

**PERCEIVED EFFECT OF EXERCISES ON JOB PRODUCTIVITY AMONG
LOCAL GOVERNMENT WORKERS IN IJEBU ODE LOCAL
GOVERNMENT OGUN STATE**

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Abstract

Physical activity reduces the risk of developing heart related diseases. Physical inactivity in the local governments' area has a considerable number of negative effects on the performance of the workers as well as their state of health. Based on the stated issues, this study examined the impact of participating in exercises on job performance among local government workers in Ijebu Ode Local Government, Ogun State. Quantity methods were used for the research data. The quantity data were obtained from the survey of respondents drawn from the total population the research

design adopted was simple sampling techniques. Hypothesis were formulated for each factors. The quality data collected were analysed using chi square(X^2) and were tested at 0.05% level of significant. Also, quality data were analysed using simple percentage to describe the demographic data. The study revealed that there was significant, influence of participating in exercises (x^2 cal-7.82<0.05) on job performance among local government workers in Ijebu Ode local Government, Ogun State. Therefore, the null hypotheses were rejected. The study recommends that there should be massive injection of funds and financial assistance from both the Nigerian government and some international donor agencies for provision of facilities for effective participation in exercises.

Key Words: *Perceived Influence, Exercises, Job Productivity*

Introduction

Physical activity is widely recognized as a cornerstone of a healthy lifestyle, contributing significantly to both physical and mental well-being. Defined broadly, physical activity includes any bodily movement produced by skeletal muscles that requires energy expenditure, encompassing a wide range of activities from structured exercise to daily tasks such as walking, gardening, or climbing stairs (Dhuli, et al., 2022). Over the past few decades, a growing body of research has demonstrated the profound benefits of regular physical activity across all age groups. It has been clearly demonstrated that physical activity reduces the risk of developing heart related diseases and is also effective in the treatment of several of these diseases. There has also been growing interest in the benefits of physical activity for mental health and a strong evidence base shows that regular exercise and improved fitness increases psychological well-being (Mahindru, Patil & Agrawal, 2023). Exercise can help people feel better about them and their lives reduce anxiety and improved mood. Evidence is also building to show that physical activity is associated with substantially reduced risks of mental illnesses and conditions such as depression, cognitive impairment and dementia (Pearce., et al, 2022). The benefits of physical exercise in the treatment of depression and Improvement in select aspects of cognitive function in older adults are becoming increasingly well established (Izquierdo., et al, 2021).

Furthermore, acute bouts of well managed physical exercise may facilitate certain aspects of information processing in adults (Loprinzi., et al, 2021). Some of these positive effects on mental health have also been shown in children and adolescents, although the evidence base is limited. Few studies have investigated the preventive or treatment effects of exercise on mental illness within this population, partly because incidence is low. However, reviews have indicated that exercise and/or sport involvement can have beneficial effects on psychological well-being. Exercise has been shown to improve physical self- perceptions and to a lesser extent self-esteem in children and adults (Hart, 2024).

Job performance on the other hand is one of the most important dependent variables and there have been studies for a long decade to find out what and what factors are directly or indirectly responsible for it. The performance of a worker is actually known to be dependent on so many factors such as environment, available

materials, motivation as well as state to mind and health to mention a few (Chibuike & Aja, 2025). However, it remains unclear that physical exercise plays an important role in achieving a job performance which is why this study is essential. Basically, the mind controls the body as such a productive worker has to be in a right frame of mind and be healthy.

In recent times, job performance is always low as a result of some factors (such as stress, anxiety, depression, illness, contributing to the inactiveness of workers on daily basis. Therefore, in order to obtain a satisfactory level of job performance, it is expedient to employ early physical exercise as a means of solving the problems of stress, anxiety, depression and illness which contribute to low job performance of workers (Díaz-Benito., et al, 2022). In research on exercise for Mood and Anxiety opined that exercise is a practical way of calming (SNS) Sympathetic Nervous System which produce higher blood pressure, faster heart beat rate and increased stress hormone and helping people in enjoying life more by making them free from the chronic stress of daily living. In addition, a compelling body of evidence suggests exercise can also be a powerful intervention for depression, anxiety, medical disease (Singh., et al, 2023).

