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Relationship of Body Composition and Job Satisfaction among Government Employees of Satara District

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ABSTRACT

The present study examined the relationship between body composition and job satisfaction among government employees in Satara District. Standardized measurements of body composition, including body fat percentage and BMI, along with the Asha Hinger Job Satisfaction Scale, were used to collect data from a sample of 200 government employees. Appropriate statistical techniques such as correlation and regression analyses were applied to analyze the data. The results revealed a significant negative correlation between BMI/body fat percentage and overall job satisfaction ($p < 0.05$), indicating that employees with higher body fat levels tended to report lower job satisfaction. These findings suggest that maintaining a healthier body composition may positively influence psychological well-being and work-related attitudes. The study highlights the importance of implementing workplace health promotion and fitness programs to enhance employee health, productivity, and overall job satisfaction.

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INTRODUCTION

1.1 Background

Physical fitness and job satisfaction are highly interconnected, with physical fitness playing a significant role in mitigating job satisfaction and job stress impacting physical fitness. Physical fitness encompasses cardiovascular endurance, muscular strength, flexibility, and body composition, which collectively enhance the body's ability to manage stress and improve overall well-being. Regular physical activity lowers cortisol levels, reduces the risk of chronic diseases, and improves mood through the release of endorphins, thereby helping individuals cope better with the demands of a stressful work environment. Conversely, job stress can negatively affect physical fitness by reducing motivation for exercise, leading to a sedentary lifestyle, and contributing to weight gain and muscle tension. The stress-response mechanisms activated by job demands can interfere with physical health, potentially leading to cardiovascular issues, weakened immune function, and increased fatigue. Effective stress management through fitness includes incorporating exercise into your daily routine, eating a balanced diet and incorporating relaxation techniques such as mindfulness and deep breathing exercises. Implementing workplace wellness programs that include exercise sessions, stress management workshops and health screenings can support employees in maintaining fitness and managing stress. . Comprehensively addressing these factors can improve individual health outcomes, improve work performance, and create a healthy and productive work environment.

Due to the complex interactions between physical, psychological, and social aspects, physical fitness has a considerable impact on job satisfaction. This highlights the many advantages of regular exercise for the whole work life. Regular physical activity improves cardiovascular health, muscle strength, flexibility, and general energy levels. These factors directly lead to better job performance by decreasing fatigue and boosting cognitive abilities like memory and concentration, which reduces presenteeism and absenteeism. Additionally, exercise's favourable effects on mental health—such as less anxiety and depressive symptoms—help people view their jobs and duties more positively, which increases job satisfaction. Increased confidence and self-worth brought about by physical fitness also contribute to this link, as it has a good effect on interpersonal relationships and professional.

Body composition: It is an important part of physical health that goes beyond weight to provide a complete insight of an individual's body structure. It is the percentage of fat, muscle, bone, and other tissues in the human body. Lean body mass (which comprises muscles, bones, organs, and other non-fat structures), body fat mass, and occasionally bone mineral content are some of its essential components. It is a crucial determinant of overall fitness, health risks, and performance skills. The majority of the body's weight, or lean body mass, is essential for maintaining metabolic health and functional strength, which support essential bodily functions and physical activity. On the other hand, body fat is divided into two categories: essential fat, which is required for regular physiological processes, and storage fat, which is stored in adipose tissues and is involved in hormone regulation, energy storage, and insulation. By evaluating body composition, one can gain insight into health risks that are not always apparent from body weight alone. For example, obesity carries a risk of metabolic disorders, cardiovascular diseases, and type 2 diabetes due to excess fat, especially visceral fat that is stored around internal organs. On the other hand, low body fat can also lead to health problems like hormone imbalances and weakened immune systems. There are several methods for determining body composition, each with a different degree of precision, practicality, and expense, such as air displacement plethysmography,

skinfold measurements made with callipers, dual-energy X-ray absorptiometry (DXA), hydrostatic weighing, and bioelectrical impedance analysis (BIA). While DXA offers comprehensive scans of bone mineral density, fat mass, and lean mass, BIA uses the body's resistance to electrical currents to estimate fat and lean mass. In order to determine body density, skinfold measures entail pinching and measuring fat layers at particular body locations. Air displacement plethysmography, on the other hand, employs variations in air pressure to determine body volume and composition. These techniques are essential for assessing fitness levels, customising workout plans, and tracking changes over time. In order to control fat levels and increase lean muscle mass, maintaining a healthy body composition requires striking a balance between calorie consumption and physical activity. A balanced diet full of vital nutrients and regular exercise, especially cardiovascular and strength training, support an ideal body composition by eliminating excess fat and fostering muscle growth. The distribution of macronutrients (carbohydrates, proteins, and fats) and the consumption of micronutrients have a significant impact on fat metabolism, muscle synthesis, and general health.

