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Abstract

The Satisfactory levels perceived and experiences from one planned fitness programme Fat to Fit- Just Do. It was for a group of clarity employees and adopted instrument's reliability was $r = .965$. Its' consisted of 8 dimensions: General Satisfaction, Treatment to Participants, Personal Skills of Participants, Instructors' Presentation Skills, Instructors' Effectiveness, Skill Acquisition, and Teamwork among Instructors with several items in each dimension. Participants were volunteer basis and had undergone one planned theory and practices session within one and the half day programme. The programme was fruitful which covered of fitness test, evaluation, dietarily and nutrition measurement among participants. Resulted descriptively showed highly satisfactory level achieved among 33 (Males = 8., Females = 25). Perhaps, experiential education theory based on outcome of this study showed all dimensions were undoubtedly at satisfied or very satisfied level (45% and 52% respectively). In addition, the study had justified those dimensions were gone through non parametric systematic with Kruskal Willis statistical method analysed by Friedman test ranked the most satisfied and to the least satisfied with mean rank from Instructor Presentation (4.75,1), Instructor' Effectiveness (4.55,2), Personal Skill (4.50,3), Teamwork of Instructor (4.45, 4), Treatment to Participants (4.32, 5), Skill Acquisition (4.24, 6), General Satisfaction (4.23,7) respectively. This result concluded that fulfilled of the outcome - based education concerned. Therefore, it is highly recommended for implementation of more fitness programme such as Fat to Fit and at the same time considered researchers' team of this programme were brilliant instructors in performing their expertise to conduct fitness programme and awareness of adults on important of self- fitness concerned.

Keywords: *Body Weight Management, Satisfaction, Experiential Education Theory., & Outcome Based, UiTM Shah Alam, Selangor.*

INTRODUCTION

In modern society, work traditionally has been associated with more than material accomplishment; it has been a source of one's personal satisfaction as well as social and moral recognitions. Modern values do not minimize the important of work but allow for a greater appreciation of fitness condition. Today, generally people recognized that wholesome physical fitness management which contributes to one all- rounded personality concerned. There was reported that in Malaysia's phenomena which been highlighted in article of Work it Out from STAR 22th February, 2009 where stated by Harbinder Jeet Singh regarding the most vital to build one's strong and resilient heart was exercise in appropriately ways liked examples on mixed exercises where it could be implemented with one planned programme like Fat to Fit – Just Do It by researchers from local public university in the way of promoting healthy and fitness community concerned among working forces or clarity employees specifically in this case .

As far as experiential education theory was concerned, one person's involvement or in pursue fitness awareness programme, there was learning process directly through called outcome - based education (OBE) which, conducted by instructors whom delivery knowledge of them and not solely on theory but hands-on practices with several activities as listed: 1. Health and Fitness Components – Health related and Skill related., 2. How to exercise your heart – Calculation formula or ways to get Resting Heart Rate (RHR), Training Heart Rate (THR) and Threshold of exercise., 3. Calculation of Body Mass Index manually (ACSM, 2008)., 4.Effect of all practices and data supported., 5. Resistance Training – Practically on it., 6.Fitness test – Push up; Curl up; and Bleep test., 7. Nutrition or Diet guide of daily intake of participants (Whitney, E., DeBruyne,L.K. and Pinna K., Rolfes, S.R 2007)., 8. What to consume (food intake) and expenditure (Kilocalories- Kcl).,9. Balance Diet for individuals and Train Your Heart – Running, Stretching activities and as well as Relaxation activities provided with practices session for each component as well in the one and half day event. It was involving fundamental issues occur, therefore this study was eventually investigated the overall satisfaction level that accumulated from all participants so that in order to venture or planned further actions needed or future recommendations.

THEORY BASED OF THE STUDY

Experiential Education Theory occur either in classroom settings activities or out of the classroom. Contrary to popular belief, experiential education was not merely learning by doing rather the key was to guide in learning or the understanding that followed with the experiences by one's self - involvement.

In this case, all varieties of fitness and weight managing activities were based on outcome education principles and even be hands - on practices with situation planned for more interaction within all clarity employees in this method used as far as benefits on one's fitness and self- satisfactory levels were concerned.

