

The Effect of Daily Aerobic Exercise Practices on the Job performance of Bank Employees.

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Abstract:

Banks are institutions that rely heavily on the services they give to their clients, and one of their primary goals is to keep those customers pleased. In order to accomplish so, pleased bank executives are critical in the bank industry. Managers must research and get to know each employee, as well as fulfil them with their needs, so that they are satisfied and happy, and can perform at their best. Employers must learn emotional intelligence in order to be able to do so. As a result, the need of the hour is to improve emotional intelligence so that Job performance may be improved and positive work-related outcomes can be achieved. An Aerobic exercise draws energy from muscles; aerobic exercise uses the energy stored in the body from carbohydrates, proteins, and fats, as well as the oxygen we breathe, to make energy available to the muscles. The term "aerobic" means "occurring in the presence of oxygen." Aerobic exercise is defined as exercise performed in the presence of oxygen. It relates to how the body utilizes oxygen during exercise to meet energy demands. "Job Performance" is defined as "the ability to identify, use, understand, and control emotions in good ways to reduce stress, communicate effectively, empathize with others, overcome problems, and defuse conflict". This study aims to find out the relationship and impact of Regular Aerobic Exercise practice on Job Performance among the Bank Employees in Cuddalore district. For that purpose, the independent variables are Aerobic exercise and Dependent variables are Job Performance and its sub variables are Organizational Citizenship Behavior, Task Performance, Adaptive Performance and Interpersonal Behaviour. This study is descriptive in nature and the data will be collected by using questionnaire by 150 Regular Aerobic Exercise practice from bank employees in Cuddalore district. For ANOVA analysis will be employed to conduct the analysis in this study. From the findings of this research we concluded there is a positive relationship and significant influence towards the Regular Aerobic Exercise practice on Job Performance of Bank Employees in Cuddalore district.

Key Words: Aerobic exercise, Job Performance, Bank Employees

Introduction:

Dr Kenneth H. Cooper, an exercise physiologist, and Col. Pauline Potts, a physical therapist, both of the United States Air Force, came up with the phrase and the precise exercise regimen. Cooper, an avid exercise, was perplexed as to why some persons with strong muscular strength struggled in activities like long-distance running, swimming, and bicycling. He began measuring sustained performance in terms of a person's ability to utilize oxygen with a bicycle ergo meter. He released *Aerobics* in 1968, which comprised running, walking, swimming, and bicycle exercise plans. Due to widespread weakness and inactivity at the time the book was released, there was a growing awareness of the need for increased exercise. In 1979, Cooper released *The New Aerobics*, a mass-market version of his book.

Job performance, according to **Campbell (1990)**, is defined as simply the behaviour or behaviours that are important to an organization's goals. Performance is something that only one individual can do. Core task behaviours, citizenship behaviours, and counterproductive behaviours have all been included to the definition of work performance in recent years. The essential needed responsibilities of a job are referred to as core task performance. Employees' additional behaviours, above and beyond their core task responsibilities, that actively support and increase the organization's effectiveness are referred to as citizenship performance (e.g., helping co-workers), Counterproductive performance is defined as voluntary actions that impair the organization's well-being (e.g., theft).

Review of Literature;

The influence of aerobic exercise capacity on pulmonary function in athletes with and without type 1 diabetes was studied by **William et al. (2010)**. FEV, FEV1, and TLC were measured, with FEV1 and TLC being lower in the NADM athletic group. Despite a reduced anaerobic threshold and FEV1, the aerobic capacity of type 1 diabetic patients with scheduled exercise is comparable to that of normal athletes.

Mathunjwa et al. (2013) investigated whether a 10-week aerobic exercise program lowers the risk of cardio metabolic illness in overweight/obese female African university students. Participants completed a 10-week aerobic program consisting of 60 minutes of moderate intensity exercise three times per week for the first five weeks and high intensity exercise for the last five weeks. Following the intervention, there was a statistically significant improvement in TG, TC, LDL-C, and HDL-C.

Belly Onanda (2015) examined the effect of organizational motivation on employee performance. The study examined a variety of elements, including employee motivation, motivational styles, individual employee demands, employees' perceptions of performance-enhancing factors, and the importance of employee motivation to a business. The study showed that motivated individuals will never lower their performance, and hence significant efforts must be made to inspire all employees to improve performance.

Bhat (2013) investigated the influence of training on employee performance. A total of 108 bank workers from Kashmir were included in this study. The data was collected from respondents using the questionnaire approach. He discovered a link between employee training and their performance.

