



## PROPOSING SOME INITIATIVES TO DEVELOP THE FITNESS TRAINING PROGRAM FOR WORKERS OF QUANG PHU INDUSTRIAL ZONE, QUANG NGAI PROVINCE, VIETNAM

Le Thi Tra Ly,<sup>i</sup>

Tran Manh Hung,

Huynh Hong Phuc

Danang University of Physical Education and Sports,  
Vietnam

### Abstract:

On the basis of assessing the current situations and factors affecting the fitness activities for workers in Quang Phu Industrial Zone, Quang Ngai Province, the topic proposes initiatives aiming to improve the physical training program for workers in Quang Phu Industrial Zone, Quang Ngai Province.

**Keywords:** actual situation, solutions for worker training movement

### 1. Introduction

Thanks to significant consideration and orientation, the sport activities and fitness programs in Vietnam has had an enormous development, both in quality and quantity. Sports events and activities have attracted more and more people's interest and participation, as well as have been expanded and achieved many respectable achievements in domestic and international competitions. In recent years, Quang Ngai Province has been experiencing noticeable progress in sporting events for the masses. The number of sport program participators on a regular basis has been rising, especially in the processing industry.

Quang Phu Industrial Zone is one of the major industrial areas in Quang Ngai Province. However, the fitness activities there are not consistent, not regular, in which the physical training in many companies and enterprises is still unorganized and low-quality. The operating direction at those organisations is pretty cluttered, lacks constant encouragement, and misses an effective guide acting as the core in maintaining, expanding and improving the quality of the program. Therefore, how to overcome these shortcomings and weaknesses is the problem that needs to be solved in order to support the sport training for workers of Quang Phu Industrial Zone in particular and the sport

---

<sup>i</sup> Correspondence: email [lyle9910@gmail.com](mailto:lyle9910@gmail.com)

activities improvement of Quang Ngai Province in general, not only consolidates the achieved achievements but also grows stronger and stronger in accordance with its inherent potentials. Stemming from the above facts, we chose to conduct research on the topic: "Researching and proposing some solutions to develop physical training for workers in Quang Phu Industrial Zone, Quang Ngai Province". The topic used the following research methods: method of document analysis and synthesis; methods of interview and discussion; methods of social investigation; method of pedagogical observation; statistical test method. The objects of the study include experts, managers and workers in the industrial zone. The subject of the research is the solutions to developing sport and physical activity programs in Quang Phu Industrial Zone, Quang Ngai Province.

## 2. Research Results

### 2.1 Assessment of the current situation and factors affecting the physical training for workers in Quang Phu Industrial Zone, Quang Ngai Province

#### 2.1.1 Actual situation of demand for physical training of workers in Quang Phu Industrial Zone, Quang Ngai Province

To raise awareness of the workers' demand for fitness activities, we have conducted interviews with the managers and workers about the need for physical training for workers' health. The results are presented in Table 1.

**Table 1:** Understanding the workers' need for physical training in Quang Phu Industrial Zone, Quang Ngai Province

No	Need for fitness activities	Manager (n = 23)		Worker (n = 126)	
		n	%	n	%
1	Very necessary	14	60.86	68	53.96
2	Necessary	07	30.43	36	28.57
3	Neutral	02	8.69	15	11.90
4	Unnecessary	00	00	07	5.5

Table 1 shows that the majority of managers and workers in the industrial zone think that the need for exercise is essential, with over 90% of managers and more than 80% of workers assessing the necessity of physical training. However, due to the nature of their work, working time and living conditions are not guaranteed. Therefore, fitness activities have not been paid enough attention to.

#### 1.2. The reality of awareness about the role of physical training in workers' wellbeing

In order to have the fundamental to suggest thematic solutions, we also conduct research on the awareness of the importance of sport training in workers' well-being by collecting the answers in questionnaires distributed to both managers and workers at the industrial zone. The results are presented in Table 2.