At the same time, outcome education theory in this study emphasized on end outcome from all respondents especially on their level of satisfactory so that future programme could be improvised or planned with more scientific and systematic research could conducted by public university considered as one entity in knowledge innovative and delivery method through community services or in rebranding towards the blue wave of IR 4.0 and even University 5.0 nationwide.

DESIGN AND INSTRUMENTATION

Fat to Fit – Just Do It was conducted as one set of programme and it was used up one and the half day in a role which involved continuous 14 hours throughout the whole programme. It was quantitatively designed with survey method applied as well as self- administrated in the process of data collecting.

There were 33 young clarity employees had been exposed to one planned and structured learning as well as practices sessions along. Moreover, the hands - on practicing and instructional conducted by a group of researchers whom equipped themselves with biomechanics scientists, physiologist, heart rehabilitator as well as an experienced senior

researcher in order to gain valid and reliable data from perceived collective data appropriately at the end of programme.

Hence, this study intended with purpose of venturing into the respondents' satisfaction level for the whole process and specifically knowledge gained by them and now much knowledge gained from their active involvement so that this finding could sparking out further action or research mode (Rebranding) that could planned by researchers for coming event.

The instrument used was one of the adopted questionnaire with high reliability ($r = .965$) from previous studied of Tan,C.H., Tham,Y.C.,& Ong S.L. 2015 which able to collect data and it was consisted in eight (8) dimensions form such as Instructors' Presentation by participants., Instructor' Effectiveness perceived by participants., Personal Skill performed by instructors., Team work of Instructors., Treatment to Participants., Skill Acquisition by instructors., General Satisfaction of all participants respectively.

PROGRAMME - FAT TO FIT

As far as experiential education theory was concerned with this field study oriented or even with mixed mode of one training, there was based on outcome based education (OBE) and in this case was investigating overall satisfaction levels and so that was the idea of Fat to Fit – Just Do programme intended procedures below:

Theme: Fat to Fit – Just Do It

4/4/2019 Thursday. Venue: Sarana 1, ILD UiTM Bandar Enstek

9.15am -10.45 – Wellness

10.45- 11am – Breakfast

11-1.00pm – Mind Your Heart

1.00 – 2.30- Lunch

2.30pm – 4.30pm – Lift Your Weight

4.30pm – 5.00pm – Tea Break

5.00 – 7.00pm – Know Your Fitness Level – Fitness Test

7.00- 8.30pm – Dinner

8.30pm – 10.30pm - - Body Weight Management, Eat Right and Live Well

10.30pm – Rest

5/4/2019 0- Friday

7.00am – 8.30am – Train Your Heart

8.30am – 10 – Breakfast

10 - 11am – Now or Never

Activities as listed – Theory and Practices for all participants

- Health and Fitness Components – Health related and Skill related.
- How to exercise your heart – Calculation formula or ways to get Resting Heart Rate (RHR), Training Heart Rate) and Threshold of exercise.
- Calculation of Body Mass Index manually.
- Resistance Training – Practically on it.
- Fitness test – Push up; Curl up; and Bleep test.
- Nutrition or Diet guide of daily intake.
- What to consume (food intake) and expenditure (Kilocalories- Kcl).
- Balance Diet for individuals.
- Train Heart – Running, Stretching activities and Relaxation activities.

RESULTS OF THE STUDY

In order to identify the satisfactory levels of clarity employees regarding to objectives of this study. It was descriptively elaborated with statistical performed. An exploratory data analysis (EDA) had performed. It found that the non - parametric statistical needed because the data gained was not normal distribution. Kruskal Willis' method used in order to report this study.

Demographic Data Analysis

In order to be clear results showed and elaborated in systematic flow of thought, this section started with descriptive statistic on demographical dimensions:

Table 1: Genders of the Participants (n = 33)

Gender	Freq	Percent
Male	8	24
Female	25	76

Total of 33 clarity adults were of this Fat to fit programme that consisted females more than males with 76% and 25% respectively, this mean that in the clarity job consisted more females.