Moreover, the physical exercise introduced to the primary and secondary schools have been found to be of great advantage to the students and the teachers according to some recent studies and it is presumably believed to work for the adult workers as well. Also, a review of studies was linked to school time physical activity and academic performance with conclusion that physical activity enhances better student's performance (García-Hermoso., et al, 2021). A further narrative review was offered by (Tompsonski, Davis, Miller and Naglieri, 2008), of studies of the effects of physical exercise on cognition and academic achievement. The conclusion reached by these authors is that exercise may be an important method of enhancing aspects of mental functioning that are central to cognitive development of an individual.

The study was however carried out to determine the possible influence of exercise on job performance of the workers in Ijebu Ode local government, Ijebu-Ode, Ogun state. Bearing it in mind that generally, we have enormous and varied challenges in obtaining an acceptable level of job performance, there is need for incorporating different types of physical exercises and activities into the system, which can be used innovatively in order to resolve some of the limitations militating against the achievement of satisfactory and sustainable job performance.

Statement of the Problem

Over the years, physical exercises in the local governments tier have been absolutely insignificant and this has a considerable number of negative effects on the performance of the workers as well as their state of health. Based on the stated issues, the researcher has made their views in assessing the perceived influence of exercise on the performance of workers in the local governments. The study will be a large extent to find out the possibility among workers when exercise is implemented in the absence of standard facilities or its alternative, poor infrastructure, professional competence, lack of prior knowledge.

As observed by the researcher, in today's fast-paced work environment, especially within the public sector, employees often experience high levels of stress, fatigue, and declining productivity. Local government workers in Nigeria, including those in Ijebu Ode Local Government of Ogun State, are not exempt from these challenges. Sedentary work patterns, long hours, and inadequate physical activity contribute to physical and mental fatigue, which may reduce their overall job performance. Despite growing awareness of the benefits of exercise on health and well-being, there is limited empirical research assessing how local government employees perceive its impact on their productivity at work. Therefore, this study investigated Perceived Influence of Exercises on Job Productivity among Local Government Workers in Ijebu Ode Local Government Ogun State.

Objectives of the Study

The objectives of the study are to:

1. examine the significant perceived effect of exercise on mental health of Ijebu-Ode Local Government Workers.
2. determine the significant perceived effect of exercise on social health of Ijebu-Ode Local Government Workers.
3. determine the significant perceived effect of exercise on physical health of Ijebu- Ode Local Government workers.
4. assess the significant perceived effect of exercise on emotional health of Ijebu-Ode Local Government workers.
5. examine the significant perceived effect of exercise on productivity of Ijebu-Ode Local Government workers.

Hypotheses

The following hypotheses were tested at 0.05 level of significance

1. There will be no significant perceived effect of exercise on mental health of Ijebu- Ode Local Government Workers.
2. There will be no significant perceived effect of exercise on social health of Ijebu- Ode Local Government Workers.
3. There will be no significant perceived effect of exercise on physical health of Ijebu- Ode Local Government workers.
4. There will be no significant perceived effect of exercise on emotional health of Ijebu- Ode Local Government workers.
5. There will be no significant perceived effect of exercise on productivity of Ijebu-Ode Local Government workers.

Methodology

Research Design

For the purpose of this research, descriptive research design was used. A descriptive research design can use a wide variety of research methods to investigate one or more variables. Unlike in experimental research, the researcher does not control or manipulate any of the variables, but only observes and measures them (Setia, 2016). Therefore descriptive research design is found suitable for the study because it is not possible for the researcher to directly manipulate the independent variables.

Population

The population of the study was all workers in Ijebu-Ode Local Government Area Ogun State. To obtain the necessary information for this study the workers in Ijebu Ode Local Government Ogun state. Both male and female were used

Sample and Sampling Techniques

The study's sample size is derived from the population of Ijebu-Ode Local Government Area Ogun State. A total of 300 respondents were sampled all round five department in the study area. The sample size was determined using purposive, disproportionate stratified and simple random sampling techniques. Purposive sampling technique was used to select Ijebu-Ode Local Government Area Ogun State. Disproportionate sampling technique was used to select three hundred respondents across five department in Ijebu-Ode Local Government Area Ogun State. Simple random sampling technique was used to select sixty respondents each from the five department in Ijebu-Ode Local Government Area Ogun State. (Finance Department, Administrative Department, Health Department (PHC), Information Department and Works Department) The five departments are some of the departments in Ijebu-Ode Local Government. The researcher was influenced in selection of respondents by the attempt to give both male and female workers equal opportunity to the study.

