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An investigation on the motivation of office staff at Ton Duc Thang University to engage in sports training

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Abstract

This paper seeks to identify the motivational factors affecting office employees' involvement in sports training at Ton Duc Thang University. The SMS - 28 motivation scale (Pelleiter et al., 1995) was used to conduct research on the inspiration for office staff to join sports training, which included seven factors: to understand, strive for expertise, external regulation, introversion, recognition, and no motivation, as well as 28 observed variables. A survey of 120 office personnel at Ton Duc Thang University revealed that their enthusiasm to participate in sports training is quite high, with an average score greater than an equilibrium point of 3. The internal and external motivation groups are identical; both are greater than the No motivation group (Amotivation). Internal motivation is higher in men than in women, and vice versa. From there, the author recommended a variety of methods to increase the motivation of Ton Duc Thang University's office personnel to participate in sports training, including six factors: knowledge, achievement, experience, external regulations, introversion, and awareness.

Keywords: Motivation, exercise office staff, sports club, Ton Duc Thang University

Introduction

According to epidemiological research, office workers sit for at least two-thirds of their working hours (Carla F. J. Nooijen et al., 2018). Sedentary behavior at work is a major public health concern, with mounting evidence linking it to a higher chance of cardiometabolic issues and early mortality.

Vietnam is among the ten nations with the most sedentary populations worldwide, based to the United Nations Population Fund (UNFPA, 2015). As per the Department of Preventive Medicine under the Ministry of Health, as many as 30% of people do not engage in regular physical activity. Vietnamese youth have inadequate physical attributes, endurance, and strength when compared to the benchmark.

Currently, information technology has provided several benefits to office workers, including greater productivity. However, sitting in a sedentary position for an extended period of time is one of the leading causes of various common ailments known as office-related ailments (Victor R. Preedy and Ronald). R. Watson (2010). Lack of time is a significant obstacle to office workers exercising. In order to solve this issue and bring sports closer to office workers, we must first examine what motivates office workers to practice sports and then offer solutions to increase their enthusiasm.

Review of the literature and research approach

Internal versus external motivation, or amotivation

The term "motivation" refers to the inside or outside influences that lead to a specific activity. Deci and Rya's self-determination theory (1985, 1991, 2000a, 2000b) is a conceptual paradigm that works well for researching sports motivation. The main questions raised by self-determination theory are how much human conduct is self-determined and what sociocontextual elements support the growth of motivation. Participating in an activity just for the enjoyment and fulfillment it brings is known as intrinsic motivation.

A range of actions taken as a means to an objective rather than for personal gain are included in extrinsic motivation.

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Exercise and sports behavior

Different research have different definitions of exercise behavior. Studies that focus on "pure" exercise activities can be distinguished from those that look at all types of exercise. Walking, cycling, or gardening are examples of physical activities that are not particularly meant to promote cardiovascular health, although they can do so (Caspersen, Powell, & Christenson, 1985).

It is far more difficult to compare light-to-moderate exercise assessments in studies, which includes all activity levels between inactive and vigorous exercise. Frequency criterion ranged from five times or more each week (Caspersen, Pereira, & Curran, 2000) to once every two weeks (Haase, Steptoe, Sallis & Wardle, 2004).

Related Literature

Clifford Malletta and associates (2007) investigated six reasons to play sports (SMS 6): Absence of incentive; external rules; introversion; defined rules; integrated rules; internal rules. A six-dimensional measure comprising 24 items (SMS-6) that demonstrated A more compatible model that corresponded more closely to self-determination theory was thus developed as a result of the change.

According to the theory of sport autonomy, Chris Lonsdale et al. (2014) have suggested a revised version of the Sports Motivation Scale as a means of evaluating various types of behavioral control in sports They looked at several facets of the validity and reliability of the scale. The sport questionnaire's Regulation of Behavior and SMS-II both shown relative strengths and weaknesses, according to the results. The evidence supporting the scores derived from the two systems is comparable overall. To claim that one scale is better than the other, there is insufficient data.

Construction of the scale

Extrinsic motivation, the nature of the engine, internal motors, the theoretical underpinnings of motivation, and an overview of earlier research on the subject of sports motivation. The SPORT MOTIVATION SCALE (SMS-28), developed by Pelleiter, Fortier, Vallerand, Briere, Tuson, and Blais in 1995, was employed by the author. Previous research has shown that the SMS-28 scale may be utilized with a wide range of individuals. In this study, the author also uses this scale to examine office workers who participate in sports. foundation for the scale's use. Numerous research have attempted to modify the SMS-28 scale, however there are still numerous drawbacks, and the new scales mostly measure participating behavior rather than motivation because SMS-II is best suited for The SMS-28 scale is still the most comprehensive and fundamentally sound for the author's research topic because the subjects are sportsmen such as Clifford Malletta et al. (2007) and Chris Lonsdale et al. (2014). The SMS-28 sports motivation ladder has 28 items that are all scored on a 5-point Likert scale. Its seven components are: (1) To comprehend; (2) To pursue goals; (3) Expertise; (4) Outside control; (5) Self-reflection (6) Appreciation; and (7) Lack of motivation.

