

# ASSESSMENT OF THE GREAT FILIPINO WORKOUT PROGRAM OF GOVERNMENT AGENCIES IN TACLOBAN CITY

Maricar C. Tegero

maricarcaadantegero@gmail.com Leyte Normal University, Tacloban City

## ABSTRACT

*In 1995, the Civil Service Commission launched “The Great Filipino Workout” program through the issuance of CSC Memorandum Circular No. 6 and it was subsequently reiterated by CSC MC no. 8, series of 2011. It was a physical fitness project in support of the National Fitness and Sports Development Program of the government which aimed at reducing the public’s risk of acquiring heart disease. It directed all government agencies to allow reasonable time for regular physical fitness exercises and to include physical fitness exercises in seminars, training programs, and similar events. The study assessed the status of the Great Filipino Workout of government agencies in Tacloban City. Specifically, it aimed to find out the profile of the respondents; the status of “The Great Filipino Workout” program; the extent of the implementation of the program; the level of participation; the level of satisfaction; the preferred physical fitness activities; and suggestions for an improved physical fitness activity. The descriptive design, particularly, the correlational survey method was used with a combination of a researcher-made questionnaire and an adopted questionnaire in the data-gathering process. The data were analyzed using frequencies and percentages, weighted means, t-test and single analysis of variance (ANOVA), and Pearson r for the correlations. A total of 213 government employees in 23 selected government agencies in Tacloban City representing ten percent (10%) of the total population were the respondents of the study. Most agencies did not allocate adequate time for physical fitness activities and had not organized physical fitness activities. Although few agencies had organized physical fitness activities, there was a low level of participation among employees as the participation was voluntary. The level of satisfaction of the respondents with the implementation of “The Great Filipino Workout” translates to a satisfactory level. Most respondents strongly preferred flexibility-enhancing activities, while the preferred activities vii proposed are aerobic exercises, muscle-strengthening activities, and individual or dual sports. It is recommended to design a program of physical fitness activities for government agencies with special consideration to time allocation; designation of an officer-in-charge; budget allotment; suitability of physical fitness activities to the health conditions of employees; variation of selected physical fitness activities; proper information dissemination of CSC MC no. 8, series of 2011.*

**Keywords:** Assessment, The Great Filipino Workout Program, Civil Service Commission, Government Agencies, Physical Fitness, Workplace

## I. Introduction

Employees spend at least one-third of their day on the job and, as a result, employers are in a unique position to promote the health and safety of their employees. Chronic diseases such as heart disease, stroke, cancer, obesity, and diabetes are among the most prevalent and costly worker health problems for most employers. Thus, the use of effective worksite policies and programs can reduce health risks and improve the quality of life of employees. World Health Organization (2002) estimates that around 1.9 million people die each year as a result of physical inactivity. At least 60% of the world’s population fails to complete the recommended amount of physical activity required to induce health benefits. This is partly due to insufficient participation in physical activity during leisure time and an increase in sedentary behavior during occupational and domestic activities. In 1995, the Civil Service Commission launched “The Great Filipino Workout” program through the issuance of CSC Memorandum Circular No. 6 and it was subsequently reiterated by CSC MC no. 8, series of 2011. It was a physical fitness project in support of the National Fitness and Sports Development Program of the government which aimed at reducing the public’s risk of acquiring heart disease. It directed all government agencies to allow reasonable time for regular physical fitness exercises and to include physical fitness exercises in seminars, training programs, and similar events. Meanwhile, wellness and physical fitness enhance the well-being of employees of all government agencies and contribute to

a healthy and productive workforce. The goal is to encourage and motivate employees to develop a healthy lifestyle and enhance the quality of work life. Studies have shown that a healthy, fit workforce is more productive and tends to use fewer sick leaves (US Department of Defense Logistics Agency, 2012). Realizing that a healthy and alert workforce is productive, the Civil Service Commission (CSC) sees the need for all government employees to stay in shape. Thus, Memorandum Circular (MC) No. 8, series of 2011 or the “Reiteration of the Great Filipino Workout,” directed all government agencies to allow a reasonable time for regular physical fitness exercise and to include physical fitness exercises in seminars, training programs, and similar events. Agencies are authorized to allot one hour per week for health awareness programs and 20 minutes daily for fitness programs. The researcher, therefore, deemed it necessary that the “The Great Filipino Workout” program of government agencies in Tacloban City be evaluated in line with the government’s initiative for positive health and physical fitness routine and to improve the quality of work of employees. Furthermore, to promote a more comprehensive and sustainable physical fitness program the government with sufficient budget allocation, facilities and equipment, and physical fitness program design. The results of the evaluation of the “The Great Filipino Workout” program of the government agencies will pave the way to improve and will be a basis for a better implementation of physical fitness activities, the prerequisite concern of which will be further professional growth of government employees and their excellent performances in their workplace which are important components in their total development.

