (Kokolakakis, Lera-López & Castellanos, 2014). In addition, those with greater incomes are more likely to partake in civic duties and have more active social lives, which increases their likelihood

of participating in RS (Hallmann, Wicker, Breuer & Schönherr, 2012). Brown and Roberts (2011) provided more evidence in support of the claim that greater salaries are associated with more active exercise.

Monetary status and self-reported sport participation were found to be positively correlated by Meltzer and Jena (2010). It was discovered that people in the highest income bracket typically exercised for 26% more energy and at a 3% higher dose than those in the lowest bracket. In a similar vein, Humphreys and Ruseski (2011) discovered a positive correlation between income levels and involvement in RS. According to Kokolakis, Lera-López, and Castellanos (2014), those with greater earnings are prone to partake in any kind of RS than individuals with smaller earnings. Research suggested that involvement in leisure sports is significantly influenced by one's wealth.

Several studies have claimed that money had no or little impact on how frequently people engage in leisure sports (Humphreys & Ruseski, 2010). Individuals with larger earnings will possibly partake in leisure activities, although they may spend less time on RS. According to Garca, Lera-López, and Suárez (2011), this might be explained by the notion that the opportunity cost of time expended engaging in any sport increases with income. Moreover, Brown and Roberts (2011) argued that there may not be much of an impact of non-labour earnings and hourly pays on participation in RS. Furthermore, the same authors hypothesised that financial incentives to encourage working people to participate in leisure sports may result in a 1% or less increase in participation compared to the control group that engages in no physical activity.

2.18.2 Occupation and Recreational Sports Participation

One understudied potential correlate of RS is occupation variables e.g. work hours (Kirk & Rhodes, 2011). Working conditions have been significantly impacted by the labour market's quick changes, including technological advancements (such as robotics and elevators), globalization, and others (Makinen, Kestila & Borodulin, 2010). Even in the most labour-intensive jobs, on-the-job energy consumption has significantly decreased despite efforts to significantly increase global productivity. Due to a lack of time and exhaustion, these occupational considerations are causing a decline in the popularity of RS (Kirk & Rhodes, 2011).

Several studies have shown how people's work types highest (professional), intermediate (white-collar), or lowest (blue-collar) had an influence on how actively they participate in RS. For instance, Makinen, Kestila, and Borodulin (2010) identified

a link between involvement in RS and occupation status in their study. As compared to those in the lowest (e.g. blue-collar) and highest (e.g. professional) occupational class, they found that individuals in the middle-class occupation participated in RS more frequently.

Moreover, Marquez, Neighbours, and Bustamante (2010) discovered in their own research a negative association between profession status and engagement in RS, with individuals working in blue-collar or manual jobs engaging in more of these activities. Using a direct measurement of physical activity, these authors found that people who work in low-status professions engage in more physical activity during their free time. However (Stringhini, Sabia, and Shipley, 2010) discovered no appreciable variation in RS levels based on occupational type.

Moreover, Makinen, Kestila, and Borodulin (2010) looked at the connection between working extra hours (for example, 40 hours per week) and engaging in RS. The frequency and inclination to engage in recreational activities are also influenced by workplace features including job control, working hours, and job stability (Chin, Nam & Lee, 2016). The extent to which a person actively engages in RS depends on whether or not he or she works full- or part-time (Kirk & Rhodes, 2011).

Research on how this occupational characteristic affects involvement in RS has produced a variety of findings. According to Artazcoz, Cortes, Escriba-Aguir, Cascant, and Villegas (2009), RS participation is much more common among part-time employees than it is among full-time employees, while a different study discovered that full-time employees participate in RS at higher rates than part-time employees. In terms of RS levels, Hansen, Blangsted, Hansen, Sogaard, and Sjogaard (2011) observed no appreciable differences between part-time and full-time employment. However, Kirk and Rhodes (2011) asserted that type of work status is inaccurate to measure participation because the disparity in full and part time working hours was not considered in their study.

Researchers also examine the affinity between leisure sport involvement and job responsibilities. According to research by Kirk and Rhodes (2011), participation in leisure sports was inversely correlated to occupational stress levels. According to studies, decision latitude is positively correlated with levels of RS, which suggests that those who have more degrees of choice authority in their jobs also engage in more recreational activities.

2.18.3 Opportunity Cost of Time and Recreational Sports Participation

Time may be an impediment to RS participation. It has been seen as a commodity and there is a belief that time should not be squandered on activities that do not provide cash. A significant economic aspect that affects RS is the opportunity cost of time. The RS are anticipated to be an ordinary item in the process of economic modelling when considering benefits given up (Strawinski, 2010).

The hidden cost incurred, which really presents as wage earnings is the term adopted to describe the benefit of time forgone (Anokye, 2010). Assuming that the labour market is in neutral state, this presupposes that a person's hours of employment are flexible and that, at the margin, leisure time may be exchanged for work time (Anokye, Pokhrel & Fox-Rushby, 2013). Individuals must weigh trade-offs concerning their suboptimal use of time and labour when deciding how much time to devote to recreational pursuits like sports and fitness.

Individual extents of participation will likely vary as individuals vary in diverse ways that impact their choice to partake in exercise and sports, such as their opportunity costs for several forms of recreation and employment, preference for exercise involvement, assessment of its negative consequences (like bodily looks or wounds) in comparison to job duties and other events for pleasure, and the possible benefits that they are expecting from leisure activities (Lechner, 2015). When determining whether or not to engage in RS and exercise, it is expected that individuals would strike a balance between the competing arguments' relative marginal utility and opportunity costs of time (Anokye, Pokhrel & Fox-Rushby, 2013).

Spending more time on recreational activities such as sports, sleep, other recreational pursuits, educational pursuits, or even job hours, is another important factor for improving labour market results (Cabane & Lechner, 2014). The opportunity cost of time at work determines the demand for physical activities during leisure time (Strawinski, 2010). Of course, lost wages might easily overwhelm any gains in productivity if increased involvement in RS and exercise reduces work hours (Cabane & Lechner, 2014).

Mixed results have come from the few attempts to demonstrate how opportunity cost of time affects RS and fitness. For instance, Brown and Roberts (2011) looked at how frequently people engaged in RS and exercise and discovered that women saw a positive benefit while males experienced a mixed impact on the opportunity cost of time. Also, there were conflicting results concerning the association between the benefit of

time given up and the amount of time spent participating in leisure sporting engagements (Humphreys & Russeki, 2010).

The general mix of results on the opportunity cost of time are not unexpected because it is possible to understand the impact of the opportunity cost of time on RS from the interplay of income and substitution effects (Anokye, 2010). On the other hand, if exercise participation is an example of a good, pay increases could have a favourable outcome on the rates of engagement. This is because the effect of earnings corresponds to a positive implication of value of time given up. Yet, rises in wage wages may render non-productive uses of time, increasing the propensity to trade off non-productive time with labour market substitution (Anokye, Pokhrel & Fox-Rushby, 2013).

Decreasing time spent engaging in RS as the hourly wage rises suggests that the replacement impact predominates the earning effect because more opportunity costs of time make non-work-related activities more expensive and reduce the volume of time expended partaking in those activities (Lechner, 2015). However, a positive link between hourly pay and RS time is suggestive of a dominant income impact. Those with higher earnings have better financial resources to participate in RS since involvement in sports involves at least some financial charges.

The education and white-collar work factors may account for some of the opportunity cost of time's influence on participation and time spent decisions. In the economics literature, a positive link between education and income has attracted a lot of awareness. Research suggests that better educated individuals typically have higher-paying (and possibly white-collar) occupations, earn higher hourly rates, and as a result, have more time opportunities available to them (Humphreys & Ruseki, 2010).

2.19 Empirical Review

2.19.1 Organisational Factors as Predictors of Recreational Sports participation

2.19.1.1 Funding and Recreational Sports participation

Recreational sports programmes have expanded beyond what the government can successfully support alone, and due to the enormous sums of money required for carrying out both national and global sports activities, the government must look for avenues (sponsorship) of financing beyond government institutions. In a study carried out by Fadoju (1998) using 100 sample size of employees of FCE, Abeokuta, it was observed that funding contributes significantly in motivating staff to participate in intramural RS. It was discovered that most members of staff participated because of

monetary reward. According to Humphreys and Ruseski's (2010) findings from different research on engaging in sport and governmental spendings on recreation and parks in the U.S shows the effect of government funding on participation is dependent on the type of RS.

Findings from the study of Ifeanyi, Ogunode, and Ajape (2021) affirmed that lack of money is the main cause of the inadequate sporting facilities in Nigeria's public educational institutions thereby affecting RS participation. Ayoko, Peter and Jegede (2023) further revealed that the inadequate allocation of funds for public educational institutions is responsible for the shortage of RS facilities. Findings from the research work of Weetman (2014) show that the frequency of leisure sports activities declines due to a lack of sports facilities. In another research carried out by Downward and Rasciute (2011) on the economic analyses of sport participation, it was discovered that sporting facilities for recreational purpose generally promote involvement in RS.

Additionally, the outcomes of Hallmann, Wicker, Breuer, and Schüttoff's 2011 study on the interdependency of RS demand and supply in German metropolitan and intermediate municipalities revealed that RS supply has significant influence on recreational engagement and is impacted by the population density of the area in which a recreational and sports centre is situated. The study further showed that When forecasting participation in RS at the municipal level in Germany, recreation sports venues are important, albeit the impact varies depending on the nature of both leisure sports and recreational playing facility.

Humphreys and Ruseski (2010) used data from the 1998 and 2000 BRFSS along with state-level information on public expenditure on recreational spaces to analyse involvement across broad groupings of physical activity. The amount of time and engagement in physical exercise varies greatly amongst different activity groups, according to their research. Also, they claimed that adjustments to government expenditure on recreational areas would result in an increase in engagement in certain sports but a decrease in others.

Moreover, Humphreys and Ruseski (2010) showed a favourable association between professional status and active leisure engagement, with white-collar employment and highly professional groups showing the highest levels of participation. Ajibua, Olorunsola, and Alla (2013) carried out a work on the barriers to workplace physical activities among higher education employees in Nigeria's Ondo state. It was

shown that 252 respondents, or 53.1%, said that dearth of funds was an obstacle to employees engaging in physical exercise.

Another study by Garca, Lera-López, and Suárez (2011) in form of an estimated structural model on the predictors of the hours used on regular exercise and RS in Spain found that the bigger the revenue, the greater the economic cost of time used to play RS. Yet, the empirical studies mentioned above demonstrate that the general issue of stagnant sporting events engagement could not be resolved by merely investing more public money in the sector. Kokolakis, Lera-Lopez, and Castellanos (2014) asserted in their study on regional variations in outdoor RS activities engagement among residents of local authorities in England that it is crucial to modify policy in accordance with regional characteristics and to make educational and other policy-related interventions.

2.19.1.2 Facilities' Maintenance Culture and Recreational Sports Participation

Akinsola, Fapohunda, Ogunsanmi and Fatokun (2012) conducted an assessment of the situations of facility management of sport centres in Southwestern Nigeria. The authors assessed how well facilities management handled the upkeep of sporting facilities in Southwest Nigeria. In order to assess the effectiveness of the sport complexes, facilities maintenance management charged with maintaining these stadia in Southwestern Nigeria, quantitative research methods utilizing questionnaires (multiple choice type) are used.

The study areas are made up of a few well-known and often utilized sports venues in Nigeria that are also notable for sharing a common social and cultural background as well as a common sport culture. Osogbo stadium, Ondo stadium, Akure Township stadium, Obafemi Awolowo Stadium, Lekan Salami Stadium, Olubadan Stadium, are among the stadiums selected. One hundred fifty (150) respondents in total, including management staff, maintenance staff, and facility users in each stadium, as well as kiosk owners, athletes, spectators, and sports fans, were chosen as the study's sample while mean item scores was used for data analysis.

The study's findings identified several variables that determine how well sports complexes are maintained, including money, organisational structure, political variables, security and kinds of ownership. The study came to the conclusion that one can only enjoy the original investment in sport complexes and the ensuing accruing

benefits from them when enough funding is provided and properly utilised for their maintenance. The probe advocated, among other things, that the government allocate a portion of its annual finances for the upkeep of sports bowl in order to maintain their world-class standards of fitness at all times, which will subsequently lower operating costs and boost the stadium's ability to generate revenue. It was also discovered from the study of Ayoko, Peter, and Jegede (2023), that poor maintenance culture of facilities is caused by a lack of employees and equipment for the job and that some members of the academic and non-academic personnel abuse some of the physical facilities in the schools.

Oseghale and Ikpo (2018) investigated the accessibility along with upkeep of sports facilities in a few higher institutions in southwest, Nigeria. The participants in the study were athletes and maintenance personnel from a few universities in southwest Nigeria. Also, all fifteen of the sports that are played at the Nigeria University Games Association (NUGA) tournaments were included in the study. University of Ibadan, Obafemi Awolowo University and University of Lagos are three Federal Universities that were specifically chosen for the study as they possess the resources for all fifteen sports and have served as host venues for both domestic and international competitions. Using a systematic questionnaire, information was gathered from athletes of all genders. Staff members in charge of maintaining the athletic facilities at the institutions were also included in the sample while frequency distributions, percent, and weighted means were used for analysis.

The research's conclusions showed that there were not enough facilities for people with physical disabilities to utilize and access. 60% of respondents, which is a respectable number, expressed displeasure with the availability of sanitary facilities. The majority of responders (70%) weren't happy with the locker room quality. The survey discovered that sporting facilities saw an average downtime of 264 hours, with a lack of funding serving as the primary cause. Thus, the study advocated enough funding as a crucial element for raising the rate at which maintenance requests are responded to, which would then lower maintenance downtime.

Olaoye, Adesoye, Sangodeyi, Ogundele, and Dauda (2019) examined the link between maintaining sport resources and undergraduate students' involvement in sports at the university of Ilorin in Kwara State. This study used a survey-based descriptive research method. The administration of sports resources, including facility upkeep, equipment management, and management of the sporting environment, was examined

by the authors with reference to undergraduate student engagement. From the entire population, 150 sample was chosen with a simple random selection approach. Validated questionnaires were utilised for data gathering and PPMC at 0.05 alpha levels for hypotheses testing.

According to the study's findings, RS participation and facility and equipment upkeep have a high positive association (0.521), and management of the sports environment also significantly affects this behaviour among University of Ilorin undergraduates (0.610). The study found, among other things, that the school administration should pay attention to the sports facilities that are provided and maintain the equipment properly in order to encourage successful engagement in sport.

2.19.1.3 Injury Insurance Policy and Recreational Sports participation

Ibikunle (2018) conducted research on risk management policies and insurance regulations as markers of sustained involvement in sport amongst undergraduates' athletes in Southwest Nigeria using one thousand three hundred and sixty-seven (1,367) as the study's sample. Data was collected using validated questionnaire and key informant interview. Analysis of Variance (ANOVA) was used to evaluate the hypothesis on joint implications of insurance coverage and remuneration on participation in sports. According to the research's conclusions ANOVA result produced an F-ratio of 109.865 for insurance protection and 692.119 for remuneration thereby indicating that the collective impact of insurance compensation to sports engagement were significant.

According to Michael, Jennifer, and Lindsay (2009), a ground-breaking Canadian study investigated whether protective equipment shields soccer players' heads from harm. The study involved 268 club soccer players, and the first conclusion was drawn from the field rather than the club shortly after the 2006 competition season. The study's findings showed that just fifty-two out of the players who received headgear over the season experienced a substantial reduction in concussion risk. 52.8% of research respondents who did not wear headgear were at high risk of injury in comparison to 26.9% of individuals who did, and were 2.65 times more inclined to have been hurt than protected players.

2.19.2 Organisational Factors as Predictors of Recreational Sports participation

2.19.2.1 Religion and Recreational Sports Participation

In Nigeria's Kogi state, Ajadi and Falaye (2021) conducted research on the sociocultural factors that influence female students' involvement in school sports. Three hundred and ten (310) female respondents from the Kogi state of Nigeria's Ogori-Mangongo local government area made up the study's sample. Validated questionnaires were employed as the data gathering tool. The null hypothesis that religious belief won't be a key factor in school sports' engagement by female pupils in Nigeria, was investigated using Chi-square (X^2). The study's outcomes showed that, at 0.05 level of significance, estimated Chi-square (X^2) value of 66.6 was higher than the critical score of 16.92. The null hypothesis was therefore disproved. This suggests that among secondary schools in Nigeria's Kogi state's Ogori-Mangongo Local Government Area, religious beliefs determine the engagement of female pupils in sports.

