



Original Article

How Does Staff Working at University Think About and Experience Leisure? (A Qualitative Study)

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ABSTRACT

Background: University staff plays an important role in breeding a healthy and prosperous generation. Their right for attending to interests and self-actualization are noticeable. This qualitative research has been conducted in order to understand and explain the perspective and experience of staff working at Ahvaz Jundishapur University of Medical Sciences (AJUMS) about Leisure time.

Methods: A qualitative study using purposeful sampling was performed among staff working in all parts of AJUMS about leisure time in 2012. The tool used for gathering data was a deep, semi-structured interview. Data saturation was achieved with 18 interviews. Findings from the interviews were analyzed using conventional content analysis.

Results: In this study, there were 5 themes for perspective and experience of staff, including meaningfulness and purposefulness of leisure time (physical, mental and social), leisure time activities (passing individual and in group), leisure time duration (more or less, and the same as the time of working), barriers for leisure time (personal, social, and environmental), and suggestions for how to spend leisure time (role of the person and community). The findings from participants' views and experiences showed that they are not satisfied with their leisure pattern. With attention to working at university, they do not have efficient leisure time duration.

Conclusion: Participants believed that leisure time is effective to improve their physical, psychological, and social performance. People spend their leisure time either individually or in groups. Personal, social, and environmental barriers highlight the role of an individual and society as a whole in increasing opportunities for better leisure.

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Introduction

According to perspective of occupational therapy that looks at the human from the bio-psycho-social-spiritual view, occupations have special importance and include three main areas including activities of daily living, work,

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and leisure [1]. Leisure is one of the most important areas of focus for occupational therapists. The main focus on leisure activities in the field of occupational therapy, from the perspective of Joffre Dumazedier, are activities that meet these specifications: freedom of choice (greater internal control), the ability to escape the pressures of everyday life, the use of creativity, and the activities in which individuals improve themselves (relaxation, increasing knowledge or social presence, etc.). So, put simply, leisure can be defined as any activity that people

participate in willingly and eagerly after release from the job and/or family/social obligations and duties, in order to relax, have fun, develop their knowledge, achieve self-actualization. In leisure time, psychological comforts of people will be met, and their personalities will be improved and flourish [2].

In recent centuries, leisure and activities related to it have been considered a part of the people's rights. Article 24 of the Universal Declaration of Human Rights (UDHR) is a declaration adopted by the United Nations General Assembly on 10 December 1948 in France. It states that everyone has the right to rest and leisure, including reasonable limitations of working hours and periodic holidays with pay. Also, the Leisure Charter passed by the World Board of Leisure in July 2000, reads, "supply of leisure for the quality of life is important as much health and education" [3]. Leisure is a public phenomenon which needs more attention. Most of research shows that poor planning and facilities for leisure, whether individually or in a group, results in catastrophes in a society and affects the whole of it. Rate and quality of leisure time can affect mental health [4]. Hezarjaribi, quoting Caldwell *et al.*, examined the relationship between participation in leisure and various aspects of health among students. The results showed that active participation in leisure activities and satisfaction with leisure has a relationship with physical, psychological, and social health [5]. Edington believes that there are numerous potential benefits that can be gained from participation in leisure activities, including self-confidence, spiritual growth, creativity, learning, self-reliance, and self-help [5]. Thorlindson *et al.* showed that adolescents who engage in sports activities in leisure time suffer less from anxiety and depression [6]. Roberts *et al.* have concluded that people who are poor in leisure time have poorer health than others [7]. Amirtash, quoting Moghadami's research, has also shown that chaos and confusion in a person's leisure time, especially in environments that are filled with stressors, will cause personal and professional crises. They have also made it clear that addressing healthy entertainments in leisure, especially sporting activities, can have many positive effects in this situation [8].

