

PERCEPTION OF RECREATIONAL SPORTS IN REDUCING WORK-RELATED STRESS: A CASE STUDY OF ADMINISTRATIVE STAFF OF LCWU & IBA SUKKUR

Sumera Sattar, Syeda Zaira Batool and Dr. Shahzaman Khan

ABSTRACT

Background: The level of stress is increasing amazingly among professionals of different walks of life. Progressively stress is changing quickly among the workers because of a bunch of different reasons. Employees experience and feel focused persistently on many aspects of life along with work, thus the responses to stress at the work environment is having different effects on the quality of life as compared to other groups of the population

Objectives: Alongside adapting to stress, recreational exercises can improve the personal satisfaction through detachment from work and socialization. The reason for this examination was to look at the connection between practicing recreational activities and reduction in work related stress.

Methodology: A total number of 32 staff members from LCWU (n=16) and IBA Sukkur (n=16) volunteered to participate in this study. The quantitative correlational research design was used to test for statistical relationships among variables. Data was collecting using "Leisure Satisfaction Scale" and "The Work Stress Questionnaire". Descriptive analyses were used on the demographics. Correlation analysis was used on "Leisure Satisfaction Scores" and "Perceived Stress Scores".

Results: A total number of 32 administrative staff with a mean age of 19.7 participated in this study from LCWU and IBA Sukkur. Independent Sample Test indicated a significant level of work related stress ($p=0.025$) All of them reported to participate in some kind of recreational activities on regular basis. It was also found that participation in recreational activities had a significant effect on stress reduction ($p=0.000$) Regression analysis indicated a significant relationship between participation in recreational activities and stress reduction ($p=0.014$). A significantly positive relationship was found between participation in recreational activities and Leisure Satisfaction ($r=1.000$). Whereas, no significant differences were found between administrative staff of LCWU and IBA Sukkur on all three variables ($p=0.062$).

Key words: Perception, Work Related Stress, Stress Reduction, Administrative Staff, Recreational Sports

INTRODUCTION

The level of stress is increasing amazingly among professionals of different walks of life. Progressively stress is changing quickly among the workers because of a bunch of different reasons. Employees experience and feel focused persistently on many aspects of life along with work, thus the responses to stress at the work environment is having different effects on the quality of life as compared to other groups of the population (Olaleye, 2016) Stress at work is expanding because of outside or external variables like innovative headway and changes in the economy of a country. Other than stress that could be brought about by family or individual issues, stress at work has become even a more prominent issue in view of occupation rebuild, globalization and more interest on the main job. This may prompt higher occupation weakness which would cause workers to feel pushed and bothered (Salmond, 2017). The expanded pressure among workers persuaded individuals to become intrigued, delicate and inquisitive in regards to the significance of the subject. Stress is definitely not a clinical state, rather it is one of the factors to push that prompts medical problems and affects different aspects of life.

Stress and its connection with work is that if not took care of well it may prompt disease and furthermore increment the time offs taken by representatives. Subsequently both, the association and workers will be influenced by it in a negative way (Garst, 2010). It is a well-known fact that stress and strain in the business world is additionally acceptable somewhat and can lead representatives to be persuaded to try sincerely and increment their proficiency. Stress that makes the worker under pressure to the point that the representative will not have the option to manage the circumstance influences both the worker and the organization in a negative manner. Stress has genuine ramifications for the presentation of an association. A portion of the effects that pressure has on an association are expanded representative turnover, worker nonattendance and diminished profitability. Stress Affects

associations as far as cost too, for instance nonattendance will in general be the most self-evident and most effortlessly determined expense. Hence featuring that pressure would lead an association to cause more expenses because of stress (Marin, 2015).

Recreation exercises are those activates in which “people participate for reasons as different as relaxation, competitiveness, or development” (Fuller, 2011). Sporting Services can be viewed as a recreation action for understudies. As indicated by Fuller, “members who took part in truly dynamic relaxation exercises had more significant levels of actual wellbeing and prosperity with lower scores of psychological sickness.” These member likewise had lower levels of persistent pressure, life occasion pressure, or potentially work pressure. By giving exercises that draw in employees through sporting administrations, these pressure lessening and adapting methodologies can be received by the employees.

