

Discussing Barriers of Sports Participation for Office Employees

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Abstract: The purpose of this study is to discuss the barriers of sports participation for office employees of the city of Malayer. The research is carried out under a field method and its population includes entire office staff of the city of Malayer as 4500 individuals. According to Morgan's table, sample size was determined as 350 individuals who were selected from various offices and firms of the city of Malayer through an availability sampling method. Instruments of this research include a demographic information questionnaire, the standard questionnaire of ACSM and a researcher made questionnaire. The calculated reliability of ACSM questionnaire and the researcher made questionnaire of barriers of sports participation are respectively 0.86 and 0.81. In addition for the purpose of analysis of data, descriptive statistics methods such as tables, diagrams, central indexes and dispersion indexes are used. Also for determination of normality of data distribution, the Kolmogorov-Smirnoff test was used and after that the two sample t-test and Freedman's two way NACOVA test were used within the environment of SPSS v. 23 Software. Results of study indicate that the effects of psychological barriers is the highest priority and after that effects of personal, cultural, domestic and social barriers are the later priorities.

Key words: Discussing barriers, barriers of sports participation, employees, determination, psychological barriers

INTRODUCTION

By exercising people can overcome physical, spiritual and psychological stresses caused by living in today's stressful world. Discussing the barriers of sports participation is a major component for planning in different contexts such as education, culture and sports. Various researches have shown that people who exercise on a regular basis are less potent for development of heart diseases compared to others they also bear less nervous stresses and have a better self-confidence. On the other hand, these people have an optimistic look towards life and are less susceptible for depression (Sonntag and Niessen, 2008). In such situations, experts of behavioral sciences in different firms and organizations consider exercising as a suitable tool for providing healthy recreation (Huang and Humphreys, 2012). Therefore, if a person's physical movements are not increased his or her life quality might degrade or even they might develop physical and mental diseases as well. On this basis, it seems highly necessary to eliminate certain negative attitudes in terms of participation in sports activities (Tonts, 2005). As a result, the role of exercise and physical movement as a strategy with a potential ability for helping individuals with their health goals; is highly important and crucial. One of the most effective classes of the society who impose direct influences on organizations' growth

and efficiency are employees. These employees with respect to their type of activity and jobs are more than others exposed to different types of illnesses and if they do not attempt to overcome their lack of physical movement through regular exercising, their professional qualities might take negative influences. In this regard, these national capitals (employees) might be exposed to mental and physical illnesses and this might damage their organizations as well. Gomez-Lopez *et al.* (2010) have described the causes of lack of participation in sports activities in terms of external barriers including time and internal barriers including lack of interest for exercising and lack of motivation. Have carried out a research and reported that people with higher education perceive less barriers. The reason for this is that educated people have a better awareness regarding benefits of exercising compared to people with low education. McNeill *et al.* (2006) have considered social norms and security as key dimensions which can be influential in terms of participation in sports activities. In addition, Hubbard and Mannell (2001); in their research regarding full-time employees have stated that lack of interest and information are not considered as barriers of participation in recreational activities, rather these barriers are divided into three groups of interpersonal, intrapersonal and structural barriers also each of these groups include different sub-variables. In this regard, Crawford *et al.* (1991) considered family's attitude regarding sports as a

mechanism which plays a major role in encouraging or discouraging individuals for sports participation (Mhr *et al.*, 2014). Different researches have shown that continuous and long-term training by media and educational centers; improvement of families' sports culture by holding sports related meetings; providing suitable daily times for employees to exercise and even dedication of a period of time to sports during working hours seem necessary for improvement of this dimension (Prins *et al.*, 2012). Naghdi carried a series of studies and concluded that cultural capital and personal tendency are two influential variables on sports participation. The sociability of people whose families hold a positive attitude towards exercising is significantly higher than people whose families are against exercising. Huang and Humphreys (2012) signified that people who live in cities with high sports facilities have more participations in physical activities and also have a higher life satisfaction. In another research, researchers have considered a significant correlation between socioeconomic statuses and sports participation for both men and women (Vandendriessche *et al.*, 2012). In another research, Mirghafouri. Pointed out that social, cultural, personal and domestic barriers have a positive effect on reduction of sports participation among women. With respect to the fact that currently there are no general studies regarding exercising status of employees in Iran, advantages and weaknesses of this context are still ambiguous and also employees' attitudes regarding this issue have not been yet discussed. In this regard, the importance of planning for development of sports among employees of different organizations; organization of existing resources and facilities towards preset goals; performing researches regarding estimation of needs of the subject group (employees) in the context of discussing existing barriers towards development of sports and presentment of practical and applicable solutions seem necessary. A major problem in the province of Hamadan, especially in the city of Malayer is low public sports participation. In addition, the main question in the present research is how to take an important step towards elimination of sports participation barriers and development of regular exercising for employees of the city of Malayer through appropriate planning and organizing? Therefore, the present study tries to fulfill the question that what barriers lead to the urge for studying the barriers of sports participation among office employees of Malayer City? And what is the priority of each of these barriers? The main point in this research is consideration of sports participation barriers as a gradual process under the influence of personal, psychological, domestic, social, cultural and bureaucratic and economic barriers which form through the time.