In addition, Obiyemi, Oniyangi, Abu, Oyewole, Oyerinde and Adeoye (2014) examined the factors that influence the engagement of female academics in physically demanding activities at the FCT College of Education in Zuba, Abuja. The study's sample size was 75 female lecturers. Data were gathered using a structured, modified Likert-type questionnaire. Chi-square analysis with a 0.05 alpha level was used to assess the hypothesis, which proposed no discernible linkage between religion and the low level of recreational activity among female lecturers.

The results of the investigation showed that, at 0.05 alpha's level, the computed value (13.07) is higher than the critical value (7.82), thereby rejecting the hypothesis. This indicates that the low engagement of female lecturers in physically demanding wellness activities is significantly influenced by religion. According to a study by Akgul (2014), there was no discernible correlation between religious affiliation and sports engagement among the 197 male and 112 female participants. In another study conducted by Turkmen (2018) where it was established that there is no significant disparity in religiosity levels between female and male participation in sports.

A study on socio-cultural variables limiting sports involvement among female students in Osun State secondary schools, Nigeria was conducted by Ibraheem, Adebayo, Adeoye, Olaoye, and Ibraheem (2016). With 300 female students selected from junior and senior schools as respondents as the sample size, using a descriptive study approach. Questionnaire survey was utilized to collect pertinent information

relative to the developed hypotheses for the investigation. Chi-square analysis was used to test the hypothesis, which claimed no discernible link between religion and female students' engagement in sports.

The study's outcome showed that, at a 0.05 alpha level, the computed Chi-square value of 70.16 exceeds the critical threshold of 16.92. The null hypothesis, which claimed that religion had no discernible impact on female basic school students' sports engagement in Osun State, Nigeria, was therefore refuted. This suggests that among female students, religion may have an impact on their participation in sports. More so, the study of Young-Eun and Syazana (2021) revealed that religion plays an important role in improving RS performance, participants wellbeing and as well serves as a driving factor to assist in coping with stress.

2.19.2.2 Peer Group and Recreational Sports Participation

Peer group is an important determinant of individual's sports involvement generally and RS in specific. With the exception of Ajibua, Olorunsola, and Bewaji's (2013) study on motivational factors affecting faculty and non-teaching staff members' participation in physical activity during free time in Ondo state, Nigeria's higher education institutions, most studies on the impact of peer group on outdoor recreation sports participation were primarily conducted among young people which also supported that peer group has a greater positive influence in enhancing participation in RS.

In a collegiate intramural sport situation, Webb (2016) looked at the idea of peer group motivation and studied how it is impacted by participants' task- and ego-goal orientations as well as a number of demographic characteristics. The research sought different empirical literatures on whether the subject matter can predict motivational climates in a collegiate RS setting. A total of three hundred and fifteen (315) students were selected from a Canadian university as sample for the study while a questionnaire on goal orientations and peer motivational climates was used to collect data for the research. Fraser-Thomas and Cote (2009) in their study suggested that peer jealousy tends to have a detrimental effect on participation in RS.

Webb (2016) administered the research instrument (questionnaire) to measure the influence of peer motivation on their goal which (collegiate RS) on the respondents shortly following their intramural sports involvement (N = 315). The data analysis method employed was MANOVA. The study found significant disparities between task-

orientation and ego-involved environment at three different levels (high, medium, and low), as well as for both of their subscales. When self-esteem was the dependent variable, the only demographic characteristic to exhibit a significant influence was gender. These findings complement the link connecting goals achievement and related motivational environments in high school intramural sporting programmes, but they also point to the necessity for maybe developing a more adult-oriented measure of peers encouragement.

In a different study, African American, Latino, and White girls' individual, familial, and peer group correlates of regular and sport physical activity were looked at by Duncan, Strycker, and Chaumeton (2015). African American, Latino, and white girls' participation in sports and physical activity was objectively quantified for this study, which also looked at correlations between peer, familial, and personal factors. Barrier effectiveness, parents' level of physical activity and support, home - based exercise environment, friend physical activity, and friendship physical activity support were some of the specific variables. The sample included 372 females, with a mean age of 12.03 years, SD of 1.81, and a diversity of 128 African Americans, 120 Latinos, and 124 Whites. Multiple-sample modelling of structural equations with adjustments for age, economic status, body composition, and physical growth were used to evaluate the data (by ethnicity).

The study's findings showed that for all three categories of girls, friends' support and parental physical activity were positively related to the girls' levels of moderate to intense physical activity, but only among African American girls. More parental support was associated with more engagement in sports across ethnic/racial groups, but African American girls only valued friend support. Physical activity was adversely correlated with age and physical development, and more sports involvement was linked to higher income. Many strong correlations between the studied variables were found, with some variations amongst racial/ethnic groupings. The study's conclusions underlined the significance of parents' and friends' encouragement for early adolescent females to take part in sports as well as the significance of identifying physical activity correlations among various ethnic/racial categories.

2.19.2.3 Occupational Demand and Recreational Sports Participation

In their 2011 study, Omolawon and Ibraheem looked at the social determinants that influence academic employees' engagement in RS at tertiary institutions in the

Nigerian states of Kwara and Kogi. To choose 12 government-owned tertiary institutions, it used a descriptive design, a basic random sample technique. Using the stratified selection procedure, 1,625 respondents were chosen. A self-created and standardized Recreational and sports Questionnaires on Likert Scale Type was the measurement tool employed. The primary statistical method employed for the data analysis was multiple regression analysis. It was discovered that factors related to local characteristics and job demand were shown to be highly significant predictors of academic staff members' engagement in leisure sports.

Adisa and Oloyede (2011) explored the inhibitors to RS engagement amongst academics in College of Education, Ila-Orangun, Nigeria. All of the teaching staff of the institution made up the study's population, and 157 respondents were chosen from among them using the purposive and maximum variation sampling technique. An analysis of the data gathered reveals that the calculated chi-square exceeds the critical value at 0.05 alpha level. The idea that occupational demand does not significantly impede participation in RS was rejected. The findings of this study concluded that one of the impediments to leisure sports' involvement is the desire for jobs.

Onohwakpor and Eboh (2006) conducted a study on the perceptions of the academic employees at Warri College of Education, Delta, Nigeria regarding the obstacles to leisure activities for healthy living, using 172 academic staff, the result showed that 45.9% of the respondents believed that the excess work load has never made time available for leisure activities for promotion and improvement of their wellness. The result on the relationship between sporting life style and sedentary habits among academic and non-academic staff based on work schedule shows a significant correlation at p value of 0.01, r-value of 0.274 and T-value was 0.134 (Adebayo & Mercy, 2022).

Ajibua, Olorunsola and Bewaji (2013) result on contrary revealed that 49.5% of non-academic staff and 61% of academic staff said that a light work load in the office did not encourage them to engage in RS. This showed that reduced occupational demand could not motivate staff participation in RS.

2.19.3 Organisational Factors as Predictors of Recreational Sports participation

2.19.3.1 Income and Recreational Sports Participation

Kari, Pehkonen, Hirvensalo, Yang Hutri-Kähönen, Raitakari et.al, (2015) examined individuals' earnings and sport in relation to self-revealed and movement-

based measurements. The study looked at the association between earning and exercising through three different variables of daily physical exercise. Among these is the self-expressed physical activity index for recreational physical exercise, the total daily steps based on pedometers, and the aerobic steps based on pedometers, which represent continuous movement for periods longer than 10 minutes. 753 Finns (average age 41.7 years; 64 women) that participated in the Young Finns follow-up research in 2011 made up the study's population. To assess the relationships between earnings and physical activity, normal least-squares models were utilized. By using income data from Statistics Finland, the consistency of the findings was investigated.

The findings showed that higher income and higher self-reported regular exercise were related across genders. The results held up well to the use of register-based income data and the incorporation of the control variables. However, the results from the pedometer were gender-specific and were based on the measuring day in terms of weekends versus weekdays. In more specific terms, the connection was favourable for women and unfavourable or absent for men. The results showed that among female respondents, salary was favourably correlated with total steps counted over the weekend and aerobic steps regardless the measuring day. Income was inversely correlated with aerobic activity evaluated on weekdays in men. The findings show that there is a connection between financial status and physical exercise, but that relationship is gender-specific and is dependent on how physical activity is measured.

Humphreys and Ruseki (2010) used information from the 2001 Canadian Community Health Survey to estimate multiple hurdle modelling of engagement and time utilised in order to study the variables influencing exercise in Canada. The researchers discovered that while the effect size of the wealth is very small, it is linked to an improved susceptibility of involvement as well as lesser time expended in popular activities like swimming and running. From the engagement and time spent models, the hourly wage is typically positive and large, pointing to a dominating income influence. In contrary, Ajibua, Olorusola and Bewaji (2013) in their study revealed that 55% of academic and 47.5% of non-teaching employees did not admit that better income could motivate participation in RS, but 19% respondents agreed.

In the research carried out by the Canadian Heritage (2013) on RS participation in Canada for the year 2010, it was revealed that Participants in RS are more probable to reside in higher income household segments than in lower income household categories. Also, it claimed that from 40% in 2005 to 33% in 2010, sport participation

among Canadian households earning more than \$80,000 decreased by 7%. Nonetheless, higher income households reported a rate of athletic participation that was 33%, which was almost five times higher than the rate of 7% recorded by lower income households. However, in another research by Lechner and Downward (2013) on social interaction and the demand for RS: an economic analysis, it has been observed that among regular RS participants, the prevalence of engagement in leisure sports is unaffected by income, or in certain circumstances, it has a negative impact.

2.19.3.2 Opportunity Cost of Time and Participation in Recreational Sports

In their 2017 study, Hynes, Hanley, and O'Donoghue measured how the assessment of the opportunity value of time may be used to determine the travel expenses related to a recreational activity. The economic benefit of travel period and each respondent's entire travel costs were determined by the researchers using each respondent's prospective hourly salary, as forecasted by earning framework from a secondary information in line with person's real socioeconomic characteristics. A logit regression is then used to determine the quest for whitewater using these trip cost estimations.

Anokye, Pokhrel, and Fox-Rushby (2013) used 14,142 sample who completed the Health Survey for England to ascertain the impact of opportunity cost of time on involvement in exercise. The authors created and evaluated a composite opportunity cost of time index. A probabilistic regression model was applied to account for a variety of factors. Two proxy measures were used in the study to calculate the opportunity cost of time: (1) a composite index made up of multiple salary indicators and generated using principal component analysis, and (2) an approach to education and employment that has been used in the literature.

The researchers calculated the composite index's relative influence on predicting sports participation when compared to the available proxy measures. No matter how time-intensive an activity is or what method of measuring the cost of time forgone is employed, the results showed that a greater opportunity cost of time is connected with greater probability of participating in sports. Sport and exercise were also discovered to have a positive correlation with income, and the proportional implications of the two basic measures were found to be equivalent.

This kind of model is used by Garca, Lera-López, and Suárez (2011) to explain physical activity engagement by Spain inhabitants. They assert that the choice to engage

in exercise is affected by the opportunity cost of time. The need for physical exercise is, as might be predicted, inversely related to hourly pay. Two different specifications for the opportunity cost of time in trip cost models are tested in this research. A contingent valuation-style question concerning people's readiness to accept payment in exchange for giving up a clearly defined recreational event is added to the typical travel cost survey design. It is proposed that the individually disclosed value of time, rather than the pay rate, which normally assesses the exchange between work and leisure, more accurately captures the opportunity costs of time connected with a specific feature of recreation.

The findings appear to show that the models with the evoked value of each consumer's time fit the data more closely than the models with the more conventional hourly wages (wage rates). By demonstrating the stark differences between anticipated consumer excess calculated using two distinct values of data recorded, the significance of accurate opportunity cost of time measurement is made clear.

Another study on the economic determinants of regular exercise was conducted by Brown and Roberts in 2011. When the researchers examined how often people exercised and played sports, they discovered that women benefited more from the opportunity cost of time than men did. Similarly, Tunde (2019) confirmed that availability of time is one of the determinants of RS participation among tertiary institution staff.

Humphreys and Ruseski (2010) examined the financial choice of involvement and hours invested in sport and sports in Canada and discovered a favourable relationship between sports participation (or lack thereof). The researchers nevertheless discovered varying impacts as regards the correlation between the time alternatively forgone and effort expended on physical activity and sport participation with reference to different sports.

Another study by Kagwiria (2016) examined the factors that influence women's RS engagement. In order to discover the current trends in recreational activities and the variables affecting involvement frequency and intensity, the study used a descriptive survey research approach. A total sample of 384 female participants were chosen at random for the study. The research discovered that time availability and other socioeconomic characteristics, including age, family size, and income level, among others, were drivers of how frequently people engaged in both indoor as well as outdoor recreational activities.

According to Alexandris and Carroll (2010), demographics variations is a barrier to involvement in RS as married people have less time for leisure activities than single people. The study discovered that women who live in informal settlements struggle to organise their time, which prevents them from having much time or any time at all to engage in leisure activities.

For more understanding of how economic factors influence participation in RS, Humphreys and Ruseski (2011) constructed a model. This model provides an array of assumptions that shed fresh light on the economic factors influencing involvement in leisure sports and physical activity. They focused their study on two choices that consumers must make: first, whether to engage in leisure sports, and secondly, how many times to devote to such activities. Additionally, they forecast how RS, economic variables like earnings, and the opportunities cost of time relate to one another.

For instance, the model predicts that the changes in income and the decision to engage in RS as well as the relationship between income changes and the amount of time spent engaging in RS may be in conflict. They observed that more wealth is connected with a greater chance of participation in RS. The time spent partaking in active leisure activities decreases with income, hence the economic factors influencing the two choices are acting in different directions: With more time spent playing sports, variables that boost the chance of participation in RS typically decline. The income-leisure trade-off and the time constraint can be used to explain this, indicating that a better wage is linked to longer work hours and, as a result, less leisure time.

2.20 Appraisal of Reviewed Literature

The tremendous technological advancement has led to an increment of leisure hours. This technological advancement and computerisation at work has increased work place physical inactivity. The resultant effect of inactivity such as diabetes, coronary heart disease and host of other degenerative diseases can be prevented or managed through participation in RS which has the advantage of improving physical and mental health. Recreation is defined as a meaningful, socially acceptable leisure activity that gives the person who willingly engages in it an immediate satisfaction.

The review of literature identified and discussed organisational and socio-economic factors and RS. The literature revealed that lecturers in Nigeria higher institutions finding it challenging to know what obtains in the sporting venues or participate in activities not related to the academic program. The interaction of the

organisational and socio-economic factors as the major independent variables, with the dependent variable of RS participation were explained through the conceptual framework. Theoretical framework was used to relate the study to the relevant existing theories; theory of participation and incentive theory were adopted.

This study was anchored on how to strengthen, motivate and sustain participation. The theory of participation sees commitment and loyalty to participation in RS as a developmental progression through four distinct stages of awareness, attraction, attachment and allegiance while the theory of incentives is one of the major theories of motivation (Kubayi, Jooste, Toriola, & Paul, 2014). When positive incentives are attained and negative incentives are avoided, people expect to feel happy.

The empirical review made on organisational factors showed that little concentration was laid on organisational factors in relation to RS participation. The previous study on organisational factors revealed that much emphasis was laid on competitive sport management. However, this study plans to bridge the gap and strengthen staff participation in RS in Colleges of Education. In order to achieve this, empirical studies of previous work on RS as it is being affected by organisational factors and socio-economic variables was deeply discussed to give the necessary background knowledge in the study.

CHAPTER THREE

METHODOLOGY

This chapter discussed the research methods and procedures used in this study as organised as follow:

3.1 Research Design

Mixed method involving survey research design of the correlation type with qualitative approach of key informant interview were used for this study. The justification for using this method was that it helps to clarify, describe, record, analyse and interpret current issues and existing conditions. Nnamdi (2012) asserted that, survey research is concerned with observing what happens to sample individuals or variables. The design describes the nature of the provided phenomena and provides a glimpse of the population's circumstance (Osuala, 2013).