**Table 2:** Awareness of the importance of physical training  
 for workers at Quang Phu Industrial Zone, Quang Ngai Province

No	Content	Manager (n = 23)		Worker (n = 126)	
		n	%	n	%
1	Specialised exercises are effective	19	34	109	31,9
2	Specialised exercises have little efficiency	8	14,3	53	15,5
3	Specialised exercises have no effect	4	7,1	36	10,6
4	Professional coaches are needed	14	25	96	28,2
5	Professional coaches are unrequired	11	19,6	47	13,8

According to the above answers, most of the unit leaders and employees are well aware of the important role of physical training in order to improve the health of employees, which also increases the productivity and efficiency of labour work.

### 1.3. Actual situation of organizing physical exercises for workers in Quang Phu Industrial Zone, Quang Ngai Province

The operation of physical training for workers with reasonable time arrangement is an essential factor to achieve efficiency. Therefore, we investigated the actual situation of organizing fitness activities for workers for 12 factories and enterprises in Quang Phu Industrial Zone, Quang Ngai Province. The results are presented in Table 3.

**Table 3:** Actual situation of the organization of physical training  
 of workers at Quang Phu Industrial Zone, Quang Ngai Province (n = 126)

No	Drives for sport training	Poll	Percentage (%)
1	Self-exercise	23	18,25
2	Practice for competing purposes	44	34,92
3	Practice for socialized purposes	51	40,47

Table 3 shows the workers' intentions for physical training: 18.25% of self-exercise; Training to compete in tournaments accounts for 34.92%; Training for socialized purposes stands for 40.47%.

From the current state of facilities for sports and physical activities to the habits and lifestyles of the workers that the topic surveyed, we conducted a survey and statistics on the activities of training and competing at the sports tournaments organized by Quang Phu Industrial Zone, Quang Ngai Province. The results are presented in Table 4.

### 1.4. Determining factors affecting the organization of sport activities for workers in Quang Phu Industrial Zone, Quang Ngai Province

To determine those factors, the study analyzed reference materials and directly interviewed leaders and officials working at the Department of Culture, Sports and Tourism of Quang Ngai Province, the Culture and Sports Center of Quang Ngai City, the Culture and Sports Committees of Wards, leaders of agencies, businesses, mass

organizations, tour guides, collaborators, in charge of sports activities at enterprise units. The results of the interviews are presented in Table 4.

**Table 4:** Factors affecting the physical practices of workers  
 in Quang Phu Industrial Zone, Quang Ngai Province (n = 112)

No	Affecting factors	Level of evaluation		
		Very Important (%)	Important (%)	Less Important (%)
1	The attention of all levels of Party committees, authorities, unit leaders, mass organizations (trade unions, youth unions...)	73	21	6
2	The quantitative and quality of sport facilities	70	21	09
3	Budget for sport activities	79	19	02
4	The propaganda program	60	17	23
5	The awareness of the workers about the importance of exercises	61	20	19
6	Environmental factors	63	34	19
7	Methods of practices	34	62	26
8	Collaboration with other activities	23	24	53
9	Related policy for sport participators	21	32	51
10	Systematic annually sport events	31	47	22
11	Rewards system	38	44	18
12	Plans and programs for exercises	12	21	67
13	The nature of work	79	18	03

Table 4 shows that over 70% of opinions evaluate funding sources, the attention of leaders, facilities, characteristics and specific occupations are very important; over 60% of opinions rated the content and form of physical training, awareness and propaganda of sport and environmental conditions as important. Less important than the above factors are the combination of sport and other activities 53%; mechanisms and policies for sports practitioners 51%; and planning program 67%.

In summary: after assessing the current situation and factors affecting the physical training for workers in Quang Phu Industrial Zone, Quang Ngai Province, it shows that workers have a need for physical exercise and health training, but there are some drawbacks in working time, policies, and living conditions. Therefore, in order to develop the sport and physical activities for workers in Quang Phu Industrial Zone, Quang Ngai Province, we cannot offer solutions in a pervasive manner, but needs to be based on actual conditions and must adhere to a number of principles, as well as a specific basis to propose the most necessary and most suitable solutions to exploit all strengths and overcome the remaining deficiencies.