MATERIALS AND METHODS

The present research is a descriptive-analytic and applied study data are collected under a field method through different questionnaires. In addition, the population of this research includes the entire office staff and employees of the city of Malayer reported as 500 individuals. With respect to Morgan table, a number of 350 individuals were selected as the sample through an availability sampling method. Measurement instruments in this study include the researcher made questionnaire of barriers of sports participation. This questionnaire included questions of personal barriers (10 questions), psychological barriers (4 questions), domestic barriers (8 questions), social barriers (10 questions), cultural barriers (4 questions), Bureaucratic barriers (10 questions), facilitation barriers (16 questions) and economic barriers (5 questions). Since, there were no standard questionnaires regarding study of barriers of sports participation with respect to the nature of research, the data were extracted by the use of a questionnaire which was applied through Delphi's Method. First by studying research literature and similar questionnaires, the primary questionnaire was developed and after that by incorporating suggestions of a number of experts, the final questionnaire was prepared. Face validity of questionnaires was approved by guiding professors and 10 experts. In addition, for determination of reliability, a number of 30 questionnaires were distributed among the population. After collecting the questionnaires back, the reliability of the research made questionnaire of barriers of sports participation was calculated as 0.86 by applying the Cronbach's alpha coefficient. For describing the data, tables, distribution diagrams, frequencies, central indexes and dispersion values were used. In addition, with respect to level of measurement of variables, first, the Kolmogorov-Smirnoff test was used for studying the normality of data distributions. Afterwards, the KMO and Bartlett's sphericity tests were applied for determining the qualification sampling. It is noteworthy to state that entire analyses are performed by SPSS v. 23 Software.

RESULTS

Descriptive results of this research have shown that average age of entire respondents equals 37.44 years. Regarding career status, results indicated that 200 individuals were officially hired (55.6%) and 112 individuals were contract employees (25.4%). On the other hand, 120 individuals hold BA (49.2%), 80 individuals hold MA (23.9%), 75 individuals hold semi BA (13.4%), 60 individuals were high school graduates (13%) and 15

individuals (0.4%) hold PhD among the sample, 165 individuals worked as experts (47.1%), 70 individuals worked in services (20%), 25 individual worked as managers (7.1%) and 90 individuals worked in other sections. According to Table 1, the KMO value was calculated as 0.831 and this value indicates that the sample is suitable for factor analysis. In addition, the value of Bartlett's test of sphericity ($\chi^2 = 2507.642$) was significant and this shows that questions of the questionnaire were correlated. This in turn is another verification for suitability of execution of factor analysis in this research.

Hypothesis testing: Results of Table 2 indicate that physical issues, illnesses and medical prohibition of exercising with average and standard deviation of 4.29 ± 0.64 is the first priority. Afterwards, shyness with average and standard deviation of 4.03 ± 0.65 and fear of other's judgments with standard deviation of 4.02 ± 0.67 are respectively the second and third priorities.

Results of Table 3 indicate that Lack of interest in physical activities and sports with average and standard deviation of 3.89 ± 0.76 is the first priority. Afterwards Lack

of positive psychological feeling in sports environments with average and standard deviation of 3.85 ± 0.77 and stressfulness and difficulty of sport activities with standard deviation of 3.78 ± 0.69 are respectively the second and third priorities.