Iranians have historically acknowledged the importance for leisure times and activities related to it. As a book entitled, "Social History of Iran" about leisure activities in Iran before Islam writes, Iranians were always on horseback hunting using a bow and arrow and a harpoon. They spent the afternoon mainly planting trees, picking herbs, and making weapons and hunting tools. In ancient Persia, time spent on personal health and on sporting activities was considerable. Our ancestors believed that common sense is in a healthy body. Children and the privileged classes were taught the arts of health and bodybuilding, and the heroism and bravery and chivalry involved in a variety of sports. Since the Sasanian era, the annual celebrations have been common in our homeland. Especially in *Nowruz* and *Mehregan*, during the implementation of religious ritual, the people were busy with happiness and joy while playing great birthday songs and singing songs. Grand celebrations, such as

Kaygobad's Nowruz, and *yedeh Nowruz* were held. The best games, including the paragliding, the archery, the dice game, the acrobatics, the shield game, the saddle game, the fencing, the sticker game, the wand game, the rod game, the dart game, the shooting game, the glass game, the copy game, *the karmil* game, and the cradle game were mentioned in the resources related to that era [9].

Recently, leisure patterns have changed because of the complexity of societies and the entrance of information technology. Social phenomena such as religion, culture, politics, economy, and education introduce frames for leisure patterns most of the time. On the other hand, recently increasing the rate of leisure time and complexity related to it raises new concerns for families, researchers, and politicians all over the world, Iran included [10].

University society, including students and staff, are target population for many researchers. Staff working with a high number of the population in a scientific community should notice to their talents, creativity, participation in community development, and, in a word, self-actualization. They also play an important role in breeding a healthy and prosperous generation. No previous study related to leisure in staff working at AJUMS as a big, Type 1 university in Iran was found. On the other hand, the city of Ahvaz, with special climatic, welfare, social, economic, political, religious, and social characteristics, is considered a noteworthy society to do detailed research and scientific investigation. The question of our research, then, is how the staff does in this university experience leisure and what their perspective about leisure is.

Understanding leisure and its bright and dark features will only be accomplished by understanding the exact needs of the community and recognition of their experiences and perspectives. Many researchers believe that qualitative research paradigm works in understanding concepts like culture, perception, perspective, and ideas of people to discover the hidden aspects of these concepts [11-16].

Noting this, a survey of perspectives and experiences of staff who are working at AJUMS include academic and non-academic staff, and central organization about leisure is the target for this research. The focus of the survey is whether or not the university staff takes leisure into account and whether or not they believe they spend their leisure time effectively.

Methods

This study was conducted through a qualitative method utilizing a content analysis approach (conventional approach) to investigate the achieved experiences in the leisure field by staff at AJUMS. The population of the present study included both genders of staff at AJUMS via purposive sampling. Due to saturated information gathered by 18 interviewees, no more interviews were executed.

Data gathering method was used in-depth and face-to-face interviews were conducted by a researcher during an allocated 15 to 90 minutes in one session. The questions were asked during a semi-structured interview and were answered by each participant. The interview

began with one general question related to daily life experiences, and was followed by explorative questions such as “please tell your experience about leisure time” to encourage interviewees and to access deep information. With permission, their answers and expressions were recorded by Dictaphone and, after verbatim writing the statements and transcript, preserved meaningful phrases and sentences were indicted literary in order to implement the research principles.

Considering the ethical principles, the purpose of the research and interview was explained to members. With their consent to cooperate in the research, all interviews were done and recorded. There are some ethical values that were noticed through present research and informed to interviewees, including:

- a) The obtained information was used anonymously.
- b) Participants were assured that their statements were confidential and would not be used in favor or against them.
- c) The statements would be mentioned accurately and without any manipulation.
- d) Offensive words to any individual would be deleted, if any, and the interviewee will be notified of the removal during the interview.