Recreation, which includes non-required exercises as indicated by flow fundamental exploration approaches is characterized as time burned through recharging/resting and participating in deliberate exercises, which are carried out after necessary responsibilities, like work or household activities. Inside this specific circumstance, sporting exercises structure the most grounded space of sports exercises regarding creating wellbeing, and an incredible exertion is in progress to make sporting exercises open to all degrees of society, with various models and applications. It is workable for sports educators to make welcoming exercises by utilizing various techniques and models to pull in people to such exercises as these endeavors are significantly important.

Past investigations likewise have demonstrated that taking part in such sporting exercises at early ages supported the chances of proceeding with such exercises sometime down the road. In this sense, it is reasonable for sports-and-recreational activities,

everything being equal, to be accessible all over the place so individuals can appreciate an intriguing climate. Sporting exercises are those that purposefully give individuals joy and prize them with sporting, fun exercises. It is sure that the best approach to get great laborers at state establishments and associations is having talented and all around persuaded faculty with superior levels and occupation fulfillment. Representatives in a work environment face an assortment of dangers and issues that can diminish their spirits and inspiration, prompting helpless occupation execution. Along with quickly evolving innovation, upsetting workplaces, speedy urbanization and laborer relocation, and infections that can worry individuals continuously have started to compromise society's overall wellbeing. Subsequently, more significance has been set recently on friendly exercises to help personal satisfaction, which incorporates physical and enthusiastic imperativeness and is attached to an individual's fulfillment with life, emotional prosperity, joy, useful capability, and social prosperity (Budden, 2007). In developed nations particularly, the idea of personal satisfaction.

An examination made by Zijlstra, (2017) found that individuals with high-stress occupations have double the danger of developing serious health issues or nervousness contrasted and others in less upsetting occupations. Work related pressure can influence representatives paying little attention and focus on different assignments. In the event that one glances around and filters the exploration on pressure and basically stress at work environment, one finds that pressure is settled among the specialists as an inescapable factor. Stress is connected on to one's capacity to deal with the recourses, natural requests and some other obscure inadequacy to the cycle while doing an action, yet assuming it looks as an overall subject, it would be assessed as a capricious wonder.

It is significant for all the professionals to have methods for dealing with stress for the pressure that they experience at college

or university level. It has been shown that recreation exercises can be viewed as a way of dealing with stress to pressure (Almeida, 2014). These can be different proactive tasks, Administrative staff in many organizations get chances to utilize actual work as their relaxation movement to adapt to pressure from working hours. Alongside adapting to pressure, recreational exercises can improve the personal satisfaction through socialization, objective setting, and time the board. The reason for this examination was to look at the connection between practicing recreational activities and reduction in work related stress.

Literature Review

Stress is known as a significant piece of human existence and it is a direct result of the development in confusions and new difficulties in routine life (Bakker, 2014). It is inescapable in pensive days and work place is gone to be a pressure industrial facility for essentially every one of the individuals who work in it. In basic words, it is named as season of anxiety (Grebner, 2015). Stress is oftentimes assumed in requirements of basic physical and mental response that incites ill-disposed scholarly or substantial prosperity circumstance when a person's versatile capability is over extensive. Along these lines, work pressure is generally clarified as happening when there are ambiguity among the actual cases in a position of work and the inadequacy of staff to one or the other handle or manage such occupation claims exercises (Babatunde, 2013). It is general perception that each individual practices pressure in varying backgrounds for example family/home, work place, organization, instruction, Job and numerous cultural/monetary developments. Proficient worry has gone to be a component in human routine life and has recognized broad thought as of late. Stress is certain, at whatever point enormous degree of work as reported by Gaillot, (2007). The capacity of representatives and occupation should be refined in the set down restriction of time. There are sure stages associated with stressors fundamental to work like drawn-out, actual work conditions, requests off set cutoff time or time limit, work prerequisites, work diagram and

methodological inconveniences (Baumeister, 2017). The work environment had transform into grandiose pressure environmental factors in numerous organizations cutting across enterprises, colleges, banks, security powers and different foundations as reported by Semmer, (2015). Laborers were rehearsing a lot of pressure attributable to an assortment of highlights like responsibility, firm time limits, significant standards, nature of work, work disappointment, prolonged length of work, requests to execute, and so forth Connection contrasts at the work environment, like associations with chief and friends connections, were additionally a reason for pressure. Stress is the summation of all undefined natural encounters extricated by troublesome external control as reported by Hooff, (2016). At the point when the individual is tested with unpredicted he may discovered under pressure. This philosophy is multi-dimensional and has number of practices in different grounds which vary as per exact spotlight and objective.

