

DOCTORAL THESIS

The effects of leisure time physical activity, coping strategies, job stress and job satisfaction on perceived wellness: a study with managerial staff in sport and recreation in Hong Kong

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The Effects of Leisure Time Physical Activity, Coping Strategies,
Job Stress and Job Satisfaction on Perceived Wellness:
A Study with Managerial Staff in Sport and Recreation in Hong Kong

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for the degree of
Doctor of Philosophy

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ABSTRACT

Wellness is an important pursuit in life. Literature suggests that Leisure Time Physical Activity (LTPA), coping strategies, job stress and job satisfaction may pose a significant effect on perceived wellness. The combined effects and organizational differences of these variables however, rarely appear in the literature. Therefore, the purposes of this study are the following: (1) to examine whether there are significant differences in levels of leisure time physical activity, coping strategies, job stress, job satisfaction, and perceived wellness of the sport and recreation managerial staff in government, non-government and private organizations in Hong Kong; (2) to examine the relative contribution of leisure time physical activity participation, coping strategies, job stress, and job satisfaction to the participants perceived wellness.

A cross-sectional survey approach was employed in data collection. The survey instrument consisted of four major parts: (1) the Perceived Wellness Scale (Adams, Benzer, & Steinhardt, 1997); (2) the Occupational Stress Indicator 2 (Williams & Cooper, 1996); (3) the Leisure-Time Exercise Questionnaire (Godin & Shephard, 1985); and (4) a self-developed section aimed at collecting demographic information such as organization type, managerial working experience, and so on. A total of 343 completed questionnaires were returned. Data cleaning left 299 cases for further analyses where

SPSS 15.0 and LISREL 8 were applied to the data.

It was revealed that managerial staff in the sport and recreation industry in Hong Kong reported moderate levels of perceived wellness ($M = 4.06$) and overall job stress ($M = 3.62$). Managers working for the government reported notably higher job stress level than their NGO and private sector counterparts. Government and private sector managers tended to employ more coping strategies than NGO managers. The level of participation in LTPA among majority of the managers was far from adequate. The contributing effects of job satisfaction, job stress, and coping strategies to perceived wellness was different among managers working in various sectors of the sport and recreation industry across Hong Kong.

Based on the findings a series of recommendations were made to promote wellness among managerial staff at all sectors of the sport and recreation industry in Hong Kong.

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