In order to interpret and analyze the gathered information and after verbatim handwriting for each interview, the manuscripts were presented to each interviewee to ensure the prevention of any errors and to increase clarity and reliability of the research. The correction was based on participants’ opinions. Each manuscript was analyzed before the next meeting as next-session guidance, and finally all interviews were read line by line, frequently reviewed, and eventually coded. At final stage, the data was broken into its components and were compared in terms of similarities and differences, and then main concepts were coded in each line or paragraph. The previous primary codes and classifications were checked to integrate the conceptually similar codes and ultimately the sub-themes were formed. Most importantly, data collection continued until data saturation was achieved. In order to maintain accurate and strong research, and also to reduce or eliminate the possibility of incorrect information, questions were presented differently during each interview. To sum up, the consistency of responses was identified and the data was gathered using a deep-interview method.

Interviews were conducted with precision and without any bias to determine whether the study would yield same or similar results if repeated in a same or similar situation. Moreover, member check was done by researcher to verify that the results of the survey matched what the participants shared as their experiences. It is noteworthy that any removal or added subject by participants was included in the final text.

To warranty the validity and prolong engagement with the participants, peer checking was used. Hence, the final data were reviewed by three professionals in quantitative research. It is worth noting that this study was focused on the confidential and ethical principles. For this reason, the participants were identified by a letter, which was assigned alphabetically by the order of interview.

Results

The criteria of sampling population were employees at AJUMS with different genders, at various age groups, levels of education and position, with consent to participate in the study, and the ability to retell their experiences. Overall, 18 interviews with 18 unique participants were done. Participants were between 25 to 54 years old, 8 were female and 10 were male, 2 were single and 16 were married. In terms of education, 5 members were under diploma, 4 diploma and bachelor, 3 masters, and 6 PhD. The participants belonged to 7 different faculties and also central administrative building of university.

By studying verbatim transcribed texts frequently, 5 key phrases were selected as the main themes for perspective and experience of staff about leisure. These main themes include meaningfulness and purposefulness of leisure time, how to spend leisure time, duration of leisure time, barriers to leisure, and suggestions for improving recreation. Obviously, due to the large volume of data from interviews, only a limited number phrases were selected and used in the text of the article.

Meaningfulness and Purposefulness of Leisure Time

One of the main themes in this research is the importance and purposes of leisure, which were obtained from sub-themes of improving physical performance and improving mental and social function. Participants in the study mentioned the importance of leisure in improving physical function, helping the body to stay healthy and reduce physical fatigue. They also mentioned improving mental performance and reducing mental fatigue, improving mood, and reducing monotony. They believed leisure had a psychological effect, improving production at work and, in turn, contributing to future success and enhancing social functioning and relationships with colleagues.

Participants Stated

Participant “O”, stated: “... When you exercise, the body will be less tired and exhausted. I’m using University facilities such a stable tennis and pool. I feel my body becomes fresh. Naturally, your cardiovascular condition would be better. All body systems are working better.... “

Participant “C” stated:”... Leisure time is very important. It is part of my life. We cannot be in different. We must do something to my hand. If my leisure time goes bad, I feel guilty that I’m wasting my life. My life goes on and nothing. I try to exercise; I try to read the book; I try to walk and hike. Walking is good for human health. The spirit of man and man is happier.... “

Participant “B” stated:”... I worked elsewhere before two places in the afternoon. I had no free time. Only 10 to 15 minutes a day I spend on self-assembly; I’m always clean and tidy. I’m looking good. Some afternoons I’m home. Some afternoons I’m home. I dedicate my time to myself and my children. I’ll look more into entertainment and I would spend my mood is better. Whatever my mood is better, life gets better. If you pass a good time, you’ll be less boring.... “