The goal of the correlation survey research is to determine whether there is a link between two or more variables. This design established the relationship, direction and magnitude of the linkage between dependent (RS participation) and independent (organisational factors and socio-economic) variables of the study. The qualitative approach is to compliment the data collected quantitatively and for the purpose of triangulation in order to enhance the validity of the findings.

3.2 Population of the Study

The population of this study involved three thousand, eight hundred and sixty-one (3,861) academic and non-academic employees of four (4) FCE in Southwestern Nigeria as at March, 2021.

3.3 Sample and Sampling Procedure

The size of the study's sample comprised of one thousand, nine hundred and thirty-one (1,931) respondents drawn from members of staff of FCE in Southwestern Nigeria. Multi stage sampling procedure was employed to determine the respondents for the study as follows:

Stage One: The four FCE in Southwestern Nigeria (ACE, Ondo, FCE, Abeokuta, FCE (T) Akoka and FCE (Special) Oyo) were enumerated.

Stage Two: The population from each College was stratified in terms of academic staff and non-academic staff.

Stage Three: Proportionate to size sampling technique was used to select one thousand, nine hundred and thirty-one (1,931) respondents (A.C.E, Ondo=552, FCE, Abeokuta = 428, FCE (T), Akoka= 412, FCE (Special), Oyo=539).

Stage Four: Simple random sampling methods were employed to choose seven hundred and eighty-four (784) members of academic and one thousand, one hundred and forty-seven (1,147) members of non-academic staff. This brought the total number of the respondents to one thousand, nine hundred and thirty-one (1,931) which represented 50% of the total population.

Table 3.1: Distribution of respondents from FCE in Southwestern, Nigeria

S/N	Name of Institution	Academic Staff		Non-Academic Staff		Total	
		Population	Sample (50%)	Population	Sample (50%)	Population	Sample (50%)
1	ACE	374	187	729	365	1,103	552
2	FCE, Abeokuta	310	155	546	273	856	428
3	FCE (Tech.) Akoka	261	130	563	281	824	412
4	FCE (Special) Oyo	623	312	455	228	1,078	539
	Total	1,568	784	2,293	1,147	3,861	1, 931

Sources: *Junior and Senior Staff Establishment Divisions of Federal Colleges of Education in Southwestern Nigeria as at March, 2021.*

For the Key Informant Interview (KII), two (2) interviewees were chosen from each College and the participants were the chairman of Sports Committee and College sport director.

3.3.1 Inclusion Criteria

Only FCE in Southwestern Nigeria was used for the study because of their homogeneity in nature and peculiarity in administrative structure, policy guidelines and funding pattern. Also, all the members of staff that were available within the College premises during the period of data collection were included in the sampling procedure.

3.3.2 Exclusion Criteria

Employees of FCE in Southwestern, Nigeria who are on annual leave during the period of collection of data were not included in the study. Also, ad-hoc and adjunct members of staff were excluded.

3.4 Research Instruments

In order to investigate organisational and socioeconomic characteristics as potential indicators of involvement in RS among the employees of FCE in Southwestern Nigeria, a modified standardized questionnaire of Organisational and Socio-economic Factors as Predictors of RS Participation Scale (OSEFPRSPS) and key informant interview (KII) were used. The questionnaire was modified from standard questionnaire of Human Resources Management Policies and Practice Scale (HRMPPS) developed by George Elton Mayo in 1933 and the Kuppuswamy socio-economic scale devised by Kuppuswamy in 1981. The HRMPPS establish a framework to help manage people. It covers managing HR environment, developing HR and compensation for HR. The Kuppuswamy socio-economic scale is the measure of the social standing of the individual or a family and has impact on individual/family's health, lifestyle and others. It is used for assessing the SES of an urban individual.

The HRMPPS collected response on a 5-point Likert scale ranging from I totally disagree to I totally agree while the scoring of the Kuppuswamy socio-economic scale ranges from <5 to 29. The reliability of the HRMPPS was conducted by Demo, Nieva, Nunes and Rozett (2012) by using employees across different disciplines and it returned a high reliability coefficient of 0.917. The Kuppuswamy scale categorised families into upper, upper middle, lower middle, upper lower and lower SES. The reliability of the

scale was conducted by among individuals from different households and its found to be reliable at 0.79 reliability coefficient (Ain, Khan & Gilani, 2021).

The modified questionnaire consists of six scale, RS participation scale (RSPS), level of RS participation scale (LRSPS), adequacy of sport facilities and equipment scale (ASFES), organisation factor scale (OFS), social factor scale (SOFS), Economic factor scale (ECFS). A total of seven components made up the questionnaire. Sociodemographic information about the respondents is covered in section A, section B was used to examine the RS participation, section C and D were used to collect data to answer research questions. To elicit data related to the examined factors in the hypotheses, sections E, F, and G were used. The questionnaire's items were created based on a review of theories and empirical research on organisational variables, socioeconomic factors, and RS.

By having an expert analysis on the instrument, ambiguities and issues with item construction were eliminated. Ninety-six (96) items were created in the first stage based on the exploratory survey discussion. The researcher's supervisor, a specialist in sports administration, and a psychometrics expert were then shown the questionnaire. Afterwards, there were only 80 objects left (80). It was implied that an expert review process was used to validate the instrument. This in turn helps to clear up ambiguities among the tested items.

After that, an exploratory factor analysis was performed on this instrument. For the RSPS, LRSPS, ASFES, OFS, SOFS, and ECFS, respectively, KMO values of 0.60, 0.62, 0.61, 0.65, 0.63, and 0.62 were found, indicating that the sample size of each scale is sufficient for conducting factor analysis. The correlation matrix's factorability was supported by the statistical significance of the scales' sphericity tests with p-values of 0.01, 0.00, 0.00, 0.00, 0.01 and 0.00 respectively.

The following explanations are provided for each area of the questionnaire:

Section A: The sociodemographic details of the respondents were gathered in this part. The researcher came up with five items which include institution, gender, age, job description and residence.

Section B: RS Participation Scale (RSPS)

Respondents were asked about their involvement in RS using this method. During the instrument's pre-testing, ten (10) questions were asked and answered by the respondents. Following collection of data, factor analysis was performed using 0.60 as

the item retention cut-off. Seven (7) items were preserved after the analysis revealed they satisfied the 0.60 requirement, whereas all three items with scores of 0.4, 0.5, and 0.4, respectively, were modified.

Examples of the retained items include “I seldom participate in RS”, “I participate in staff intramural games regularly”. Each response was given a score using a modified Likert scale with four possible outcomes: Strongly Agree (SA), Agree (A), Disagree (D), and Strongly Disagree (SD). Points were awarded in the following order: SA = 4, A = 3, D = 2, and SD = 1. When the RSPS' internal consistency was tested using the Cronbach alpha method, the reliability result was 0.75.

Section C: Level of RS Participation Scale (LRSPS)

The Level of RS Participation Scale (LRSPS) was employed to inquire from respondents about their level of participation in RS. During the pilot-testing phase of the scale, the respondents answered seventeen (17) items. After that, the data were put through factor analysis, with a retention threshold of 0.60 as the benchmark. The analysis's findings showed that each of the seventeen (17) items satisfied the 0.60 threshold. Each response was given a score using a modified Likert scale with four possible outcomes of very often, often (Max. of 2 times in a week), seldom (once in a while) and never. Points were awarded in the following order: Very often = 4, often = 3, seldom = 2, never = 1. A reliability score of 0.82 was obtained using the cronbach alpha approach to assess the LRSPS's internal consistency.

Section D: Adequacy of Sport Facility and Equipment Scale (ASFES)

In order to gather data from respondents on the accessibility and sufficiency of sports facilities and equipment, the Adequacy of Sport Facility and Equipment Scale (ASFES) was utilised. During the pilot-testing phase of the scale, ten (10) statements were developed regarding sports facilities whereas fifteen (15) items regarding sports equipment were presented to the respondents. After that, the data were put through factor analysis, with a retention threshold of 0.60 as the benchmark. The analysis of the test indicated that all of the items were maintained because they all met the 0.60 threshold. A modified Likert scale incorporating a Yes/No response option was used to rate each response, with points awarded in the following order: Yes = 2 and No = 1. The internal consistency of the ASFES was tested using the Cronbach alpha method, and it produced a reliability score of 0.81 and 0.72 for adequacy of sport facilities and adequacy of sport equipment respectively.

Section E: Organisational Factor Scale (OFS)

Organisational Factor Scale (OFS) was adopted to gather information from respondents on organisational variables that predict RS participation. During the instrument's pre-testing, the respondents responded to twenty-one (21) items. The generated data was then put through a factor analysis with a 0.60 retention threshold. Sixteen (16) items were maintained since the analysis's findings indicated they matched the 0.60 requirement. The two (2) items of 0.5 were restructured, while the three (3) items that were less than 0.3 were expunged. Each response was given a score using a modified Likert scale with four categories: Strongly Agree (SA), Agree (A), Disagree (D), and Strongly Disagree (SD). Points were awarded in this order: SA = 4, A = 3, D = 2, and SD = 1. The consistency of the OFS was tested using the Cronbach alpha method, and it produced 0.72, 0.71 and 0.70 as the scores for Funding, facilities maintenance culture, injury insurance policy respectively. While the OFS produced a dependability coefficient of 0.72.

Section F: Social Factor Scale (SFS)

Social Factor Scale (SFS) was employed to gather information from the respondents on sociological factors that predicts RS participation. During the pilot-testing phase of the scale, 18 items emerged and responded to by the respondent. After gathering the data, it was put through a factor analysis with a retention threshold of 0.60. Since fifteen (15) items satisfied the 0.60 requirement as a consequence of the analysis, they were kept. Restructuring was done on an item with a score of 0.5 and two items with 0.4. Response was graded using a modified Likert scale with four possible responses: Strongly Agree (SA), Agree (A), Disagree (D), and Strongly Disagree (SD). Points were awarded in this order: SA = 4, A = 3, D = 2, and SD = 1. The reliability of the SFS was tested using the Cronbach alpha method, and it produced a reliability of 0.74, 0.78 and 0.78 for religion, peer group influence and occupational demand respectively. While the SFS produced a dependability coefficient of 0.77.

Section G: Economic Factor Scale (EFS)

Economic Factor Scale was utilised to garner information from respondents on economic factors that predicts RS participation. During the preliminary assessment of the instrument, twelve (12) items emerged and responded to by the respondents. Following data generation, factor analysis was performed using 0.60 as the item retention cut-off. Ten (10) items passed the 0.60 threshold as a consequence of the

analysis; these items were kept, while the two (2) items that were less than 0.3 were expunged. Strongly Agree (SA), Agree (A), Disagree (D), and Strongly Disagree (SD) were the four response categories that were used to grade each response. Points were awarded in this order: SA = 4, A = 3, D = 2, and SD = 1. Each sub-variable was subjected to a Cronbach alpha test to determine its internal consistency; the results for income and the opportunity cost of time were 0.78 and 0.80, respectively. While the dependability coefficient of the ECFS was 0.78.

Eighty-five (85) total items were developed for the questionnaire, of which five (5 items) dealt with the respondents' sociodemographic traits and the other 80 items were divided among the six scales employed in the study. A reliability score of 0.78 was obtained for the full questionnaire using the cronbach alpha method. The Nunnally (1998) criteria of 0.70 was satisfied by the questionnaire, which is typical for psychometric measurements.

3.4.1 Key Informant Interview (KII) Guide

For the purposes of triangulation, in order to make sure that certain information that the questionnaire would not have collected is captured, a session of key informant interview was held by the researcher with the chairman of sport council and Director of sport of each of the selected FCE in Southwestern Nigeria. The KII session was performed using a discussion guide, field notes, and a tape recorder to record comments in addition to taking notes.

3.5 Validity of the Instruments

A test instrument's validity refers to how closely it measures what is anticipated to be measured. To ascertain the effectiveness of the questionnaire, it was subjected to construct and content validity by presenting a draft questionnaire to experts in recreation and leisure and psycho-metrics which provided the researcher with objective criticism that improved the instrument's quality.

The research instrument was finally given to specialists and professionals, including the supervisor of the researcher who critically and analytically examined them for necessary correction. After this, the questionnaire was subjected to exploratory factorial analysis setting the retention criteria at 0.6. All items that fail to conform with the 0.6 retention benchmark was removed or reframed, leaving a sizeable number of items in the questionnaire.

3.6 Reliability of the Instruments

The ability of a research tool in continuously testing what is expected of it is its reliability. Nnamdi (2012) refers to reliability as the consistency of the result of two sets of score of observation obtained with the same instrument. To ensure the instrument's reliability, twenty (20) copies of the corrected instrument was distributed among twenty members of staff of FCE, Okene who were not among the sample of the study but share identical traits with the actual respondents. The gathered information was tested for reliability using Cronbach Alpha statistics.

3.7 Field Testing of the Instruments

An instrument must first undergo field testing to ensure its accuracy and dependability before the real study is conducted. The research instrument's pilot testing was accomplished using twenty (20) members of staff of FCE, Okene who were not integral part of the study but share similar features with the actual respondents. This is very important as it allowed the researcher to get familiar with the challenges that arose in the process of actual administration of the research instrument and also x-rayed the ambiguity of the instrument.

Ten questions were included in the Key Informant Interview (the qualitative research component of the study). Using the tested variables as a guide, the instrument was utilized to elicit more information. All ten (10) created items (with a series of probes) were responded to by the participants who were used for the instrument's pre-testing; content analysis was utilised to determine whether respondents' responses were consistent by using different viewpoints to interpret the information.

3.8 Ethical Consideration

The University of Ibadan Ethical Advisory Board provided moral approval for the study. Information regarding the study's objective was provided to the respondents, while the consent of the respondents was obtained before the administration of the instrument with the use of informed consent form. The respondents were assured of threat and risk-free research conduct by handling their responses with utmost confidentiality and that the product of the research work shall be made available to them through appropriate channel.

3.9 Procedure for Data Collection

For the aim of identifying and gaining entrance to the schools and the respondents, a letter of introduction was given to the researcher by the human kinetics' head at the University of Ibadan, Ibadan. Also, a letter of introduction to seek responses or interact with members of staff of various FCE in the population was submitted and approval sought before collection of data. The study's significance and goal were discussed.

The research instrument was a closed-ended questionnaire that contained an introductory part explaining the theme, purpose of the study and developed the respondents' mindset. It also established a rapport and gave a clear line of items under various sub-heading, like demographic, organisation factors scale, social factors scale, economic factors scale, RS participation scale and check list for availability and adequacy of sports facilities and equipment. The researcher with the help of eight (8) trained research assistants (two research assistants from each of the selected institutions) administered the instrument to the respondents.

The instrument was administered to the respondents in their various offices and some of the questionnaires were collected on the spot but those that could not be recovered on the spot, were retrieved with the assistance of eight (8) research aides who are more familiar with the terrain and also recognised the members of staff that fall within the inclusion criteria. The self-administration ensured high return rate and also gave the research team opportunity to explain the purpose of the study to the respondents and also enabled the respondents asked questions for clarification on issues that were not cleared to them.

The key informant interview (KII) was carried out by the researcher along with one research associate. The researcher made an appointment with the interviewee (Chairman, college sports council and Director of Sport), he introduced the team to the interviewee, thereafter explained their mission with emphasis on the important of the study. The interview sessions were conducted in English Language since all the participants were fluent in English Language. The interview was conducted in all the four (4) FCE in Southwestern, Nigeria. The KII was made up of ten (10) questions that examined the organisational and socio-economic factors as predictors of RS participation by the employees of FCE situated in Southwestern part of Nigeria.

The researcher guaranteed the anonymous nature of the interview participants as well as guaranteed the confidential status of the information collected. All the

information collected was recorded in an audio format and a note-taker was also in attendance throughout the interview session. The data recorded were further transcribed word-for-word using standard technique for transcribing and was qualitatively analysed.