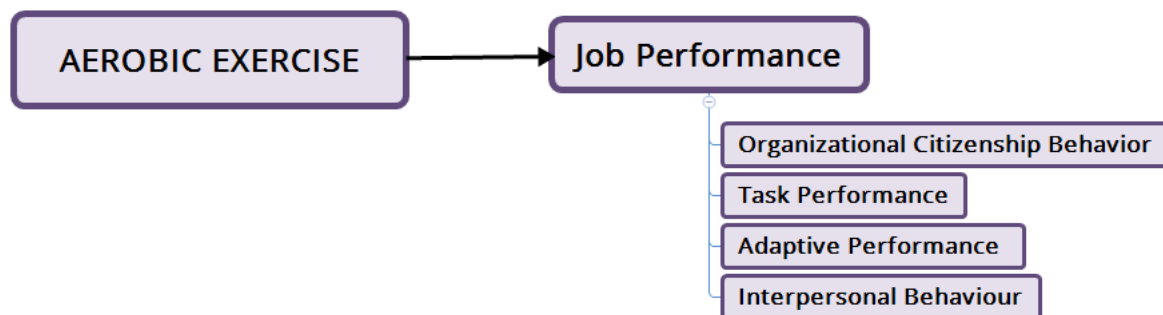
A research on the employment performance of employees in the humanitarian non-profit sector was undertaken by **Charity Tinofirei (2011)**. A total of 127 people from Zimbabwe, Southern Africa, took part in this study. According to researchers, the lack of automatic job promotions for high-performing employees might have a detrimental impact on high-performing employees who believe they are not being rewarded for their superior performance.

3. Research Methodology:

3.1 Research Design:

The study adopts a research design in view of objectives and the focus of the result. The researcher uses descriptive research design for the study. A descriptive research study is concerned about describing the characteristics and features of particular individual, or a group. The research design explains the state of affairs as it is at present. The study is about the Job Performance based on Regular Aerobic Exercise practice for bank employees in cuddalore with special reference to banks. The study provides the present state of Aerobic Exercise; Job Performance based on Aerobic Exercise available at banking sectors in cuddalore district.

Figure 1: Framework of the research



Objectives of the Study:

- To study the Job Performance of Bank Employees in Cuddalore district.
- To know the difference of opinion towards Regular Aerobic Exercise practice and Job Performance among the Bank Employees in Cuddalore district.
- To develop the model that represents the Regular Aerobic Exercise practice and Job Performance among Bank Employees in Cuddalore district.

Hypotheses of the Study:

- There is no significant difference towards Regular Aerobic Exercise practice of Bank employees in Cuddalore district with respect to demographic profile.
- There is no significant difference towards Job Performance among the Bank employees in Cuddalore district with respect to demographic profile.
- There is no influence of Regular Aerobic Exercise practice and Job Performance.

Data Collection:

The researcher collected primary data from Bank employees using a well- structured questionnaire. The questionnaire is divided into three sections; the first section contains a demographic profile of the personnel. The second section discusses Aerobic exercise; the third section discusses Job Performance.

Reliability Analysis:

Additionally, reliability analysis was used to determine the reliability of the factors listed above. To be regarded satisfactory, the dependability range of 0.82 to 0.89, which fulfils Cronbach's alpha, should be at least 0.70.

S.No.	Variable	Item	Cronbach's Alpha
I	Aerobic exercise	20	0.82
II	Job Performance	24	0.89

3.3 Sampling Technique:

The study employed the sample process probability model. The questionnaire's receiver was chosen using a simple random sample. This data collection procedure is straightforward and affordable. Through introduction, the strategy utilised equal chance to find skilled Bank Employees. This inspection procedure was developed specifically for this research to assure the presence of Bank Employees.

3.4 Sample Size:

Totally 175 questionnaires were distributed. 159 questionnaires were received. 16 questionnaires were not received. Out of 159 received questionnaires 150 were eligible and the remaining 9 were with flaws. Hence, the sample strength was 150.

4. Data Analysis:

The path analysis technique is used to determine the independent variables that affect the dependent variable. Aerobic exercise is treated as an independent variable in this approach. Job Performance is a variable that is dependent on other variables.