Results of Table 4 indicate that family's negative attitude towards sports with average and standard deviation of 4.19 ± 0.71 is the first priority. Afterwards, lack of family's agreement on proposed exercising timetables with average and standard deviation of 4.07 ± 0.75 and lack of family's agreement on taking part in sport vacations with standard deviation of 3.87 ± 0.80 are respectively the second and third priorities.

Results of Table 5 indicate that lack of familiarity with group sports with average and standard deviation of 3.70 ± 0.72 is the first priority. Afterwards, Setting exercising rendezvous with friends with average and standard deviation of 3.66 ± 0.71 and people's attitude in work environment with standard deviation of 3.42 ± 0.75 are respectively the second and third priorities.

Results of Table 6 indicate that fear of damaging religious beliefs with average and standard deviation of 3.85 ± 0.83 is the first priority. Afterwards, religious and

Table 1: Results of KMO and Bartlett's sphericity tests

Assumptions	Values
Bartlett's sphericity test	
KMO test	0.8310
Chi-square value	642.2507
Freedom degree	276.0000
Significance	0.0000

Table 2: Description of data related to personal barriers and their respective priorities according to averages

Questions	N.o of participants	Average \pm SD	Priority
Physical issues, illnesses and medical exercising prohibition	350	4.29 ± 0.064	1
Being shy	350	4.03 ± 0.065	2
Fear of other's judgments	350	4.02 ± 0.067	3
Low physical strength	350	3.87 ± 0.069	4
Being discomforted by sweating	350	3.85 ± 0.074	5
Having undesirable experiences and lacking a suitable expertise for practicing	350	3.84 ± 0.072	6
Marital relations	350	3.79 ± 0.080	7
Exhaustion and laziness	350	3.59 ± 0.073	8
Lack of appropriate information and lacking exercising program	350	3.58 ± 0.073	9
Lack of sleep	350	3.28 ± 0.078	10

Table 3: Description of data related to psychological barriers and their respective priorities according to averages

Questions	N.o of participants	Average \pm SD	Priority
Lack of interest in physical activities and sports	350	3.89 ± 0.076	1
Lack of positive psychological feeling in sports environments	350	3.85 ± 0.077	2
Stressfulness and difficulty of sport activities	350	3.78 ± 0.069	3
Lack of motivation	350	3.64 ± 0.081	4

Table 4: Description of data related to domestic barriers and their respective priorities according to averages

Questions	N.o of participants	Average \pm SD	Priority
Family's negative attitude towards sports	350	4.19 ± 0.071	1
Lack of family's agreement on proposed exercising timetables	350	4.07 ± 0.075	2
lack of family's agreement on taking part in sport vacations	350	3.87 ± 0.080	3
Family members' lack of activity	350	3.74 ± 0.074	4
Care of children	350	3.41 ± 0.091	5
Domestic commitments	350	3.30 ± 0.090	6
Time consuming sports activities and transportation issues	350	3.07 ± 0.077	7
Job overload and lacking enough time	350	2.65 ± 0.078	8

Table 5: Description of data related to social barriers and their respective priorities according to averages

Questions	N.o of participants	Average \pm SD	Priority
Lack of familiarity with group sports	350	3.70 ± 0.072	1
Setting exercising rendezvous with friends	350	3.66 ± 0.071	2
People's attitude in work environment	350	3.42 ± 0.075	3
Announcements by mass Media	350	3.21 ± 0.082	4
lack of encouragement from friends' and coworkers'	350	3.30 ± 0.083	5
Lack of civil participations	350	3.28 ± 0.081	6
Lack of available coaches	350	3.24 ± 0.084	7
Lack of friends' and co-workers' participation in sports	350	3.18 ± 0.083	8
Lacking an appropriate exercise partner	350	3.12 ± 0.085	9
Prioritizing work over sports	350	2.73 ± 0.155	10

Table 6: Description of data related to cultural barriers and their respective priorities according to averages

Questions	N.o of participants	Average±SD	Priority
Fear of damaging religious beliefs	350	3.85±0.0830	1
Religious and cultural norms	350	3.58±0.0840	2
Maintaining Islamic values	350	3.51±0.0090	3
Restrictions in terms of wearing sportswear	350	3.42±0.0880	4

Table 7: Description of data related to bureaucratic barriers and their respective priorities according to averages