Research Method

Preliminary and quantitative research were used to conduct the study. preliminary investigation using group discussions to calibrate the research scales and investigate other components. Quantitative study using data gathered via surveys to assess the influence of research factors. The total number of survey responses collected was 120 complete responses, which were entered and processed.

ANOVA analysis, T-test, Cronbach's Alpha reliability test, and descriptive statistics are among the data processing techniques that will be used.

Each aspect of the sport exercise scale's dependability (SMS 28) is assessed using Cronbach's Alpha. Observable variables that have a total correlation coefficient of less than 0.3 will not be included.

The impact of important motivating elements on office workers' decision to do sports was measured and compared using the t-test.

ANOVA analysis with the requirement that the variance across groups be equal and that the Anova test's Sig.<= 0.05

Result

The aggregate number of survey responses acquired was 120 complete responses, which were entered and processed.

Evaluation of office workers' involvement in sports in Ton Duc Thang University

In terms of the gender breakdown, 65 men, or 54.2% of the total, and 55 women, or 45.8%, participated in the study. According to the findings, men engaged in sports at a higher rate than women.

When it comes to the factor to be aware of, the highest rating of full agreement is 37.5%. We can infer from this that people engage in sports training because it is enjoyable and gives them a better understanding of the sport. They greatly value the information to be aware of when engaging in sports training.

With a rating of 7.5%, the achievement-oriented component had the lowest degree of agreement. That leads us to the conclusion that they don't engage in sports training as they enjoy strengthening their areas of weakness. They place less importance on the achievement-oriented component of sports training.

The element with the highest degree of total agreement, 51.7%, is the stimulating experience factor. We can infer from that that people participate in sports because it makes them feel thrilled. The exhilarating feeling of playing sports is something they greatly value.

At 38.3%, the degree of significant agreement on the introversion factor is greatly recognized. This leads us to the conclusion that office workers engage in sports training since they are required to practice sports on a daily basis. When it comes to sports training, they really value the introverted component.

With a rating of 19.2%, the awareness component has the lowest degree of total agreement. We can infer from this that people engage in sports training because they believe it teaches them valuable lessons from a variety of life experiences. The awareness component of sports training is not something they value highly.

Accordingly, the degree of agreement among Ton Duc Thang University's office staff regarding the following factors—knowing, striving for achievement, stimulating experience, introversion, and recognition—shows that only the recognition factor agrees at a low level, whereas the other factors all exhibit high percentages with a strong level of agreement.

Questionnaire Reliability

Each element of the study concept must have a Cronbach's Alpha coefficient > 0.6 in order to be considered for Cronbach Alpha analysis. Observed variables that have a correlation coefficient between the total variables of less than

0.3 will be removed from consideration. Thus, one observed variable has been removed from the factor to recognize (NB2: I engage in sports training since it is the most effective approach I have found to cultivate other facets of myself).

An examination of the contemporary circumstances influencing office workers' motivation to engage in sports in Ton Duc Thang University

Analysis of factors affecting internal motivation

The mean value must fall between 3.53 and 3.62 for the factor to be known. Since the mean value is greater than the neutral level of 3, there is generally a high degree of consensus regarding the factor to be aware of.

The mean value for the component to experience falls between 3.63 and 4.17. Since the value is more than the neutral level of 3, there is generally a high degree of consensus regarding the element to experience.

The mean value must fall between 2.78 and 2.92 for the factor to be achieved. Since the mean value is less than the neutral level of 3, there is generally little agreement on the factor to be achieved.

An examination of the variables influencing extrinsic motivation

The agreement on the external regulation factor ranges from 3.63 to 3.73. Since the external regulation factor is above the neutral threshold of 3, there is generally a high degree of agreement.

The agreement for the internal orientation factor ranges from 3.41 to 3.47. Since the mean value of the internal orientation component is higher than the neutral level of 3, there is generally a high degree of agreement.

The agreement for the cognitive factor ranges from 2.73 to 2.83. Since the mean value is less than the neutral level of 3, there is generally little agreement on this cognitive component.

Analysis of amotivation factor

An internal or external motivation is not the same as amotivation. This Amotivation factor allows us to ascertain whether the individuals' motivation is obvious or unclear, or if it is unknown. The agreed-upon Amotivation factor has an average value of 2.89 to 3.03. Because the average value is less than the neutral level of 3, office workers generally have a low level of agreement with the Amotivation factor. This indicates that Ton Duc Thang University office staff motivation for taking part in training is unclear, as evidenced by the low and erratic participation rate.

Office workers' motivation to engage in sports training at sports clubs in Ton Duc Thang University Examine internal components.