3.10 Procedure for Data Analysis

Both descriptive and inferential statistics were used to collate, process, and analyse the full questionnaire. Data on demographics was analysed using the descriptive statistics of frequency count and percentages. For research question 1, frequency counts, percentages, and weighted means were employed. Research questions 2 and 3 were answered using bar charts, while research question 4 was answered using PPMC. The hypotheses 1 through 7 were tested using regression analysis, independent t-test and ANOVA were used for hypothesis 8 and 9 respectively. All hypotheses were tested at 0.05 level of significance. Since the study also employed a qualitative approach, the common responses of interviewee were indicated as majority if equal or greater than five (5) out of the eight (8) interviewees shared a common view. Thematic analysis was used for analysing qualitative data.

CHAPTER FOUR

RESULTS AND DISCUSSION

This chapter addresses the data analysis in relation to the previously stated demographic data, research questions, and hypotheses. Three (3) sections make up the chapter. The demographic data of the respondents is presented in Section A, the research questions' replies are given in Section B, and the tested hypotheses' findings are given in Section C. Though one thousand, nine hundred and thirty-one (1,931) respondents were sampled out of which only one thousand eight hundred and forty-one (1,841) which represent 95.3% filled the instruments properly hence, they were used for data analysis.

4.1 Demographic Information of the Respondents

Table 4.1: Demographic distribution of respondents

Variable	Frequency	Percentage (%)
Gender		
Male	1,247	67.7%
Female	594	32.3%
Total	1,841	100.0
Age		
25 years and below	22	1.2
26-35 years	119	6.5
36-45 years	1,194	64.9
46-55 years	392	21.3
56-65 years	114	6.2
Total	1,841	100.0
Job Description		
Academic Staff	747	40.6
Non-Academic Staff (Junior)	684	37.2
Non-Academic Staff (Senior)	410	22.2
Total	1,841	100.0
Residence		
Campus	134	7.3
Non-Campus	1,707	92.7
Total	1,841	100.0

As shown in table 4.1, 1247 (67.7%) were male while 594 (32.3%) were female, demonstrating that the majority of research participants were male. Also, table 4.1 reveals that 22 (1.2%) were 25years and below, 119 (6.5%) were between the ages of 26 and 35years, 1194 (64.95%) of the respondents were between the ages of 36 and 45years, 392 (21.3%) were between the ages of 46 and 55years while 114(6.2%) fell between ages 56 and 65 years. This therefore shows that majority of the respondents were in the age bracket of 36 and 45years.

More so, from table 4.1, 747(40.6%) of the respondents were academic staff, 684 (37.2%) were non-academic (senior) staff while 410 (22.2%) were non-academic (junior) staff showing that majority of the respondents were academic staff. The table 4.1 finally reveals that 134 (7.3%) of the respondents were residing on the campus while 1707 (92.7%) were residing off-campus showing that majority of the respondents were residing off-campus.

4.2 Analysis of Research Questions

The research questions were addressed in this part of the chapter.

Research question one: What is the level of participation in RS among members of staff of FCE in Southwestern Nigeria?

Table 4.2: Frequency table showing the level of participation in RS among the staff of FCE in Southwestern Nigeria

S/N	Sports	Never	Seldom	Often	Very often	Mean	SD
1	Football	372 20.2%	1038 56.4%	261 14.2%	170 9.2%	2.1244	0.83355
2	Volleyball	582 31.6%	983 53.4%	162 8.8%	114 6.2%	1.8957	0.8008
3	Basketball	971 52.7%	705 38.3%	95 5.2%	70 3.8%	1.6002	0.7561
4	Handball	1100 59.8%	618 33.6%	87 4.7%	36 2.0%	1.4889	0.6797
5	Tennis	876 47.6%	632 34.3%	204 11.1%	129 7.0%	1.7751	0.9038
6	Badminton	1059 57.5%	607 33.0%	104 5.6%	71 3.9%	1.5584	0.7690
7	Table tennis	506 27.5%	903 49.0%	306 16.6%	126 6.8%	2.0282	0.8452
8	Squash	1540 83.7%	189 10.3%	86 4.7%	26 1.4%	1.2385	0.5999
9	Hockey	1615 87.7%	131 7.1%	37 2.0%	58 3.2%	1.2064	0.6297
10	Cricket	1654 89.8%	144 7.8%	30 1.6%	13 0.7%	1.1320	0.4355
11	Swimming	1375 74.7%	434 23.6%	21 1.1%	11 0.6%	1.2765	0.5087
12	Fishing	1499 81.4%	302 16.4%	27 1.5%	13 0.7%	1.2146	0.4903
13	Rowing	1698 92.2%	117 6.4%	13 0.7%	13 0.7%	1.0989	0.3817
14	Kayaking	1707 92.7%	91 4.9%	28 1.5%	15 0.8%	1.1043	0.4157
15	Brisk walk	594 32.3%	559 30.4%	537 29.2%	151 8.2%	2.1331	0.9619
16	Jogging	587 31.9%	835 45.4%	280 15.2%	139 7.6%	1.9842	0.8793
17	Cycling	1140 61.9%	452 24.6%	164 8.9%	85 4.6%	1.5622	0.377
Weighted Mean= 1.6 Criterion Mean= 2.5							

Table 4.2 shows percentage of the Federal Colleges of Education staff participation level in the listed RS. For recreational football participation, 372 (20.2%) never participated in football, 1038 (56.4%) seldom participate, 261 (14.2%) often participate while 170 (9.2%) always often participate, showing that a very good and high percentage do not participate or seldom participate in recreational football. For level of participation in recreational volleyball, 582 (31.6%) never participated, 983 (53.4%) seldom participate, 162 (8.8%) often participate while 114 (6.2%) always often participate, indicating that majority never or seldom participate in recreational volleyball. For participation level in recreational handball, 1100 (59.8%) never participated, 618 (33.6%) seldom participate, 87 (4.7%) often participate while 36 (2.0%) very often participate, indicating that majority do not participate or seldom participate in handball for recreation. For level of participation in recreational tennis, 876 (47.6%) never participated, 632 (34.3%) seldom participate, 204 (11.1%) often participate while 129 (7.0%) very often participate, indicating that majority do not participate or seldom participate in tennis for recreation.

Furthermore, for recreational badminton participation, 1059 (57.5%) never participated, 607 (30.0%) seldom participate, 104 (5.6%) often participate while 71 (3.9%) very often participate, indicating that majority do not participate or seldom participate in badminton for recreation. Concerning level of participation in recreational table tennis, 506 (27.5%) never participated, 903 (49.0%) seldom participate, 306 (16.6%) often participate while 126 (6.8%) always often participate, indicating that majority never or seldom participate in recreational table tennis. For level of participation in recreational squash, 1540 (83.7%) never participated, 189 (10.3%) seldom participate, 86 (4.7%) often participate while 26 (1.4%) always often participate, indicating that majority never or seldom participate in recreational squash playing. In respect of level of participation in recreational hockey, 1615 (87.7%) never participated, 131 (7.1%) seldom participate, 37 (2.0%) often participate while 58 (3.2%) always often participate, indicating that majority never or seldom participate in recreational hockey. For level of participation in recreational cricket, 1654 (89.8%) never participated, 144 (7.8%) seldom participate, 30 (1.6%) often participate while 13 (0.7%) always often participate, indicating that majority never participate in recreational cricket.

More so, concerning the level of participation in recreational swimming, 1375 (74.7%) never participated, 434 (23.6%) seldom participate, 21 (1.1%) often participate while 11 (0.6%) always often participate, indicating that majority never participated in

recreational swimming. Concerning the level of participation in recreational fishing, 1499 (81.4%) never participated, 302 (16.4%) seldom participate, 27 (1.5%) often participate while 13 (0.7%) always often participate, indicating that majority never participated in recreational fishing. For level of participation in recreational rowing, 1698 (92.2%) never participated, 117 (6.4%) seldom participate, 13 (0.7%) often participate while 13 (0.7%) always often participate, indicating that majority never participated in recreational rowing. For level of participation in recreational kayaking, 1707 (92.7%) never participated, 91 (4.9%) seldom participate, 28 (1.5%) often participate while 15 (0.8%) always often participate, indicating that majority never participated in recreational kayaking.

In addition, concerning the level of participation in recreational brisk walk, 594 (32.3%) never participated, 559 (30.4%) seldom participate, 537 (29.2%) often participate while 151 (8.2%) always often participate, indicating that majority never or seldom participate in recreational brisk walk. For level of involvement in jogging, 587 (31.9%) never participated, 835 (45.4%) seldom participate, 280 (15.2%) often participate while 139 (7.6%) always often participate, indicating that majority never or seldom participate in recreational jogging. For level of participation in recreational cycling, 1140 (61.9%) never participated, 452 (24.6%) seldom participate, 164 (8.9%) often participate while 85 (4.6%) always often participate, indicating that majority never participated in cycling for recreation.

It may be deduced that there was relatively little RS participation by employees of FCE in the Southwestern zone of Nigeria because the weighted mean score of 1.6 is lower than the criterion mean of 2.5.

Research question two: Are there adequate sport facilities for RS participation for members of staff of FCE in Southwestern Nigeria?

Fig. 4.1: Bar chart showing adequacy of sport facilities for RS among the staff of FCE in Southwestern Nigeria

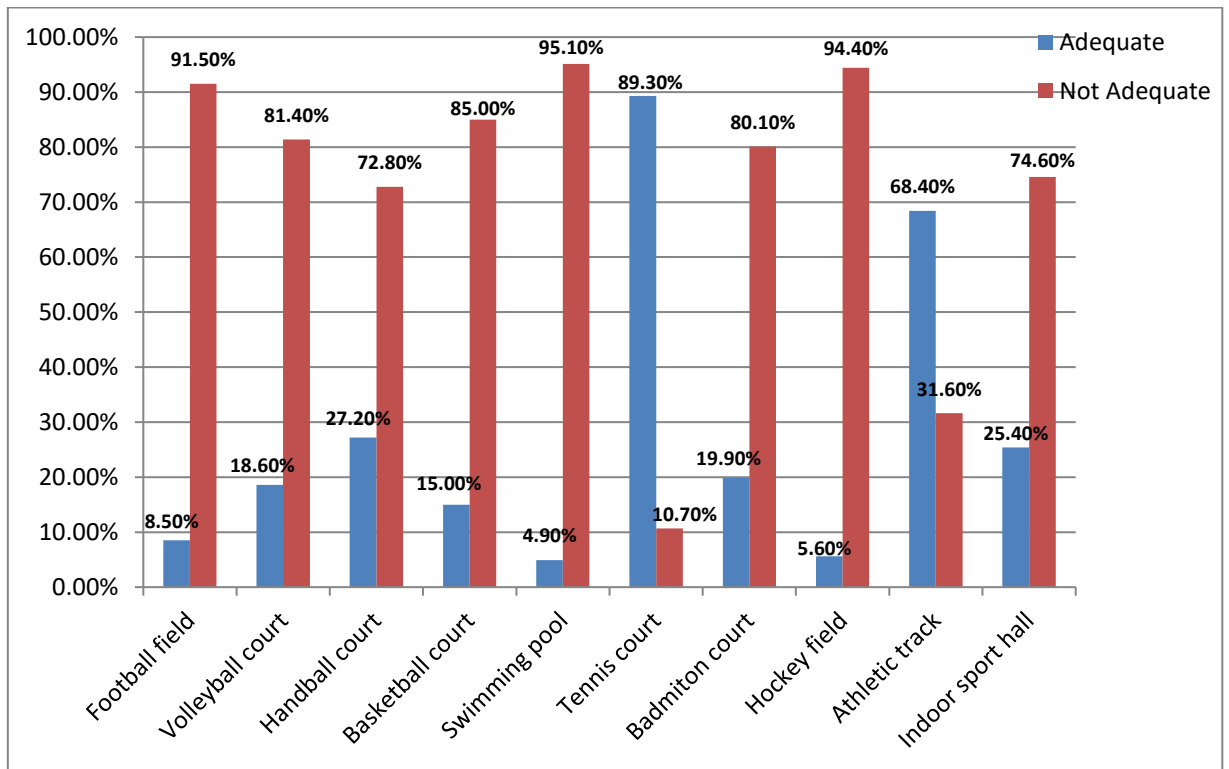


Figure 4.1 revealed that RS facilities such as tennis court (89.30%) and athletic track (68.4%) are said to be adequate by majority. All other RS facilities such as swimming pool, volleyball court, basketball court, badminton court, handball court, hockey field, football field and indoor sport hall were reported to be inadequate by majority of the respondents.

Research question three: Are there adequate sport equipment for RS participation for members of staff of FCE in Southwestern Nigeria?

Fig.4.2: Bar chart showing sport equipment for RS among the staff of FCE in Southwestern Nigeria

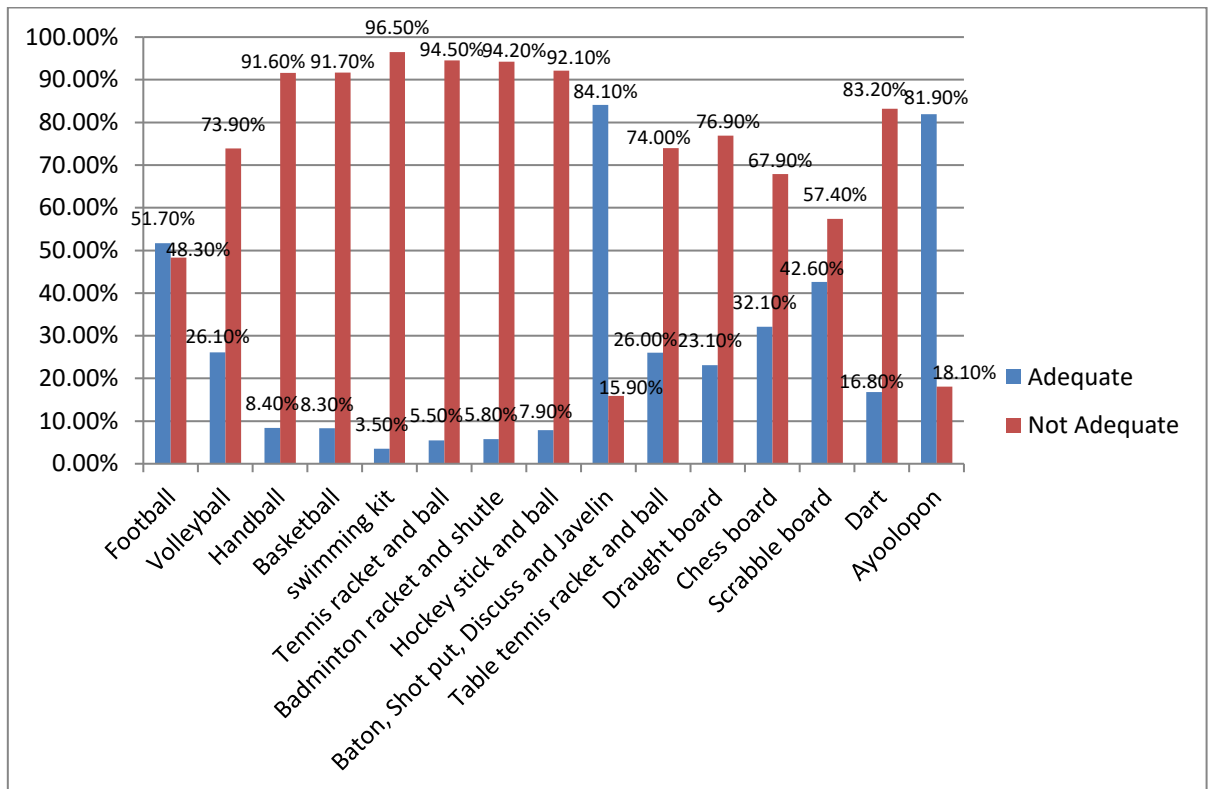


Figure 4.2 revealed that, among the RS equipment listed, only baton, shot put, discus and javelin (84.1%) and *ayo olopon* (81.9%) are said to be adequate by majority. All other equipment such as football, volleyball, handball, basketball, swimming kit, badminton racket, hockey stick and football were reported to be inadequate by majority of the respondents.