Specialists saw work related pressure as either a reaction or a boost, or a reaction improvement (Jannson, 2016). Specialists additionally upswing generous discussions about whether word related pressure ought to be characterized as far as the individual or the climate or the conditional connection among people and climate (Dishman, 2016). As indicated by Thabo, (2019), word related pressure alludes to the dangerous physical and enthusiastic responses that emerge when the work necessities don't coordinate with the capacities, assets and wants of the representatives. Stress is a confounded issue that can show both decidedly and adversely (Jones, 2017), and is regularly caused because of unreasonable family interest (Benson, 2017), job request, helpless working conditions, bunch and political pressing factors, work uncertainty, absence of professional success, weak monetary advantages (Freire, 2016). Disappointment of successful administration of these stressors prompts numerous terrible items. Analysts contend that word related pressure affects the physical and mental prosperity of laborers.

Harmony between serious and fun activities alludes to how much an individual is similarly occupied with and similarly happy with their family job and work job (Morrish, 2017). Work-family balance relies upon appropriate game plan of working time (Riediger, 2014). Notwithstanding, representatives frequently experience issues like long working hours, absence of breaks and paid leaves, and lacking occasions. These elements lead to pressure at work, which in outcome block making balance among work and everyday life (Caldwell, 2013). Representatives who are mentally focused on feel absence of control, undervalued, and furthermore feel that their positions are meddling with their own lives, and in this manner they secure Position execution is the compelling result incorporated through singular practices that add to accomplish hierarchical objectives. As reported by Scales, (2017) work related pressure leads not exclusively to upswing non-attendance, turnover, sleepiness, disappointment, burnout and shortcoming yet in addition to bring down profitability or execution. Both physiological and mental anxieties influence representative execution at work. Teixeira & Freire, (2013) reason that pressure up to a specific level expands execution, and past that level, any further expansion in pressure debilitates execution. Both unnecessary and too little pressure seriously influence the exhibition of laborers. The representatives who experience the ill effects of a more significant level of work pressure represent lower level of occupation fulfillment, general prosperity, and spirit; which may prompt horrible showing (Shallcross, 2014).

Since word related pressure has purportedly been expanding, specialists (Verzeletti, 2016) advocate different methodologies to plunge its level, which can be named as adapting procedures. Hypotheses in existing writing propose significant relationship among adapting and different determinants of word related pressure. Adapting includes the musings and practices that are purposely utilized by people to deal with or oppose the outcomes of expecting or going through an upsetting circumstance. It guides people to what should be done, and supports to update

the grievous connection among individual and climate (Teixeira, 2013), and to control enthusiastic misery, (Silva, 2018).

Larsen, (2014) contend that adapting helps individuals to heighten versatile capacities to manage pressure. Wellbeing isn't just about battling infection, yet additionally a wonder that plans to ensure the individual, the family, and society to improve the overall strength of people, including their social and expert lives (Freire, 2013). In this regard, people ought to be urged to rehearse practices that secure, keep up, and create sound ways of life. Today, notwithstanding the increment in normal future, the way that ongoing infections and those that cause pressure have gotten more far reaching, and that by far most of the general population has started to whine about these sicknesses, has made individuals place more significance on personal satisfaction (Witschi, 2014). Furthermore, since individuals invest the vast majority of their energy at work, they anticipate that their workplace environment should meet probably some piece of their life-fulfillment and social necessities. So, working environment climate can be characterized as a factor that influences an individual's overall life fulfillment and wellbeing. Highlights, for example, being anxious to deliver in the work environment, attempting to create oneself and building great connections are positive impressions of occupation fulfillment in laborers (Leitner, 2015). Then again, representatives' functioning life is an interaction that impacts people's monetary conditions, yet additionally their mental prosperity. Inside this unique circumstance, people who fulfill their assumptions in the work environment can be both monetarily and mentally more joyful (Rosseel, 2013), while disappointment can cause pessimistic practices, for example, keeping away from work environment issues, leaving a task, prompting griping, reprimanding different specialists, turning in inadequate work, truancy, and surprisingly actual savagery in cutting edge stages (Tavares, 2016).

