



PROMOTING WORKFORCE PRODUCTIVITY THROUGH STRUCTURED EMPLOYEE SPORTS PROGRAMS

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ABSTRACT

Workforce productivity is a key determinant of organizational success, and modern organizations are increasingly focusing on employee well-being to achieve sustainable performance. Structured employee sports programs have emerged as an effective strategy to enhance productivity by promoting physical fitness, mental well-being, and teamwork among employees. This review paper examines the role of structured sports activities in improving workforce productivity and highlights their importance in contemporary workplaces. The paper discusses the concept of workforce productivity, structured employee sports programs, and the role of sports activities in enhancing employee performance. It further reviews the benefits of implementing structured sports initiatives, including improved health, reduced stress, enhanced employee engagement, better teamwork, and increased job satisfaction. The study also identifies challenges in implementing sports programs such as time constraints, lack of infrastructure, budget limitations, and low participation. In addition, the paper outlines strategies for effective implementation and emphasizes the role of the human resource department in promoting sports activities within organizations. The findings of the review suggest that structured employee sports programs contribute significantly to creating a positive work environment and improving overall productivity. The paper concludes that organizations should integrate structured sports initiatives into employee wellness policies to promote healthier, motivated, and more productive workforce.

KEYWORDS: Workforce Productivity, Employee Sports Programs, Workplace Sports Activities, Employee Well-being, Organizational Performance, Employee Engagement

1. INTRODUCTION

Workforce productivity has become a central concern for modern organizations operating in an increasingly competitive and dynamic business environment. Organizations today are expected to deliver higher levels of efficiency, innovation, and quality while managing limited resources and maintaining employee satisfaction. Workforce productivity refers to the efficiency and effectiveness with which employees perform their assigned tasks to achieve organizational objectives. It is influenced by multiple factors such as employee skills, motivation, workplace environment, leadership, and organizational culture. In recent years,

organizations have recognized that productivity is not solely determined by technical competence or work processes but is also significantly affected by employees' physical health, mental well-being, and overall engagement. As a result, businesses are shifting their focus from traditional productivity measures to holistic approaches that emphasize employee wellness and sustainable performance.

The importance of employee well-being and performance has gained significant attention in organizational research and practice. Employee well-being encompasses physical, mental, and

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emotional health, which directly influence employees' ability to perform effectively. Healthy employees tend to demonstrate higher levels of concentration, creativity, and problem-solving abilities, while also maintaining consistent work output. Conversely, stress, fatigue, sedentary lifestyles, and poor health conditions can lead to reduced productivity, increased absenteeism, and lower job satisfaction. Modern workplaces often involve prolonged sitting, tight deadlines, and high-performance expectations, which can negatively affect employees' health and morale. Therefore, organizations are increasingly investing in wellness initiatives that aim to create a balanced work environment where employees can maintain both productivity and well-being. Enhancing employee well-being not only improves individual performance but also contributes to organizational success through improved teamwork, reduced turnover, and stronger organizational commitment.

In this context, workplace sports programs have emerged as an effective strategy to promote employee well-being and enhance productivity. Workplace sports programs refer to organized physical and recreational activities conducted within or supported by organizations to encourage employee participation in sports, fitness, and wellness activities. These programs may include team sports such as cricket, football, and volleyball, individual fitness activities such as yoga and aerobics, as well as recreational competitions and corporate tournaments. Such initiatives provide employees with opportunities to engage in physical activity, relieve stress, and interact with colleagues in an informal setting. Participation in sports activities promotes physical fitness, improves mental health, strengthens interpersonal relationships, and fosters teamwork. As a result, employees who participate in workplace sports programs often demonstrate higher motivation, improved communication skills, and better collaboration, which ultimately contribute to enhanced workforce productivity.