General theme	Main themes	Sub-themes	Some phrases of participants
Participants' views and experiences in the field of Leisure	Meaningfulness and purposefulness of leisure time	Improve physical performance	Participant "U": "... Every time I go to Pilates besides being good for my body health is very effective for fitness. Totally my skin from drying turned to the flexible...."
		Improve mental functions	Participant "A": "... A man needs the leisure. Every time I have a good fun, I'll be happier. My yield in routine affairs is better...."
		Improve social functioning	Participant "S": "... When I go a good travel or a great holiday, all my fatigues will be disappeared. The next day, when I come in my workplace again, I will work with my good mood. I can communicate with others better than before. In short, both others are with patience for doing work with me, and we're with a better patience to communicate with others..."
	Leisure time activities	Personal spending	Participant "k": "... I love walking alone and thinking...."
		Group spending	Participants "T": "... My husband is socializing with others. We are very going to homes of our family, friends and familiars"
	Leisure time duration	Leisure time as equal as work	Participants "O": "... If you want to take the entire week because Thursday is a holiday we have leisure nearly as much as we do work...."
		Leisure time more than work	"Participant" D: "... The hour after office time that is 3 to 12 hours at night I'm unemployed and just watch TV'."
		Leisure time less than work	Participants ' T ': "... Otherwise I always work in gardens; here at the university and then in the home; at nights, I sleep 9 or 10 o'clock. I always work; I didn't have more time... "
	Barriers for leisure time	Individual barriers	Participant "C" stated that: "... The lack of proper planning on making work cause me for considering my leisure less and give priority to the work. My spouse complains of this.... "
		Social barriers	Participant "P": "... Everything is so expensive that we didn't have money to travel where we want to go.... "
		Environmental barriers	Participants "N": "... Nearly 8 months of the year here is very hot. Air pollution also that has been added a few years. I was dissuaded from going out of the house, I'll stay home, and while the cooler is on, I'll sit with family and watch TV..."
	Suggestions for how to spend leisure	The role of person	Participant "S": "... Like all things, we can have a good planning for the leisure time to pass better and more useful...."
		The role of society	Participants "C": "... If the economic situation was such that incomes were higher and there were recreation areas that would be much cheaper and diverse leisure would be passed often better.... "

Participant "C" stated: "... If you do not have time to entertain, your morale is affected. If you just want to work, there are discomfort and fatigue. Our spirit and our children's spirit should be better. Then, we do the best we can do. Unfortunately I do not have much time for fun. I loved to have free time on afternoon to read books, or the Holly Quran; for cooking and going with the kids to the garden where around town...."

Leisure Time Activities

People spend their leisure time either individually or in groups. Priorities while spending time alone included watching TV, reading books, magazines, and various newspapers. It also included thinking, exercising, using computers and related programs, writing, praying and reading Koran, to prayer and request from god at home and mosque. They also mentioned sleeping and resting, listening to music, walking, participating in the various classes, including language and psychology classes, and exploring art as individual leisure spending. Priorities for group leisure time were the company of others, especially family and friends, going to the park, parties, cinemas, restaurants, travel, and visiting the graves of loved ones. Participants stated:

Participant "P" states: "... We are a poorer stratum of society and we don't have a lot of income; wherever you go for fun, kids will want to eat, or for example, or have

a lot of money to spend in the "Game City". We are going relatives' home with our kids. The kids like it and we're still chatting...."

Participant "C" stated that: "... I walk an hour a night. If TV shows a movie or series in the late night, it'll be time for that. In the summer, which University is semi-closed, I travel and seek refuge in the lap of nature. I love mountain...."

Participant "C" stated that: "... Thursday and Friday I have free time I go to my spouse's grave. For kids, a park or anywhere...."