Research Instrument

A self-structured questionnaire was developed for the study. To ensure simplicity, the question were divided into two sections. Section A was designed to obtain demographic information about the workers. Section B was designed to collect information from the workers on the concept of the study impact of participating in exercises on job performance among Local Government workers in Ijebu-Ode Local Government. Ogun State.

Validity of the Instrument.

To further validate the instrument used in this study, the questionnaire items were corrected by the supervisor of this project and other lecturers in the department of Human Kinetics and Health education. Thus ambiguous and irrelevant items was discarded to form the main questionnaire for the study.

Procedure for Data Collection

The researcher research letter of introduction personally administered the questionnaire to the respondents on the spot and was collected immediately with the help of two trained research assistants.

Data Analysis

The questionnaire was coded and analysed using simple percentage to describe the demographic data while inferential statistics of Chi-square was used for data analysis.

Result

This chapter dealt with the analysis and presentation of the data collected from the completed and returned questionnaires administered during survey, to facilitate the analysis, respondents were required to tick (✓) against options on each item.

Table 1: Showing the Demographic data of the Respondents

Variable	Category	Frequency	Percentage (%)
Gender	Male	146	48.7
	Female	154	51.3
Age	20–29	154	51.3
	30–39	104	34.7
	40–49	30	10.0
	50–59	10	3.3
	60+	2	0.7
	Department	Primary Health Care	96
Finance		39	13.0
Information		44	14.7
Administration		72	24.0
Works		49	16.3
Religion	Christianity	174	58.0
	Islam	125	41.7
	Others	1	0.3
Marital Status	Married	147	49.0
	Single	150	50.0
	Others	3	1.0
Qualification	O' Level	32	10.7
	NCE	31	10.3
	OND/HND	89	29.7
	Bachelor's Degree	120	40.0
	Master's Degree	26	8.7
	Others	2	0.6
Total Respondents	—	300	100

Source: Field Survey

Out of a total of 300 respondents, the gender distribution is nearly equal, with 146 males (48.7%) and 154 females (51.3%), indicating no significant gender dominance in the sample. In terms of age, the majority of respondents are young adults: 154 individuals (51.3%) are aged 20–29, and 104 (34.7%) are between 30–39 years. Together, these two age brackets make up **86%** of the population, suggesting that the sample largely consists of relatively young workers.

Regarding departmental affiliation, most respondents belong to the **Primary Health Care (32%)** and **Administration (24%)** departments, followed by Works (16.3%), Information (14.7%), and Finance (13%). Religion-wise, the sample is predominantly **Christian (58%)**, with **Muslims** representing **41.7%**, and only **0.3%** affiliated with other religions. Marital status is almost evenly split: **50% are single, 49% are married**, and a small percentage (1%) falls into the "others" category. Educational qualifications vary, but most respondents have **Bachelor's degrees (40%)** or **OND/HND (29.7%)**, indicating a generally well-educated population. Only a small fraction holds postgraduate (Master's) degrees (8.7%) or lower-level qualifications like O'Level (10.7%) and NCE (10.3%).

Hypotheses

Hypotheses: 1: There will be no significant perceived influence of Exercise on Mental Health of Ijebu-Ode Local government workers

Table 2: Chi-square analysis on perceived influence of exercise and mental health.

Responses.	Frequency.	Percentage	df	X ² cal.	Table value.	Sig.
Decision						
Strongly Agree	146	48.7				
Agree	124.	41.3				
Disagree.	18.	6.0.	3.	195.45.	7.82.	0.05.
Significant						
Strongly Disagree.	12.	4.0				
Total.	300.	100				

Result: χ^2 cal-195.45, χ^2 tab-7.82 and df-3

From the table above, it was discovered that One hundred and forty six (48.7%) strongly agreed that participating in exercises improve mental health, One hundred and twenty four (41.3%) agreed, Eighteen (6%) disagreed while twelve (4%) strongly disagreed. Also it was discovered that the calculated value of the chi-square which is 195.45 was greater than the tabulated value of 7.82 with the degree of freedom 3 at (0.05) level of significance

Hypotheses: 2: There will be no significant perceived influence of Exercise on Physical Health of Ijebu-Ode local government

Table 3: Chi-square analysis on perceived influence of exercise and physical health.

