



Management of activities recreational and performance labor of the teachers of a institution of health

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Abstract: The management of recreational activities is essential for the well-being of teachers in health institutions, positively impacting teacher satisfaction and performance and student learning. However, it faces challenges that affect the quality of life of teachers, educational quality and teacher motivation. The research had a quantitative approach with a non-experimental cross-sectional design. It was found that the *Collectivity dimension in recreational activities* presents the elderly correlation significant with the *Linking organizational*, reaching a worth of tau_b of Kendall of 0.881 involving that, to the increase The *Community in the activities recreational* also increases *Organizational Linkage*. All correlations between the dimensions of job performance and recreational activities are positive, with the *Help to Others dimension standing out* as the one with the highest correlation, evidencing the teachers' awareness of the importance of the solidarity and he support between colleagues in his around labor. **Keywords:** Management, recreational, job performance, teachers, institution

Management of recreational activities and work performance of teachers in to healthcare institution

Abastrac: The management of recreational activities is essential for the well-being of teachers in healthcare institutions, positively impacting the satisfaction and performance of teachers and the learning of students. However, it faces challenges that affect educational quality and teacher motivation. The research had a quantitative approach with a non-experimental cross-sectional design. It was found that the dimension *Collectivity in recreational activities* presents the highest significant correlation with *Organizational Bonding*, reaching a Kendall's tau_b value of 0.881, implying that, as *Collectivity in recreational activities* increases, *Organizational Bonding* also increases. All the correlations between the dimensions of work performance and recreational activities are positive, highlighting the dimension *Helping others* as the one with the highest correlation, evidencing the teachers' awareness of the importance of solidarity and support among colleagues in their work environment. **Key words:** Management, recreational, job performance, teachers, institution.

Management of activities recreational and performance professional of professors in one institution of health

Summary: The management of recreational activities is essential for the well-being of teachers in health institutions, because they have a positive impact on satisfaction and performance of teachers and non-learners. two students Meanwhile, she faces challenges that affect the educational quality and motivation of teachers. The research takes a quantitative approach with a non-experimental cross-sectional design. It is verified that the collective dimension in recreational activities presents a greater significant correlation with the organizational link, reaching a Kendall's tau_b value of 0.881, which implies that, to extent that to collectivity in activities recreational increases, either bond organizational also increases. All the correlations between the dimensions of non-work performance and recreational activities are positive, with the dimension To help you Others HE highlighting as to of older correlation, showing to awareness two professors about a importance gives solidarity and do support between you colleagues in your atmosphere of work. **Keywords:** Administration, recreation, work performance, teachers, institution



I. Introduction

The implementation of recreational activities in the educational field, especially in health institutions, brings a series of significant benefits for both teachers and for the institution and the population in general. The management of activities recreational allows to the teachers disconnect of the stress diary and recharge energies, it that HE translate in a greater motivation and effectiveness in their chores. Although the achievements initials of are procedures Although these may seem minimal, it is expected that over time the impact will become progressively more evident, raising the quality of teaching. In addition, the creation of recreational spaces fosters a positive and collaborative work environment, improving interpersonal relationships between teachers and promoting a sense of belonging and commitment to the institution.

The management of recreational activities is a fundamental aspect in the work environment of teachers in health institutions, since it significantly influences the well-being of students and the satisfaction and performance of teachers. However, it faces various problems that affect both the quality of the teaching like the motivation of educators .

Albanesi (2013) refers that the quality of work life is conceptualized as the appropriate place and work factors that impact on safety and Promoting employee satisfaction through incentives, secure work and growth opportunities, resulting in a sensation subjective of comfort, due to the Conditions individual and the groups that surround them; however, it also refers to all the rules that must be met in he half labor public either private in he that HE unwraps. The variable quality The concept of working life has its theoretical basis from two aspects, the first is related to the conditions of the work environment and the second is related to the subjective experience because its meaning is psychological. Both bases are opposed by the purposes that they pursue.

The main taxonomy of contextual performance, cited by Gorriti, (2007) (search for it) consists of three dimensions with their sub-dimensions, Are are: Aid to others, So as the organizational linkage and performance beyond the position; which are definitions for the evaluation in this research. First dimension: Help to others cited by Gorriti (2007) refers to providing help to your work team with suggestions, giving them necessary knowledge or skills, supporting them in their tasks by offering emotional support to find solutions to their problems, sharing information of interest to them, or that they should know and always putting team interests before individual interests, showing favorable standards of coexistence and has cooperation, courtesy and motivation as sub-dimensions .