Numerous individuals feel both disappointed with their positions and see a diminished personal satisfaction because of an

incredible number of issues they face in their working environments. Accordingly, to serve individuals better, bosses should attempt to diminish workers' disappointment with their positions and improve their personal satisfaction conditions. Now, the finishes of certain specialists that 'work fulfillment levels of representatives who do sports are higher than the individuals who don't' (Teixeira, 2015) reinforce the possibility that sporting exercises can create comparative outcomes. The points of this examination are to think about the distinctions and decide the connections between the scores acquired from the work fulfillment and personal satisfaction scales in men ages 18 to 40, some of whom take an interest in sporting exercises and some of whom don't and improving mental health and improving quality of life of those who practice recreational activities regularly (Benson, 2017)

Methodology

The purpose of this study was to examine the relationship between participation in recreational activities and reduction in stress in administrative staff. A total number of 32 staff members from LCWU (n=16) and IBA Sukkur (n=16) volunteered to participate in this study. The quantitative correlational research design was used to test for statistical relationships among variables. Data was collecting using "Leisure Satisfaction Scale" and "The Work Stress Questionnaire". Descriptive analyses were used on the demographics. Correlation analysis was used on Leisure Satisfaction score and Perceived Stress score. Regression analysis was used on all three variables to produce the variables to measure for any mediation relationship.

Results

A total number of 32 administrative staff with a mean age of 19.7 participated in this study from LCWU and IBA Sukkur. Independent Sample Test indicated a significant level of work related stress ($p=0.025$) All of them reported to participate in some kind of recreational activities on regular basis. It was also found that participation in recreational activities had a significant effect

on stress reduction ($p=0.000$) Regression analysis indicated a significant relationship between participation in recreational activities and stress reduction ($p=0.014$) as shown in Table-1 below. A significantly positive relationship was found between participation in recreational activities and Leisure Satisfaction ($r=1.000$) as shown in Table-2 and Figure-1 below. Whereas, no significant differences were found between administrative staff of LCWU and IBA Sukkur on all three variables ($p=0.062$).

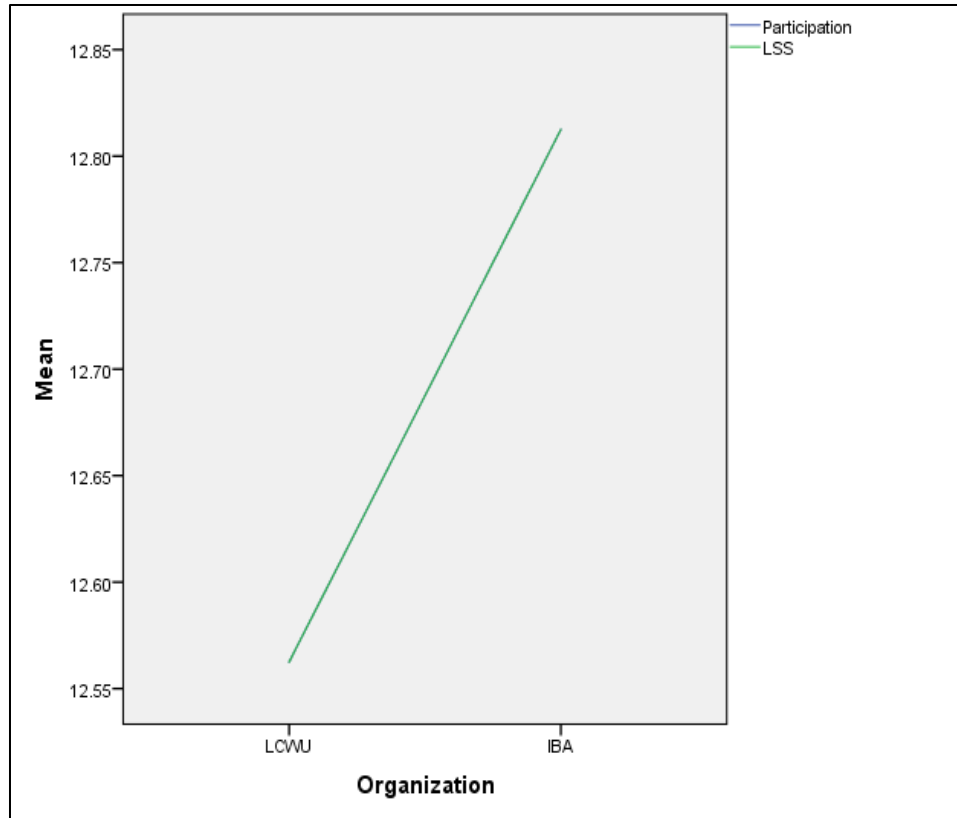
**Table-1:
Stress Reduction**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	6.294	2.424		2.597	.014
	Participation	.990	.540	.317	1.832	.077

