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Course

Professor

Date



## Exploratory Essay

Exercise is important for human health. With the busy economic schedule today, people hardly spare any time to exercise. In most cases, people spend over 16 hours a day at work and other income generating activities. This makes it very hard for individuals to engage in workouts. This brings about the question: Should companies allow their employees to exercise during work time? Considering the welfare of the employees, then the companies should allow workers to exercise at the place of work. On the other hand, considering the welfare of the employers, companies should not allow workers to exercise at the place of work. This has become a contentious issue. Employees feel that they should be allowed to exercise at the place of but the employers feel otherwise. From the research that has been done on the issue, it is convenient for companies to allow employees to exercise at the place of work. The purpose of this paper is to evaluate why companies should allow workers to exercise in the company. It will also evaluate why companies should not allow workers to exercise at the place of work.

Exercise at the workplace is one important aspect of social life. Employees need plenty of exercise at the workplace. The employers



should allow their workers to do lots of exercise at the workplace. The most important point to note is that the benefits of employee exercise do not just accrue to the workers alone but also the company. As a matter of fact, many companies today in the United States have internal facilities that are meant to be free for the workers. Fitness facilities are availed by companies to help the workers to stay healthy, fit and be happy, as well. The facilities include swimming pools, high-tech exercising machines, fitness floor, massage therapists, on-site trainers, yoga classes, nutritionists among others. The availability of these facilities helps to keep the workers going and not idle to go around talking things that are neither helpful of them nor to the company. The workers are free to do exercise during the lunch break as well as any other time when they have a break. The fitness centers are convenient and cheap, as well. They are encouraged to utilize these facilities fully for their own benefit and to the company. Research shows that the workers of many companies do not have access to the facilities elsewhere at a convenient manner. The places of residents do not have keep fit centers and workers do not have and cannot afford to install such facilities in their homes. They believe of most managers is that if they take care of the persons they have employed, then these people will in turn take care of the company customers. Employees are just too tired or too busy to exercise after work. It is not convenient for them to do so. Satisfied customers in turn create a word of mouth to community around them and influence them to try the company products or service thus increasing the company profits.

There are many reasons as to why companies should allow their workers to do this kind of physical exercise. There is a direct connection between an improved health and personal physical

exercise. The persons who do exercise less fall ill and also appear healthy. They do not look dull and have a lot of strength to do work (Anne, 127). This is according to Doctor Snell, who is a physiologist and also an assistant professor in the University of Texas. Scientifically, it is recommended that a person should have a physical exercise of between thirty to sixty minutes daily. This ensures that the individual has gotten rid of unhealthy substances that accumulate in the body especially due to the foods that we eat which contain intoxicating preservatives. Availability and freedom to exercise at the workplace aids in the removal of many barriers that hinder workers from exercising. Such barriers are universal and apply to almost all workers and, so it is necessary that companies make the considerations allow them do exercise. Finding time to do exercise is a major problem. Some employees have private businesses that they do to supplement their incomes either in the morning or after work, leaving no room for fitness. Other employees are mothers who have families to take care of, and for this reason they are busy after work and cannot; therefore, find time for fitness. Weather conditions also act as a barrier. Some regions of the world are cold and dangerous to move at night. This means the staff going for exercise during the night after work. It is not convenient to do so and thus they go minus exercise. The cost of going to physical fitness centers is high both in terms of time and money. This is true for those employees who do not have big salaries or incomes. They cannot just afford to buy and install such facilities. Therefore, they opt to stay without keeping feet, and, so the company employs people who are not fit physically and this means sick workers. Another point manager should consider in order allowing their workers exercise at the workplace is their safety. Having the fitness facilities at the workplace and trainers ensure that the employees' safety is guaranteed. The qualified staffs in the usage

of these facilities look at the safety of workers through instructing them on how to use them.