5. RESEARCH METHODOLOGY OF ANOVA:

Table 1: Results of descriptive statistics of job performance based on Organization

Organization			JP_citizen	JP_Task	JP_Adapti ve	JP_Interp er	Over all
SBI	8	Reg.M	4.30	4.61	3.99	3.96	4.23
		Reg.SD	0.504	0.409	0.570	0.626	0.325
IOB	6	Reg.M	4.15	4.38	4.28	4.37	4.29
		Reg.SD	0.209	0.536	0.414	0.386	0.259
ICICI	73	Reg.M	3.57	4.08	3.73	3.77	3.78
		Reg.SD	0.747	0.688	0.715	0.717	0.559
KVB	63	Reg.M	3.53	3.92	3.69	3.73	3.70
		Reg.SD	0.847	0.815	0.746	0.787	0.668
Total 150	150	Reg.M	3.570	4.038	3.726	3.784	3.779
		Reg.SD	0.7876	0.7399	0.7163	0.7363	0.6030

Source: primary data

M-Mean; **SD**-standard deviation;

Reg- Regularly

JP_citizen–Organizational Citizenship Behaviour;

JP_Task-Task Performance;

JP_Adaptive- Adaptive Performance;

JP_Interper- Interpersonal Behaviour;

JP - job performance

Table 2: Results of one way ANOVA of Daily Routine Aerobic Exercise practice in bank employees Job Performance

S.No.	Job Performance	F	p	DMRT
1	Organizational Citizenship Behaviour	12.41	0.001**	1>2>3>4
2	Task Performance	5.20	0.010*	1>2>3>4
3	Adaptive Performance	5.35	0.045*	2>1>3>4
4	Interpersonal Behaviour	4.18	0.022*	1>2>3>4
5	Overall Job Performance	9.17	0.001**	1>2>3>4

Source: primary data

NS - Not Significant; * Significant at 0.05 level; ** Significant at 0.01 level

The table 1 and 2 shows the results of descriptive and inferential statistics in relation to Job Performance on Organization groups of bank employees in Cuddalore district. This Job Performance comprises four sub dimensions. They are 'Organizational Citizenship Behaviour', 'Task Performance' and 'Adaptive Performance', 'Interpersonal Behaviour'. These four sub dimensions are statistically treated with 'Organization' the demographic profile. The researches of total employees are 450. The case of Regular Aerobic Exercise practice in bank employees are 150; they are grouped into four distinct Organization groups such as 'SBI' with 8 bank employees, 'IOB' with 6 bank employees, 'ICICI' with 73 bank employees and 'KVB' with 63 bank employees. Majority of the bank employees falls under the Organization group ICICI.

The case of Daily Routine Aerobic Exercise practice in bank employees:

The sub dimension 'Organizational Citizenship Behaviour' of Job Performance shows 3.570 as the total mean for all the four Organization groups. The mean indicates the positivity nature of the trend towards the 'Organizational Citizenship Behaviour' of Job Performance. The mean of the Organization group KVB is 3.53 which fall under the negative zone in the scale. Total SD is 0.7876. This value is below one, this indicates the lesser deviations towards the 'Organizational Citizenship Behaviour' of Job Performance. At the same time the Organization group SBI is 4.30 which fall under the positive zone in the scale. The F- ratio of 12.41 is significant at 0.001percent level of significance. Since there are significant differences among the four Organization groups, the post hoc test becomes inevitable. The DMRT result indicate that the perception of the bank employees under the Organization groups 'SBI' shows more positivity than the group 'IOB' which in turn shows more positivity than the respondents who are Organization group 'ICICI' shows more positivity than the group 'KVB'.

The sub dimension 'Task Performance' of Job Performance shows 4.038 as the total mean for all the four Organization groups. The mean indicates the positivity nature of the trend

towards the 'Task Performance' of Job Performance. The mean of the Organization group KVB is 3.92 which fall under the negative zone in the scale. Total SD is 0.7399. This value is below one, this indicates the lesser deviations towards the 'Task Performance' of Job Performance. At the same time the Organization group SBI are 4.61 which fall under the positive zone in the scale. The F- ratio of 5.20 is significant at 0.010percent level of significance. Since there are significant differences among the four Organization groups, the post hoc test becomes inevitable. The DMRT result indicate that the perception of the bank employees under the Organization groups 'SBI' shows more positivity than the group 'IOB' which in turn shows more positivity than the respondents who are Organization group 'ICICI' shows more positivity than the group 'KVB'.

The sub dimension 'Adaptive Performance' of Job Performance shows 3.726 as the total mean for all the four Organization groups. The mean indicates the positivity nature of the trend towards the 'Adaptive Performance' of Job Performance. The mean of the Organization group KVB is 3.69 which fall under the negative zone in the scale. Total SD is 0.7163. This value is above one, this indicates the lesser deviations towards the 'Adaptive Performance' of Job Performance. At the same time the Organization group IOB are 4.28 which fall under the positive zone in the scale. The F- ratio of 5.35 is significant at 0.045percent level of significance. Since there are significant differences among the four Organization groups, the post hoc test becomes inevitable. The DMRT result indicate that the perception of the bank employees under the Organization groups 'IOB' shows more positivity than the group 'SBI' which in turn shows more positivity than the respondents who are Organization group 'ICICI' shows more positivity than the group 'KVB'.

