



Needs Assessment for physical and mental Fitness Program in the Local Government Unit of Mangatarem, Pangasinan

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Abstract – *The aim of this study is to assess the needs of the employees of LGU Mangatarem with regards to their physical and mental fitness. This study determined the profile the respondents in terms of age, sex, civil status, years in service, department/office they belong to and educational attainment; the perceived health benefits of joining a physical and mental fitness program in terms of emotional and mental health; the level of importance of joining physical and mental fitness program in terms of emotion and mood, self-esteem, social activity and work performance; the preferred activities and schedule to be included in the physical and mental fitness program; the level of willingness of the government employees in joining the physical and mental fitness program; and the problems encountered by the employees in having physical and mental fitness program was also determined. The study was conducted in the Local Government Unit of Mangatarem, Pangasinan. The respondents of the study were (98) permanent employees of the LGU of Mangatarem. The study used the descriptive survey method and a set of questionnaire was used to gather the data in the study. The data gathered was tabulated, analyzed and interpreted using average weighted mean (AVM), frequency counts and ranking.*

Keywords – *Exercise fitness program, Health benefits, Mental fitness, Physical Fitness,*

INTRODUCTION

To achieve long term help through exercise and related physical fitness activities, the CSC issued policy on the conduct of physical and mental fitness program for government employees. This supportive of the Program: *Mens Sana in Corpore Sano* (a sound mind in a sound body) of the Philippines Sports Commission (PSC). (Malicdem, 2011)

Wellness programs in the workplace are linked to a healthy and alert workforce which means greater productivity, less absenteeism and a better public service. Needs assessment for physical and mental fitness program for government employees is needed to improve the quality of their working condition. Realizing that a healthy and alert workforce is a productive workforce, the CSC sees the need for all government employees to stay in shape. Thus, in MC 8, it directed agencies to allot a reasonable time for regular physical fitness exercise and to include physical fitness exercises in seminars, training programs and similar events. Agencies are authorized to allot one hour per week for health awareness programs and 20 minutes daily for fitness programs. It is designed to inculcate in us the importance of a healthy lifestyle and a regimen of regular physical fitness activities as a strategy to reduce the level of risk factor of heart diseases. This leading to

improvement in performance of every personnel in the government in giving public service.

Physical inactivity is a major risk factor for developing coronary artery disease and it also increases the risk of obesity, low HDL (high-density lipoprotein) levels or good cholesterol, high blood pressure, stroke and diabetes mellitus. Disease outcomes related to physical inactivity in prospective observational studies include cardiovascular disease, thrombo-embolic stroke, hypertension, type 2 diabetes mellitus, osteoporosis, obesity, colon cancer, breast cancer, anxiety and depression. Consequently, physical inactivity are the greatest public health problem in most countries around the world. Effective public health measures are urgently needed to improve physical activity behaviors in all populations. WHO (2002) identified four domains of physical activity in people's day-to-day lives: (1) at work (especially if the job involves manual labour); (2) in transport (walking or cycling to work); (3) in domestic duties (housework); and (4) in leisure time (sports and recreational activities). Improving physical activity can focus on any or all these domains of physical activity in daily life.

Physically fit workers have a more positive attitude about work and life in general. To be more effective and efficient in giving public service, employees should be physically and mentally fit; in that case they can perform well their duties and responsibilities. A person who is fit is capable of living

life to its fullest extent. Physical and mental fitness play very important role in your lives and people who are both physically and mentally fit are less prone to medical conditions as well. Being physically fit is very important in every individual because it can help to give the employees strength to do work and lessen stress and depression that the employees might be facing that are work related. Therefore, the researchers would like to conduct an assessment to survey the needs of the employees in the Municipal Hall in Mangatarem, Pangasinan for physical and mental fitness program. This may lead to baseline information to proceed in the conduct of relevant and essential physical and mental fitness training program for the employees of Local Government Unit of Mangatarem.

OBJECTIVES OF THE STUDY

This study aimed to assess the need for a Physical and Mental Fitness Program for government employees in the Local Government Unit of Mangatarem, Pangasinan. Specifically, it sought to answer the following questions: 1. The Profile of the respondents in terms of Age, Sex, Civil Status, Years in Service, 2. The perceived benefits of joining a physical and mental fitness program as to: Emotional and Mental Health, Social Health, Physical Health. 3. The problems encountered by the employees in having physical and mental fitness.

MATERIALS AND METHODS

The researchers used the descriptive-survey methods of research and a set of a questionnaire as a major tool in gathering data. This study was conducted in the Local Government Unit of Mangatarem, Pangasinan. There were 98 employees of the said Local Government Unit of Mangatarem, Pangasinan who all served as respondents of the study. The researchers used a questionnaire as the main instrument in gathering data. After gathering the questionnaire, data gathered were classified, tabulated, analyzed, and interpreted using statistical analysis. For problem number 1, the profile of the respondents attainment were tabulated using frequency and percentage. For problem 3, frequency count and ranking was utilized to determine the problems encountered by the respondents.