### 1.1. Domain of Inquiry

The study aimed to assess the status of the “The Great Filipino Workout” Program in all government agencies in Tacloban City as the basis for the improvement of the implementation of the CSC MC No. 8, series of 2011 also known as the Reiteration of the Physical Fitness Program “Great Filipino Workout.”

Specifically, the study sought to answer the following questions:

1. What is the status of “The Great Filipino Workout” programs in government agencies of Tacloban City in terms of:
  - 1.1 Budget Allocation;
  - 1.2 Time Allotment;
  - 1.3 Facilities and Equipment; and
  - 1.4 Physical Fitness Activities?
2. What is the extent of implementation of the “Great Filipino Workout” program as perceived by the respondents?
3. What are the suggestions of the respondents for the improvement of “the Great Filipino Workout” program?

### 1.2. Objectives

This study is important to show if “The Great Filipino Workout” program of government agencies meets the guidelines of the CSC for program development and program implementation, which ultimately relates to the rationalization of program intention and effort. Government Heads as the ones who oversee the management of their respective agencies will be in a favorable position to plan, implement, recommend, and revise the existing physical fitness programs in consonance with the circular. Also, Government Employees will be aware and committed to positive health and physical fitness routines, organized by their respective agencies, which will eventually improve their quality of work. The Physical Education students will be provided with knowledge, skills, and values for their personal development and competencies. They will be educated about the CSC MC in relation to the implementation of physical fitness programs in government agencies. Consequently, Physical Educators will aid in the implementation of the physical fitness program in government agencies by strengthening physical fitness activities at the school level. Future Researchers will be provided a useful reference and they will be guided on how to conduct related studies to this present research. This will also give them information on the present status of the physical fitness program of the government agencies in Tacloban City.

## II. Methodology

Data were gathered using a combination of a researcher-made and an adopted questionnaire, specifically the correlational survey method and the descriptive design. Frequency and percentage calculations, weighted means, the t-test, a single analysis of variance (ANOVA), and Pearson r for correlations were all used to analyze the data. Ten percent (10%) of Tacloban City's population, or 213 government workers from 23 different government agencies, served as the study's respondents.

### III. Results and Discussion

- I. Status of the Implementation of “The Great Filipino Workout” Program. This is the actual state or condition in terms of the attainment of the implementation of CSC Memorandum Circular No. 8, series of 2011, budget allocation, time allotment, facilities and equipment, and physical fitness activities.

Table 1. Awareness of “ <i>The Great Filipino Workout Program</i> ”		
<u>Category</u>	Frequency <u>n=210</u>	<u>Percent</u>
Aware	105	50.0
Not Aware	105	50.0
Total	210	100.0

Table 1 shows the data regarding the respondents’ awareness of “The Great Filipino Workout” program. Of the 213 respondents, half, or 50 percent said they are aware of the implementation of the program while the other half confirmed they are not informed about “The Great Filipino Workout.” Awareness can also increase by adopting adequate training and education in schools and universities, as well as workplace. Thus, it is the role of the government to provide training and education (Yaseen, Dingley and Adams 2015).

Table 2. Implementation of “ <i>The Great Filipino Workout</i> ”		
<u>Category</u>	Frequency <u>n=206</u>	<u>Percent</u>
Implementing	82	39.8
Not Implementing	124	60.2
Total	206	100.0

Table 2 presents data about the agencies’ implementation of “The Great Filipino Workout” program. It shows more than half of the respondents confirmed that their agencies are not implementing “The Great Filipino Workout” program with a frequency count of 124 or 60.2 percent, while 82 respondents, or 39.8 percent reported that their agencies have already existing program of the physical fitness activities.

Table 3. Budget Allocation		
<u>Category</u>	Frequency <u>n=209</u>	<u>Percent</u>
With budget	80	38.3
No budget	129	61.7
Total	209	100.0

Table 10 shows that 80 respondents or 38.3 percent said their agencies allot for budget for the physical fitness activities, equipment, and facilities. Whereas 129 respondents or 61.7 percent said there is no budget allocated for physical fitness activities and the purchase of equipment and facilities.