**Table-2:
Leisure Satisfaction**

		Participation	LSS
Participation	Pearson Correlation	1	1.000**
	Sig. (2-tailed)		.000
	N	32	32
LSS	Pearson Correlation	1.000**	1
	Sig. (2-tailed)	.000	
	N	32	32

Figure-1



Discussion

Many researchers now realize that shaping a social design comprising of viable people is vital, and in this regard, recreational exercises are believed to be truly significant to reduce work related stress and also a way to have glad people (Benson, 2017). Recreational exercises additionally can be characterized as active work, social association, and mental peace. Stress avoidance and the loosening up impacts of recreation time are in fact in accordance with the research in the area of sports psychology (Freire, 2016). The marvel of recreation time can be valuable during the interaction of mental unwinding, with its capacity being feeling engaged, inspirational, unwinding, fulfillment, and a halfway irritation from the real factors of life through brief freedom (Silva,

2018). Then again, to guarantee the valuable impacts of actual work in grown-ups, it is suggested that grown-ups take part in recreational exercises in any event three times each week, for at least 30-minutes a day (Verzeletti, 2016).

More often than not, this is a rhythm that can be seen in discretionary recreational exercises and is known to be extremely valuable as far as individual wellbeing. Also, such exercises are straightforwardly connected with people's personal satisfaction. While recreational exercises have a constructive outcome in diminishing tension, stress and misery, they are additionally viewed as among the most essential methodologies in the anticipation of stoutness and ongoing infections (Jones, 2017). Inside this unique circumstance, it is felt that the application and cadence of sporting exercises will make significant commitments to the improvement of stationary people's physical and psychological wellness and subsequently assume a significant part in expanding the level of solid people in the public eye. Albeit the complete personal satisfaction scores of members were discovered to be beneath the normal score (Dishman, 2017) thought for sound people, it very well may be said that investment in recreational exercises will affect people's personal satisfaction.

The findings of the examination showing that the people who partake in recreational exercises have better caliber of-life all out scores than the individuals who don't likewise uphold this view. Then again, it is perceived from the exploration that the elements affecting the personal satisfaction of people who take part in recreational exercises are brought about by the elements of actual capacity, actual job, and enthusiastic job. Accordingly, it very well may be said that taking an interest in recreational exercises affects personal satisfaction. Examination directed by Semmer, (2015) on state representatives shows that members see relaxation time exercises as unwinding, engaging, sound, instructive, and satisfying. Another examination secured that position fulfillment among workers is critical as far as corporate execution (Bakker, 2014). In this investigation, support in recreational exercises is

found to have a 10% beneficial outcome on members' work fulfillment levels.

At the point when the relationship between personal satisfaction and occupation fulfillment of members who didn't take part in recreational exercises were examined, a 18.3% (Larsen, 2014) expansion in the level of people who took part in recreational exercises, when contrasted and the individuals who didn't, infers the possibility that with the increment in cooperation time, personal satisfaction and occupation fulfillment of state work force can increment significantly more (Thabo, 2019). It tends to be said that this can unquestionably help forestall passionate depletion, just as forestall the advancement of negative perspectives toward others, accordingly expanding levels of occupation fulfillment in the working environment. It tends to be considered that to be levels of instruction and pay increment in recreation time. This can, thus, cause the impression of inadequacy of recreational exercises and become another wellspring of 'misery' that didn't beforehand exist. Along these lines, it is feasible to address the commitment of the endeavors to create sporting exercises to fuel endeavors to build levels of recreational exercises (Jansson, 2016). All in all, it very well may be said that interest in recreational exercises, which are characterized as proactive tasks coordinated or done deliberately, will impact people's ways of life and increment their personal satisfaction and occupation fulfillment essentially. The consequences of the investigation support this evaluation. Creating sporting projects at associations so they will interest professionals is by all accounts critical.