Table 2: Occupational of the Participants (n = 33)

Staff	Freq	Percent
Academic	4	12
Non- Academic	29	88

There were majority clarity adults were non - academic staffs with 29 out of 33 of total participants and the rest 4 of them were academic staffs which equal to 12%. This showed the most of them were clarity employees instead of lecturing mode's employees.

Table 3: Experiences with Fitness / Health Programme among Participants (n = 33)

Experiences	Freq	Percent
1 st Time	23	70
More than 2 times	10	30

Past experience with self - involvement, table 3 showed that among 33 clarity adults had been taken part in such fitness programme liked Fat to Fit was consider low experiences because as far as 70% as first timer and only 10 participants were having more than two times. The lacking of participating in exercises could be the main reason tendency in getting obesity and related consequences that might bond with especially non oral diseases – angina, heart attack and heart failure per se (Egger, G. Champion, 1993).

Table 4: Favourite Sports / Games among Participants (n = 33)

Forms	Freq	Percent
Indoor	8	24
Outdoor	8	24
Either one	17	52

Table 4 showed that this group of participants preferred either indoor or outdoor sports / games with 17 (52%) out of 33 of them and this mean that they were not facing much hassle with sports or game either indoor or outdoor concerned and this was actually a good sign of involving actively either sports and / or games and the respondents did satisfy.

Table 5: Educational Level of Participants (n = 33)

Level	Freq	Percent
Master	3	9
Degree	10	30
Diploma	9	27
Professional Cert	8	24
Others (SPM)	3	9

The highest educational level among these 30 participants was with Master degree (9%) and First degree holders were the most populated with 30%, followed by diploma holders (27%), and professional certificate with 24%.

Table 6: Working Experiences of Participants (n = 33)

Years	Freq	Percent
1 - 5	2	6
6 – 10	11	33
11 – 15	10	30
16 – 20	2	6
21 – 25	2	6
26 – 30	3	9
>30	3	9

The most senior among non - academic staffs were the one serviced to the particular organization with above 30 years with total of 3 (9%) and the working experiences with 6 to 10

years considered the most of them with 11 (33%) followed by 11 to 15 years' experience in work force with 30% (10 participants). Hence the most junior was participants with 1 to 5 years and perhaps, only 2 of them (6%).

Overall Participants' Satisfactory in Dimensions

As far as satisfactory levels on planned fitness programme involvement by clarity employees was concerned the survey instrument, where elaborated with eight (8) dimensions of main view of points among 33 participants as showed with tables form:

Table 7: Perceived General Satisfaction among Participants (n = 33)

Scale	Freq	Percent
Satisfied	14	42
V. Satisfied	19	58

Overall satisfaction of participants with involvement, only one participant (3%) was undecided or not sure about satisfied but for others satisfied level were almost 46% and where else, very satisfied which with 5 Likert Scale concerned was consisting 51%, this mean that high satisfactory level among this group of participants (Clarity Staffs or employees) towards Fat to Fit programme.

Table 8: Perceived Instructors' Presentation Skills (n = 33)

Scale	Freq	Percent
Undecided	1	3
Satisfied	11	33
V. Satisfied	21	64

Satisfactory level on overall perceived instructors' presentation skill was consisted undecided participant (3%)., and satisfied with instructors' presentation was 33% where else, very satisfied level consisted 64%. this mean that these group of employees were very satisfied towards presentation of all instructors.

Table 9: Perceived Treatment to Participants by Instructors (n = 33)

Scale	Freq	Percent
Undecided	1	3
Satisfied	12	36
V. Satisfied	20	61

Treatment from all programme's instructors by all participants was actually in line with the presentation skills by instructors' dimension which it results consisted of 3% undecided, 36% satisfied and very satisfied level was 61% so in other word, instructors treated all participants very well as far as the presentation attracted and satisfied of all participants were concerned.

Table 10: Perceived Instructors' Effectiveness by Participants (n = 33)

Scale	Freq	Percent
Satisfied	15	45
V. Satisfied	18	55

Instructors' effectiveness especially in expertise performant were very knowledgeable because resulted was satisfied level at 45% and the rest 55% was very satisfied on the effectiveness of instructors in conducting this programme.