The sub dimension 'Interpersonal Behaviour' of Job Performance shows 3.784 as the total mean for all the four Organization groups. The mean indicates the positivity nature of the trend towards the 'Interpersonal Behaviour' of Job Performance. The mean of the Organization group KVB is 3.73 which fall under the negative zone in the scale. Total SD is 0.7363. This value is above one, this indicates the lesser deviations towards the 'Interpersonal Behaviour' of Job Performance. At the same time the Organization group IOB is 4.37 which fall under the positive zone in the scale. The F- ratio of 4.18 is significant at 0.022percent level of significance. Since there are significant differences among the four Organization groups, the post hoc test becomes inevitable. The DMRT result indicate that the perception of the bank employees under the Organization groups 'SBI' shows more positivity than the group 'IOB' which in turn shows more positivity than the respondents who are Organization group 'ICICI' shows more positivity than the group 'KVB'.

The overall Job Performance shows 3.779 as the total mean for all the four Organization groups. The mean indicates the positivity nature of the trend towards the overall Job Performance. The mean of the Organization group KVB is 3.70 which fall under the negative zone in the scale. Total SD is 0.6030. This value is below one, this indicates the lesser deviations towards the overall Job Performance. At the same time the Organization group IOB are 4.29 which fall under the positive zone in the scale. The F- ratio of 9.17 is

significant at 0.001 percent level of significance. Since there are significant differences among the four Organization groups, the post hoc test becomes inevitable. The DMRT result indicate that the perception of the bank employees under the Organization groups 'SBI' shows more positivity than the group 'IOB' which in turn shows more positivity than the respondents who are Organization group 'ICICI' shows more positivity than the group 'KVB'. Werner (2000) discovered have similar result. But, the authors Bell, B. S., & Kozlowski, W.J. (2002); Judge, T. A., Jackson, C. L., Shaw, J. C., Scott, B. A., & Rich, B. L. (2007); Brief and Motowidlo (1986) discovered that there is no significant difference towards Overall Job Performance based on Organization groups of the employees.

From the results it can be observed that the Organization groups SBI and IOB are exposing high positivity than the other two groups of bank employees. It is factual that the Organization group ICICI shows less positivity comparatively. Bank employees are varied towards 'Organizational Citizenship Behaviour', 'Task Performance', and 'Adaptive Performance', 'Interpersonal Behaviour' of Job Performance based on their Organization group. Borman and Motowidlo (1993) have discovered similar result. The result also showed that there is significant difference towards overall Job Performance with respect to their Organization groups. Van Scotter and Motowidlo, (1996); Bateman and Organ (1983); Smith, A. C., Organ, D. W., and Near, J. P. (1983) discovered have similar result. But, the author Bell, B. S., & Kozlowski, W.J. (2002) discovered that there is no significant difference towards Job Performance based on Organization groups of the employees.

7. SUGGESTIONS:

- Employees should practice these components of Aerobic Exercise properly and continuously. The professionals benefit and needs minimum financial investment. Hence, the integration of Aerobic Exercise should give attention to do the standardized Aerobic Exercise practices as an intervention to improve the Job Performance.
- If professionals need to lead a life which is more passionate, happier, and more intelligent and filled with more awareness, deep meaning and purpose, then Aerobic Exercise is certainly for them. When professionals know how to practice Aerobic Exercise systematically, it becomes the most powerful tool of improving their enhancing Job Performance.

8. CONCLUSION:

The results of this study provide an innovative attempt at investigating an obvious yet neglected link there is a positive relationship between the Aerobic exercise and Job Performance among the Bank employees of Cuddalore district. Majority of the professionals Employee physical exercise / Swimming, Cycling, Walking, etc., Aerobic power is the ability of the muscles to use oxygen received form the heart and lungs to produce energy The Emotional Intelligence and Job Performance of employees Rarely doing Aerobic Exercise, Not Interested doing Aerobic Exercise practices have positively and very poorly associated with each other. Based on the Research Regularly Doing Aerobic Exercise Employees has

become a key component to increased job performance. Engaging on Aerobic exercise not only increases job performance, it has shown to have positive correlations with mediating effects such as good mood and subjective health.

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