Table 4. Time Allotment		
<u>Category</u>	<u>Frequency</u> <u>n=212</u>	<u>Percent</u>
With Time allotment	102	48.1
No Time allotment	110	51.9
Total	212	100.0

The table above shows the data on the adequacy of time allocation for physical fitness activities. One hundred two (102) respondents or 48.1 percent said their agency allocates adequate time for physical fitness activities, and 110 respondents or 51.9 percent said their agencies do not allocate time for physical fitness activities.

Table 5. Facilities and Equipment		
<u>Category</u>	<u>Frequency</u> <u>n=210</u>	<u>Percent</u>
With Facilities	51	24.3
No Facilities	159	75.7
Total	210	100.0

Table 5 shows the respondents' agency has existing facilities and equipment for physical fitness activities. Fifty-one (51) respondents or 24.3 percent said their agency has existing facilities and equipment for physical fitness activities. Whereas 159 respondents or 75.7 percent said they do not have existing equipment and facilities for physical fitness activities. The data reflects the lack or absence of facilities and equipment in most of the government agencies.

Table 6. Accessibility of Facilities and Equipment		
<u>Category</u>	<u>Frequency</u> <u>n=204</u>	<u>Percent</u>
Accessible	30	14.7
Not Accessible	174	85.3
Total	204	100.0

Table 6 shows the accessibility and maintenance of facilities and equipment used for physical fitness activities. Thirty (30) respondents or 14.7 percent said the physical fitness facilities and equipment are accessible and well-maintained and 174 respondents or 85.3 percent said otherwise. The data reveals that most of the agencies do not have physical fitness facilities and equipment that are not available and well-maintained.

The "Great Filipino Workout" program is unknown to almost half of the government agencies, and the same number claimed they were unaware of the CSC Memorandum Circular. The program is not being implemented by the majority of the agencies. Although they are carrying out physical fitness routines, they are unaware that they are part of the "The Great Filipino Workout" program. Although it is not required, participating in physical fitness activities is encouraged for employees. The majority of respondents do not receive rewards for taking part. Most do not have any money set aside for conducting physical fitness activities and the construction of facilities and equipment, but some organizations receive their funding from the solicited donations from the public through the agency's annual budget or from other sources.

## II. Extent of the Implementation of “The Great Filipino Workout” Program

Dealt with the frequency of the conduct of activities, variety of physical fitness activities, venue, attendance as required by the Human Resource Office, and incentive grants to the employees for participation.

Table 7. Frequency of Physical Fitness Activities		
	Frequency	
<u>Category</u>	<u>n=184</u>	<u>Percent</u>
Once a week	45	24.5
Once every month	21	11.4
Twice a week	31	16.8
Once every two weeks	1	.5
Never	86	46.7
Total	184	100.0

The table shows how often the respondents' agency conducts physical fitness activities. Forty-five (45) respondents or 24.5 percent said they conduct physical fitness activities in their agencies once a week; 31 respondents or 16.8 percent said twice a week; 21 respondents or 11.4 percent said once a month; only one respondent or 0.5 percent revealed they conduct physical fitness activities once every two weeks; and 46.7 of the respondents said that their agencies never conduct physical fitness activities.

Since the majority of the employees revealed there is no regular schedule of physical fitness activities designated by their agencies, it highlights that agencies do not have existing physical fitness programs. Although about one-fourth of the employees confirmed they conduct fitness activities once a week, it still failed to meet the guidelines set by CSC MC, no. 8 which states that twenty (20) minutes shall be allocated daily for the conduct of fitness program.

Table 8. Variety of Physical Fitness Activities		
	Frequency	
<u>Response</u>	<u>n=204</u>	<u>Percent</u>
Yes	57	27.9
No	147	72.1
Total	204	100.0

The data shows the variety of physical fitness activities conducted in the respondent's agency. Fifty-seven (57) respondents or 27.9 percent revealed there is a variety of physical fitness activities held in their agencies. One hundred forty-seven (147) respondents or 72.1 percent said there is no variety of physical fitness activities.

Most employees answered in the negative which means there is no variation in fitness activities conducted by their agencies. They merely organized fitness activities for convenience particularly Zumba and stretching activities – which do not entail vast resources.