Research question four: Is there a relationship between the independent variables (organisational and socio-economic) and the dependent variable (RS participation)?

Table 4.3: Pearson product moment correlation table showing the matrix of the relationship between the independent and the dependent variables

S/N	Items	1	2	3	4	5	6	7	8	9
1	RS Participation	1								
2	Funding	.381	1							
3	Facilities maintenance culture	.365	.404	1						
4	Injury insurance policy	.252	.257	.562	1					
5	Religion	.182	.448	.087	.023	1				
6	Peer group influence	.134	.032	.233	.291	.265	1			
7	Occupational demand	.421	.449	.345	.441	.257	.003	1		
8	Income	.279	.042	.307	.322	.122	.774	.161	1	
9	Opportunity cost of time	.524	.456	.119	.131	.347	.199	.479	.183	1

Table 4.3 shows that there was a positive relationship between RS participation and funding ($r=.381$), RS participation and facilities maintenance culture ($r=.365$), RS participation and injury insurance policy ($r=.252$), RS participation and religion ($r=.182$), RS participation and peer influence ($r=.134$), RS participation and occupational demand ($r=.421$), RS participation and income ($r=.279$), RS participation and opportunity cost of time ($r=.524$).

4.3 Testing of Hypotheses

The tested hypotheses' outcomes were reported in this section.

Hypothesis 1: There will be no significant joint contribution of organisational factors (funding, facilities maintenance culture and injury insurance policy) to RS participation among the staff of FCE in Southwestern Nigeria.

Table 4.4: Regression analysis of the joint contribution of organisational variables (funding, facilities maintenance culture and injury insurance policy) to RS participation among the staff of FCE in Southwestern Nigeria

R	=	.448			
Multiple R	=	.201			
Multiple R ² adjustment	=	.199			
Standard Error Estimate	=	1.80147			
Analysis of Variance					
Model	Sum of square	Df	Mean square	F	P
Regression	1496.265	3	498.755	153.685	.000
Residual	5961.625	1837	3.245		
Total	7457.889	1840			

Table 4.4 revealed that the joint contribution of all the organisational variables RS participation among the employees of FCE in Southwestern Nigeria was significant ($F_{(3,1837)} = 153.685, p < .05$). Additionally, the outcome showed that the independent variables could account for 19.6% of the variation with an adjusted R^2 of .196. This therefore led to the null hypothesis being rejected indicating that funding, facilities maintenance culture and injury insurance policy jointly contributed to RS participation among the staff of FCE in Southwestern Nigeria.

Hypothesis 2: There will be no significant relative contributions of organisational factors (funding, facilities maintenance culture and injury insurance policy) to RS participation among the staff of FCE in Southwestern Nigeria.

Table 4.5: Regression analysis of the relative contributions of organisational variables (funding, facilities maintenance culture and injury insurance policy) to RS participation among the staff of FCE in Southwestern Nigeria

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	15.459	.477		32.403	.000
	Funding	.348	.029	.278	12.170	.000
	Facilities maintenance culture	.262	.032	.221	8.282	.000
	Injury insurance policy	.058	.026	.056	2.227	.026

Table 4.5 shows for each organisational variable, the unstandardised regression weight (β), the standardized error of estimate ($SE\beta$), the standardized coefficient, the t-ratio and the level at which the t-ratio was significant. The table revealed that funding has the highest contribution of 27.8% ($\beta=.278$, $t=12.170$, $p<0.05$) followed by facilities maintenance culture with 22.1% ($\beta=.221$, $t=8.282$, $p<0.05$) while injury insurance policy made the least contribution with 5.6% ($\beta=.056$, $t=2.227$, $p<0.05$). Therefore, the null hypothesis was rejected. This therefore implies that funding, facilities maintenance culture and injury insurance policy relatively contributed to RS participation among FCE in Southwestern, Nigeria.

Hypothesis 3: There will be no significant joint contribution of social factors (religion, peer influence and occupation demand) to RS participation among the staff of FCE in Southwestern Nigeria.

Table 4.6: Regression analysis of the joint contribution of social factors (religion, peer influence and occupation demand) to RS participation among the staff of FCE in Southwestern Nigeria

R	=	.444			
Multiple R	=	.197			
Multiple R ² adjustment	=	.196			
Standard Error Estimate	=	1.80537			
Analysis of Variance					
Model	Sum of square	df	Mean square	F	P
Regression	1470.451	3	490.150	150.383	.000 ^b
Residual	5987.438	1837	3.259		
Total	7457.889	1840			

Table 4.6 revealed that the joint contribution of all the social variables RS participation among the staff of FCE in Southwestern Nigeria was significant ($F_{(3,1837)} = 150.383, p < .05$). Additionally, the outcome showed that the independent variables could account for 19.6% of the variation with an adjusted R^2 of .196. This resulted in the rejection of the null hypothesis. This shows that religion, peer influence and occupational contributed jointly to RS participation among staff of FCE in Southwestern, Nigeria.

Hypothesis 4: There will be no significant relative contributions of social factors (religion, peer influence and occupation demand) to RS participation among the staff of FCE in Southwestern Nigeria.

Table 4.7: Regression analysis of the relative contributions of social factors (religion, peer group influence and occupation demand) to RS participation among the staff of FCE in Southwestern Nigeria

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	18.921	.528		35.838	.000
	Religion	.043	.022	.044	1.959	.050
	Peer group influence	.100	.018	.124	5.683	.000
	Occupational demand	.492	.026	.410	18.898	.000

Table 4.7 shows for each social variables, the unstandardised regression weight (β), the standardized error of estimate ($SE\beta$), the standardized coefficient, the t-ratio and the level at which the t-ratio was significant. The table revealed that occupational demand has the highest contribution of 41.0% ($\beta=.410$, $t=18.898$, $p<0.05$) followed by peer group influence with 12.4% ($\beta=.124$, $t=5.683$, $p<0.05$) while religion contributed least with 4.4% ($\beta=.056$, $t=2.227$, $p<0.05$). Therefore, the null hypothesis was rejected. The implication of this is that religion, peer influence and occupational demand relatively lead to RS participation among staff of FCE in Southwestern, Nigeria.

Hypothesis 5: There will be no significant joint contribution of economic factors (income and opportunity cost of time) to RS participation among the staff of FCE in Southwestern Nigeria.

Table 4.8: Regression analysis of the joint contribution of economic variables (income and opportunity cost of time) to RS participation among the staff of FCE in Southwestern Nigeria

R	=	.539			
Multiple R	=	.290			
Multiple R ² adjustment	=	.289			
Standard Error Estimate	=	1.69716			
Analysis of Variance					
Model	Sum of square	df	Mean square	F	P
Regression	2163.833	2	1081.917	375.622	.000 ^b
Residual	5294.056	1838	2.880		
Total	7457.889	1840			

From table 4.8, the joint correlation of the economic variables with sports participation among staff of FCE in Southwestern, Nigeria was significant ($F_{(2,1838)} = 375.622, p < .05$). The result also revealed adjusted R^2 of .289, indicating that up to 29% of the variation was as a result of the independent variables and as a result, rejecting the null hypothesis. This shows that income and opportunity cost of time jointly contributed to RS engagement among employees of FCE in Southwestern, Nigeria.

Hypothesis 6: There will be no significant relative contributions of economic factors (income and opportunity cost of time) to RS participation among the staff of FCE in Southwestern Nigeria.

Table 4.9: Regression analysis of the relative contributions of economic factors (income and opportunity cost of time) to RS participation among the staff of FCE in Southwestern Nigeria

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	19.063	.423		45.078	.000
	Income	.113	.018	.128	6.387	.000
	Opportunity cost of time	.636	.025	.500	25.039	.000

Table 4.9 shows for each economic variables, the unstandardised regression weight (β), the standardized error of estimate ($SE\beta$), the standardized coefficient, the t-ratio and the level at which the t-ratio was significant. The table showed that opportunity cost of time had a greater impact of 50.0% ($\beta=.500$, $t=25.039$, $p<0.05$) compared to income's 12.8% ($\beta=.128$, $t=6.387$, $p<0.05$). Therefore, the null hypothesis was rejected. This means that income and opportunity cost of time relatively contributed to RS participation among staff of FCE in Southwestern, Nigeria.

Hypothesis 7: There will be no significant composite contribution of organisational, social and economic factors to RS participation among the staff of FCE in Southwestern Nigeria

Table 4.10: Regression analysis of the composite contribution of organisation, social and economic factors to RS participation among the staff of FCE in Southwestern Nigeria

R	=	.429			
Multiple R	=	.184			
Multiple R ² adjustment	=	.183			
Standard Error Estimate	=	1.82017			
Analysis of Variance					
Model	Sum of square	df	Mean square	F	P
Regression	1371.870	3	457.290	138.028	.000 ^b
Residual	6086.020	1837	3.313		
Total	7457.889	1840			

From table 4.10, the joint contribution of the organisational, social and economic variables on participation in RS by employees of FCE in Southwestern, Nigeria was significant ($F_{(3,1837)} = 138.028$, $p < .05$). The adjusted R^2 was .183, indicating that combinations of the three variables accounted for approximately 18% of the variation. This led to the null hypothesis being rejected. The meaning of this is that organisational, social and economic variables jointly contributed to RS participation among staff of FCE in Southwestern, Nigeria.

Hypothesis 8: There will be no significant gender difference in the level of participation in RS among members of staff of FCE in Southwestern Nigeria

Table 4.11: T-test showing gender difference in the level of participation in RS among members of staff of FCE in Southwestern Nigeria

	Sex	N	Mean	Mean difference	T	Df	P
RS participation	Male	1247	27.6127	1.9646	.953	1839	.024
	Female	594	25.6481				

The table 4.11 showed that there was significant gender difference in RS participation among members of staff of FCE in Southwestern Nigeria ($t= 0.953$, $df= 1839$, $p<0.05$). The table revealed that male had a greater mean of 27.61 while female had a mean of 25.64, indicating a mean difference of 1.9646. This meant that males are more involved in RS participation than female. Therefore, this resulted in the set hypothesis being rejected.

Hypothesis 9 There will be no significant difference in the level of participation in RS among members of staff of FCE in Southwestern Nigeria based on cadre

Table 4.12a: Analysis of variance showing difference in RS participation among members of staff of FCE in Southwestern Nigeria based on cadre

	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	32.338	2	16.169	4.002	.018
Within Groups	7425.551	1838	4.040		
Total	7457.889	1840			

Table 4.12a indicated significant difference in recreation sports participation among employees of FCE in Southwestern Nigeria based on cadre ($F_{(2,1838)}= 4.002$). This inferred that there was a significant disparity in the participation of members of staff of FCE in Southwestern Nigeria in RS based on cadre. Thus, the null hypothesis was rejected.

Table 4.12b: Descriptive analysis on cadre difference in RS participation among members of staff of FCE in Southwestern Nigeria

(I) Job description	(J) Job description	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
					Lower Bound	Upper Bound
Academic staff	Non-academic (junior) staff	-.10521	.10637	.584	-.3547	.1443
	Non-academic (senior) staff	-.34873*	.12354	.013	-.6385	-.0590
Non-academic (junior) staff	Academic staff	.10521	.10637	.584	-.1443	.3547
	Non-academic (senior) staff	-.24352	.12554	.128	-.5380	.0509
Non-academic (senior) staff	Academic staff	.34873*	.12354	.013	.0590	.6385
	Non-academic (junior) staff	.24352	.12554	.128	-.0509	.5380

Table 4.12b shows that there was a significant difference in RS participation between academic and non-academic (senior) staff with a mean difference of .34873 in favour of non-academic staff (senior) while the difference between academic and non-academic (junior) was not significant with a mean difference of .10521 in favour of non-academic staff (junior). The difference in RS participation between non-academic (senior) staff and non-academic (junior) staff was not significant with a mean difference of .24352 in favour of non-academic (senior) staff.

4.4 Thematic Analysis

This aspect presents thematic/content analysis on organisational and socio-economic factors as it relates to RS' participation. The response of the interviewees to the question items are explained as follows:

Level of RS Participation

In response to the level of RS participation, the interviewees generally opined that the general participation in RS was low considering the low turnout. They attributed this to inability to procure personal RS sports equipment. It could also be attributed to low awareness of the benefits of participating in RS in enhancing physical, mental, and emotional health.

A participant noted:

“Looking at the whole thing, the general participation is rather low. You will discover that in most cases only few people usually participate and not even regular”.

Another participant stated;

“Hmm, it is not all that impressive. This place is not residential, we all come from outside the college and that is making it more difficult to have high level of RS participation”.

Another participant noted;

Well to God is the glory. Majorly, individuals have been more involved in aerobics just to reduce weight and cardiovascular disease to minimal level. However, the level of participation is still low when compared to the numbers of those that participate to the strength of staff.

Adequacy of Sports Facilities

Responses obtained clearly indicated that RS facilities in the Federal Colleges of Education in Southwestern, Nigeria were not adequate. It was revealed during the interview that the few staff that participates in RS has to wait to take turns in using some of the available facilities. Majority of the participants revealed that only tennis courts and athletics track were adequate for use. This could be as a result of capacity of athletics track to accommodate many events and participants at the same time. It was also reported that almost all the Colleges of Education in Southwestern Nigeria have two tennis courts and 400m athletic oval each in exception of a college.

A participant noted;

No, my college does not have adequate recreational sports' facilities; this could be as a result of limited space. We could not even afford eleven (11) aside football field because there is no space, that is why we make do with five (5) aside football pitch. We feel discouraged a times to move out for facilities construction sponsorship because of limited land. This is Eko for you.

Another participant reacted;

It is not adequate. I wouldn't tell you lie. We have only one volleyball court. And this leads to some staff and students taking turn to play on it, which would have been better if we have two volleyball courts. We are only praying that TETFUND should come to our aids.

Adequacy of Sports Equipment

Participants in the study indicated that there are inadequate sports equipment for the use of Federal Colleges of Education staff during RS. However, it was also revealed that few members of staff bring their personal equipment, such as racket for RS but the college still fall short of the demand of few members that usually request for the RS equipment.

A participant noted;

“Where we don't have adequate equipment is more pronounced in racket games and some other indoor games. We a times have similar problems with some ball games but it is not a usual occurrence with ball games”.

Another participant remarked;

“Though, we easily utilise some RS equipment for staff RS. However, they are still inadequate. I will not say they are adequate but we make do with the little we have”.

Organisational Factors

i. Funding

The participants noted that the budgetary allocation for staff RS was grossly inadequate and this has been affecting the colleges from providing the required incentives and modern facilities for RS. Chief executive officer of various Colleges of Education used their discretion to release funds to sports based on their interests.

A participant noted;

Smile mildly. Do we have any allocation for staff recreational sports? Capital NO. Even If we send proposal for student game. It will still be reviewed downward drastically despite the fact that these students pay certain amount for sports. We are like beggars when it comes to issue of management financing RS.

Another participant stated;

The management will be in the best position to answer that question, but from my experience in this office for over six years, I have not seen a year where the management comes out with a specific fund allocation for recreational sports for a particular year.

Another interviewee remarked;

Well, at least for the past twenty-three (23) years, I have been part of sport committee. The notion generally expressed by successive chief executive officer in that sport is a draining pipe. Even the Federal Government is not helping matters by not specifying the percentage for RS in the budgetary allocating to various colleges. My brother, we are always at the mercy of our provosts.

ii. Facility Maintenance Culture

Most of the participants expressed the opinion that the available RS facilities are being adequately maintained and kept safe with the assistance of staff in the department of works and physical planning, grounds men and sports coaches. Once any defects or damage is noticed, the works and physical planning department is notified and repair effected within a short period of time.

A participant noted;

“Yes, I think so; we are okay in term of maintaining the recreational sports facilities we have. Our works and service are always up and doing when it comes to the issue of facilities maintenance”.

Another participant remarked;

“We have grounds men and sport coaches who usually assist. They are well maintained but I can’t say 100%”.

Another participant retorted;

“Hmm, the usage of RS facilities is overbearing. Once they got spoilt, replacement usually becomes a problem”.

iii. Injury Insurance Policy

All the participants agreed that there is no special insurance policy to cater for an injured staff during participation in RS. It was established that the health care been given lies within the cover of National Health Insurance Scheme (NHIS). One of the interviewees was even emphatical that the fear of proper medical care or compensation is one of the hindrances to mass participation in RS among staff of his college.