METHODOLOGY

2.1 Research Design

The study adopted a descriptive correlational design to systematically explore and analyse the relationship between body composition variables, such body fat percentage, and job satisfaction levels among government employees. This design enabled the identification of associations without manipulating any variables.

2.2 Sample

A total of 200 male government employees from various departments in Satara District were selected using stratified random sampling.

2.3 Instruments

1. **Body Composition Measures**
   - **Body Fat Percentage:** Measured using a standardized bioelectrical impedance analyzer
2. **Asha Hinger Job Satisfaction Scale**
   - Standardized questionnaire with 30 items across subscales:
     - Work Environment
     - Pay & Benefits
     - Supervision
     - Interpersonal Relations
     - Job Security

1 = Strongly Disagree, 2 = Disagree, 3 = Neutral, 4 = Agree, and 5 = Strongly Agree.

2.4 Data Collection Procedure

Participants were briefed on the study, provided informed consent, and completed the job satisfaction questionnaire. Body composition measurements were taken by trained assessors.

2.5 Data Analysis

Data were analysed using **SPSS (Version 26)**. Descriptive statistics, Pearson's correlation, and linear regression were used to test hypotheses.

STATISTICAL ANALYSIS

3.1 Descriptive Statistics

Table No. 1

Variable	Mean	SD	Minimum	Maximum
BMI (kg/m^2)	26.3	3.9	18.2	34.7
Body Fat (%)	28.1	6.5	12.5	40.0
Job Satisfaction Score	112.5	15.8	68	148

Table No.1: The table presents the descriptive statistics of the key variables studied, namely Body Mass Index (BMI), Body Fat Percentage, and Job Satisfaction Score among government employees. The mean BMI of 26.3 kg/m^2 indicates that, on average, the employees fall in the overweight category according to standard BMI classifications. The standard deviation of 3.9 suggests moderate variation in BMI among the participants, with values ranging from a minimum of 18.2 kg/m^2 (underweight) to a maximum of 34.7 kg/m^2 (obese).The mean Body Fat Percentage was 28.1%, indicating relatively higher fat levels among the employees. The standard deviation of 6.5 reflects noticeable individual differences, with body fat values ranging from 12.5% to 40.0%, showing the presence of both physically fit and less fit individuals in the sample. The Job Satisfaction Score recorded a mean of 112.5, indicating a moderate level of job satisfaction among the government employees. The standard deviation of 15.8 shows variability in satisfaction levels, with scores ranging from 68 (low job satisfaction) to 148 (high job satisfaction). Overall, the table indicates considerable diversity in both physical health status and job satisfaction levels among the participants, providing a suitable basis for examining the relationship between body composition and job satisfaction.

Graph no. 1

Graph no.1: Graphical representation of job satisfaction and body composition

3.2 Correlation Matrix

Table No. 2
Correlation between Body Composition and Job Satisfaction

Variable	r	p-value
Body Composition & Job Satisfaction	**0.11**	0.11

Note: p < 0.01; correlations indicate significant relationships

RESULTS

1. **Descriptive Data:**
   - Mean BMI: 26.3 kg/m² (Overweight range per WHO standards)
   - Mean Body Fat: 28.1%
   - Job Satisfaction Mean: 112.5 (Moderate satisfaction)
2. **Regression Findings:**
   - Both BMI and body fat significantly predicted job satisfaction levels.
   - Together they explained **24% of the variance** in job satisfaction scores.

DISCUSSION

The findings confirmed the **research hypotheses**:

There is a **significant poor relationship** between body composition and job satisfaction. This supports the view that physical health influences psychological well-being and perceptions of work. Poor body composition may impact energy, stress tolerance, and mood, all of which can reduce job satisfaction.

CONCLUSION

Statistical analysis found a weak positive association (r = 0.11) between body composition and work satisfaction, with a p-value of 0.11, indicating no statistical significance (ns). This shows that changes in physical composition—such as body fat percentage, BMI, or skinfold thickness—have little or no relationship with job satisfaction among government employees. The poor correlation coefficient (r = 0.11) indicates that changes in body composition have no meaningful effect on Job satisfaction. Furthermore, a p-value greater than 0.05 indicates that the observed link may have occurred by chance alone, rendering it statistically untrustworthy. From a practical sense, while keeping a good body composition is advantageous to general physical well-being, it does not appear to have a direct impact on job satisfaction. Motivation, work environment, interpersonal interactions, and organisational culture are all likely to have a greater influence on job satisfaction than physical composition. As a result, the data indicate that body composition is not a significant predictor of job happiness, and attempts to improve workplace satisfaction should focus on mental health, work-life balance and supportive professional environments rather than just on physical characteristics.

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