## 2. Proposing solutions to develop the physical training for workers in Quang Phu Industrial Zone, Quang Ngai Province

Based on the characteristics of physical activities for workers in order to smoothly deploy solutions, it is important to adhere to the following principles:

- Principle 1: The proposed solutions must contribute to the development and improvement of the quality of the sport activities for workers in Quang Phu Industrial Zone, Quang Ngai Province.
- Principle 2: Sports activities are amateur and voluntary.
- Principle 3: The “small, diverse” principle.
- Principle 4: The organization of sports activities must be suitable to each object, conditions and characteristics of the industrial zone.
- Principle 5: Principle of coordination.

### 2.1 Selecting and offering solutions to develop the physical activities for workers in Quang Phu Industrial Zone, Quang Ngai Province

Having evaluated the current situation and the fundamental of aspects impacting the fitness program for workers in Quang Phu Industrial Zone, Quang Ngai Province, in combination with applying significant principles, we would like to propose some solutions to advance the physical training for workers in Quang Phu Industrial Zone, Quang Ngai Province as follows:

After proposing solutions, we ran interviews with leaders of different agencies and businesses, experienced sports officers, specialized sports professionals, tour guides, administrators who in charge of public affairs and sports activities in the units.

The results of the interviews are presented in Table 5 as follows:

**Table 5:** Results of interviews about solutions to develop sports and physical activities for workers at Quang Phu Industrial Zone, Quang Ngai Province (n = 31)

No	Solutions	Number of supporters	Percentage (%)
1	Raise awareness and interest of Party committees, authorities, leaders of businesses, mass organizations (trade unions, youth unions, etc.) and workers on sport and physical activities	26	83.87
2	Strengthen the work of directing, inspecting and coordinating local enterprises and mass organizations (trade unions, youth unions, etc.)	14	45.16
3	Increase the quantity and improve the quality of facilities for training, provide budgetary support	30	96.77
4	Enhance and foster professional qualifications for staff, instructors and sports workers	14	45.16
5	Plan training program and build up system of annual tournaments	25	80.64
6	Diversify the content and form of training in association with the scheme of club model in different working departments and units	28	90.32
7	Initiations to combine sport with other activities	13	41.93

Le Thi Tra Ly, Tran Manh Hung, Huynh Hong Phuc  
 PROPOSING SOME INITIATIVES TO DEVELOP THE FITNESS TRAINING PROGRAM  
 FOR WORKERS OF QUANG PHU INDUSTRIAL ZONE, QUANG NGAI PROVINCE, VIETNAM

8	Generate regimes and policies for sport events participants	11	35.47
9	Improve the work of emulation and commendation, propaganda, advocacy, and ideological education for employees	27	87.09
10	Solutions to deal with pollutions happening in industrial zone	16	51.61

According to Table 6, five outstanding solutions have been selected with the number of interviews from 80% or more as the effective initiatives to improve the sport and physical activities for workers in Quang Phu Industrial Zone, Quang Ngai Province, specifically:

- Solution 1: Raise awareness and interest of Party committees, authorities, leaders of grassroots units, mass organizations and workers in sport and physical education.
- Solution 2: Increase the quantity and improve the quality of facilities for training, and support funding for sports activities.
- Solution 3: Develop plans, training programs, and a system of annual tournaments.
- Solution 4: Diversify the content and form of training, and develop the club model in working departments and units.
- Solution 5: Strengthen emulation and commendation, propaganda, advocacy, and ideological education for employees.

## 2.2 Test the necessity and feasibility of solutions

In order to confirm the necessity and feasibility of the above solutions, we have consulted with 100 managers, workers, experienced sports officers and coaches; the main method used when polling is the survey method by questionnaire, the expert method. The results of the survey are shown in Table 6.

**Table 6:** Results of the survey on the necessity and feasibility of solutions to develop the sport movement for workers in Quang Phu Industrial Zone, Quang Ngai Province (unit: %)

No	Solution	Necessity				Feasibility			
		Very necessary	Necessary	Neutral	Un-necessary	Very feasible	Feasible	Neutral	Not feasible
1	Raise awareness and interest of Party committees, authorities, leaders of grassroots units, mass organizations and workers in sport and physical education	33	50	17	0	17	53	26	4
2	Increase the quantity and improve the quality of facilities for training,	24	51	21	4	15	37	35	13

	and support funding for sports activities								
3	Develop plans, training programs, and a system of annual tournaments	34	43	22	1	24	42	29	5
4	Diversify the content and form of training, develop the club model in working departments and units.	19	57	23	1	21	41	29	6
5	Strengthen emulation and commendation, propaganda, advocacy, and ideological education for employees.	35	43	18	4	21	44	26	9