Also Gorriti (2007) explains helping others as collaboration and teamwork, prioritizing the health of employees. Second dimension: Organizational linkage. Gorriti himself (2007) refers to it as the commitment to the objectives of the organization, assuming an active role in it, and proposing suggestions and It has as sub-dimensions representation loyalty and commitment. Gorriti (2007) refers this dimension to the maintenance of individual obedience and the acceptance of the rules and organizational culture.

Third dimension: Performance further there of the position. Gorriti (2007), this dimension the consider as he performance further there of it required, taking the initiative without matter the obstacles,



assuming this performance as a challenge to use all the skills and personal resources in order to achieve the expected results in the organization and It has persistence, initiative and self-development as sub-dimensions. Similarly, Gorriti (2007) refers to this dimension as the extra effort demonstrated in the extra drive that employees put into their behavior.

Aligned with the information mentioned above, the objective of the research is to determine the relationship between the dimensions of Recreational Activities Management and job performance of teachers in a health institution.

II. Method

2.1. Guy and research design

The approach used for this research was quantitative, with a descriptive correlational scope; with a non-experimental cross-sectional design

2.2. Definition of variables

Variable 1: Activities recreational

Conceptual Definition. Contreras (2021) indicates that it is a free and pleasant human activity that is carried out individually, collectively, and socially in response to the need contemporary of occupy he time free in acts creators and promoters of creative and participatory leisure

Operational definition: The variable Recreational activities will be measured with 3 dimensions (individual, collective and social), with scale of measurement ordinal. HE used as instrument The questionnaire consisted of 12 items: four items for each dimension

Variable 2: Performance labor.

Conceptual definition. Gorriti (2007) indicates that the results of the research allow us to affirm, with evidence, that there are criteria, contents and techniques to make good Performance Evaluations in Public Administrations.

Operational definition: The variable Recreational activities will be measured with 3 dimensions (Helping others, Organizational connection, Complementary performance), with a measurement scale ordinal. HE used as instrument he questionnaire formed with 12 items: four items for each dimension

2.3. Sample and sampling

In this study the sample was determined by convenience of manner census, in consequence the sampling No probabilistic, by have considered to all the population of 30 teachers, who worked in 2020.



2.4. Criteria of selection.

Teaching staff, in office during the time in which carried out the survey. Personnel who voluntarily agreed to participate by answering the questionnaires; except for two teachers who chose not to participate.

2.5. Procedures

For collect the data, firstly HE did the validation of experts by two specialists who had experience in public management functions in education and sports; who in turn mentioned having experience in scientific research methodology, who approved the instruments prepared with an average of 97% and 98% approval respectively, then permission was requested from the area of the educational institution, arguing that HE was developing a research, after have bliss acceptance, it continued to talk on the phone with the coordinators of each area, for which is He informed them that initially they wanted to select 10 reference workers, so 20 printed questionnaires (2 for each worker) were physically provided to their offices, with said information reliability was obtained.

The coordinators were again contacted by telephone to apply the questionnaires to all the workers, so the questionnaire was physically provided to those who were on duty and the questionnaires were given to the rest, who agreed to answer, after informing them of the importance of their participation for each one of them.

2.6. Method of analysis of data

Having determined the reliability, through the SPSS computer support, obtaining information descriptive and inferential with the that for this study will be enough, Although this software (allows a variety of applications to process information); the correlations were made using Kendall's tau_b statistic, according to Hernández et al. (2016) indicate that it is a statistic used to determine the correlation between variables, to he same level of measurement ordinal; besides HE has the three dimensions by each variable and the same number of items per dimension

The reliability of these questionnaires was determined by Cronbach's Alpha coefficient; being reliable, according to what was indicated by Hernández, Fernández and Baptista (2016) he worth obtained of the coefficient Alpha of Cronbach HE categorize as of a good level of reliability, being greater than 0.87 and 0.89 respectively.

2.7. Aspects ethical

In the present investigation, HE used quotes bibliographical, of agreement to the regulations APA; the turnitin software was also considered to determine similarities of information; in addition, the privacy of the respondents was preserved, that is, they were anonymous, respecting what they answered, that is, they were not recorded. personal identification data of the workers. In order to carry out the application of instruments, the informed consent of the respective technicians and professionals was previously obtained.



III. Results Results

inferential

In the present study, Kendall's tau_b correlative test was used, with a significance: Sig=0.05, is say with a trust of 95%. To the be obtained the significance (Sig) less than 0.05 then the correlation is significant, that is, with 95% confidence.