The need for structured sports programs in organizations has become increasingly important as informal or occasional activities may not produce sustained benefits. Structured sports programs involve planned, organized, and regularly scheduled activities

supported by management and integrated into organizational policies. These programs are designed with clear objectives such as improving employee health, enhancing teamwork, reducing stress, and increasing engagement. Structured initiatives ensure consistent participation, proper resource allocation, and alignment with organizational goals. Moreover, structured programs help organizations monitor outcomes, encourage inclusivity, and create a culture that values employee well-being. In the absence of structured programs, sports activities may remain irregular, poorly coordinated, and limited in impact. Therefore, organizations are increasingly adopting structured employee sports programs as part of their human resource and wellness strategies to promote workforce productivity, strengthen organizational culture, and ensure long-term employee performance.

2. CONCEPT OF WORKFORCE PRODUCTIVITY

Workforce productivity is a fundamental concept in organizational management that reflects the efficiency and effectiveness with which employees utilize their skills, time, and resources to achieve organizational objectives. It is generally understood as the level of output produced by employees in relation to the input used during a specific period. In modern organizations, workforce productivity goes beyond mere quantity of work and includes quality, innovation, timeliness, and overall contribution to organizational success. Productive employees not only complete assigned tasks efficiently but also demonstrate initiative, creativity, and commitment toward organizational goals. Therefore, workforce productivity is increasingly viewed as a multidimensional concept that integrates both performance outcomes and employee engagement.

In today's knowledge-driven economy, workforce productivity is closely associated with employees' physical, mental, and emotional capabilities. Organizations have realized that productivity cannot be sustained solely through supervision, control, or performance targets. Instead, it depends largely on employee motivation, well-being, work environment, and organizational support. Employees who are physically fit and mentally relaxed are more likely to maintain concentration, make better decisions, and handle work-related challenges effectively. On the other hand, stress, fatigue, poor health,

and lack of motivation can significantly reduce work efficiency and increase errors. As a result, organizations are increasingly focusing on employee-centered strategies that enhance both well-being and productivity simultaneously.

Workforce productivity also reflects how effectively employees collaborate and contribute to team-based objectives. In many modern organizations, work is performed through teams rather than individuals working in isolation. Hence, productivity is influenced by communication, cooperation, and interpersonal relationships among employees. A positive work environment that promotes teamwork, trust, and mutual support enhances productivity by reducing conflicts and improving coordination. Activities that strengthen team bonding and encourage interaction among employees can therefore play an important role in improving workforce productivity. This broader understanding highlights that productivity is not limited to individual performance but also includes collective efficiency within the organization.

Furthermore, workforce productivity is influenced by several organizational factors such as leadership style, workplace culture, job satisfaction, employee engagement, and opportunities for professional development. Supportive leadership and a healthy organizational culture encourage employees to perform at their best. When employees feel valued and motivated, they tend to show higher commitment, reduced absenteeism, and improved work quality. Similarly, initiatives that promote physical activity and reduce workplace stress contribute positively to productivity. Organizations are therefore adopting innovative approaches such as wellness programs, recreational activities, and sports initiatives to enhance employee performance and maintain sustainable productivity.

In the context of modern organizational practices, workforce productivity is increasingly linked with employee well-being and work-life balance. Organizations that invest in employee health and engagement often experience improved performance, reduced turnover, and stronger organizational loyalty. Structured employee sports programs, in particular, have gained attention as an effective method to improve workforce productivity by enhancing

physical fitness, reducing stress, and promoting teamwork. Thus, workforce productivity is no longer viewed as an isolated measure of output but as a comprehensive outcome influenced by employee well-being, organizational support, and workplace engagement initiatives.

3. STRUCTURED EMPLOYEE SPORTS PROGRAMS

Structured employee sports programs refer to systematically planned and organized physical and recreational activities designed and implemented by organizations to promote employee health, teamwork, and overall productivity. These programs are typically integrated into organizational wellness initiatives and are conducted with defined objectives, schedules, and participation guidelines. Unlike informal or occasional recreational activities, structured sports programs are strategically developed to ensure regular employee participation and sustained benefits. They may include team-based sports, individual fitness activities, inter-departmental competitions, and organization-wide sporting events. Such programs are supported by management and are often aligned with broader human resource strategies aimed at improving employee engagement, morale, and workplace performance.