Leisure Time Duration

Another important part of the study is the amount of time participants spent on leisure in comparison to the amount of time they spent on work. Participants stated:

Participant "C" stated that: "... When I got married I do not have any leisure time. I am working; I am a student and have a lot of house work. I find a lot of free time only on Friday that it would take time to visit with family we go my mother's or mother's house... "

Participant "R" stated: "... In the afternoon after work, I spend time with my spouse and children. If you consider that there is almost as much fun and relaxation as well. More free time is during the summers. You can go traveling domestically or abroad. There are many places to see and enjoy.... "

Participant “D” stated that:”... The hour after administrative time that is 15 to 24 hours at night, I’m unemployed and watch just TV, a good movie, football especially European leagues at late night are spectacular. The news to know today’s events is not bad. It increases our sadness and, but it’s good to know again. “

Barriers for Leisure Time

Among the main themes of this research are barriers to leisure that were obtained from the sub-themes of personal, social, and environmental barriers. Participants in the study cited the lack of proper planning, prioritizing other daily issues rather than addressing recreational activities, personal financial constraints, some health problems, lack of familiarity with various recreational facilities in urban areas, lack of familiarity with the rights of the individual to engage in leisure, to be satisfied by minimum citizenship facilities as personal factors inhibiting proper leisure. Also, they cited economic problems in society, working long hours, cultural barriers in society for entertainment (this was especially a concern for women), and large family sizes among social barriers. They mentioned poor climate and weather in Ahvaz (extreme heat and high humidity throughout the year and the existence of extreme dust), lack of adequate urban facilities to the population, the lack of adequate college facilities for recreation and sports, and the lack of proper notification to the facility as environmental barriers. For this reason, many participants expressed dissatisfaction with their own leisure.

Participant “C” stated that:”... Ahvaz is a very busy city. There are few places for fun. For example, the same park in the Kianpars is so busy at afternoons and nights so that we regret it. Some places of coastal park do not have security especially for the ladies. A single woman cannot go a park alone everyone will ask why a woman come here alone “

Participant “C” stated that:”... Working takes so much time that afternoon I could not spend time with the kids. Being expensive, inflation and economic problems do not allow me to have free time, all them depends on the work and work... “

Participant “I” stated that:”... You know, the better and more varied leisure will be used, but the warm weather of Ahvaz, dust and sultry weather (moisture) of the summer eliminates the variability. Or we should go our family’s home or and friends to sit at the front of the air conditioner or to go out of town...“ He also raises “The University does not have good facilities for us or if for example there is a recreational tour we’ll be aware when it has been finished ... “

Participant “R”: “... The leisure culture is not appropriate in Iran. Despite some cheap and accessible facilities, People’s leisure time is wasted...”

Suggestions for How to Spend Leisure Time

Suggestions for improving recreation were obtained from participants in two categories: the individual’s role and society’s role in improving leisure time. Participants’ suggestions for an individual’s role included proper planning and participating in individual and group activities, including addressing the arts and sports,

traveling to places of pilgrimage and tourism, improving kinship relations, and communicating with friends’ networks. Among society’s roles for improving leisure time were rising income levels and reducing working hours (especially for women), creating adequate and appropriate spaces for citizens’ living in Ahvaz (including suitable parks and indoor places for recreation in summer), increasing the size of the theatres and concerts, holding various art and sports courses by responsible institutions inside and outside the university, increasing measures by the university for the recreation of staff inside the city as well as family and group travel, and improving the quality of the media’s programs (especially television).

Participant “D” stated:”... Because I did not move in the right direction in youth and I do not make the right choices, I do not know the specific arts that I fill my free time with them. If Technical & Vocational Training Organization will offer more services that we can use it both as a job and as a fun, it’s really good. I’m very interested in technical things, I’m very interested in technical things, perhaps my free time so wouldn’t waste...”