Table 1. Correlations between the dimensions of job performance with the dimensions of sports activities

Dimensions of activities recreational (horizontal location)		Individual	Collective	Social	
Dimensions of the performance labor (location vertical)					
tau_b Kendall 's	Help_others	Coefficient of correlation	0.534 *	0.787 *	0.597 *
		Next (bilateral)	0.001	0.001	0.001
		N	30	30	30
	Linking_ organization to	Coefficient of correlation	0.296	0.881 *	0.698 *
		Next (bilateral)	0.093	0.001	0.001
		N	30	30	30
	Performance - complementa ry	Coefficient of correlation	0.242	0.796*	0.295
		Next (bilateral)	0.170	0.001	0.093
		N	30	30	30

*. The correlation is significant in it level 0.05 (2 tails).

Interpretation of the Board 1 : Inside of the activities recreational, the dimensions Collective It is the one that has the highest levels of Kendall's tau_b correlation and all significant by be his Significance Next. (bilateral) minor that 0.05 in comparison to the Others Dimensions: Individual and Social; the highest correlation being related to Organizational Linkage reaching he worth of 0.881 considered as high correlation; is say that By increasing the organizational connection, the collective behavior of recreational activities also increases in almost the same proportion of increase; the same thing happens when there is a decrease.

The lowest Kendall tau_b correlations and not significant because their Significance Sig. (bilateral) was greater than 0.05 were presented for the Performance dimension complementary, except for the correlation with the collective dimension; the lowest of all of them is when correlated with the Individual dimension with a Kendall tau_b of 0.242

IV. Discussion

By linking work performances with recreational activities, greater interest and participation is generated by the educational community, which can result in an increase in attendance and in the stake active of the students and their families; So Sarmiento-Feraud, et al. (2020) considered the relevance of the preparation of the Physical Recreation methodologist for he development of the competence communicative of the animator recreational it which this



bound with the present investigation, due to that he teaching in varied situations fulfills the role of facilitator; Velásquez et al. (2021) consider connectivist learning to be relevant, necessary during virtual education Villela Cervantes, CE (2018).

As recreational activities are established, educational and health authorities can see the value of supporting these initiatives, providing resources and generating strategic alliances, which not only benefits teachers, but also strengthens the connection between the institution and the community; the inclusion of recreational activities in the educational context not only benefits teachers, but also positively impacts the comprehensive training of students, promoting social skills, teamwork and emotional well-being, crucial factors for their personal and academic development; that is, management of activities recreational represents a strategy valuable that optimize he The work performance of teachers contributes to strengthening the educational institution and to the well-being of the population, creating a virtuous circle of continuous improvement and community development, which benefits the student population and the administrative management and teaching practice in an Educational Institution. public Rojas (2021); It is pertinent besides consider the capacity that public sector personnel adopted to deliver learning remotely, Romero et al. (2020).

Some studies that contrast with the present research are the following:

Arufe Giráldez (2019) addresses what physical education work should be like in early childhood education, emphasizing the management of activities recreational and his relationship with he performance labor of the teachers in institutions of health. This suggests that a adequate management of Recreational activities not only enrich the educational experience of children, but can also positively influence the satisfaction and efficiency of educators.

Cajan Villanueva, M. (2022) with his investigation about the Management of conditions labor and Motivation of the Nurses of a Hospital; linked by refer to the activities labor for being both in terms of service and user support.

Garay et al. (2021) showed relevant findings because the administrative management of sports activities is necessary for the care and emotional well-being of staff, which in turn can influence the effectiveness of management and the social benefit that is sought to be achieved.

In other study, Giakoni and to the. (2020) analyze he time of dedication to the education physics in Chile and its influence on the physical condition of schoolchildren. This work puts of I highlight the need to effectively manage time and resources in physical education classes to maximize the benefits to students' health and physical development.

Barreto and Sánchez (2021) regarding the Responsibility and management of the professional capacity of the staff of public institutions of the area of health address the responsibility and management of the professional capacity of staff

Chiavenna, YO. (2018) that provides a frame broad about beginning and practices of management. Your content is relevant for he study of the management administrative of activities sports, by offering key concepts that can be applied to improve organization and effectiveness.



Cajan and to the. (2021) mention the impact of the pandemic in the regimes of health and pensions of artists Peruvians, the topics of adaptation and management of resources during situations of Crises can offer valuable lessons for those responsible for sporting activities at a given institution.

V. Conclusions

All correlations between the dimensions of job performance with the dimensions of sports activities are direct because they are positive; the Help to Others dimension of performance is labor the of correlation elderly with regard the others dimensions of the job performance; is say that in the Institution educational the teachers are aware in their solidarity work to help at least one of their colleagues.

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