In modern organizations, structured employee sports programs are increasingly recognized as an important component of employee wellness and organizational development. These programs provide employees with opportunities to participate in physical activities that help reduce stress, improve physical fitness, and enhance mental well-being. Employees often experience fatigue and burnout due to demanding work schedules, sedentary job roles, and performance pressures. Structured sports initiatives create a balanced work environment by encouraging employees to engage in recreational activities that promote relaxation and rejuvenation. As a result, employees return to their work with improved concentration, higher motivation, and greater energy levels, which contribute to enhanced productivity and performance.

Structured employee sports programs also play a significant role in strengthening teamwork and interpersonal relationships within organizations.

Participation in sports activities encourages communication, collaboration, and mutual support among employees from different departments and hierarchical levels. Team-based sports such as cricket, football, badminton doubles, and volleyball foster cooperation and collective problem-solving, which are essential for organizational success. Through regular participation in such activities, employees develop trust, respect, and a sense of belonging, which positively influences workplace relationships. Improved interpersonal interactions reduce workplace conflicts and enhance coordination, thereby contributing to higher workforce productivity.

Another important aspect of structured sports programs is their ability to enhance employee engagement and organizational commitment. When organizations invest in employee well-being initiatives, employees perceive that the organization values their health and personal development. This perception increases job satisfaction and encourages employees to actively participate in organizational activities. Structured sports programs also provide opportunities for recognition, achievement, and informal leadership development. Employees who participate in sports often develop qualities such as discipline, perseverance, teamwork, and time management, which can be applied in the workplace. Consequently, these programs contribute to creating a positive organizational culture that supports both employee development and organizational performance.

Furthermore, structured employee sports programs are designed to ensure inclusivity and accessibility for employees with diverse interests and fitness levels. Organizations may offer a variety of activities such as yoga sessions, walking clubs, indoor games, fitness challenges, and corporate tournaments to encourage widespread participation. Proper planning, scheduling, and resource allocation help organizations implement these programs effectively. By integrating sports activities into workplace culture, organizations can promote healthy lifestyles, reduce absenteeism, and improve overall employee morale. Therefore, structured employee sports programs serve as a strategic tool for enhancing workforce productivity, improving employee well-being, and fostering a collaborative and energetic

work environment.

4. ROLE OF SPORTS ACTIVITIES IN ENHANCING WORKFORCE PRODUCTIVITY

Sports activities play a significant role in enhancing workforce productivity by improving employees' physical health, mental well-being, and overall workplace engagement. In modern organizations, employees often face long working hours, sedentary job roles, and high performance expectations, which can lead to stress, fatigue, and reduced efficiency. Participation in sports activities provides employees with an opportunity to remain physically active and mentally refreshed, thereby improving their ability to perform work-related tasks effectively. Regular involvement in sports helps employees maintain energy levels, improve concentration, and develop a positive attitude toward work. As a result, organizations that promote sports activities often experience improved employee performance and increased productivity.

One of the primary ways sports activities enhance workforce productivity is through improved physical health. Physical fitness contributes to better stamina, reduced fatigue, and increased resilience among employees. Employees who engage in sports are less likely to experience health-related issues such as obesity, back pain, and lifestyle-related disorders, which are common in sedentary workplaces. Healthy employees tend to have fewer sick leaves and demonstrate consistent performance. Moreover, improved physical health enables employees to handle workload pressures more effectively and maintain higher levels of efficiency throughout the working day. Consequently, sports activities contribute to reducing absenteeism and enhancing overall workforce productivity.

Sports activities also play a crucial role in improving mental well-being and reducing workplace stress. Modern work environments often involve tight deadlines, multitasking, and performance pressures that can negatively impact employees' mental health. Participation in sports helps employees release stress, improve mood, and enhance emotional stability. Physical activity stimulates the release of endorphins, which are known to reduce stress and promote relaxation. Employees who regularly participate in

sports activities often experience improved focus, better decision-making abilities, and increased creativity. These psychological benefits enable employees to perform their duties more effectively and contribute positively to organizational goals.