Participant “U” stated:”... If Ahvaz, which is like the Dubai city, with the same weather conditions, could have facilities like Dubai have, people would spend leisure time better also Ahvaz would be considered as a tourist city in Iran... Consider the same Karun River, If it was clean I mean if it was dredged and does not smell bad. At least in the cooler months of the year, it would be better to use and enjoy... Of course, it is necessary to say congratulations to the municipality because during the recent two years, the municipality has made beach of this river (the sides of the Karun) beautiful; lighting for bridges and water views; it also has made an artificial water fall that has changed the face of Ahvaz at night. Now, if someone sees Ahvaz at night he says: wow what a beautiful city; but, it is necessary to have plans for beautifying its face to be seen during the day. Also it is necessary a plan be considered to deal with the weather during hot season. I wish we could have an indoor city hall of artificial snow to do not have wished to see snow; these are the trouble and cost; but this city has a lot of potential... “

Participant “S” states: “... The University will hold a series of programs throughout the year, especially for summer recreational places such as exercise courses, badminton, ping-pong, pool, football. But the courses are too long and there is no possibility of using them, if, first, the variety of these courses become more and different days may be adjusted according to the hours of work, we can use them better.

Participant “E” remarks: “... If Ahvaz has more indoor hall facilities, including concerts, theaters, and amusement park, then we can use and enjoy leisure time better... “

Discussion

The focus of the survey is whether or not the university staff takes leisure into account and whether or not they believe they spend their leisure time effectively. So it was explored and interpreted the experiences of staff working at AJUMS related to leisure.

Meaningfulness and purposefulness of leisure time, leisure time activities, leisure time duration, barriers for leisure, and suggestions for how to spend leisure time were the themes that emerged through this study. Improving social, mental, and physical performances were sub-themes of meaningfulness and purposefulness of leisure time. Personal and social spending were sub-themes for leisure time activities. Leisure time duration was evaluated based on whether it was less than, greater than, or equal to time spent working. Barriers to leisure were divided into personal, social, and environmental sub-themes. Personal and societal roles also were considered for suggestions to improve leisure.

Meaningfulness and Purposefulness of Leisure Time

The participants of the study believed that leisure activities were important to improve their social, mental, and physical performances. This finding was consistent with prior studies and showed that both staff working at the Education Ministry and University was aware of the importance of leisure and recreation, but that they didn't consider it as a priority in their life and career plans [8]. Amirtash reported that the vast majority of participants (90%) including the administration, faculty, and staff at Tarbiat Moalem University, claimed that leisure activities are "very important" or "important" for both mental and physical health and they promote cooperation among members in environment. Recent surveys have demonstrated that the lack of fun and entertainment or poor variety in them have influences on the staffs' mental and physical health. Research also shows that burnout is increased by lack of leisure and hilarity and vitality in workplace get vulnerable in these cases [8].

Leisure Time Activities

In the sub-theme of individual recreation, activities such as watching TV, studying, and praying were highlighted by participants. A part of this finding was in agreement with Hamidi and colleagues. They showed that TV-watching and studying (50%) and jogging and exercising (33%) were respectively the activities most participated in by both genders of employees at the Ministry of Sciences, Research, and Technology. However, Amirtash found that leisure activities such as sporting activities, studying, radio and TV, hand crafts and art, and visiting family were favorites among the administration, faculty, and staff at Tarbiat Moalem University [8].

In the sub-theme of group leisure activities, the participants in the present study claimed companionship with others and visiting were popular activities. Relatives visiting have been shown to have a direct impact on human life. It is noted as increasing lifetime, fun and hilarity, and fewer potential problems for family [17]. Prophet Mohammad emphasized the family relationship even if it is as short as saying, "hello" [18]. Scientists now believe that social environment has a great impact on personality and promotes social character and also strengthens moral and spiritual growth [17]. Given this result, it can be interpreted that university staffs deeply believe in religion and their path to religious duties is

considered as a vital need. The results also showed the family dependence and the importance of the comfort of being together. For this reason, the staffs spent their leisure time with their families and relatives after hard work and/or intellectual concerns. Soltani and his coworkers studied on leisure at both Islamic Azad and the State universities in Shahr-e-kord resulted over of the average level of spending time within the family members for those population' leisure time[19].