Responses.	Frequency.	Percentage	df	X cal.	Table Value	Sig.
Decision						
Strongly Agree	105.	35				
Agree	142.	47.3				
Disagree	29.	9.7	3	134.74	7.82.	0.05. Sig
Strongly Disagree	24	8				
Total	300	100				

Result: χ^2 cal 134.74, χ^2 tab 7.82 and df = 3

From the table above, it shows that one hundred and five respondents, (35%) strongly agreed that participating in exercises help improve the physical health of workers, one

hundred and forty two (47.3%) also agreed twenty- nine (9.7%) disagreed while twenty-four (8%) strongly disagreed. Also, it was discovered from the table that the calculated value (χ^2 cal) of the chi-square is 134.74 which is greater than the tabulated value of 7.82 with a degree of freedom -3 of 5% level of significance.

Hypothesis 3: There will be no significant perceived influence of Exercise on Social Health of Ijebu-Ode local government workers

Table 4: Chi-square analysis on perceived influence exercise and social health.

Responses.	Frequency.	Percentage	df	X cal.	Table Value	Sig.	Decision
Strongly Agree	141.	47					
Agree	104.	34.7					
Disagree	31.	10.3	3	130.48	7.82.	0.05.	Sig
Strongly Disagree	24	8					
Total	300	100					

Result: χ^2 cal 130.48, χ^2 tab 7.82 and df = 3

From the table above, it shows that one hundred and forty-one (47%) strongly agreed that participating in exercises help improve social relationship of worker, at work one hundred and Four (34.7%) also agreed, thirty-one (10.3%) disagreed while twenty (8%) respondents strongly disagreed with the statement. Also, it was discovered from the table that the calculated value of chi-square which is 130.48 is greater than the tabulated value of 7.82 with a degree of freedom-3 at 57% level of significance.

Hypothesis 4: There will be no significant perceived influence of Exercise on Emotional Health of Ijebu-Ode Local Government Area workers

Table 5: Chi-square analysis on perceived influence of exercise and emotional health.

Responses.	Frequency.	Percentage	df	X cal.	Table Value	Sig.	Decision
Strongly Agree	79.	26.3					
Agree	59.	19.7					
Disagree	126.	42	3	60.39	7.82.	0.05.	Significant
Strongly Disagree	36	12					
Total	300	100					

Result: χ^2 cal = 60.39, χ^2 tab 7.82 and df = 3

From the table above, it shows that seventy nine (26.3%) strongly agreed that participating in exercises help improve emotional health status of workers, Fifty nine (19.7%) also agreed, One hundred and twenty six (42%) disagreed while thirty six (12%) strongly disagreed. However it was also discovered from the table that the calculated value of chi-square which is 60.39 is greater than the tabulated value of 7.82 with a degree of freedom-3 at 5% level of significance.

Hypothesis 5: There will be no significant perceived influence of Exercise on productivity of Ijebu-Ode local government workers

Table 6: Chi-square analysis on perceived influence of exercise and productivity

Responses.	Frequency.	Percentage	df	X cal.	Table Value	Sig.	Decision
Strongly Agree	100.	33.3					
Agree	99.	32					
Disagree	90.	30	3	66.81	7.82.	0.05.	Significant
Strongly Disagree	14	4.7					
Total	300	100					

Result: $\chi^2_{cal} = 66.81$, $\chi^2_{tab} = 7.82$ and $df = 3$

From the table above, it shows that One hundred (33.3%) respondents strongly agreed that participating in exercises enhance productivity of workers, Ninety six (32%) also agreed, Ninety (30%) disagreed while Fourteen (4.7%) disagreed strongly with the statement. It was also discovered that the calculated value of chi-square which is 66.81 is greater than the tabulated value of 7.82 with a degree of freedom-Sat 5% level of significance.

Discussion

Based on the findings of the study, it was revealed that gender structure of the respondents is very close i.e. the respondent nature is not dominated by a particular gender. Sample population was dominated by workers between age of 20-29 and 30-39 representing 51.3% and 34.7% of the total respondents respectively. It was also discovered that the sample population is dominated by respondents from the Primary Health care and Administration department respectively and that the sample population dominated largely by Christians. It also shows that the sample population is dominated almost equally by the married and single. Finally, it was revealed from the table as well that respondents with Bachelor's Degree qualification is the highest from the sample population.