A participant expressed this view:

As far as I knew, there is no insurance policy for RS, but we have medical personnel from our clinic who usually come to our aids in case the need arises. There is no insurance policy to refund or compensate for any loss during the period of recuperation from an injury sustained during participation in RS.

Another participant noted;

Smile, actually there is general insurance policy for staff but to the best of my knowledge, we have never had a situation in which an injured staff from participation in RS is been supported by an insurance company.

Another participant remarked;

“Insurance what? You know we have National Health Insurance Scheme (NHIS), the only thing we do is to make referral and NHIS will take over the expenses, only to the limits of its scope”.

B. Social Factors

i. Religion

It was established that religion bodies in the FCE in Southwestern Nigeria have been supportive in promoting RS participation among members of staff. It was further

revealed that some of the religion bodies do educate their followers on the benefits of participation in RS. Some religious bodies do even organise and support RS programmes.

A participant noted;

“Yes, yes, I will say that they have been supportive because we have never had any problems with any of the religious body. Muslims, Christians, all of us participate in RS and see ourselves as one”.

Another participant expressed this view:

“Actually, they have not been disturbing us; occasionally they used to have their own RS programme, “Health walk”. We come around to support them”.

Another participant retorted;

“It is a serious lacuna in the College system. Most of the religious bodies have not been using RS to improve and sustain the health status of their faithfulness. It is abysmally low”.

ii. Peer Group

All the participants indicated that peer group impact is a significant variable in RS participation, the fact that you have a friend to accompany you to a sports centre is enough to increase one’s interests in participation. One of the participants further revealed that team sports especially football enjoys a large followership during staff RS.

A participant remarked;

Yes, having a friend to accompany you to a sport ground is enough to boost your morale. I am a table tennis player, one of my friends who is also a colleague, play table tennis also. A time, I may not feel like playing table tennis but once he comes to my office to call me out, I would have no choice than to follow him to go and play with him.

Another participant noted;

“I think many staff prefer to engage in RS that bring many people together, so that they can have a gist partner and have a partner they can walk together to and from sports arena”.

Another participant expressed this view;

“When we have football, we have a large participants and spectators coming out. Even men and women who are not participating do come out to cheer up participants”.

iii. Occupational Demand

It was established by most participants that the academic staff and non-academic staff occupational demand has no direct bearing on their participation in RS. It depends on the individual interests. It was revealed that most Colleges now have adequate staff strength there by reducing high occupational demand on them. It was further revealed that despite that a period in a specific day of the week is set aside for mass participation in RS, it has been discovered that staff still develop lukewarm attitude towards participation in RS.

A participant remarked;

No, no, no, generally the issue of excess workload or occupational demand should not be a factor. It all depends on the interest of concerned staff. We have seen some of our staff that comes around on Saturday for RS; it depends on the importance individual attached to it.

Another participant noted;

With the population of staff in the service of the college now. The issue of excess workload or high occupation demand is no longer tenable because we are practising team teaching in most of our courses. You will discover that two or three lecturers are been assigned to a course there reducing the pressure of work on individual. Also, our own non-teaching counterparts have enough hands in various administrative offices. For example, there are some offices that are having three or four administrative officer for a job been done by one administrative officer in the past. It is only a pity that the College Sports unit has not enjoyed this benevolent from management.

C. Economic Factors

i. Income

The participants revealed that the unstable current economic situation vis-a-vis high cost of living has negatively affected the value of income. This has made it difficult for majority of staff to possess their personal sports equipment and also able to afford membership fees into some private recreational clubs.

A participant noted;

Laugh softly, income! Do we have living wage or income in this country again. My brother, don't let me deceive you, issue of income is a serious hindrance to RS participation. I have to open up to you, we have some of our senior staff whose net salary is not up to fifty thousand naira (50,000) monthly after deduction including cooperative. How do you expect those staff to buy a tennis racket and constantly on weekly basis buy tennis ball that costs four thousand

naira (4,000) per tin of three balls or to register in recreational centre where he or she has to continually fulfil financial obligation. Nigeria economy which has greatly affected income is a serious problem.

Another participant remarked;

This is a serious problem. Most of the staff finds it difficult to purchase personal sports equipment due to economic situation in the country. Oga, how would you advice a staff that is finding it difficult to have three square meal to now go and purchase badminton racket or complete personal sportswear. You also can see that it is a serious problems affecting mass RS participation.

ii. Opportunity Cost of Time

The participants interviewed said that personal interests of individual members of staff will determine their scale of preference between participation in RS for improved wellbeing, and earning additional money. It was revealed that the Federal Government of Nigeria has abolished payment of overtime allowance to government employee. This has reduced the quest for making money at the expense of improving their health status.

A participant noted:

Well, I think the issue of overtime allowance payment may not even be tenable at present because the Federal Government has already cancelled it. Assuming this payment of overtime allowance is still on, you should trust Nigerians, they will prefer to be in the offices because of that additional money rather than participating in RS for improved health. This does not mean that we still don't have some of our staff who engages in private practice outside office hour.

Another participant remarked;

As an appendage of management, due to paucity of fund in the college, issue of payment of overtime allowance has been abolished. So, it is left for individual staff to engage in RS or use the time for something else based on their interest.

4.5 Discussion of Findings

The study examined organisational and socio-economic factors as predictors of RS participation among employees of FCE in Southwestern Nigeria. The finding of the study confirmed low level of RS participation among the employees of FCE in Southwestern Nigeria. This could be associated to low level of awareness in respect of participation opportunity. This finding of this study on low level of RS participation is in line with Ajibua (2012) that the few staff that are actively involved in RS falls short of recommended one hundred and fifty minutes of physical activities every week by World Health Organisation.

The outcomes of this research on the low level of participation in RS is also in tandem with the findings of Agbabiaka et al (2020) which reported that participation in RS among the teaching staff in Nigeria's public educational institutions. The finding of this study corroborated the work of Babalola and Bamgbopa (2021) which indicated that despite the knowledge of benefits of RS for the wellbeing of an individual, it was reported that the level of participation is relatively low.

The qualitative data on the level of RS participation confirmed that the general participation in RS was low considering the turnout of members of staff for RS. The participants attributed this to inability of some staff to procure personal RS equipment and low awareness of the benefits of active participation in RS. Also, qualitative data further stressed, that majority of staff leave off-campus thereby taking longer hours before reaching home which discourage some staff from participating in RS. This qualitative data of effects of majority of staff residing off-campus was further confirmed by the quantitative data which indicated that majority of the respondents reside off-campus, this could affirm the reason why RS participation among staff of FCE was low.

The outcome of this study revealed an inadequacy of sports facilities and equipment in FCE in Southwestern Nigeria. It implied that only tennis courts and athletics field are adequate. This could be as a result of most colleges having two tennis courts and athletics field which could take so many participants engaging in different activities at the same time. In the area of adequacy of sports equipment, it was revealed that the baton, athletics missiles and *ayo olopon* are adequate in provision for use. This finding is in-line with the submissions of Ebehikhalu and Dawam (2017), that most public tertiary institutions in Nigeria lack adequate sporting facilities as against best practices around the world.

Atare and Sanusi (2009) also emphasised the role played by facilities in shaping behaviour of RS participants. The inadequate nature of most sports infrastructures in colleges of Education in Southwestern Nigeria could be among the factors responsible for low RS participation in the various institutions. This is in an agreement with the findings of Omolawon (2008) that sport facility is important to sport as workshop is to carpentry, and that unavailability of facilities hinder participation in RS. This finding corroborated the findings of Haruna (2013) that sport program can only be successful through optimum presence of quality sports facilities and equipment. A well painted and marked out concrete or synthetic sports courts could serve as an attraction to some intending participants and thereby increase the level of RS participation.

The crucial role played by facilities in RS was further stressed in the research work of Weetman (2014) which shows that adequate provision of sports infrastructures increases the frequency of sporting activities. However, the finding was contrary to Kilpatrick, Hebert and John (2015) study which found out that there was no significant correlation between provision of sporting facilities and participation in some RS. All the participants interviewed were of the view that facilities for RS are not adequate due to complain from some staff that they had to wait for long periods to take turns in using some of these facilities. This had adversely affected their interest in some of the affected sports. The Availability and adequacy of sport facilities and equipments tend to attract participants to RS and thereby lead to positive attitude formation towards RS participation.

The study discovered a positive moderate association among all the variable; both independent (organizational and socioeconomic factors) and the dependent factor of RS participation. As predictors of physical activity participation, Humphreys and Ruseski (2010) emphasized the significance of economic factors as income, occupation, and opportunity cost. The finding was also in congruent with Omolawon and Ibraheem (2011) study which revealed that societal barriers including gender, religion, peer pressure, and job requirements influence community members' participation in RS. Del Duca, Nahas, Garcia, Silva, Halla and Peres (2016) study which reported that organisational, social and economic factors influence participation in RS was further corroborated by the report of this study.

The finding further indicated a significant joint and relative contribution of funding, facilities maintenance culture and injury insurance policy to participation in RS among the staff of FCE in Southwestern Nigeria. This finding was in tandem with the result of Fadoju (1998) using 100 sample size of staff of FCE, Abeokuta where which reported significant role of funding in motivating staff to participate in RS. Morakinyo (2000) confirmed that inadequate finance has been having serious implication on providing incentives to the participants, construction and maintenance of new sports facilities, thereby leading to decline in mass participation in RS.

The result of this study supported the outcome in the study by Omolawon and Adisa (2009) that the judicious management of finance by the sport administrator is a key to sport development. Provision of fund to make provision for water and fruits at the end of the RS participation could serve as reinforcement and consequently increase the level of participation among the staff of FCE in Southwestern Nigeria. It was further

emphasized in the study done by Ajibua, Olorunsola, and Alla (2013) which revealed that 252 (53.1% of respondents) posited that finance represented one of the difficulties confronting staffers in order to pursue physical activities. This finding is also in tandem with the submission of Ifeanyi, Ogunode, and Ajape (2021) that lack of money is the main cause of the inadequate sporting facilities in Nigeria's public educational institutions thereby affecting RS participation. This finding also corroborated the results of Ayoko, Peter and Jegede (2023) study that the inadequate allocation of funds for public educational institutions is responsible for the shortage of RS facilities.

Result of qualitative data analysis also revealed that the budgetary allocation for sports is grossly inadequate and thereby affecting provision of required incentives, sports facilities and equipment for mass sports. This affects RS participation among the employees of FCE in Southwestern Nigeria. However, the finding was in disagreement with the research conducted by Garcia, Lera-Lopez and Suarez (2011) where it was found out that problems associated with low participation in RS could not be addressed by increasing funding in the industry. The outcome of this study was also in variance to the outcome of a research conducted by Kokolakakis, Lera-Lopez and Castellenos (2014) where it was found out that funding might not have a direct significant effect on sports participation if the enabling policy is not properly fine-tuned and implemented correctly.

The finding further revealed that facilities maintenance culture contributes positively to participation in RS. The outcome of this study supported finding by Olaoye, Adeoye, Sangodeyi, Ogundele and Dauda (2019) who revealed a strong positive association between maintenance of facilities and sports participation. The study's outcome is also in tandem with the outcome of the research by Singer and Ebineme (2020) where it was discovered that maintaining sports structures serves as a wheel for development of sports among educational institutions. This finding was congruent with the observation of Heartley (2011) that poor maintenance of sport facilities could lead to low involvement of people in sports at all level of participation as any limitation of these facilities creates difficulties in presenting the desired variety of sport activities.

All the respondents interviewed confirmed that the available sports facilities are properly maintained and usually kept safe to encourage mass participation in RS. Any defect or damage noticed is being promptly repaired. The qualitative result however negates the submission of Ayoko, Peter, and Jegede (2023), that some members of the academic and non-academic personnel abuse some of the physical facilities at the

school. Bad maintenance culture in facilities is caused by a lack of employees and equipment for the job.

Furthermore, the finding also indicated that injury insurance programme contributed significantly to RS participation among the employees of FCE in Southwestern, Nigeria. The injury insurance programmes currently provided are often reported inadequate. It was revealed that most members of staff who sustain one form of sport injury or the other were not adequately catered for. Having adequate injury insurance policy plays a vital role in managing these risks and removing psychological impediment to participation in RS, thereby leading to attitude strengthening. The results were consistent with Akintayo's (2010) report, which said that maintaining involvement in sports required a proper, institutionalized insurance policy. Thus, sustaining engagement in RS among the employees of requires proper, adequate and institutionalised injury insurance policy that shall cover all medical expenses and adequate compensation in case of disability.

Jing and Guojun (2018) study which observed that expansion in the demand for sport insurance product will yield mass participations in interesting and challenging RS was corroborated by the findings of this study that having adequate injury insurance policy remove psychological impediments to participation in RS. In a study on risk management strategies and insurance laws as indicators of sustained involvement in sports among collegiate athletes in Southwest Nigeria, Ibikunle (2018) using one thousand three hundred and sixty-seven (1,367) respondents as sample size, revealed that the joint contribution of risk management practices and insurance policy were significant. The qualitative data result also revealed that there is no special insurance policy to cater for an injured staff during RS participation; it was established that the health care being given lies within the cover of National Health Insurance Scheme (NHIS). Staff usually bear the cost of treatment that is not covered by National Health Insurance Scheme (NHIS), thereby discouraging staff in participation in RS.

The finding of this study also indicated joint and relative significant contribution of religion, peer group and occupational demand to RS participation among the employees of FCE in Southwestern Nigeria. The finding revealed minimal contribution of religion on participation among staff of FCE in Southwestern Nigeria. This finding was in line with a finding from the research conducted by Joshua, Adeoye and Ibrahim (2013) which observed that most religious denominations are becoming more liberal by allowing their adherents to participate in RS. Some religion organised RS and use church

premises and funds. The outcome of the study on minimal significant contribution of religion to RS participation was consistent with the findings of Obiyemi, Oniyangi, Abu, Oyewole, Oyerinde, and Adeoye (2014) who found that religiosity is a major contributor to the low engagement of female lecturers' in sporting activities.

Additionally, Ajadi and Falaye (2021) used 310 female respondents to conduct a study on the socio-cultural factors influencing female students' involvement with school sporting events in Kogi State. The study found that religious beliefs are a significant factor in determining whether or not female students participate in sports. The finding of this study on significant contribution of religion to RS participation was also in agreement with the study of Porter (2011) reported that Muslims avoid participation in strenuous sporting activities due to lesser energy in the body during Ramadan fasting.

Also, the qualitative data result revealed that some religious bodies are supportive in promoting wellness through RS participation, it was further revealed that some religious organisation in the Colleges do organise Health walk programme for their members in order to encourage and strengthen their interest in RS participation. This corresponds with the findings of Young-Eun and Syazana (2021) that religion plays an important role in improving RS performance, participants wellbeing and serves as a driving factor to assist in coping with stress. However, the outcome of this research work was in variance with the findings of Akgul (2014) study where it was observed that there was no significant contribution of religion to sports participation. The study conducted by Turkmen (2018) is contrary to this finding as it revealed no tangible disparity in the religiosity level and sports participation between male and female.

The finding also indicated significant relative contribution of peer group influence to RS participation among the employees of FCE in Southwestern Nigeria. The outcome of this present study on peer influence was congruent with the finding of Ikpenwa, Asogwa and Igbonekwu (2022) that peer group serve as a determinant factor on RS participation. This further supported the finding of Alika (2012) which revealed that the quality of a person's relationships with their peers and the kinds of peers they hang out with have a significant impact on whether or not they are able to pursue RS as a hobby. In the same vein Kubayi, Jooste, Toriola and Paul (2014) in their study observed that people are increasingly influenced by their peers and engaging in sporting activities together with friends encourages and motivates them to participate more.

The finding on significant contribution of peer group to RS participation was congruent with the report of Ajibua, Olorunsola and Bewaji (2013) which indicated that peer group has a greater positive influence in enhancing participation in RS. The finding of this study on peer group influence on RS participation corroborated the research by Duncan, Strycker and Chaumeton (2015) which revealed that girls' moderate to vigorous activity level was positively related to friend's support for all the three groups.