From the above survey results, we could draw significant conclusions:

- The solutions to develop the sport programs for workers in Quang Phu Industrial Zone, Quang Ngai Province that we proposed are necessary, appropriate and meet the needs of the workers. (The results of the survey on the need for solutions are at a very high level, respectively: Solution 1 accounts for 83%; Solution 2 accounts for 75%; Solution 3 accounts for 77%; Solutions Solution 4 accounts for 76%; Solution 5 accounts for 78%).
- Survey results also show that the above solutions are feasible and can be implemented for workers in Quang Phu Industrial Zone, Quang Ngai Province. (The rate of evaluating the feasibility of the solutions in turn: Solution 1 accounted for 70%; Solution 2 accounted for 52%; Solution 3 accounted for 66%; Solution 4 accounted for 62%; Solution 5 accounts for 65%).

In short, after having studied the results of the questionnaires, interviews with managers and mass organizations, we found that the solutions to develop the physical activities for workers in Quang Phu Industrial Zone, Quang Ngai Province that we suggested are essential and practicable, meeting the requirements of improving workers' wellbeing and increasing labor productivity for enterprises and companies.

### 3. Conclusion

After evaluating the current situation, the research has identified thirteen basic factors affecting the advancement of physical training of workers in Quang Phu Industrial Zone, Quang Ngai Province.

The topic has investigated and proposed five solutions to develop sport training for workers in Quang Phu Industrial Zone, Quang Ngai Province as follows:

- Raise awareness and interest of Party committees, authorities, leaders of businesses, mass organizations (trade unions, youth unions, etc.) and workers on sports and physical activities.

- Increase the quantity and improve the quality of physical facilities for training, provide financial support
- Develop plans, training programs, and a system of annual tournaments.
- Diversify the content and form of training, develop the club model in different working departments and units.
- Advance the work of emulation and commendation, propaganda, advocacy, and ideological education for employees.

### **Conflict of Interest Statement**

We have seen and agreed with the contents of the manuscript and there is no financial interest to report. We certify that the submission is original work and is not under review at any other publication.

### **About the Authors**



**Le Thi Tra Ly (PhD)**, Lecturer in the Faculty of Sports Management, Danang Sport University, Vietnam. Email: [lyle9910@gmail.com](mailto:lyle9910@gmail.com)



**Tran Manh Hung (PhD)**, Head of Faculty of Sports Management, Danang Sport University, Vietnam. Email: [hungcovua@gmail.com](mailto:hungcovua@gmail.com)



**Huynh Hong Phuc**, Student of the Faculty of Sports Management - Danang Sport university, Vietnam

### **References**

- Duong Nghiep Chi, Luong Kim Chung (2001), *Sociology of Sports Textbook*, Sports Publishing House, Hanoi, pp. 157, 172.
- Dang Quoc Nam (2013), *Sports Management Textbook*, Sports Publishing House.



Creative Commons licensing terms

Authors will retain the copyright of their published articles agreeing that a Creative Commons Attribution 4.0 International License (CC BY 4.0) terms will be applied to their work. Under the terms of this license, no permission is required from the author(s) or publisher for members of the community to copy, distribute, transmit or adapt the article content, providing a proper, prominent and unambiguous attribution to the authors in a manner that makes clear that the materials are being reused under permission of a Creative Commons License. Views, opinions and conclusions expressed in this research article are views, opinions and conclusions of the author(s). Open Access Publishing Group and European Journal of Physical Education and Sport Science shall not be responsible or answerable for any loss, damage or liability caused in relation to/arising out of conflict of interests, copyright violations and inappropriate or inaccurate use of any kind content related or integrated on the research work. All the published works are meeting the Open Access Publishing requirements and can be freely accessed, shared, modified, distributed and used in educational, commercial and non-commercial purposes under a [Creative Commons attribution 4.0 International License \(CC BY 4.0\)](https://creativecommons.org/licenses/by/4.0/).