References

- Adeyemo, D.A. & Ogunyemi, B. (2005). *Emotional Intelligence and Self-Efficacy as predictors of Occupational stress among academic staff in a Nigeria University*. Retrieved August 15, 2010 from www.weleadnlearning.org
- Bakker, A. B., & Bulters, A. J. (2014). The loss spiral of work pressure, work-home interference and exhaustion: Reciprocal relations in a three-way study. *Journal of Vocational Behavior*, 64, 131-149.

- Baumeister, R. F., DeWall, C. N., Maner, J. K., Plant, E. A., Tice, D. M., et al. (2017). Self-control relies on glucose as a limited energy source: Willpower is more than a metaphor. *Journal of Personality and Social Psychology*, 92, 325–336.
- Benson, P. L. (2017). “Developmental assets: an overview of theory, research, and practice,” in *Approaches to Positive Youth Development*, eds R. K. Silbereisen and R. M. Lerner (London: Sage Publications), 33–58. doi: 10.4135/9781446213803
- Budden, J. S., & Sagarin, B. J. (2007). Implementation intentions, occupational stress, and the exercise intention– behavior relationship. *Journal of Occupational Health Psychology*, 12, 391– 401.
- Caldwell, L. L., and Faulk, M. (2013). “Adolescent leisure from a developmental and prevention perspective,” in *Positive Leisure Sciences: From Subjective Experience to Social Contexts*, ed. T. Freire (Berlin: Springer), 41–60.
- Croon, E. M., Sluiter, J. K., Blonk, R. W. B., Broersen, J. P. J., & Frings-Dresen, M. H. W. (2004). Stressful work, psychological job strain, and turnover: A 2-year prospective cohort study of truck drivers. *Journal of Applied Psychology*, 89, 442– 454
- Dishman, R. Quenk, N.L. (2016). *Beside Ourselves Our Hidden Personality in Everyday life*. New York: Consulting Psychologists Press, Inc. Region. *South African Journal of Education*, 23 (3): 186-192.
- Freire, T., and Caldwell, L. L. (2013). “Afterthoughts on leisure and future research directions,” in *Positive Leisure Science: From Subjective Experience to Social Contexts*, ed. T. Freire (Dordrecht: Springer), 61–79. doi: 10.1007/978-94-0075058-6_4
- Freire, T., Tavares, D., Silva, E., and Teixeira, A. (2016). “Flow, leisure, and positive youth development,” in *Flow Experience. Empirical Research and Applications*, eds L. Harmat, F. Andersen, F. Ullén, and J. Wright (Dordrecht: Springer).
- Fuller, J. A., Stanton, J. M., Fisher, G. G., Spitzmu'ller, C., Russell, S. S., & Smith, P. C. (2003). A lengthy look at the daily grind: Time series analyses of events, mood, stress, and satisfaction. *Journal of Applied Psychology*, 88, 1019 –1033

- Gaillot, M. T., & Baumeister, R. F. (2007). The physiology of willpower: Linking blood glucose to self-control. *Personality and Social Psychology Review*, 11, 303-327
- Garst, H., Frese, M., & Molenaar, P. C. M. (2010). The temporal factor of change in stressor-strain relationships: A growth curve model on a longitudinal study in East Germany. *Journal of Applied Psychology*, 85, 417- 438.
- Grebner, S., Semmer, N. K., KaiserFreiburghaus, D., Lauper-del Ponte, S., & Witschi, I. (2015). Chronic job stressors and job control: Effects on event-related coping success and well-being. *Journal of Occupational and Organizational Psychology*, 78, 237- 252.
- Hooff, M. L. M., Geurts, S. A. E., Kompier, M. A. J., & Taris, T. W. (2016). Work-home interference: How does it manifest itself from day to day? *Work and Stress*, 20, 145-162
- Jansson, M., & Linton, S. J. (2016). Psychosocial work stressors in the development and maintenance of insomnia: A prospective study. *Journal of Occupational Health Psychology*, 11, 241-248
- Jones, F., O'Connor, D. B., Conner, M., McMillan, B., & Ferguson, E. (2017). Impact of daily mood, work hours, and iso-strain variables on self-reported health behaviors. *Journal of Applied Psychology*, 92, 1731-1740
- Larsen, R. J., & Prizmic, Z. (2014). Affect regulation. In R. F. Baumeister & K. D. Vohs (Eds.), *Handbook of self-regulation: Research, theory, and applications* (pp. 40 - 61). New York: Guilford Press
- Leitner, K., & Resch, M. G. (2015). Do the effects of job stressors on health persist over time? A longitudinal study with observational stressor measures. *Journal of Occupational Health Psychology*, 10, 18 -30.
- Marin, M.J. and Garcia-Ramirez, (2015). Social support and emotional exhaustion among hospital nursing staff. *European Journal of Psychiatry*. 192: 96-106.
- Morrish, L., Rickard, N., Chin, T. C., and Vella-Brodrick, D. A. (2017). Emotion regulation in adolescent well-being and positive education. *J. Happiness Stud.* 19, 1543-1564. doi: 10.1007/s10902-017-9881-y
- Olaleye, B.A. (2016). Psycho-social effects of Job Stress and Burn-out syndrome among Nurses in State-owned Hospitals in Oyo State. M.S.W. Project, (Unpublished) University of Ibadan, Nigeria.