Table 9. Venue of Physical Fitness Activities		
<u>Venue</u>	Frequency <u>n=184</u>	<u>Percent</u>
Agency Fitness Gym	7	4.61
Agency Multipurpose Hall	30	19.74
Beach	1	0.66
Camp	9	5.92
Agency Grounds	53	34.87
Local Gym	5	3.29
LSDC	25	16.45
Office	21	13.82
RTRP	1	0.66
None	34	15.96
Total	184	100.00

The above table presents the location where physical fitness activities are conducted. Seven (7) respondents or 4.61 percent said that they conduct physical fitness activities in their agency's fitness gym; 30 respondents or 19.74 percent the answered agency's Multi-purpose Hall; 1 respondent or 0.66 percent at the beach; 9 respondents or 5.92 percent in camp; 53 respondents or 34.87 percent at agency's ground; 5 respondents or 3.29 percent at a local gym; 25 respondents or 16.45 percent at Leyte Sports Development Center; 21 respondents or 13.82 percent at the office; 1 respondent or 0.66 percent at RTR Plaza, while 34 respondents or 15.96 percent said none

Table 10. Attendance as Required by the Human Resources Office		
<u>Response</u>	Frequency <u>n=205</u>	<u>Percent</u>
Required	80	39.0
Voluntary	125	61.0
Total	205	100.0

Table 10 shows the involvement of the respondents as required by their Human Resource Office. As shown, 80 respondents, or 37.6 percent said they are required by their Human Resource Office to attend physical fitness activities, and 125 respondents, or 58.7 percent said they are not obliged to participate in physical fitness activities.

Table 11. Incentive for Participation		
<u>Response</u>	Frequency <u>n=206</u>	<u>Percent</u>
Yes	18	8.74
No	188	91.26
Total	206	100.0

Table 11 shows the incentive grants of government agencies for their employees' participation in physical fitness activities. The data shows 18 respondents or 8.74 percent said that incentives such as uniforms, t-shirts, money/allowance, trophies, vitamins, and snacks are given to employees who actively participate in physical fitness activities, and 188 respondents, or 91.26 percent revealed that they are not given any incentives for their participation.

Table 12. Organized Physical Fitness Program		
<u>Response</u>	<u>Frequency</u> <u>n=208</u>	<u>Percent</u>
Yes	62	29.8
No	146	70.2
Total	208	100.0

Table 12 shows if the government agencies have organized physical fitness activities. Sixty-two (62) respondents or 29.8 percent perceived their agencies have organized physical fitness activities and 146 respondents or 70.2 percent said they do not have organized physical fitness activities. Because of conflicting work schedules and a lack of available space, those agencies do not have a regular fitness program.

Table 13. Physical Fitness Activities Conducted		
<u>Activities</u>	<u>Frequency</u>	<u>Percent</u>
Gender and Development	2	0.9
Physical Fitness Test	8	3.8
Sports Fest	10	4.7
Ball Games	20	9.4
Aerobics	75	35.2
Athletics	18	8.5
Fun Run	6	2.8
Exercise during Flag Ceremony	4	1.9
No answer	70	32.8

The preceding table shows the physical fitness activities conducted in government agencies. Of all the respondents, 70 samples did not list down the physical fitness activities of their agencies while 143 responded. As stated above, 75 respondents, or 35.6 percent indicated aerobics exercises are the mostly conducted physical fitness activities. That includes Zumba or dance exercises and Tae Bo; 20 respondents or 9.4 percent indicated ball and racket games such as basketball, volleyball, table tennis, and badminton; 18 respondents or 8.5 percent listed athletics which includes walking, jogging, and running; 10 respondents or 4.7 percent said their agencies conduct Sports Fest as part of their annual activities; 8 respondents or 3.8 percent write down Physical Fitness test activities such as push-ups, pull-ups, and sit-ups. Six (6) respondents or 2.8 percent indicate fun run as their physical activity. Involvement may be compulsory or voluntary. A measly 1.9 percent or 4 respondents answered exercise during the flag ceremony which includes bending and stretching.

The data gathered regarding the status of implementation of “The Great Filipino Workout” program suggests that employees should have opportunities to be actively involved at work and in physical fitness activities; therefore, the purchase of facilities and equipment, adequacy of time allocation, appropriateness and conduciveness of venue for physical fitness activities, and suitability of fitness activities for the employees shall be given adequate attention.



### III. Suggestions for the Improvement of “The Great Filipino Workout” Program

Table 14. Suggestions for the Improvement of “*The Great Filipino Workout*” Program