The second perspective of looking into this issue is that companies should not allow workers to exercise at the place of work. This perspective contradicts the opinion that it is convenient for companies to allow workers to exercise at the place of work. In my opinion, to allow workers to exercise at their places of work will be tiresome and stressful the companies. There are several reasons in support of this. To begin with, it would be very expensive the companies to install and build places of exercise. To make it possible for workers to exercise, there should gymnasium facilities in the company. For a company to build and have this facility functioning, it will spend a lot of funds, which it could have used in other projects. This is because; this is an expenditure that will be of no economic gain to the company. Therefore, it would be inconvenient for the company to spend on an expenditure that will not generate any income for the company. Secondly, allowing workers to exercise at their places of work, it would be inconvenient for companies. Therefore, for companies should not allow it. It would be inconvenient in that; at the time these individuals are exercising, the company will have to running. This means that the company will need to employ more workers than it is reasonable, in order to allow them to exercise. This is because; while some workers are exercising, there must be others carrying on with the company's operations. Therefore, this will be an additional expense in terms of salaries to the extra workers that the company has to hire (Anne, 127). Third, apart from a company hiring more workers to carry out its operations, the company will need to hire a gymnasium expert. This is an individual who will help the workers exercise at the gymnasium facility of the company. This will also be an

additional expense on the company. Every company struggles to lower the cost of production of its products. Will all these unnecessary additional expenses, this objective will not be achieved. These expenses will be increasing the cost of production of the company's product. This will be working against the company's competitiveness. For every profitable company, competitiveness is a requirement. With all these additional expenses, the company will end up raising the price of its product. This will make the company lose all its competitive advantage.

With these two contradictory opinions, what is the right thing to do in the situation? Should companies allow employees to exercise at the workplace or should they not allow them? From the above argument, it is clear that both sides are equally weighty. That is; for the sake of the employees, it would be good if companies allowed them to exercise at the workplace. It is also true that for the company to remain competitive, it should not allow workers to exercise at the place of work. Since these two are contradictory, it is important to come up with a compromise between the two. The compromise should take into consideration the interests of both parties. This compromise should be focused to allowing workers exercise at the workplace, and at the same time; ensure the company does not spend on activities that generate no income (Anne, 127). Therefore, the best way to ensure this is to allow workers exercise at the place of work at a price. That is; the company should allow workers to practice at the workplace and in turn charge for the services offered at the exercise facility. In this case, the company will be generating some income from the gymnasium, and at the same time, the workers will be exercising. Charging the workers at the gymnasium, would not offer a solution to all the expenses that the company may suffer. It would



also be important for the company and the workers to come to a compromise on the time of exercise. That is; in order to avoid employing additional workers to work while some are exercising, it would be important for the current workers to agree on work strategy. This can be implemented in terms of shifts. That is, workers can work in shifts while some are exercising, and others are working. On the other hand, workers can agree to exercise during their lunch breaks. This will ensure that the operations of the company run normally, and at the same time, the workers get time to exercise. These suggestions will ensure the welfare of both the employer and the workers. If these suggestions could be agreed on and implemented, then a solution to the problem could be found. That is; if these suggestions could be implemented, an answer to the question could be found. At this juncture, another concern comes up. This is; will the workers be willing to pay for the gymnasium services offered by the company? It would not solve the problem if the company builds a gymnasium facility and the workers fail to pay for the services offered. In that case, another question comes up; what should companies do to ensure that the workers pay for the services offered at the gymnasium facility? It would be a good idea to deduct the payment from the employees' salaries to ensure that all the employees pay for the gymnasium services. This is not an absolute solution. This is because; labor unions may intervene to secure the interests of the workers. If the company decides to deduct the pay from the salaries, it would be seen as oppression on the workers. In addition, the workers may decide not to use the gymnasium facility if they are charged for the services (Anne, 127). In this case, the company will have built the facility at a cost, but it cannot recover the amount. This is because; it is not human to deduct money from the employees who have not used the facility. On the same note, if

company deducts money from employees who have not used the company's gymnasium, the labor unions will come in to fight for the rights of the worker. This brings up another question, what should companies do to ensure that the workers use the gymnasium facilities? It is not possible to force the workers to use the company's gymnasium facility. It is not right to deduct money from workers who have not used the facility. This can be solved through the workers and the company entering into an agreement. The terms of this agreement should be to ensure the welfare of both parties. In that case, the agreement should ensure that the company provides standard gymnasium facility and services to the workers. It should also ensure that all workers pay for the services. This is regardless of whether they use or not. This could be the only solution to the question. In real life situations, this is not an absolute solution. This is because; not all workers will be willing to exercise and pay for the services at the company. Therefore, it becomes hard to come to this agreement. In that case, the question remains, what should be done to ensure the welfare of all? This question is not easy to answer because all parties have different wants and decisions in life. Therefore, it remains an unanswered question.