Result on perceived effect of exercise on mental health indicated that, there was a significant perceived influence of exercise on mental health of respondents. The findings of the study corroborate a study conducted Fossati. Et al, (2021). on physical exercise and mental health: the routes of a reciprocal relation, and it was revealed that positive correlation between involvement in sport activities during childhood and mental fitness during adolescence. Stronger association was found for a minimum of 4 years of recreational sport participation, Confidence Interval (CI) or for competitive sport involvement with better mental health in late adolescence, measured through the Mental Health Continuum-Short Form. Furthermore, a recent cross-sectional study carried out by Erickson and Kramer (2009) identified an association between being physically active and improvements in psychological/cognitive factors. The study further conclude that suggested that, in general, higher levels of physical fitness and physical activity can reduce the likelihood of developing cognitive impairments

Furthermore, results revealed that there was a significant perceived influence of Exercise on Physical Health of respondents The result corroborated a study

conducted by Torres (2020). on the effectiveness of a corporate exercise intervention programme on cardiovascular risk profile, fitness and productivity: A South African view. It was reviewed that that, e on-site exercise intervention programme positively affected the cardiovascular risk factors, biometrics, muscle strength and CRF of employees. These health outcomes decreased employee productivity loss. On-site workplace wellness programmes should be encouraged. A recent systematic review of 40 published articles found an increase in work performance related to increased physical activity after introducing short bouts of physical activity in the workplace. The increasingly sedentary nature of work and its impact on health and productivity indicators demands the promotion of physical activity (Pronk, 2021).

The result of the present study also indicated that there was a significant perceived influence of Exercise on Social Health of respondents Employers represent a powerful stakeholder group with the ability to leverage their influence on health policy initiatives to create supportive environments both inside workplaces as well as in the broader community. Additionally, employers have the opportunity to engage in ongoing dialogue with employees with the potential to generate sufficient reach and frequency of exposure to effective health and wellness interventions (Johnson, Et al., 2022).

Furthermore, results discovered that there was a significant perceived influence of Exercise on Emotional Health respondents. The result of this study is in line with a study conducted on perceived effect of physical activity and mental health of adolescents in Kogi state. The result revealed that engaging in regular physical activity is associated with the release of endorphins, which elevate mood and contribute to better emotional regulation. However, many adolescents face barriers to participation, such as lack of access to facilities, socioeconomic challenges, and cultural norms that prioritize academic achievement over physical activity. Understanding these barriers is crucial for developing effective strategies to promote physical activity among adolescents. The findings underscore the importance of fostering supportive environments that encourage physical activity, thereby enhancing mental health outcomes and overall quality of life (Sunday, Ngwakwe & Abu, 2025). Finally, result of the present study revealed that there was a significant perceived influence of Exercise on productivity of respondents. The result corroborated with the research conducted by Rajab-Gyagenda (2024) on Physical Activity and Workplace Productivity. The study indicated that, highlights several effective workplace initiatives to support physical activity, including flexible schedules, exercise classes, walking meetings, gym facilities, charity walks/runs, and buddy exercise programs. Additionally, the study emphasizes the positive correlation between sports participation and work performance, as well as the effectiveness of individually tailored intelligent physical exercise training (IPET) and wellness management programs (WMP) in reducing absenteeism and increasing productivity

Conclusion

In conclusion, it was observed that the implementation of exercises in government establishments has never been done and there is need for this to be done in the nearest future. The introduction of health walk by some state government can only ensure that very few workers are involved. Moreso, based on the findings

summarized in the previous chapter, the following conclusions were drawn. Participating in exercise will have impact on mental health of Ijebu-Ode Local Government workers. Also, participating in exercise will have impact on social health of Ijebu-Ode Local Government workers. Furthermore, participating in exercise will have impact on physical health of Ijebu-Ode Local Government workers. In the same vein, participating in exercise will have impact on emotional health of Ijebu-Ode Local Government workers. Finally, participating in exercise will have impact on productivity of Ijebu-Ode Local Government workers.

Recommendations

In view on the above conclusion, the following recommendations were made:

1. There should be massive injection of funds and financial assistance from both the Nigerian government and some international donor agencies for the provision of facilities for effective participation in exercises among local Government worker in Nigeria.
2. The local Government Executive should organise an effective training and re-training programs from time to time to assist workers who do not have knowledge of some exercise thereby promoting awareness.
3. Orientation programs on the use and need of exercises as a means to stay healthy should be conducted and made compulsory for workers so as to cope with the current trend or the new innovation.
4. The Local Government in Nigeria should seek for effective and efficient means of sustaining and supplementing the innovation of exercises for workers
5. There should be collaboration between experts in Human kinetics and other relevant fields in the higher and tertiary institutions to fast track the active participation of workers in the government establishments in exercises.

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