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A Study on Physical Fitness and Its Association with Job Satisfaction among Government Employees in Satara District

Mr. Rajesh Jadhav, Dr. Santosh Pawar, Dr. Rajat Sukladas

Ph.D. Scholar, Bharati Vidyapeeth (Deemed to be University), Pune (Maharashtra), India

Assistant Professor, Bharati Vidyapeeth (Deemed to be University), College of Physical Education, Dhankawadi, Pune (Maharashtra), India

Assistant Professor, Bharati Vidyapeeth (Deemed to be) University, College of Physical Education, Pune (Maharashtra), India

ABSTRACT: The present study examines the relationship between health-related physical fitness and job satisfaction among government employees of Satara District, Maharashtra. Physical fitness plays a vital role in maintaining physical, psychological, and social well-being, which directly influences work efficiency, stress management, and job satisfaction. The components of health-related physical fitness include cardiorespiratory endurance, muscular strength, muscular endurance, flexibility, and body composition. Job satisfaction, on the other hand, reflects employees' emotional response toward their job roles, work environment, and organizational conditions. A descriptive survey method was employed, and a sample of 100 government employees aged 30–50 years were selected using random sampling. Standardized tools were used to assess physical fitness parameters and job satisfaction levels. Statistical techniques such as mean, standard deviation, Pearson's correlation coefficient, and t-test were applied for data analysis. The findings revealed a significant positive relationship between physical fitness and job satisfaction. Employees with higher fitness levels reported better job satisfaction, reduced job stress, and improved work performance. The study concludes that promoting physical fitness through workplace wellness programs can enhance job satisfaction and overall organizational productivity.

KEYWORDS: Physical Fitness, Job Satisfaction, Government Employees, Occupational Stress, Health-related Fitness

I. BACKGROUND OF THE STUDY

Physical fitness and job satisfaction are closely interrelated concepts that influence an individual's overall quality of life and work performance. Physical fitness refers to the capacity of the body to perform daily activities efficiently without undue fatigue and with sufficient energy for leisure pursuits. It encompasses various components such as cardiorespiratory endurance, muscular strength, muscular endurance, flexibility, and body composition. Regular physical activity improves cardiovascular health, strengthens muscles, enhances flexibility, regulates body composition, and promotes mental well-being.

Job satisfaction is a multidimensional concept that reflects an employee's level of contentment with their job, including factors such as work environment, compensation, job security, interpersonal relationships, and opportunities for growth. Government employees often experience job-related stress due to workload, administrative responsibilities, and bureaucratic pressures, which may adversely affect both physical health and job satisfaction.

Research has shown that individuals who maintain good physical fitness are better equipped to manage stress, demonstrate higher productivity, and experience improved emotional stability. Physical activity reduces stress hormones such as cortisol and enhances the release of endorphins, leading to improved mood and psychological resilience. Consequently, physically fit employees tend to exhibit greater job satisfaction, reduced absenteeism, and enhanced work engagement.

In the context of Satara District, government employees play a crucial role in delivering public services. Understanding the relationship between physical fitness and job satisfaction among this population is essential for

developing effective workplace wellness strategies. The present study aims to explore this relationship and highlight the importance of promoting physical fitness for improving job satisfaction and organizational efficiency.

Objectives of the Study:

- To assess the physical fitness levels of government employees in Satara District.
- To determine the level of job satisfaction among government employees.
- To examine the relationship between physical fitness and job satisfaction.

Hypothesis:

- There is a significant relationship between physical fitness and job satisfaction among government employees.
- Physically fit employees exhibit significantly higher job satisfaction than less fit employees.

II. METHODOLOGY

Research Design

The study adopted a descriptive survey research design to systematically examine and analyze the relationship between physical fitness and job satisfaction among the selected population. This design was considered appropriate as it enables the collection of quantitative data from a large group of respondents, allowing for an accurate description of existing conditions, patterns, and associations between variables without manipulating them.

Sample:

A total of 100 government employees, including both male and female participants, working across various government departments in Satara District were selected for the study using the random sampling technique. The participants belonged to the age group of 25 to 55 years and were all employed in government service. The study was conducted in Satara District, Maharashtra, ensuring representation of employees from different occupational roles and departments within the district.

Tools Used

1. Physical Fitness Assessment:

- Cardiorespiratory endurance test
- Muscular strength test
- Muscular endurance test
- Flexibility test
- Body composition assessment

2. Job Satisfaction Questionnaire:

A standardized job satisfaction scale measuring satisfaction related to work environment, pay, promotion, supervision, and interpersonal relations.

III. METHODS OF DATA COLLECTION

The physical fitness tests were administered strictly in accordance with standardized and scientifically accepted procedures to ensure the reliability, validity, and objectivity of the collected data. Proper equipment and uniform testing conditions were maintained for all participants, and adequate rest intervals were provided to avoid fatigue-related errors. Job satisfaction data were collected using a well-structured and validated questionnaire, which was personally administered to the subjects to ensure clarity and completeness of responses. Prior to data collection, clear and comprehensive instructions were given to all participants regarding the purpose of the study and the method of responding to the questionnaire. Participants were encouraged to respond honestly, and confidentiality was assured to obtain accurate and unbiased information.

Statistical Analysis

The collected data were analysed using the following statistical techniques:

- Mean and Standard Deviation
- Pearson’s Product Moment Correlation
- Independent t-test

The level of significance was set at **0.05**.

