

ASSESMENT OF THE EMPLOYEES AWARENESS OF THE APPLICABILITY OF
ERGONOMIC EXERCISES IN THE BANKING INSTITUTIONS IN NAIROBI,
KENYA

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The purpose of this study was to investigate into Kenyan bank employees' awareness of the applicability of ergonomic exercises in the course of their work. It was hypothesized that there would be no significant differences in terms of gender and position of work in relation to the above. Subjects for the study included tellers, secretaries, clerks, and officers in banking institutions in Nairobi. 1,500 employees from five banks (National bank, Cooperative bank, Equity bank, Kenya Commercial bank and Family Finance) were

targeted. A total of seventeen branches from the banks and 450 employees were selected randomly for the study. Questionnaires were administered to collect information related to the employees' awareness of the applicability of exercise in the banking institutions. 321 questionnaires were completed and returned. Qualitative methods of data analysis were utilized to analyze the data. Chi-square at $p \leq 0.05$ was run to test the hypothesis. Results indicated that most employees were not aware of the applicability of ergonomic exercises in the banking institutions. There was a significant gender difference ($\chi^2=54.02$, $n=321$, $df=5$, $p \leq 0.05$). 80; 52% of the male bank employees were not aware as compared to 74; 44% female bank employees. In addition, there was a significant difference in terms of working position ($\chi^2 16.9$, $n=321$, $df=1$, $p \leq 0.05$). The tellers (52%) were the most unaware followed by the clerks (50%), the officers (47%) while the secretaries (32%) were the most aware. Kendall's W Test was run to determine the agreement between the raters of the differences between the tellers, clerks, secretaries and officers, a Coefficient of 0.52 was obtained meaning that there was an agreement between the differences observed on different group of employees. Most of the bank employees were not aware of the applicability of ergonomic exercises in the banking institutions. The following conclusion were drawn from the study; (i)There was a significant difference between the male and female bank employees in terms of their view on the applicability of ergonomic exercises during the official working hours.(ii)There was a significant difference amongst the clerks, tellers, secretaries and officers in terms of their engagement in ergonomic exercises. (iii)Majority of the bank employees (197; 61.37%) did not engage in ergonomic exercises. It was therefore recommended that the Kenya Bankers Association in partnership with the bank management initiate ergonomics training for their employees and make the banks ergonomically sound. In addition, more research to establish specific effects of exercises on specific musculoskeletal injuries, and the most effective duration for exercising were recommended.