Questions	N.o of participants	Average±SD	Priority
Paying attention to Women's sports at work	350	3.30±0.088	1
Giving sports equipment as gifts to employees	350	3.20±0.094	2
Manager's consideration for their employees' health	350	3.05±0.084	3
Lack of having medical records	350	3.03±0.091	4
Paying attention to sports among indexes of evaluation of annual performance of employees	350	3.00±0.087	5
Lack of suitable and proper sports advertisement	350	2.97±0.083	6
Lack of holding in-service sport courses	350	2.95±0.960	7
Considering for development of sports culture among employees	350	2.88±0.880	8
Lack of consideration for favorite fields of sport	350	2.85±0.850	9
Lack of planning and organizing for sport activities	350	2.84±0.850	10

cultural norms with average and standard deviation of 3.51±0.0090 and maintaining islamic values with standard deviation of 3.50 are respectively the second and third priorities.

Results of Table 7 indicate that paying attention to Women's sports at work with average and standard deviation of 3.30±0.88 is the first priority. Afterwards, Giving sports equipment as gifts to employees with average and standard deviation of 3.20±0.094 and Manager's consideration for their employees' health with standard deviation of 3.05±0.084 are respectively the second and third priorities.

Results of Table 8 indicate that lack of security in sports environments with average and standard deviation of 3.46±0.85 is the first priority. Afterwards inappropriate behavior of sports actors with average and standard deviation of 4.45±0.80 and discounted membership in sports clubs with standard deviation of 3.18±0.84 are respectively the second and third priorities.

Results of Table 9 indicate that low income with average and standard deviation of 2.72±0.93 is the first priority. Afterwards high membership fees for sports clubs with average and standard deviation of 2.62±0.82 and spending sports' budget on other affairs with standard deviation of 2.62±0.82 are respectively the second and third priorities.

Table 8: Description of data related to facilitation barriers and their respective priorities according to averages

Questions	N.o of participants	Average±SD	Priority
Lack of security in sport environments	350	3.46±0.850	1
Inappropriate behavior of sports actors	350	4.45±0.800	2
Discounted membership in sport clubs	350	3.18±0.840	3
Unsuitable visuals of sport clubs	350	3.11±0.810	4
Sports clubs being located in far and unsuitable locations	350	3.03±0.850	5
Lack of access to sport environments outside of office time	350	3.03±0.920	6
Lack of variability of fields of sports	350	2.98±0.880	7
Lack of sports clubs in city center	350	2.91±0.800	8
Unsuitability of hygienic status of sports clubs	350	2.90±0.880	9
Lack of assignment of special times in sport clubs	350	2.87±0.840	10
Lack of professional and expert sport clubs	350	2.86±0.850	11
Unsuitability of air conditioning systems in sport clubs	350	2.85±0.860	12
Lack of suitable sport facilities	350	2.83±0.840	13
Lack of suitable gears	350	2.82±0.840	14
Low quality of sports facilities	350	2.760±0.87	15
Lack of variability of fields of sports	350	2.740±0.82	16

Table 9: Description of data related to economic barriers and their respective priorities according to averages

Questions	N.o of participants	Average±SD	Priority
Low income	350	2.72±0.93	1
High membership fees for sports clubs	350	2.62±0.82	2
Spending the budget of sports on other affairs	350	2.62±0.82	3
Expensiveness of appropriate sports equipment	350	2.56±0.84	4
Lack of financial support of employees in sports activities	350	2.31±0.89	5

Table 10: Friedman ranking test

Variables	Average rank	Chi-square statistic	Freedom degree	Significance
Psychological	3.63	105.409	7	0.001
Personal	3.40			
Cultural	3.19			
Domestic	3.15			
Social	3.06			
Economic	2.98			
Facilitation	2.94			
Bureaucratic	2.78			

The value of Chi-square statistic is equal to 105.409 with a freedom degree of 7. In addition, the significance value of 0.0001 indicates that the zero hypothesis is denied and that effects of each variable as a barrier of sports participation is different for office employees of Malayer. In this regard, it can be stated that the effects of different barriers of sports participation are not similar among office employees of the city of Malayer. In Table 10, indexes including personal, cultural. Domestic, social, economic, facilitation and bureaucratic barriers are respective priorities.