Another important contribution of sports activities is the enhancement of teamwork and collaboration among employees. Many sports require coordination, communication, and mutual support, which are essential qualities in a productive workplace. When employees participate in team-based sports, they develop trust and understanding with their colleagues. This interaction improves workplace relationships and encourages cooperative behavior. Strong teamwork reduces misunderstandings, enhances coordination, and improves efficiency in completing organizational tasks. As employees learn to work together in sports activities, they transfer these collaborative skills to their professional roles, thereby enhancing workforce productivity.

Sports activities further contribute to increased employee engagement and motivation. Participation in sports provides employees with opportunities for enjoyment, relaxation, and social interaction, which improves job satisfaction. Employees who feel engaged and motivated are more committed to their work and demonstrate higher levels of performance. Sports events and competitions also create a sense of achievement and recognition, which encourages employees to actively participate in organizational initiatives. This positive engagement strengthens employees' emotional connection with the organization and promotes a productive work environment.

Additionally, sports activities help in improving organizational culture and promoting a healthy work-life balance. Organizations that encourage sports participation demonstrate their commitment to employee well-being, which fosters trust and loyalty among employees. A workplace that supports recreational activities becomes more dynamic and positive, leading to improved morale and reduced employee turnover. Employees who maintain a healthy balance between work and recreational activities are more productive and less prone to burnout. Therefore, sports activities serve

as an effective strategy for enhancing workforce productivity by improving physical health, mental well-being, teamwork, engagement, and overall organizational climate.

5. BENEFITS OF STRUCTURED EMPLOYEE SPORTS PROGRAMS

- Structured sports programs encourage regular physical activity, which helps employees maintain fitness, reduce lifestyle-related diseases, and improve overall health.
- Healthy and active employees tend to perform tasks more efficiently, maintain better concentration, and achieve higher work output.
- Participation in sports activities helps employees release stress, relax mentally, and maintain emotional balance, leading to improved performance.
- Team-based sports activities promote cooperation, communication, and mutual understanding among employees from different departments.
- Sports programs create opportunities for interaction and participation, which increases employees' involvement in organizational activities.
- Employees who participate in recreational activities experience enjoyment and work-life balance, leading to greater satisfaction with their jobs.
- Improved health and morale reduce sick leaves and absenteeism, ensuring consistent employee presence and productivity.
- Organizations that promote employee well-being through sports programs foster loyalty and reduce employee attrition.
- Sports activities create informal interaction opportunities that strengthen interpersonal relationships and workplace harmony.
- Sports competitions encourage leadership, decision-making, and problem-solving abilities among employees.
- Structured sports programs create a positive, energetic, and supportive work environment.
- Recognition and participation in sports events motivate employees to perform better in their professional roles.
- Sports programs help employees balance work responsibilities with recreational activities.

- Physical activity improves mental clarity, which enhances creativity and innovative thinking.
- Employees feel valued when organizations invest in their well-being, leading to stronger commitment and productivity.

6. CHALLENGES IN IMPLEMENTING EMPLOYEE SPORTS PROGRAMS

- Employees often have heavy workloads and tight deadlines, making it difficult for them to allocate time for sports activities during or after working hours.
- Without strong support from top management, sports programs may not receive adequate attention, funding, or organizational priority.
- Implementing structured sports programs may require investment in equipment, facilities, trainers, and event organization, which can be challenging for some organizations.
- Organizations may lack adequate space, sports grounds, or fitness facilities necessary for conducting regular sports activities.
- Some employees may not be interested in sports activities due to personal preferences, health issues, or lack of motivation.
- Coordinating sports activities that suit employees across different departments and shifts can be challenging.
- Employees may have different preferences for sports and recreational activities, making it difficult to design programs that appeal to everyone.
- Participation in sports activities may lead to minor injuries, which can create concerns among employees and management.
- Employees may not fully understand the benefits of sports programs, leading to limited participation and engagement.
- Organizations with highly formal or performance-driven cultures may not encourage recreational activities.
- Maintaining long-term participation and continuity of sports programs can be difficult without proper planning.
- Organizing tournaments, maintaining schedules, and managing participation require proper coordination and dedicated resources.
- Some departments may actively participate while others remain disengaged, reducing overall

effectiveness.