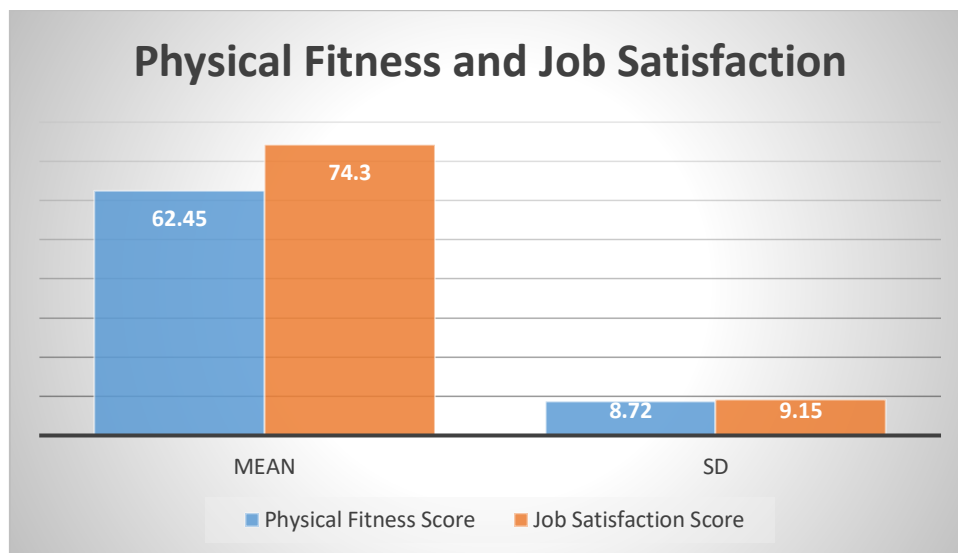
IV. RESULTS

Table 1
Descriptive Statistics of Physical Fitness and Job Satisfaction

Variable	Mean	SD
Physical Fitness Score	62.45	8.72
Job Satisfaction Score	74.30	9.15

The table presents the descriptive statistics of two variables, namely **Physical Fitness Score** and **Job Satisfaction Score**. The mean Physical Fitness Score is **62.45**, with a standard deviation of **8.72**, indicating a moderate level of physical fitness among the subjects with some variation in individual scores. The Job Satisfaction Score shows a higher mean value of **74.30** and a standard deviation of **9.15**, suggesting that the respondents generally reported a relatively high level of job satisfaction. The standard deviations for both variables indicate moderate dispersion, implying that while individual differences exist, most scores are clustered around their respective means. Overall, the table reflects that the sample demonstrates better job satisfaction compared to physical fitness levels.

Graph No.1



Graph no. 1: Graphical Representation of Mean and SD of Physical Fitness

Table 2
Correlation between Physical Fitness and Job Satisfaction

Variables	r-value
Physical Fitness & Job Satisfaction	0.68*

*Significant at 0.05 level

Interpretation:

The correlation coefficient ($r = 0.68$) reveals a moderate to high positive relationship between physical fitness and job satisfaction among government employees. This indicates that employees with higher levels of physical fitness tend to report greater job satisfaction. The positive direction of the relationship suggests that improvements in physical fitness may be associated with enhanced psychological well-being, reduced work-related stress, and a more positive attitude

toward one's job. Although the correlation does not imply causation, the findings highlight physical fitness as an important factor related to job satisfaction among government employees.

V. DISCUSSION

The findings of the present study clearly demonstrate a significant positive relationship between physical fitness and job satisfaction among government employees of Satara District. Employees who exhibited higher levels of physical fitness reported greater job satisfaction, lower levels of occupational stress, and improved work efficiency. Physical fitness contributes to enhanced cardiovascular and musculoskeletal health, reduces physical fatigue, and promotes psychological well-being, all of which foster a positive attitude toward work and professional responsibilities.

Regular physical activity has been shown to improve emotional regulation, self-confidence, and mental resilience, enabling employees to manage job-related pressures more effectively. These outcomes are consistent with earlier studies which reported that physically active employees experience reduced stress, better mental health, and higher levels of job satisfaction (e.g., Cooper & Dewe, 2008; Warburton, Nicol, & Bredin, 2006). Similarly, research by Faragher, Cass, and Cooper (2005) highlighted a strong association between employee well-being and job satisfaction. The significant differences observed between physically fit and less fit employees in the present study further emphasize the importance of promoting structured physical fitness and wellness programs in government workplaces. These findings support previous research suggesting that workplace fitness interventions can enhance employee satisfaction, productivity, and overall organizational effectiveness.

VI. CONCLUSION

The present study concludes that physical fitness plays a vital and significant role in determining the level of job satisfaction among government employees. The findings clearly indicate the existence of a positive and statistically significant relationship between physical fitness and job satisfaction. Employees who maintain higher levels of physical fitness tend to exhibit greater job satisfaction, improved ability to manage occupational stress, and enhanced efficiency and performance in their professional roles.

Furthermore, the study emphasizes the importance of integrating structured workplace wellness programs, regular physical activity initiatives, and health awareness campaigns within government organizations. Encouraging employees to adopt physically active lifestyles can lead to improved physical and mental health, increased motivation, reduced absenteeism, and a more positive work environment. Overall, the promotion of physical fitness among government employees can significantly contribute to higher job satisfaction, increased productivity, and improved organizational effectiveness, thereby benefiting both employees and the institution as a whole.

Recommendations

- Government organizations should introduce regular physical fitness and wellness programs.
- Awareness programs highlighting the benefits of physical activity should be conducted.
- Facilities for exercise and recreational activities should be provided at workplaces.
- Future studies may include larger samples and different occupational groups.

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