<u>Suggestions</u>	<u>N</u>	<u>Percent</u>	<u>Mean</u>	<u>Std. Deviation</u>	<u>Interpretation</u>
1. Allocate time for physical fitness activities	211	90.43	4.52	0.83	Strongly Recommended
2. Designate an officer-in-charge	210	88.48	4.42	0.83	Strongly Recommended
3. Allocate budget on the implementation of the fitness program for employees greater commitment	212	88.40	4.42	0.91	Strongly Recommended
4. Suitability of physical fitness activities to the health conditions of the employees	211	88.25	4.41	0.92	Strongly Recommended
5. Variety of physical fitness activities	211	87.77	4.39	0.91	Strongly Recommended
6. Proper information dissemination on the awareness of CSC MC no. 8, series of 2011	212	87.64	4.38	1.01	Strongly Recommended
7. Issuance of memorandum from the administration on the schedule for the conduct of physical fitness activities	212	87.45	4.37	0.89	Strongly Recommended
8. Issuance of memorandum requiring the employees’ participation	212	87.17	4.36	0.90	Strongly Recommended
9. Come up with an accomplishment report on the implementation of physical fitness activities	212	83.87	4.19	1.00	Strongly Recommended
10. Grant incentives to employees for their active participation in the physical fitness program	212	81.60	4.08	1.12	Strongly Recommended

The table shows that the suggestions above are ranked based on the data solicited from the respondents. All suggestions for the improvement of “The Great Filipino Workout” program is strongly recommended by the respondents. It implies that it is the responsibility of each department or government agency head to balance support for employees’ physical fitness activities with the need to ensure that employees’ work requirements



are fulfilled and that agency operations are conducted efficiently and effectively.

All the following suggestions are strongly recommended for the improvement of “The Great Filipino Workout”: allocate time for physical fitness activities; designate an officer-in-charge; allocate budget for the implementation of the fitness program for employees’ greater commitment; suitability of physical fitness activities to the health conditions of the employees; the variety of physical fitness activities; proper information dissemination on the awareness of CSC MC no. 8, series of 2011; issuance of the memorandum from the administration on the schedule for the conduct of physical fitness activities; issuance of memorandum requiring the employees’ participation; come up with an accomplishment report on the implementation of physical fitness activities; and grant incentives to employees for their active participation in the physical fitness program.

## Conclusions

Almost half of the government agencies are not aware of “The Great Filipino Workout” program and the same percentage said that they were not informed about the CSC Memorandum Circular. The majority of the agencies are not implementing the program. They are implementing physical fitness activities, but they are not conscious that it is in relation to “The Great Filipino Workout” program. Employees are not obliged but are encouraged to participate in physical fitness activities. Most of the respondents are not given incentives for their participation. Most agencies have no budget allocated for the conduct of physical fitness activities and the purchase of equipment and facilities, but some agencies get their funds from other sources within the agencies’ annual budget or solicit contributions from the employees. Agencies do not have existing equipment and facilities used for physical fitness activities. Most agencies conduct physical fitness activities on agency grounds. Most agencies do not allocate time for physical fitness activities because of busy workloads making it difficult for them to find an available time. They do not have physical fitness activities in their annual agency plan. The flexibility-enhancing activities were the strongly preferred physical fitness activities by most respondents, while the preferred activities proposed are aerobic exercises, muscle-strengthening activities, and individual or dual sports. On the other hand, team sports were not the preferred activities by the respondents to be included in the program of physical fitness activities of their agencies.

## Recommendations

Government agencies, preferably through their human resource office, should plan and design a program of physical fitness activities as part of their annual activities. There should be incentives - in any form allowed by government policies – should be awarded to employees who participate actively in physical fitness activities in order to encourage participation with less enthusiastic employees. They should require all employees to attend seminars organized by the agency aimed at disseminating the health benefits of physical fitness activities to the well-being of employees. It shall form part of their basic strategy for improving work productivity and efficiency. A sufficient budget should be allocated annually to bankroll physical fitness programs conducted on a regular basis. The purchase of equipment for physical fitness should be given priority. If the agencies can afford it, it is highly recommended that they establish a physical fitness center (gym, basketball court, tennis court, etc.) where they can hold physical fitness events. Time should be allocated for the conduct of physical fitness activities. It should be conducted during a flag ceremony, or be integrated into agencies’ anniversary; employees should be allowed to use physical fitness facilities during their free time so as not to complicate their work. Participation in all types of physical fitness activities shall be encouraged, specifically in aerobic exercises, muscle-strengthening activities, flexibility-enhancing activities, individual and dual sports, and team sports. Implementation of “The Great Filipino Workout” should be given priority to maintaining, or improving the current positive level of satisfaction of the employees. The strongly preferred and preferred physical fitness activities should be given more consideration in designing physical fitness programs. The researcher, with the support of the agency, would come up with a program

of physical fitness activities designed to improve the physical well-being of employees as an avenue to improve their quality of work. A similar study is recommended to identify and confirm the findings of the study and to determine the status of the implementation of the Great Filipino Workout of the other government agencies that can be used as inputs for an improved program of physical fitness activities for government employees.

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