All the interviewee acknowledged the significant contribution of peer group influence to RS participation; it was further revealed that the fact that you have a friend to accompany you to a sport centre is enough morale boosters. The outcome of this study was not in consonance with the age distribution of the respondents, which revealed that majority of the respondents were between 36 and 45 years which is believed to be active age period. This ordinarily should have enhanced the level of RS but reverse was the case.

Furtherance to this, the outcome of this study on the significant contribution of occupational demand to RS participation was in line with the finding of Onohwakpor and Eboh (2006) which showed that the excess workload has never made time available for leisure activities for promotion and improvement of their wellness. In the same vein, Makinen, Kestila and Borodulin (2010) further asserted that the number of hours spent at work is also a great determinant of RS participation among adults. It was further established in a study by Adisa and Oloyede (2011) that job expectations are one of the inhibitors to RS participation. Additionally, occupational demand was discovered to be a major correlate of participation in RS among academic staff in Owolawon and Ibraheem's (2011) study. The finding of this work on the significant contribution of occupational demand to RS participation corroborated the study of Adebayo and Mercy (2022) study which indicated a significant correlation between physical activity life style and sedentary behaviour of tertiary institution staff based on work schedule. This finding further supported the submission of Abgabiaka et al (2020) that occupational demand is a major contribution to RS participation among lecturers.

However, the finding of this study was in contrary to a research work by Ajibua, Olorunsola and Bewaji (2013) which revealed that 61% of academic staff and 49.5% of non-academic staff responded that having a minimal work load in the office does not guarantee staff participation in RS. Individual participation in physical activity depends more on his or her interest and priorities. The qualitative data result revealed that the occupational demand of academic and non-academic staff has not been affecting their

participation in RS, it was further revealed during the interview that some lecturers still do schedule lecture at the period set aside for mass participation in RS.

The finding of this study further revealed that the joint and relative contributions of economic factors (income and opportunity cost of time) to RS participation among the staff of FCE in Southwestern Nigeria were significant. This finding was in line with Humphreys and Ruseski (2010) that the opportunity cost of time and other economic factors like money are crucial determinants of physical activity. Kari, Pehkonen, Hirvensalo, Hutri-Kahonen et al (2015) stressed that the relationship between economic determinants and physical activity cannot be overemphasised.

The result of this present study on income was in agreement with Fadoju and Oyedele (2013) who reported in his study that acquiring sports equipment require huge amount of money. This finding is also in tandem with the findings of Tunde (2019) that employees' financial strength is one of the key factors that affect their participation in RS. Federico, Falese, Marandola and Capelli (2012) further asserted that sports participation is more prevalent among those with greater social rank than those with lower social rank. Moreover, Zhang, Wang, Qie, and Sun (2015) argued that people's choices for leisure time duration were influenced by their income and the opportunity cost of time. The results of this study on income supported those from Kari, Pehkonen, Hirvensalo, Yang Hutri-kahonen, Raitakiri et al (2015) study, that associated higher income with higher individually-revealed exercise participation by both genders. All the interviewee also confirmed that the low income via-a-vis the current economic situation made it difficult for majority of the staff to possess their personal sports equipment or able to afford membership fee into some private recreation clubs.

However, the finding of this study was in contrary to a research by which found out that personal earnings have no significant implication on the frequency of participating in RS. The outcome of this research work was also in variance with the finding of Ajibua, Olorunsola and Bewaji (2013) study where it was showed that academic and non-academic staff did not believe that good income could serve as a motivational factor for RS participation. The qualitative result revealed that the unstable current economic situation couple with high cost of living has negatively affected the value of income. This has made it difficult if not impossible for majority of staff to purchase their personal sports equipment and also to afford membership fee into some recreational clubs.

Also, it was shown that the opportunity cost of time had a substantial impact on the employees of FCE in southwest Nigeria who participated in leisure sports. It indicates that respondents' engagement in leisure sports consumed a sizable portion of their time's opportunity cost. The shadow price of leisure, which is defined in practice as wage earnings, was the outcome of the current study on the opportunity cost of time. This finding further supported the findings of Tunde (2019) that availability of time is one of the determinants of RS participation among tertiary institution staff. The result was also in congruence with Strawinski (2010) study which revealed that the quest for physical activities done during leisure rests on the time forgone at work. Furthermore, opportunity cost of time as a predictor of RS participation corroborated a study of Garcia, Lera-Lopez and Suarez (2011) which reported that quest for physical exercise is negatively linked to hourly incomes.

Anokye, Pokhrel and Fox-Rushby (2013) reported in his study that when choosing how much time to devote to leisure activities like sports and exercise, people must weigh trade-offs involving their substitute use of time/labour. This study's findings regarding the opportunity cost of time are consistent with what they found in their study. On the contrary, increases in wage earnings may render non-labour uses of time unprofitable, leading to a greater propensity to replace time spent on non-labour market activities. Lechner (2015) also found that the increased opportunity cost of time increases the cost and decreases the amount of time spent engaging in non-work-related activities. Yet, rises in wage earnings would make non-productive uses of time unprofitable, increasing the propensity to trade off non-productive time with labour market substitutes.

A study by Garvia, Leva-Lopez and Suarez (2011) further supported the idea that opportunity cost of time is a predictor of participation in RS. They found that clamour for regular exercise is negatively correlated with hourly wages. The quantitative result further buttressed by qualitative data result which revealed that personal interest of the staff will determine their scale of preference between participation in RS and earning additional income. The interview further revealed that the overtime allowance for public workers has been abolished and the quest to earn additional income reduced in order to create more leisure period.

The finding of this study on gender differences in RS participation among members of staff of FCE in Southwestern Nigeria depicts that there was significant gender differences in the level of RS participation. The finding reflected that the level

of female staff RS participation was low compared to their male counterpart in FCE in Southwestern Nigeria. This could be as a result of their commitment to house chores and taking care of children. This finding is in agreement with a study by Adeyanju (2011) which reported that the low involvement of women in sport is due to long history of discrimination and idea against women in sports. Furthermore, the outcome of this study on gender differences was also in congruence with the finding of Ogidan, Onifade and Ologele (2013) which revealed that women's participation in sports in Nigeria has for a long time relatively low compared with the level of participation in men due to differential treatment based on traditional and socio-cultural role ascribed to women. Furthermore, the outcome of this study on gender differences in RS participation aligned with the result Sonia and Mandeep (2018) that the cultural and societal barriers does not provide female conducive environment and equal opportunities as male in the sports settings.

However, the outcome of this study on gender difference to RS participation contradicts Tunde's (2019) claim that there are no appreciable differences in gender-specific knowledge of and engagement in recreation. This is also in variance with the findings of Ajayi and Egor (2011) which indicated that the traditional image of gender in relation to sports participation has improved and that men now see their women folk as counterpart in sports. The outcome of this study also run contrary to the finding of Nayem and Samson-Akpan (2012) which revealed that gender did not significantly determine Nigeria University academic staff participation in physical activity.

The outcome of this study also established that there was a significant difference in RS participation among members of staff of FCE in Southwestern Nigeria based on cadre. Data indicates that senior non-academic personnel at FCE in Southwestern Nigeria participated in RS at significantly different levels than academic staff. The results of this study agreed with Gomez-Lopez, Gallegos, and Extremera's (2010) conclusion that non-academic personnel had more free time to spend on leisure pursuits than academic staff. This can be due to the way academic staff members are assigned. Academic staff members are researchers whose work schedules are not limited to regular hours and may regularly intersect with their personal lives, leaving them with insufficient time for leisure.

The finding on variance in the level of RS participation between academic and senior non-academic staff was in agreement with a study carried out by Alla and Ajibua (2012) that academic staff members engaged in physical activity during their free time

one time or twice a week, whereas non-academic staff members regularly engaged in physical activity during their free time in excess of twice a week. This implied that non-academic staff participate often in RS than academic staff.

The study revealed that academic staff members participated in sporting activities during their free time at a higher rate than non-academic staff members. According to the study's findings, different groups engaged in RS in different ways. It was inferred that the discrepancies found in this study should be taken into account while planning Recreational sporting events for tertiary institution workers so that one group would not be catered to at the expense of the other.

As a result, the outcomes of this study demonstrated a substantial relationship between all the variables examined. It was established in the study that the role of organisational and socio-economic factors (funding, facility maintenance, injury insurance policy, religion, peer group, occupational demand, income and opportunity cost of time) jointly and relatively contributed to RS participation among the employees of FCE in Southwestern Nigeria.

CHAPTER FIVE

SUMMARY, CONCLUSION AND RECOMMENDATIONS

The study's findings were summarized and recommendations were made based on them in this chapter. On the observed limitations in this study, knowledge was added and suggestions for additional research were provided.

5.1 Summary

This study examined organisational and socio-economic factors as predictors of recreational sports participation among the employees of FCE in Southwestern Nigeria. Hence, independent variables of organisational and socio-economic factors were tested in relation to dependent variable of RS participation. The independent variables of organisational factor have the subscale of funding, facilities maintenance culture and injury insurance policy. The social factors have subscales of religion, peer group, and occupational demand. The economic factor variables have income and opportunity cost of time as its subscales while RS participation was examined as dependent variable. The study looked into background of the study, problems associated to the study, objectives of the study. As a result, four research questions were posed and addressed, and eight hypotheses were developed and tested.

A conceptual model was created to guide the research. More so, theory of participation and incentive theory were adapted in order to offer an effective theoretical foundation for the research. In addition, relevant ideas in the examined factors were critically discussed under various headings. These include meaning of recreation, classification of recreational activities, and a host of others. Also, relevant literatures were empirically reviewed on RS in relation to organisation and socio-economic factors.

The chapter three of the study anchored on the methodology. The population for the study comprised both male and female staff of FCE in Southwestern Nigeria. The respondents for the study were chosen using a multistage sampling process. One thousand, nine hundred and thirty-one (1,931) respondents in total were employed for the study. The study's instrument included a modified version of a conventional questionnaire and a guide for Key Informant Interviews. For data analysis, the descriptive statistics such as frequency counts, percentages, weighted means, pie

charts, and bar graphs were utilized, along with inferential statistics such as the Pearson Product Moment Correlation coefficient, multiple regression, and analysis of variance. Qualitative data analysis also included the use of a thematic analysis.

The finding of the study revealed that there was a significant positive relationship between RS, organisational factor and socio-economic factors. In addition, a significant combined contribution of organisational and socio-economic factors to RS participation among the employees of FCE in Southwestern Nigeria was reported. Furthermore, organisational and socio-economic factors contributed to RS participation among the respondents. The findings also showed that there was a significant gender difference in RS participation among the employees of FCE in Southwestern Nigeria. In the same vein, there was a significant difference in RS participation between academic staff and senior non-academic staff of FCE in Southwestern Nigeria, while there was no significant difference between academic and junior non-academic staff, and between senior non-academic and junior non-academic staff.

5.2 Conclusion

Based on the findings of the study, it was concluded that RS participation among the staff of FCE in Southwestern Nigeria was relatively low. The low participation in RS among the staff was attributed to lack of adequate sports facilities and equipment, inadequate motivation in form of poor medical treatment to an injured person, high cost of sports equipment and inadequate sports facilities and equipment.

The study also concluded that there was a significant positive relationship between organisational factors, socio-economic factors and RS participation. Also, a significant joint, relative and composite contribution of organisational and socio-economic factors to RS participation among the employees of FCE in Southwestern Nigeria was reported. It was further concluded that there was a significant gender difference in RS participation among the employees of FCE in Southwestern Nigeria; also, there was a significant difference in RS participation among the respondents based on cadre.

5.3 Recommendations

Based on the findings of this study, the following recommendations were made:

- i. Individual staff needs to be encouraged and enlightened on the benefits derivable from regular participation in RS. This can be achieved through health talk and seminar being regularly organised in various colleges.
- ii. Colleges' RS equipment and facilities shall be up to code and sufficient to suit the staff's recreational demands.
- iii. To ensure sustained participation in RS, structured and regular procedures for facility maintenance should be spelled out, followed, and carried out on a regular basis.
- iv. Sports insurance policy should be institutionalised and internalised to cover RS participation in order to promote participation in RS among the staff of FCE in Southwestern Nigeria.
- v. More RS facilities should be put in place to cater for increasing staff strength to overcome the inadequacy of sports facilities across FCE in Southwestern Nigeria.
- vi. The workload of academic and non-academic staff should be reduced to the minimum by employing more staff in order to afford them the opportunity of engaging in RS to maintain and improve their health status.
- vii. School administrators should put in place some measures to encourage staff of FCE in Southwestern Nigeria to take advantage of period for mass sports on the school structured programme for the improvement of their physical and mental health.
- viii. Members of staff of FCE in Southwestern Nigeria should be advised and encouraged to possess their personal sports equipment such as sport wears, foot wears and others for RS participation, not minding the unfavourable economic condition in the country for the improvement of their health status.
- ix. Management of FCE in Southwestern Nigeria should create, offer and sustain incentives and enabling environment to motivate and get employee involved in RS.

1.4 Contributions to Knowledge

The study contributed to knowledge in the following ways:

- i. The outcome of this study has provided empirical data baseline on ways to improve RS participation.

- ii. The study established that injury insurance programme is a very good relief and safe landing mechanism to protect members of staff from lack of care or total neglect after sustaining injury while participating in RS.
- iii. The study also revealed that standard and adequate sports facilities and equipment are germane to enhance and sustain interest of RS participant.
- iv. The study has provided insight into some factors (organisational, sociological and economical) that could be explored, if the level of RS participation is to be enhanced.

5.5 Suggestions for Further Studies

No single study could be exhaustive; as such the following suggestions were made for further study:

- i. The scope of the present study could be expanded to include state government and private owned colleges of education in Southwestern Nigeria, to enhance broad-based generalisation.
- ii. The study could be replicated in FCE in other geo-political zones of the country.
- iii. The study could be done in other levels of educational institutions such as universities, polytechnics, schools of nursing and research institutes across political zones in the country.
- iv. Study could also be carried out on other factors which are not examined in this study.

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APPENDIX I
RESEARCH QUESTIONNAIRE
DEPARTMENT OF HUMAN KINETICS
FACULTY OF EDUCATION
UNIVERSITY OF IBADAN, IBADAN, NIGERIA
QUESTIONNAIRE ON ORGANISATIONAL AND SOCIO-ECONOMIC
FACTORS AS PREDICTORS OF RECREATIONAL SPORTS
PARTICIPATION AMONG THE STAFF OF FCE IN SOUTHWESTERN
NIGERIA

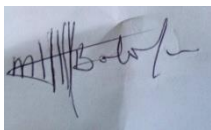
Dear Respondent,

The researcher is a postgraduate student of the Department of Human Kinetics, University of Ibadan, Ibadan, Nigeria. This questionnaire is purposely designed for a research study on organisational and socio-economic factors as predictors of recreational sports (RS) participation among the staff of FCE in Southwestern Nigeria. I respectfully request your help in responding honestly to the items on this questionnaire.

This study will make use of the information provided and will be treated with utmost confidentiality. Kindly fill as appropriate.

Thank you for your cooperation.

Yours sincerely,



Balogun M. Adebayo
(Researcher)

SECTION A: Demographic Information

Instruction: Please tick (✓) the appropriate option.

1. **Institution:** Adeyemi College of Education, Ondo (), FCE, Abeokuta (), FCE (T), Akoka (), FCE (Special) Oyo ().
2. **Gender:** Male (), Female ()
3. **Age:** Below 25 years (), 26 – 35 years (), 36 – 45 years (), 46 – 55 years (), 56 – 65 years ().
4. **Job Description:** Academic staff (), Non – Academic staff (Junior) () Non – Academic staff (Senior) ()
5. **Residence:** Campus (), Non-campus ()

SECTION A: RS PARTICIPATION SCALE (RSPS)

Instruction: Please tick (✓) in the appropriate column to indicate the extent to which you agree or disagree with the statement listed below:

Strongly Agree (SA), Agree (A), Disagree (D), Strongly Disagree (SD).