- Riediger, M., and Klipker, K. (2014). "Emotion regulation in adolescence," in Handbook of Emotion Regulation, 2nd Edn, ed. J. J. Gross (New York, NY: Guilford Press), 187-202.
- Rosseel, Y., Oberski, D., Byrnes, J., Vanbrabant, L., Savalei, V., Merkle, E., et al. (2013). Package 'Lavaan'. Available at: <http://cran.r-project.org/web/packages/lavaan/lavaxan.pdf>
- Salmond, S. and Ropis, P.E. (2017). *Job stress and general well-being: A comparative study of medical-surgical and home care nurses. MEDSURG Nursing* 14.5:301-309.
- Scales, P. C., Roehlkepartain, E. C., and Shramko, M. (2017). Aligning youth development theory, measurement, and practice across cultures and contexts: lessons from use of the developmental assets profile. *Child Indic. Res.* 10, 1145-1178. doi: 10.1007/s12187-016-9395-x
- Semmer, N. K., & Elfering, A. (2015). Working conditions and three types of well-being: A longitudinal study with self-report and rating data. *Journal of Occupational Health Psychology*, 10, 31- 43
- Shallcross, A. J., and Mauss, I. B. (2014). A person-bysituation approach to emotion regulation: cognitive reappraisal can either help or hurt, depending on the context. *Psychol. Sci.* 24, 2505-2514. doi: 10.1177/0956797613496434
- Silva, E., Freire, T., and Faria, S. (2018). The emotion regulation strategies of adolescents and their parents: An experience sampling study. *J. Child Fam. Stud.* 27, 1774-1785. doi: 10.1007/s10826-018-1015-6
- Tavares, D., and Freire, T. (2016). Experiência de flow, controlo atencional e regulação emocional: contributos para o desenvolvimento positivo de adolescentes. *Psicologia* 30, 77-94. doi: 10.17575/rpsicol.v30i2.1119
- Teixeira, A., and Freire, T. (2013). The leisure attitude scale: psychometrics properties of a short version for adolescents and young adults. *Leisure* 37, 57-67. doi: 10.1080/14927713.2013.776748
- Teixeira, A., Silva, E., Tavares, D., and Freire, T. (2015). Portuguese validation of the emotion regulation questionnaire for children and adolescents (ERQ-CA): Relations with self-esteem and life satisfaction. *Child Indic. Res.* 8, 605-621. doi: 10.1007/s12187-014-9266-2

- Teixeira, H. (2013). Medidas de Satisfação e Motivação Para o Lazer em Adolescentes: Um Estudo de Validação. Master's thesis, University of Minho, Braga.
- Thabo, F. (2019). Occupational stress among university employees in Botswana. *European Journal of Social Science* 15.3:313
- Verzeletti, C., Zammunaer, V. L., Galli, C., and Agnoli, S. (2016). Emotion regulation strategies and psychosocial well-being in adolescence. *Congent Psychol.* 3, 1-15. doi: 10.1080/23311908.2016.1199294
- Witschi, I. Gross, J. J. (2014). "Emotion regulation: conceptual and empirical foundations," in *Handbook of Emotion Regulation*, 2nd Edn, ed. J. J. Gross (New York, NY: The Guilford Press), 3-20.
- Zijlstra, F. R. H. (2016). Job characteristics and off-job time activities as predictors for need for recovery, well-being, and fatigue. *Journal of Applied Psychology*, 91, 330 -350.