- Employees working remotely may find it difficult to participate in physical sports programs.
- It can be challenging for organizations to measure the direct impact of sports programs on productivity and performance.

7. STRATEGIES FOR EFFECTIVE IMPLEMENTATION OF STRUCTURED SPORTS PROGRAMS

Effective implementation of structured sports programs requires strong management support and a clear organizational commitment toward employee well-being. When top management actively supports sports initiatives, employees perceive them as an important part of organizational culture rather than optional activities. Management support helps in allocating adequate resources, creating policies, and encouraging participation across departments. Organizations can integrate sports programs into their employee wellness strategies and communicate the importance of physical activities in enhancing productivity and engagement. Such commitment also helps in sustaining these programs over a longer period and ensuring active employee involvement.

Another important strategy is designing employee-centered sports programs that consider the diverse interests, age groups, and fitness levels of employees. Organizations should provide a variety of activities such as indoor games, outdoor sports, fitness sessions, yoga, and recreational competitions so that employees can choose activities based on their preferences. Inclusive program design encourages wider participation and ensures that employees with different abilities feel comfortable engaging in sports activities. Conducting periodic surveys or feedback sessions can help organizations understand employee expectations and tailor sports programs accordingly. When employees feel that programs are designed based on their needs, their participation and enthusiasm increase significantly.

Flexible scheduling is also essential for the successful implementation of structured sports programs. Employees often face time constraints due to workload and deadlines, which may limit their participation. Organizations can schedule sports activities during breaks, after working hours, or on

designated wellness days to accommodate different work schedules. Providing flexible participation options such as short fitness sessions, weekly sports events, or monthly tournaments can also improve involvement. Flexible scheduling ensures that sports programs do not interfere with work responsibilities while still promoting employee well-being and engagement.

Providing incentives and recognition is another effective strategy to encourage employee participation in sports programs. Organizations can introduce rewards such as certificates, appreciation awards, team trophies, or recognition during organizational events. Such recognition motivates employees to actively participate and perform better in sports activities. Friendly competitions between departments or teams can further increase enthusiasm and create a positive and energetic work environment. Incentives not only improve participation but also strengthen teamwork and collaboration among employees.

Integrating structured sports programs with human resource and wellness policies further enhances their effectiveness. Organizations can include sports activities as part of employee engagement initiatives, corporate wellness programs, or team-building strategies. HR departments can play a key role in planning, organizing, and monitoring participation. Additionally, providing basic infrastructure, safety guidelines, and proper coordination ensures smooth implementation. Continuous evaluation and feedback help organizations improve the quality of sports programs and maintain long-term sustainability. By adopting these strategies, organizations can effectively implement structured sports programs and promote workforce productivity, employee well-being, and a positive organizational culture.

8. ROLE OF HR DEPARTMENT IN PROMOTING SPORTS ACTIVITIES

The Human Resource (HR) department plays a vital role in promoting sports activities within organizations by designing and implementing programs that enhance employee well-being and productivity. As the department responsible for employee engagement, HR ensures that sports initiatives are aligned with organizational goals and employee needs. By introducing structured sports

programs, HR departments contribute to creating a healthy work environment that encourages physical activity, teamwork, and motivation. These initiatives help employees manage stress, improve morale, and develop stronger interpersonal relationships, which ultimately enhance workforce productivity.

One of the primary responsibilities of the HR department is planning and organizing sports activities in a systematic manner. HR professionals identify suitable sports programs based on employee demographics, preferences, and organizational resources. They schedule regular activities such as indoor games, outdoor sports tournaments, fitness sessions, and recreational events. Proper planning ensures that sports programs are conducted smoothly and employees from different departments have equal opportunities to participate. HR departments also coordinate logistics such as venue arrangements, equipment availability, and communication with participants to ensure successful implementation.

