

MASTER'S THESIS

Limiting factors in promoting corporate fitness in Hong Kong: employers' and employees' perspectives

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Limiting Factors in Promoting
Corporate Fitness in Hong Kong:
Employers' and Employees' Perspectives

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ABSTRACT

Perception of limiting factors in employee fitness program from 621 employees and 67 companies were examined by using a questionnaire survey. The employees identified 9 barriers from 22 items under 10 predefined factors: interest, money, health, time, work commitments, social commitments, awareness, knowledge/information, programs and facilities. "Too busy" was the top ranked item regardless of gender; marital status; or education difference. Analyses of variance were computed for independent variables with logical related factors and significant differences were found for gender on interest; education on knowledge; marital status on social commitment; age on health and awareness; income on money; and exercise habit on facilities. The companies identified 7 barriers from 20 items and 17 of which were extracted into 5 factor groups (namely: employers' attitude; resources; nature of business; external influence; and management) by PC factor analysis. The resources of the company were found to be the top barrier. Analyses of variance were computed for independent variables (with/without a fitness program, business type and company size) on the five factors. Significant differences were found between existence of a program on employers' attitude, resources and management; business type on nature of business; and company size on nature of business, external influence and management.

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