DISCUSSION

Results of this research indicated that there exists a significant difference between employees' personal barriers of participation in sports activities. This result is consistent with the results of research conducted by Ghafuri *et al.* (2010) and Dollman and Lewis (2010). Irrespective of people's increased general awareness regarding consequences of immobility, according to existing evidence, only a few percentage of people and especially employees are interested in sports programs (Zadeh and Fitness, 2015). Taghvy *et al.* (2012) have reported that holding different sports programs and matches will increase people's interest towards sports because lack of knowledge regarding the manner and amount of physical activities and type of suitable exercises are issues which lead to prevention of individuals' participation in these activities. In addition, other results have shown that there exists a significant difference between psychological barriers of participation in sports activities among employees. These outcome are consistent with the outcome of researches carried out by Zadeh and Fitness (2015), Ibrahim *et al.* (2013), Harvey *et al.* (2007), Hubbard and Mannell (2001) and Ibrahim *et al.* (2013) have stated that since stresses are related to individual's worries and negative thoughts and physical stresses are related to momentum changes in perceived physiological activities; therefore physical stress is not necessarily a change in physical activities. Rather it's the individual's perception of a change like this. Mannell have stated that lacking an interest and being unaware of programs are not considered as barriers of sports participation, therefore with respect to the findings of this research, lacking an interest and an overwhelming feeling while performance of physical activities reduce employees' participations in sports activities. Other results of this research have shown that there exists a significant difference between domestic barriers of sports participation. This result is consistent with the results obtained by Islami *et al.* (2014), Sallis *et al.* (1998) and Boder (2001). In Iranian societies, family is known as an effective barrier towards reduction of sports participation. In this regard, family's attitude towards sports plays an important role in terms of encouragement or discouragement of people towards sports. Therefore, reformation of families' attitudes regarding sports and its role in individual lives is considered as the most important priority in helping individuals with their sports sociability. The level of sociability among people who have a sport record in their families is higher than people whose families have been against exercising and sports (Hashemi and Moradi,

2012). The most important problem in terms of sociability by the family is the level of interactions between members of the family and their effects on each other (Hashemi and Moradi, 2012). Another result of this research has shown that there are significant differences between social barriers of sports participation. This result was consistent with the results of researches carried out by Taheri (2011), Islamic *et al.* (2014), McNeil *et al.* (2006) and Harrison *et al.* (2007). Exercise is the product of social realities. The two variables of encouragement and sports participation interact and also the variable of social support can have a direct impact on stressful stimuli (King *et al.*, 1992). Results of previous researches performed by aforementioned researchers indicated that laziness and lacking an appropriate partner and weather pollution are respectively important barriers of physical activities. In addition, social supports and having a history of exercising play a significant role in anticipation of individual's preparedness for performance of physical activities (Salehi *et al.*, 2010). Therefore, exercising cannot be unaffected by the dominant social thought of its society. In general, mass media will find their way in developing countries too and the first class of the society that will be informed will be the first classes. After that this awareness as created some sort of sensitivity among the people of this class it will proceed towards other classes as will.

In another research on full time employees, results indicated that social structures and cultural limitation are the most important causes for lack of sports participation. Therefore, paying attention to sports and efforts for its development can lead to positive changes and also can prevent various social harms. Still, although that even people who don't exercise admit that exercising is constructive and beneficial, still we aren't witnessing a state of prevalence of sports among the society participants. We cannot expect a sudden transformation in which everyone permanently enters the world of sports.

Therefore, sports must be introduced in a way that it grabs the attention as a beneficial aspect is life. Another result of this research was that there exists a significant difference between employees' cultural barriers of participation in sports. This result is consistent with the results of Asadollah Naghdi from the view of socialists, the culture of sports is a sub-culture which is in most cases referred to as culture. This culture includes beliefs, values, norms, habits and creations of a sociable human in terms of sports. Subcultures are continuously interacting with the overall culture of the society, therefore the culture of sports is taking influences from the master culture while leaving effects on it simultaneously. In this regard, social barriers are