According to participants' statements in this research, the degree of importance of exercising seems not to be too high from staffs' point of view. This result was not further supported by Amirtash [8]. The findings of the current study were consistent with those of Arnet and Crespo, who found that cheerful sport activities boosted morale and improved the staffs' moods [20,21]. Numerous surveys confirmed the correlation between overall fitness level and mental and physical health, stress, work burnout [20].

Leisure Time Duration

Leisure time duration was evaluated in three groups: less than, greater than, and equal to the amount of time spent working. However, the vast majority of statements highlighted work and revenue in comparison to leisure activities. Likewise, it seems no appropriate amount of time was allocated to leisure by those who worked at university. This inconsistency may be due to their university job. Hence, their leisure recreations were limited to the simplest and the lowest cost amusements made up of watching TV, studying, praying, and visiting.

Barriers for Leisure Time

In the responses of interviewees, there were several factors given as obstacles to leisure. Lack of time due to long work hours, lack of proper planning to balance work and leisure, lack of familiarity with individual rights to leisure, economic difficulties, satisfaction with minimum citizenship facilities, and climate problems in Ahvaz were all factors. In addition, the majority of respondents claimed that income level, both directly and indirectly, influences leisure activities; the less income, the more hours they have to work and accordingly the less time they have for leisure. Females mentioned that leisure time was decreased by housekeeping and care of children. Regarding Mirhashemi and his colleagues' findings, relatively significant relationship exists between gender, marital, and income level factors with leisure [10].

One of the main obstacles to leisure time was the lack of proper planning and consequently wasted time. Prior studies have noted that the staffs of both University and Education were lucidly aware of the importance of recreation, amusement, and also valid activities, but there was not a priority given to leisure in their life and career plans[8]. In other words, they don't have proper plans in terms of leisure. A possible explanation for this might be that Amirtash demonstrated that Academics' leisure time was affected by aggravates factors. Those factors were environmental obstacles like leisure facilities, lack of time, and economic difficulties. Furthermore, personal

factors include culture, attitude, and motivation at the lowest priority of life. As such, university employees are suffering irreparable long-time damages [8].

Suggestions for How to Spend Leisure Time

The study population provided some solutions due to their experiences. Mentioned were proper personal planning, individual or group activities such as art and sports, pilgrimage and tourism travels, family relationships, web communication with friends, increasing income, decreasing the length of work time (especially for females), preparing adequate space in Ahvaz for things such as a well park, indoor leisure center in the summer season, theaters and concerts, various art classes and sports by institutions at or out of university, increasing employee welfare in the city, providing group and family trips, and ultimately improving the quality of media (particularly television programs).

The trustees of cultural developments consider leisure planning as the most favorable condition to promote public culture; accordingly, the importance of leisure extends to the necessity of an accurate plan [22]. Working at a university as well as some other workplaces has monotony, job pressure, and its difficulty; hence, the staffs should keep their cheerfulness to deal with stress and physical and mental fatigue. Undoubtedly, both attention and providing necessary facilities for staffs' leisure would sharply affect and boost efficacy, productivity, work motivation, work commitment, and social and mental hygiene. Reported evidence by Amirtash and his coworkers at Tehran Tarbiat Moalem University (Training Teacher University) unfortunately suggested that over half of allocated welfares and credits (75%) were awarded to university students and solely one quarter allocated to staff [8]. Of the study population, a massive 87 percent of staff, faculty, and administrators at that university reported that leisure facilities were "low" or "very low" [8]. Although the extra curriculum credits at AJUMS were not the target finding of the current study and emerged upon the responses, it appears that insufficient and inappropriate funds and credits in balance with staffs' needs were the reasons for limited leisure facilities.

Conclusion

Participants believed that leisure time is effective to improve their physical, psychological, and social performance. People spend their leisure time either individually or in groups. Personal, social, and environmental barriers highlight the role of an individual and society as a whole in increasing opportunities for better leisure.

Some of participants in this research left the study when they were asked to have their voices recorded. Choosing sample was challengeable for researchers.

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