Table 1: Lateral motor factor comparison

Items	Mean	Standard Deviation	Sig.
To know Towards achievement	3.58 2.86	1.41	.00
To know Experience	3.58 4.09	1.58	.00
Towards achievement Experience	2.86 4.09	1.20	.00

The study's findings in Table 1 demonstrate that the analysis of the factor pairings is statistically significant, with a Sig of less than 0.05. It is evident from the mean that the three

elements are arranged as follows: Experience = 4.09 > 3.58 > To know Goal to attain = 2.86.

Compare external motivational factors

Table 2: Assessment of extrinsic motivational influences

Items	Mean	Standard Deviation	Sig.
Outside rules Inward-focused	3.69 3.42	1.36	.03
Outside rules Recognize	3.69 2.78	1.24	.00
Introverted Recognize	3.42 2.78	1.37	.00

The findings of the Sig value analysis are displayed in Table 2 of the study. Every pair of factors is less than 0.05, indicating a statistically significant difference. It is evident from the mean value that the three elements are arranged as follows: External rules = 3.69 > Know = 2.78 > Introversion = 3.42.

Compare three reasons between two male and female groups

Table 3: Three motives are compared between two groups of men and women

Items	Sex	Mean	Sig. (2-tailed)
Internal Motivation	Male	3.66	.01
	Female	3.33	
External Motivation	Male	3.47	.01
	Female	3.09	
Amotivation	Male	3.73	.00
	Female	2.09	

Table 3's research findings demonstrate that all three variables have the same variance across the two groups (sig of homogeneity test > 0.05). Based on the sig 2 of the mean < 0.05 comparison test, we may conclude that male office workers have higher levels of internal motivation than female office workers.

Compare 3 main motivation groups

Table 4: Compare the three primary motivational groupings

Observed variable	Mean	Standard Deviation	Sig.
Inward-focused Outside rules	3.51 3.30	.77	.003
Inward-focused Amotivation	3.51 2.97	1.19	.00
Outside rules Amotivation	2.30 2.97	1.28	.005

Although there is no discernible difference between intrinsic and extrinsic motivation, both groups are greater than the unmotivated group (Amotivation), according to the research results in Table 4.

Findings and Recommendations

Findings

The majority of office workers at Ton Duc Thang University who participate in sports training are men. They highly appreciate the factors of stimulating experience, to know, stimulating experience and external regulation. Since it is higher than the neutral level of three and is rated in the following sequence, their level of agreement for internal and external motivation is high.: Experience > To know >

Achievement orientation and External regulation > Introversion > Recognition. For the factor of no motivation (Amotivation).

Recommendations

Solution's effect on intrinsic motivation

Raise the factor to know

To accommodate office workers' requirements to learn and practice new skills and strategies, sports organizations must maintain and enhance their activity program structure. It is possible to seek the advice of sports specialists. The caliber of coaches, including their professional credentials, athletic expertise, and teaching background, must also be taken into consideration. To enhance their credentials and fulfill the standards, The club should enable coaches to attend advanced training programs.

Enhance the experience factor

For all athletes, the experiencing component is crucial. Regular experiential activities, such as interclub sports festivals, exchange events, and group practice matches, should be planned by sports groups. Additionally, in order to generate enthusiasm and boost motivation to practice, members should have the opportunity to attend professional sports championships in conjunction with sports tourism.

Increase the element of achievement-orientedness

This is the element that office workers pay the greatest attention to. Enhancing their areas of weakness and perfecting their skills is the ultimate goal for office professionals who participate in sports. Monitoring and assessment are crucial to achieving this. The coaching staff and club management need to design an equitable and standardized evaluation framework. They must be truthful, impartial, and accurate while testing and assessing qualifications. It is crucial that the coach understands the office staff's limitations after the exam, analyzes them, determines the reason, and assists them in overcoming them so they may progressively get better. However, surveys and interviews should also be carried out to comprehend the advantages and disadvantages of office workers.

Impact of solutions on outward motivation

Boost external regulatory elements

Sports organizations must comprehend the outside forces that impact office workers' desire to play sports. Recognition and gratitude from others are two significant aspects that they care about. Clubs might pique their attention by comprehending and fulfilling these conditions. Even though it can be challenging to comprehend all of the exterior rules governing office workers, doing so will increase and motivate them to play sports.

Enhance introvert factor

Sports training is appealing to office professionals who want to stay in shape and take care of their personal demands. To help staff members realize the advantages of sports and the negative effects of not exercising, sports clubs should create a communication plan, disseminate information, and plan events like expert participation and extracurricular activities. In addition, the club must have athletic gear to encourage staff members to engage in regular and healthy exercise.

Boost the awareness element

This is the most important external motivator for office

workers. Sports participation is indicated by this cognitive component of extrinsic motivation, which is influenced by the attitudes and actions of outside forces. playing sports as a result of outside factors. Sports clubs and centers should host recognition sessions to raise awareness of this issue, highlighting the accomplishments of office personnel who take part. More generally, an exchange to discuss the experiences of members who have performed well in the club's sports practice can be arranged.

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