The HR department also plays an important role in encouraging employee participation in sports activities. Through internal communication channels such as emails, notice boards, and employee portals, HR creates awareness about the benefits of sports programs. They motivate employees by highlighting the positive impact of physical activity on health, teamwork, and job performance. HR may also introduce friendly competitions between teams or departments to generate enthusiasm. By creating a supportive and inclusive environment, HR ensures that employees feel comfortable participating in sports activities regardless of their skill level.

Another significant role of the HR department is integrating sports activities with employee engagement and wellness initiatives. HR can include sports programs as part of corporate wellness strategies, team-building exercises, and employee development initiatives. These programs help improve collaboration, leadership skills, and communication among employees. HR departments may also organize annual sports events, fitness challenges, and wellness campaigns that promote healthy lifestyles. By linking sports activities with organizational culture, HR strengthens employee commitment and enhances job satisfaction.

Monitoring and evaluating the effectiveness of sports programs is also an essential responsibility of the HR department. HR can collect feedback from employees regarding participation, preferences, and outcomes of sports activities. This feedback helps in improving program design and ensuring long-term sustainability. HR departments may also track indicators such as employee engagement, absenteeism, and morale to assess the indirect impact of sports activities on workforce productivity. Continuous evaluation ensures that sports programs remain relevant and beneficial for employees.

Furthermore, the HR department supports recognition and reward systems related to sports participation. Acknowledging employees' achievements in sports activities encourages greater involvement and builds a positive work environment. HR may provide certificates, awards, or appreciation during organizational events to recognize participation and performance. Such recognition enhances motivation and strengthens team spirit. Therefore, the HR department plays a crucial role in planning, promoting, implementing, and sustaining sports activities, thereby contributing to improved employee well-being, engagement, and overall workforce productivity.

9. CONCLUSION

Structured employee sports programs have emerged as an effective approach for promoting workforce productivity and enhancing overall employee well-being in modern organizations. In today's competitive work environment, organizations are increasingly recognizing that employee productivity is closely linked with physical health, mental wellness, and workplace engagement. Sports activities provide employees with opportunities to remain physically active, reduce stress, and develop positive interpersonal relationships. These benefits contribute to improved concentration, motivation, and job satisfaction, which ultimately enhance workforce productivity. As a result, structured sports programs are becoming an important component of organizational wellness and employee engagement strategies.

The review highlights that structured employee sports programs contribute to multiple organizational

benefits, including improved physical fitness, reduced absenteeism, enhanced teamwork, and better workplace relationships. Participation in sports activities encourages collaboration and communication among employees, creating a supportive and positive work environment. Moreover, such programs help in building employee morale and strengthening organizational commitment. Organizations that actively promote sports initiatives often experience improved performance and a more dynamic workplace culture. These programs also support work-life balance, which is essential for maintaining long-term employee productivity and satisfaction.

Despite the numerous benefits, implementing structured employee sports programs may involve certain challenges such as time constraints, limited infrastructure, budget limitations, and varying employee interests. However, these challenges can be addressed through effective planning, management support, flexible scheduling, and inclusive program design. The role of the HR department is particularly important in promoting participation, organizing activities, and integrating sports programs into broader wellness initiatives. With proper coordination and continuous evaluation, organizations can ensure the sustainability and effectiveness of these programs.

Overall, structured employee sports programs serve as a strategic tool for enhancing workforce productivity by improving employee health, engagement, and teamwork. Organizations that invest in such initiatives create a healthier and more motivated workforce capable of achieving higher levels of performance. Promoting sports activities within the workplace not only benefits employees but also contributes to organizational success and long-term sustainability. Therefore, adopting structured employee sports programs can be considered a valuable approach for organizations seeking to enhance productivity and foster a positive and energetic work environment.

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