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A RESEARCH ON RECREATION HABITS AND PSYCHOLOGICAL WELL-BEING IN SME EMPLOYEES

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EXTENSIVE SUMMARY

Considering the long working hours of SME employees, determining the habits and well-being of leisure time is very important for businesses and social kindness. Individuals with high personal well-being will contribute significantly to the goals of the enterprises and will also be successful in family and social environment relations (Boehm and Lyubomirsky, 2008: 110).

The aim of this study is to show whether recreational habits and psychological well-being of SME workers differ according to demographic variables. It is thought that the results will contribute to the protection, improvement and improvement of the well-being of the SME employees and in the development of policies aimed at increasing the happiness of SME employees. The data were collected from 388 participants working in the center of Antalya by using questionnaire technique. Research hypotheses were formed as follows;

H₁: Psychological well-being of participants varies by gender.

H₂: The psychological well-being of the participants varies according to age.

H₃: The psychological well-being of participants varies according to their marital status.

H₄: The psychological well-being of the participants varies according to their educational status.

H₅: The psychological well-being of the participants varies according to their income status.

H₆: The psychological well-being of the participants varies according to their recreational activities.

Psychological Well-Being Scale was used for data collection. In the data analysis, descriptive statistics (frequency, percentage, arithmetic mean, standard deviation) as well as parametric tests (t test, ANOVA) were applied. The Cronbach Alpha coefficient of the scale used in the study was 0.86. This value indicates that the scale has a high level of reliability for research. Statistical analysis package program was used in data analysis.

As a result of this study, information about recreation habits and psychological well-being of SME employees was obtained. According to this information, participants perform the most relaxing activities (25.5%) and the least educative activities (1.8%). This result supports the difficulties of working conditions for SMEs and the inadequacy of employees' self-development. In addition, the data on the demographic variables of the participants were 29-50 age range (50.9%), male (69.1%), high school graduate (41.8%), and 2000-4000 TL (74.2%) income. it also reveals the characteristics of SMEs.

According to the results of the research, it is found that SME employees participate in prefer more relaxing activities, the psychological well-being of SME workers does not differ according to their gender and educational status level, they differ according to their age, marital status, income situation level and participated recreational activities.

The results of the research show that the recreational activities of the SME employees, perhaps informal or perhaps a cultural doctrine are rest. They are active activities which are chosen by their own free will in accordance with the specific purposes of participation in recreation activities. Work time periods of SME employees are long and the difficulty of working conditions can be called as directing them to rest only in their spare time. Realization of a recreational activity focused on relaxation, it can also be interpreted as the result of social and cultural learning. Comparative researches of intercultural recreation habits will contribute significantly to the relevant literature. It is important that recreation therapists are closely associated with individuals and follow the process in a manner that supports transformational learning without moving away from cultural values. Recreation therapists should follow closely the course of development and change before, during and after the activity, especially in therapy-oriented applications. Happiness levels, competencies, etc., while individuals are in a certain flow in the process of implementing the activity emotions should be determined. Considering the demographic characteristics of the individuals, the therapies to be chosen holistic will also be successful.