



IMPORTANCE OF PHYSICAL ACTIVITIES IN LEADERSHIP AND ORGANIZATIONAL PERFORMANCE: A REVIEW

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Abstract:

In this review paper studied Leadership and Organizational Performance are connected with employee's physical activities. Attachment of Physical Activities are helpful in forming of leadership approach and sustainable growth of employees along with organizational performance. Engagement in physical activities or exercise keeps human being in sound mind set, sound and good health and body image as well as improves thinking, logical and reasoning ability approach, motivated, cooperative approach etc. Physical activities is any movement of body which keeps to his/her at healthy fit and fine level. This review paper is based on secondary data available at books, e- books, and research papers, Magazines, and internet based data.

Keywords: *Physical activities, Leadership, Organizational performance*

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Introduction:

Leadership and Organizational development, these things are most discussed at the point of view of Management. A good leader can grow an organization still leader has his own limitation but organizational performance is depend on unity, cooperation of all type of employees are engaged in organization. On the other hand physical activities can help in changing mind set of thinking, developing in individual performance. These things that are apart from each other could be possible to bring them at one level. Several researchers attempted to develop such type of research. Here is an attempt made to study "Role of Physical Activities of Employees in Leadership and Organizational Performance.

Leadership: - Leadership is most important concept shows behavioral pattern of someone who is an

important person in or for his organization, leadership is became crucial thing for any type of organization like business, schools, Colleges and every kind of government of agencies. Leader shows way how to take responsibilities of emergencies and crises, in the simple words leadership or leader is that person who provides guidance, inspire, motivates, to their colleagues to fulfill the goal of predetermined objectives of organization.

In simple word, Leadership shows the abilities of someone or group of peoples to influence people or their followers or members of organization or society. In short, Leaders are not different from society but they do same things by different ways, they thinks, acts different way. Means it shows different mindset in emergencies and crises.

Organization: - Organization concept is defined by two



ways that are organization where it shows process of determination, Grouping, assignment, framing policies, team and required things etc. And another way organization where it shows structure of peoples involved into to do something of furnish something. In another word, organization word shows a group of people with predetermined relationship in which peoples are banned to work together to fulfill the goal which is already set.

Organizational performance:- organizational performance word shows the ability of organization, here its comparison of outcomes and predetermined goals.

Objectives:

- 1) To know the importance of Physical Activities of employees in leadership.
- 2) To know the importance of Physical Activities of employees in organizational performance.

Literature Review:

Ivo Marques, Andrea Balle, Carla Curado, “The Contribution of physical exercise to organizational performance.” Jan 2018 (European journal of management studies)

According to the authors, in the current scenario managers has challenges maintaining high level of performance of workers at the work place is major issue. Characteristics of workers and their individual performance aids in competitiveness of organization. Researchers here attempt quantitative study to investigate effects of physical exercise on the relation between Motivation, Job satisfaction and organizational performance. Collected their data on the base of online questionnaires and examined by using structural equation model and moderation analysis. Here results confirms relationship between job satisfaction with two dimensions one of them was problem solving creatively and emergency and crises handling ability. Results were that, this relationship was unchanging only inactive workers and taking advantages effect of job satisfaction on problem solving problems creatively on the other

hand who makes most exercise physically found that are taking benefits of job satisfaction with handling emergencies and crises.

Sharon McDowell - Larsen, Leigh Kearney, David Campbell, “Fitness and Leadership: is there a Relationship?: Regular exercise correlated with higher leadership ratings in Sr. level executives.” May 2002, (Journal of Managerial Psychology)

Researchers here tried to find out regular exercise or physical activity engagement impacts to the leadership score on two multi rater leadership assessment. Researchers collected all the necessary data from the senior level type of executives, data collected through questionnaires primary on the base of exercise, diet means food hobbits and hobbits of smoking. Assessment data was collected from participants and their examiners and remaining data from their fitness professionals like blood pressure, fat, exercise routine. These information related to health data is linked with the executive success profile and Campbell leadership Index. These are totally depend upon their self-evaluation, on different types of leadership indicators with the ratings of spectator group of bosses, assistants and peers.at the final result examiners found that, exerciser got many of parameters high scale from the observers and attachment with the regular physical activities or exercise shown positive results on leadership indicators.

Madeline Miles, Organizational performance: 4 ways to unlock employees potential (Feb 28, 2022-18 Min READ, betterup.com)

Here the author totally focused the concept of organizational performance, organizational performance word shows ability of a business unit or organization to achieve its predetermined goal and improve outcomes. It can be subjective maybe financial, market and may be increased sock value, here author suggested few ways to enhance performance of organization among of them are Retention and growth of employees, Relation between employees and Manager, learning and up skilling



opportunities. Author mentioned organization should measure employee retaining and profession flexibility and emphasis on good managerial relationship with their employees, if such type of area is appears in low resilience will impact on low productivity and performance. A scarcity in the learning instruments and opportunities can be influence adverse on employees because most of employees likes learn new, grow and advancement in their knowledge. Organization should be focused setup of learning and employees health.

Importance of Physical Activities in Leadership and organizational performance

Leadership concepts is most complicated to express because is totally depend upon the nature of someone's and situation where someone's reacts, his/ her knowledge, resources and so on. Still the in this current era where competition has been reached to the cutthroat competition, there is leadership becomes crucial thing for organizational performance. Leaders, subordinates, workers, helpers etc. all these are human beings that they have own thinking, own sentiments, and own approach of working but organizational performance is totally depend on involvement of all kind of employees and their efforts to achieve predetermined goal.

- 1) **Increase self-awareness:** Physical activity involves several type of activities and exercises like yoga, gym, indoor and outdoor games cycling, running, walking, wheeling games, engagement with physical activities keeps healthy and fit. Enhance self-awareness, help in creating good body image, there is says that good body image has good mind set.
- 2) **Enhance Motivational level:** it seems that, a person who are engaged with regular exercise, feels motivated him/herself, motivated person is important to leadership and organizational performance. They can set their goals with organizational goals. Motivated peoples motivates their subordinates, colleagues such type things can help in change the organizational environment.

Conclusion:

Physical Activities are most important in the context of employees, it seems engagement with regular physical activities keeps motivated, energetic these things are favorable leadership and organizational performance.in these research papers made attempt to find out importance of physical activities in leadership and organizational performance, in this area most of areas are remaining to bring into put in light perhaps this review paper will helpful to think and change the retention policies of organization with different manner.

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