RESULTS AND DISCUSSION

After the analysis and interpretation of the data gathered, the researchers arrived at the major findings.

Table 1.a

Age (in years)	Frequency	Percentage (%)
25-30	13	13.27
31-35	14	14.79
36-40	10	10.20
41-45	8	8.16
46-50	23	23.47
51-55	12	12.24
56 and above	18	18.37
Total	98	100%

Table 1.a shows that out of 98 respondents, 23 or 23.47% were obtained from 46-50 age bracket and 8 or 8.16 were obtained from 41-45 age bracket. This implies that most employees in LGU Mangatarem, Pangasinan belong to the middle adulthood ranging 35 to 55 years old. According to Erik Erikson's stages of human development, people at this age are now taking greater responsibilities and control.

Table 1.b

Sex	Frequency	Percentage (%)
Male	34	34.69
Female	64	65.31
Total	98	100%

Table 1.b shows that out of 98 respondents, 34 or 34.69% are male while 64 or 65.31% are female.

Table 1.c

Civil Status	Frequency	Percentage (%)
Single	13	13.27
Married	76	77.55
Widowed	8	8.16
Separated	1	1.1
Total	98	100%

Table 1.c shows that out of 98 respondents, 76 or 77.55% are married while 1 or 1.1% was separated. The data clearly shows that a vast majority of the respondents are already married. It shows in Table 1.a that most of the respondents are in the middle adulthood ranging 35 to 55 years old which is most of the time were ideal age for marriage among Filipinos were focused on their career and work along with their families.

Table 1.d

Years in Service	Frequency	Percentage (%)
1-3	15	15.31
4-6	12	12.24
7-9	8	8.16
10-12	14	14.29
13-15	10	10.20
16-18	6	6.12
19 and above	33	33.67
Total	98	100%

Table 1.d shows that out of 98 respondents, 33 or 33.67% are in the service for 19 and above years, and 6 or 6.12% are serving for 16-18 years. This implies that majority of the respondents rendered 19 and above years in LGU Mangatarem, Pangasinan.

Table 2: Perceived Health Benefits of Joining a Physical and Mental Fitness Program

Perceived health benefits	Average Weighted Mean	Descriptive Rating
Emotional Health	4.28	Strongly Agree
Physical Health	4.36	Strongly Agree
Social Health	4.43	Strongly Agree

It implies that in joining physical and mental fitness program can have a positive impact to employees both emotional and mental health. Problems and unexpected happenings in the workplace may trigger certain stressors that may greatly affect the work performance, so seeking out and accepting change is very beneficial for most employees because some employees having or experiencing old age might get the feeling of uneasiness and discomfort in their workplace. They experience difficulties in their movements like walking long distance, carrying weights eg. papers, documents and files. Having health beneficial activities in workplace like this would create a change in the daily routine of the employee who is willing to participate actively, in the activity it will boost their self-esteem in terms of change.

Table 3: Problems Encountered by the Employees in Having Physical and Mental Fitness Program

Problems	Rank
Limited Time	1
Lack of participation	2
Health Issues	3

In terms of problems encountered by the employees in having physical and mental fitness program, it clearly shows that the reason why most of the respondents don't attend the program is because of lack of time management. Because of having hectic schedules so that they are often to do their work first than to join and perform any activities of the program.

CONCLUSION AND RECOMMENDATION

Based on the findings of this study, the researchers had formulated the following conclusions: The employees in the Local Government Unit of Mangatarem are mostly aged 46-50 female, married, permanent employees who have at least 19 years in service experience. with regards to the perceived health benefits in joining physical and mental fitness program in terms of emotional and mental health, physical health and social health the respondents strongly agree to the benefits that can be from joining in the said derived program. The perceived problems to be encountered by the employees in joining physical and mental fitness program are lack of time management, lack of participation among employees in the physical and mental activities because of hectic schedule, various health issues that limits employees to be involved in more strenuous exercise or health programs.

Based on the conclusions of the study the following recommendations are worthy of consideration:

The employees of Local Government Unit of Mangatarem should set a time or schedule for physical and mental fitness program in order for the employees to perform better towards their work, A Physical and Mental Fitness Program should be required to all employees of Local Government Unit of Mangatarem, Pangasinan,

Employees should be taught and encouraged to be involved in other physical activities so that they can improve their overall health conditions and able to



perform well their duties and responsibilities to words the public, Further study should be conducted by future researchers to cover up the discrepancy and insufficiency of this research. Based on the conclusions of the study the following recommendations are worthy of consideration:

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