considered as significant barriers which leave a deep impact on reduction of participation of people in sports and physical activities. Existence of cultural beliefs including the fear of damaging ones' religious beliefs, maintenance of Islamic values, religious norms, restriction of wearing sportswear on the way between home and intended sports club and etc. are among undiscussed cultural barriers. Some researchers have stated cultural barriers as social barriers. Among these researches it can be referred to Antique (1995). It is obvious that cultural elements interact with other economic or domestic elements and advertisements and sports infrastructures and each and every one of these components influence the state of sports participation especially among employees. Sports oriented cultural capital includes cultural frameworks. These frameworks encourage people towards having appropriate management over their bodies through mass media (radio, television, internet, etc.). However, a sports oriented cultural capital will have a major impact on this trend. As a secondary unit of a modern society, sports are accompanied by functions such as health, recreation, identification, economic welfare and etc., therefore, not unlike other phenomenon in a society, sports is also under the influence of social and cultural elements. Some scholars consider sports as a cultural movement and a common language for establishing global communication (Laker, 2002). On this basis, consideration of the effects of social indexes on sports is necessary for making any cultural planning in sports. Other results of this research have manifested that there exists no significant difference between employees' bureaucratic barriers for participation in sports activities. This outcome is inconsistent with the outcome of researches carried out by Atqya (2008)', McNeill *et al.* (2006) and Sallis *et al.* (1992) and Kulinna *et al.* (2003). Although that in this research, bureaucratic barriers are not significant, still organizations' management systems are significantly important in orientating the organization towards reaching its goals; among these management systems it can be referred to managerial, organized, empathic, consultation and human relation systems. Considering the fact that organizational life is accompanied by psychological pressures, stress and work exhaustion in such conditions experts of behavioral sciences who are assigned to organizations consider sports recreations as a beneficial instrument for supplication of achieving healthy recreations and increasing happiness. In this regard in addition that working strengths are improved it will also improve individuals' behavioral and moral contexts (Mehdizadeh *et al.*, 2015). Co-workers' inappropriate

attitude towards women's sports and managers' lack of consideration for Women's sports are among elements which challenge sports participation among women (Cohen *et al.*, 2006). By considering this theory, managers and principals are able to provide their female employees with the opportunity to take part in sport activities through different strategies including supplication of sports equipment and or encouragement of employees towards participation in sport activities. Because one of the most important barriers of sports participation in firms and organizations is unsuitable advertisement for exercising and physical activities. Regarding having a health record as it was shown in the results of this research this issue points out managers' lack of attention towards health which is a major concern for the organization's most precious capital which is its human capital. Another result that yielded from this research was that there are no significant differences between facilitation barriers of employees' sports participation. This result is inconsistent with the results obtained by Zadeh and Fitness (2015), Prins *et al.* (2012) and Hung and Humphries (2012). Considering the fact that the resulting outcome are regarding lack of significance of facilitation barriers in sports participation of employees of the city of Malayer it is worth mentioning that sports clubs and sports fields play the most influential part in terms of attraction of citizens towards exercising and improving the quality of services provided by these clubs and fields can improve individuals' satisfaction level and participation in sport activities. Sport clubs are considered as the most important hardware in the department of sports and physical education and these clubs have direct and indirect effects on their surrounding environment as a humane organization. In addition to having several positive consequences such as improvement of welfare, improvement of employment, improvement of communications, improvement of transportations, etc. they also might have undesirable effects such as environmental issues and problems, cultural issues, social issues, etc., another result of this research signified that there existed no significant and meaningful difference between economic barriers of sports participation for employees of the city of Malayer. This result is inconsistent with the results obtained by Islami *et al.* (2014), Dollman and Lewis (2010) and Vandendriessche (2012). During the past years, economic issues have been a major concern in every country. One way to realize this is to study the elements that are effective on people's tendency towards exercising. Among these elements it can be referred to type of people's motivation towards

sports participation. This signifies their attitude towards public sports (Islami *et al.*, 2014). In another research, it was revealed that elements including financial difficulties, facilities, expert human resources and limitations of becoming a member of different teams are considered as some of barriers of sports participation. Therefore, economic barriers are also among barriers which impose a positive effect on deduction of sports participation among employees. The pointed out issues indicate that people with higher education and better economic-social states have more regular exercising and its reason is that they have a better consciousness about physical activities (Hung and Humphries, 2011).

CONCLUSION

Findings of a research indicate that discussing barriers of sports participation can be a major help in attraction of people of different ages and classes towards sports. In this research it was turned out that barriers of sports participation with respect to their priorities are psychological, personal, cultural, domestic and social barriers. In addition it was revealed that the least priorities were bureaucratic barriers, facilitation barriers and economic barriers which had no significant impact on sports participation among employees of the city of Malayer.

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