S/N	ITEMS	SA	A	D	SD
6	I seldom participate in RS.				
7	I participate in staff intramural games regularly.				
8	I enjoy participating in individual games (table tennis, tennis e.t.c.) regularly during RS.				
9	I rarely participate in RS because I don't possess adequate skills.				
10	I engage in RS once in a week.				
11	Inadequacy of sports facilities hinders my regular participation in RS.				
12	I dislike taking part in RS because of its proneness to injury.				
13	High cost of sports equipment is the major hindrance to my participation in RS.				
14	I enjoy participating in RS because it gives me opportunity to make friends.				
15	Participation in RS is my hobby.				

SECTION B: LEVEL OF RS PARTICIPATION SCALE (LRSPS)

Instruction: Rate your level/frequency of participation in the following RS. Ticking the option that best describe your level/frequency of participation. You can tick more than one sport

S/N	RS	Never	Seldom (Once in a while)	Often (Max. of 2 times in a week)	Very often (Minimum of 3 times in a wk)
16	Football				

17	Volleyball				
18	Basketball				
19	Handball				
20	Tennis				
21	Badminton				
22	Table tennis				
23	Squash				
24	Hockey				
25	Cricket				
26	Swimming				
27	Fishing				
28	Rowing				
29	Kayaking				
30	Brisk Walk				
31	Jogging				
32	Cycling				

SECTION C: ADEQUACY OF SPORT FACILITIES AND EQUIPMENT SCALE

33. Which of the under listed sport facilities is available/adequate in your college for RS participation?

Facilities	Available		Adequate	
	Yes	No	Yes	No
Football field				
Volleyball court				
Handball court				
Basketball court				
Swimming pool				
Tennis court				
Badminton court				
Hockey				
Athletics track				
Indoor sport hall				

34. Which of the under listed sport equipment is available/adequate in your college for RS participation?

Equipment	Available		Adequate	
	Yes	No	Yes	No
Football				
Volleyball				
Handball				
Basketball				
Swimming kits				
Tennis racket and ball				

Badminton racket and shuttlecock				
Hockey stick and ball				
Baton, shot-put, discus and javelin				
Table tennis racket and ball				
Draught				
Chess				
Scrabble				
Dart				
Ayo olopon				

SECTION D: ORGANISATION FACTOR SCALE (OFS)

Instruction: Please tick (✓) in the appropriate column to indicate the extent to which you agree or disagree with the statement listed below:

Strongly Agree (SA), Agree (A), Disagree (D), Strongly Disagree (SD).

S/N	ITEMS	SA	A	D	SD
Funding					
35	Federal Government Treasury Single Account Policy enhances provision of more facilities for RS participation.				
36	Availability of fund through regular event sponsorship from private organisations and philanthropist boost my participation in RS.				
37	Provision of adequate sport equipment in my college enhances my participation in RS.				
38	Poor financial support from the management of my College daunts my participation in RS.				
39	The duty tour allowance approved for extramural game is usually inadequate thus discourages me from participating in RS.				
40	Inadequate funds hamper regular maintenance of sport facilities, thus make them unsafe for my participation in RS.				
S/N	ITEMS	SA	A	D	SD
Facilities' Maintenance Culture					
41	Poor state of sport facilities in my College contributes to my fear of sustaining injury, thus hinders my participation in RS.				
42	Standard and safe sports facilities encourages skill practice, thus enhances my skill level in RS.				
43	Procedure for maintenance of sports facilities are adequately spelt out and strictly adhered to, thus making my participation in RS injury free.				
44	The fear of unsafe sports facilities hinders my participation in RS.				
45	Adequate maintenance of sports facilities increases the life span of sports facilities and makes them readily available for my participation in RS.				

46	Lack of routine maintenance of sports facilities makes them worn out easily and discourages my participation in RS.				
S/N	ITEMS	SA	A	D	SD
injury insurance policy					
47	Insurance cover helps me to take attendant risk in RS participation.				
48	Insurance compensation policy in my college is adequate, thus encourages my participation in RS.				
49	Lack of official permission for an injured participant to stay off duty during the period of recuperation discourages me from participating in RS.				
50	Injury insurance policy boosts my confidence in RS.				
51	Lack of insurance cover for personal injury during RS discourages my participation.				
52	The injured staff are made to bear the medical expenses without any subsidy, thus increasing the risk in RS participation.				

SECTION E: SOCIAL FACTOR SCALE (SOFS)

Instruction: Please tick (✓) in the appropriate column to indicate the extent to which you agree or disagree with the statement listed below:

Strongly Agree (SA), Agree (A), Disagree (D), Strongly Disagree (SD).

S/N	ITEMS	SA	A	D	SD
Religion					
53	My religion does not allow my participation in RS.				
54	My religion forbids me to wear shorts and sleeveless sport wears for RS participation.				
55	Engaging in RS is in line with the teaching of my religion.				
56	My religion believes that RS have nothing to offer me.				
57	My religion sees my participation in RS as exposing my body to attract opposite sex.				
58	Religion has not in any way influenced my participation in RS.				
S/N	ITEMS	SA	A	D	SD
Peer group					
59	Active participation of my colleagues in RS motivates me to participate in RS.				
60	I feel shy to relate with people, thus discourages me from engaging in RS.				
61	I participate in RS irrespective of whether people are around or not.				
62	Peer support as a companion to recreation centre encourages me to participate in RS.				
63	I enjoy my participation in RS at home better than away due to supports I receive from home fans.				
64	I desist from participating in RS due to peer influence.				
S/N	ITEMS	SA	A	D	SD

Occupational demand					
65	My job schedule does not give me opportunity to participate in RS.				
66	I do not participate in RS because of the attendant stress associated with the nature of my job.				
67	I engage in RS to improve my fitness level in order to enhance my productivity at work				
68	I am so engrossed in my job that I don't even bother to know what goes on outside my office (sports Complex), thus hinders my participation in RS.				
69	I participate in RS because of my low energy demanding job.				
70	I participate in RS due to an increase in the leisure hour I enjoy occasioned by technological advancement.				

SECTION F: ECONOMIC FACTORS SCALE (ECFS)

Instruction: Please tick (✓) in the appropriate column to indicate the extent to which you agree or disagree with the statement listed below:

Strongly Agree (SA), Agree (A), Disagree (D), Strongly Disagree (SD).

S/N	ITEMS	SA	A	D	SD
Income					
71	I participate in RS despite my inability to afford some of the sport equipment.				
72	Inadequate income hinders my ability to acquire sport equipment required for RS participation, thus hinders my participation.				
73	My inability to pay membership fees of sport club hinders my participation in RS.				
74	I participate in RS despite the high cost of sports equipment and the attendant implication on my income.				
75	I participate in RS to boost my income through high productivity occasioned by improved physical fitness level.				
S/N	ITEMS	SA	A	D	SD
Opportunity cost of time					
76	Long distance and transportation cost to my college hinder my participation in RS.				
77	I will rather spend my leisure on office overtime work because of the monetary value attached to it than engaging in RS.				
78	I use my time for RS rather than engaging in other income generating ventures in order to improve my health status.				
79	The opportunity cost of participation in RS is lower than the alternative forgone (making extra money), thus I desist from participating in RS.				
80	I participate in RS at the expense of making ends meet.				

APPENDIX II

DEPARTMENT OF HUMAN KINETICS

FACULTY OF EDUCATION

UNIVERSITY OF IBADAN, IBADAN, NIGERIA

INTERVIEW GUIDE ON ORGANISATIONAL AND SOCIO-ECONOMIC FACTORS AS PREDICTORS OF RS PARTICIPATION AMONG STAFF OF FCE IN SOUTHWESTERN, NIGERIA

Dear interviewee,

This interview guide is intended to gather further information on organisational and socio-economic factors as predictors of RS participation among staff of FCE in Southwestern, Nigeria. Your kind and candid response would be appreciated. Please, be assured of high degree of confidentiality.

Question 1: How do you assess the general participation of staff in RS in your institution?

Question 2: Does your college has adequate sports facilities and equipment for the use of staff during RS participation?

Question 3: Is the budgetary allocation to your college adequate for staff RS participation?

Question 4: Are the sport facilities and equipment in your college well maintained and kept safe for the use of staff for RS?

Question 5: What insurance policy does your college have to take care of staff that sustained injury during participation in RS?

Question 6: What is the reaction of religious bodies on campus towards staff participation in RS?

Question 7: Does peer group influences RS participation of some members of staff?

Question 8: Is the excess workload serves as hinderance to RS participation? **Question**

9: Does income of an individual staff influences his or her level of RS participation?

Question 10: Are the staff willing to forfeit their overtime claims at the expense of participating in RS?

APPENDIX III



From left to right: Mr Ibikunle G.O. (Chairman, college sports council, Federal College of Education, Abeokuta) and the researcher



From left to right: The researcher and Mr Feyisetan, K.B. (Director of sports, Federal College of Education, Abeokuta)



From left to right: Mr Ogedengbe (Chairman, college sports advisory committee, F.C.E. [Special], Oyo) and the researcher



From left to right: Mr Akpan, E. (Director of sports, F.C.E. [Special], Oyo) and the researcher



From left to right: The researcher and Mr Fashina, A. (Chairman, college sports advisory committee, F.C.E. [Technical], Akoka)

APPENDIX IV



UNIVERSITY OF IBADAN, IBADAN, NIGERIA
DEPARTMENT OF HUMAN KINETICS

Head of Department
Professor Olufemi A. Adegbesan
B.Ed, M.Ed. Ph.D (Ibadan),
Psychology of Sport & Exercise

Tel: +2348036870535, +2348051033983
Email: dokitafemi@yahoo.com
oa.adegbesan@mail.ul.edu.ng

Our Ref:.....Your Ref:.....Date: 11-03-2022

THE DIRECTOR,
DIRECTORATE OF SPORTS,
FEDERAL COLLEGE OF EDUCATION,
ABEOKUTA.

Dear Sir

PERMISSION TO COLLECT DATA/INFORMATION/CARRY OUT
EXPERIMENT

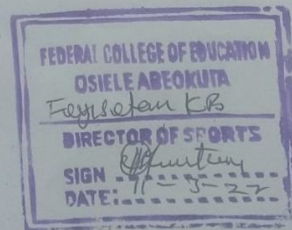
The bearer BALOGUN M. ADEBAYO Matric. No. 203549 is a
PhD student in the Department of Human Kinetics, University of
Ibadan, Ibadan.

He/She needs to collect data/information/carry out experiment in/from your
Department/Unit for his/her course work.

Kindly allow him/her and give him/her all the necessary assistance required.

Thank you.

PROF. O. A. ADEGBESAN
Head of Department




PROFESSORS AND OTHER LECTURERS

1. Prof. M.A. Ajayi
2. Prof. E.O. Morakinyo
3. Prof. J.F. Babalola
4. Prof. A.O. Fadoju
5. Prof. I.O. Oladipo
6. Dr. Oluwatoyin M. Jaiyeoba
7. Dr. O. Adisa
8. Mr. O. Ifeta

Letter of introduction to Federal College of Education, Abeokuta

APPENDIX V

 **UNIVERSITY OF IBADAN, IBADAN, NIGERIA**
DEPARTMENT OF HUMAN KINETICS

Head of Department
 Professor Olufemi A. Adegbesan
 B.Ed, M.Ed, Ph.D (Ibadan),
 Psychology of Sport & Exercise

Tel: +2348036870535, +2348051033983
 Email: dokitafermi@yahoo.com
 oa.adeghesan@mail.u.i.edu.ng

Our Ref:..... Your Ref:..... Date: 21-02-2022

THE CHAIRMAN,
COLLEGE SPORTS COUNCIL,
FEDERAL COLLEGE OF EDUCATION (TECHNICAL)
AKOKA

Dear Sir

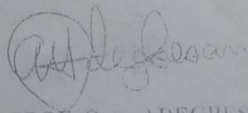
PERMISSION TO COLLECT DATA/INFORMATION/CARRY OUT EXPERIMENT


The bearer Mr. Bamigboye M. Adegbesan Matric. No. 203549 is a PhD student in the Department of Human Kinetics, University of Ibadan, Ibadan.

He/She needs to collect data/information/carry out experiment in/from your Department/Unit for his/her course work.

Kindly allow him/her and give him/her all the necessary assistance required.

Thank you.


 PROF. O. A. ADEGBESAN
 Head of Department




PROFESSORS AND OTHER LECTURERS

1. Prof. M.A. Ajayi
2. Prof. E.O. Morakinyo
3. Prof. J.F. Babalola
4. Prof. A.O. Fadoju
5. Prof. I.O. Olatun
6. Dr. Oluwatoyin M. Jaiyeoba
7. Dr. O. Adisa
8. Mr. O. Heta

Letter of introduction to Federal College of Education (Technical), Akoka

APPENDIX VI



UNIVERSITY OF IBADAN, IBADAN, NIGERIA
DEPARTMENT OF HUMAN KINETICS

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Email: dokitafermi@yahoo.com
oa.adeghesan@mail.ul.edu.ng

Head of Department
Professor Olufemi A. Adeghesan
B.Ed, M.Ed. Ph.D (Ibadan),
Psychology of Sport & Exercise

Date: 16-02-2022

Our Ref:..... Your Ref:.....

THE DIRECTOR,
DIRECTORATE OF SPORTS
FEDERAL COLLEGE OF EDUCATION (SPECIAL)
OYO.

Dear Sir

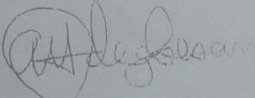
PERMISSION TO COLLECT DATA/INFORMATION/CARRY OUT EXPERIMENT

The bearer Mr. BALOGUN M. Adebayo Matric. No. 203549 is a PhD student in the Department of Human Kinetics, University of Ibadan, Ibadan

He/~~She~~ needs to collect data/information/carry out experiment in/from your Department/Unit for his/her course work.

Kindly allow him/her and give him/her all the necessary assistance required.

Thank you.


PROF. O. A. ADEGHESAN
Head of Department


SPORTS OFFICE
FEDERAL COLLEGE OF EDUCATION
(SPECIAL) OYO OYO STATE.
SIGN _____
DATE 16/02/2022

PROFESSORS AND OTHER LECTURERS

1. Prof. M.A. Ajayi	6. Dr. Oluwatoyin M. Jaiyeoba
2. Prof. E.O. Morakinyo	7. Dr. O. Adisu
3. Prof. J.F. Babatola	8. Mr. O. Iicla

Letter of introduction to Federal College of Education (Special), Oyo

APPENDIX VII

 **UNIVERSITY OF IBADAN, IBADAN, NIGERIA**
DEPARTMENT OF HUMAN KINETICS

Head of Department:
Professor Olufemi A. Adegbesan
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Psychology of Sport & Exercise

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Email: dokitafermi@yahoo.com
oa.adegbesan@mai.ui.edu.ng

Our Ref:.....Your Ref:.....Date:.....

THE DIRECTOR,
DIRECTORATE OF SPORTS,
ADEYEMI COLL. OF EDUCATION,
ONDO.

Dear Sir

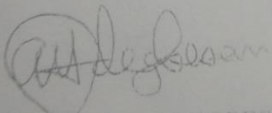
PERMISSION TO COLLECT DATA/INFORMATION/CARRY OUT EXPERIMENT


The bearer BAROGUN, M. Adegbenjo Matric. No. 203549 is a PhD student in the Department of Human Kinetics, University of Ibadan, Ibadan.

He/She needs to collect data/information/carry out experiment in/from your Department/Unit for his/her course work.

Kindly allow him/her and give him/her all the necessary assistance required.

Thank you.


PROF. O. A. ADEGBESAN
Head of Department


DIRECTORATE OF SPORTS
ADEYEMI COLLEGE OF EDUCATION, ONDO
DIRECTOR
DATE 01/03/2022
SIGN.....[Signature].....

PROFESSORS AND OTHER LECTURERS

1. Prof. M.A. Ajayi	6. Dr. Oluwatoyin M. Jaiyeoba
2. Prof. E.O. Murakinyo	7. Dr. O. Adisa
3. Prof. J.F. Babalola	8. Mr. O. Ifeta
4. Prof. A.O. Fajana	
5. Prof. I.O. Oladipo	

Letter of introduction to Adeyemi College of Education, Ondo