Table 11: Perceived Skill Acquisition by Participants (n = 33)

Scale	Freq	Percent
Satisfied	17	52
V. Satisfied	16	48

Skilful in demonstrating activities especially in fitness and diet control skills as stated as fitness activities skills could be learnt by participants with mostly first timer caught up with satisfied level of 61% and 39% was very satisfied on skills acquisition and this could be one of the main factors of looking forward in coming event or programme by these clarity employees.

Table 12: Personal Skill Performed by Participants (n = 33)

Scale	Freq	Percent
Satisfied	17	52
V. Satisfied	16	48

Personal skill performed by participants concerned was 52% at satisfied and 48% at very satisfied level which meant that participants in this programme gained a lot of knowledge or practices in fitness considered or especially in term of interaction and communication among participants with even instructors while doing the planned fitness activities.

Table 13: Perceived Teamwork among Instructors by Participants (n = 33)

Scale	Freq	Percent
Satisfied	18	54
V. Satisfied	15	46

Overall teamwork performed by instructors that observed by participants were 18/33 (54%) at satisfied level and 46% or 15/33 were very satisfied of them. It could be concluded that this group of instructors were very intimacy and they should proceed for coming days in organizing this similar programmes perhaps to bigger scale of participants should be considered.

Inferential Statistical Results

According to O'Donoghue, P. (2012. P. 191), in his book of statistics for sport and exercise studies stated that ANOVA tests used to compare three or more samples in terms of some numerical dependent variable which determine whether or not there were any significant differences between the sample but in this study data collected, after the process of exploratory data (EDA) applied by researchers, it was non parametric data gained and assumption of ANOVA was not met statistically so in order to counter the objectivity answered, the alternative method used which was Kruskal Willis implemented and Friedman ranking statistical method applied the result showed:

Table 14: Mean Ranks of Satisfactory Level among Participants (n = 33)

Dimensions	Mean Ranks	Ranks
Instructor Presentation	4.75	1
Instructor' Effectiveness	4.55	2
Personal Skill	4.50	3
Teamwork Instructor	4.45	4
Treatment to Participants	4.32	5
Skill Acquisition	4.24	6
General Satisfaction	4.23	7

Table 14 showed the ranking given by all participants in this programme with dimensions concerned and it was non - parametric which involved skewness of data gained so there was alternative statistical method applied and Kruskal Willis' Friedman ranking within dimensions as showed instructors' presentation considered as the most satisfied and followed by perceived instructors' effectiveness in delivery knowledge and practices to all fitness activities in Fat to Fit programme. Personal skill, teamwork showed among instructors, treatment instructors to participants, skill acquisition among participants with mean rank 4.50. 4.45.4.32. 4.24 and 4.23 respectively as showed table 14. General satisfaction of this programme showed relevance high mean rank and been ranked as 12 and 13 comparatively with others' dimensions in the study.

As conclusion, this programme was satisfied with different levels which was almost similar level above 4 out of 5 points in Likert scale (Satisfied and very satisfied separately) concerned. However, instructors' performance in term of gaining majority participants' attraction and satisfied of their training modes. These instructors were considered as a team of very brilliant team in performing their expertise in physical fitness activities to all participants' satisfaction levels as far socio-psychological perspective was concerned.

CONCLUSION AND APPLICATION

As far as quantitative report with statistical applied systematically concerned. It was prime data gained with survey method by researchers on a group of 33 clarity employees after attending

one planned fitness activities that participants experience, therefore this study contributed to several perspectives liked below:

Practices Perspective – Based on Outcome Based Education (OBE), it considered as one of the community services contributed to a group of employees with free of charge (FOC) concerned which initiated with group of Sport Scientists from one of the comprehensive public university as far as community responsibility concerned.

Management Perspective – Survey results showed respondents' feedback with high reliability instrument used could provide as Data based for community's needs from the finding results concerned as far as sport management. Methodology in delivery scientific facts and practises in the programme by all expertise could be highlighted in the main process of teaching and learning track.

Socio - Psychological Perspective – Experiential Education theory that this study based on to complete the study was contributing to involvement programme which human abilities, curiosity, socio status, socio economic or even individuals' physical limitations could be examined and performed to justifying their satisfaction levels.

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