

**THE ROLE OF PHYSICAL EDUCATION AND SPORTS IN THE
POST-WORK RECOVERY PERIOD OF EMPLOYEES IN
ENTERPRISES AND ORGANIZATIONS**

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Annotatsiya: Ushbu maqolada zamonaviy korxona va tashkilotlarda mehnat faoliyati bilan shug'ullanadigan ishchi-xodimlarning ish samaradorligini oshirish va sog'lig'ini mustahkamlashda jismoniy tarbiya va sport mashg'ulotlarining ahamiyati tahlil qilinadi. Tadqiqot natijalariga ko'ra, muntazam jismoniy mashg'ulotlar ishchilarining psixofiziologik holatini yaxshilash, kasallanish darajasini kamaytirish va umumiy ish unumdorligini oshirishda muhim rol o'ynashi isbotlangan.

Kalit so'zlar: jismoniy tarbiya, ishdan keyingi tiklanish, mehnat unumdorligi, ishchilar salomatligi, sport mashg'ulotlari, industrial gimnastika

Abstract: This article analyzes the importance of physical education and sports training in improving the work efficiency and health of workers engaged in labor activities in modern enterprises and organizations. According to the results of the study, it is proven that regular physical training plays an important role in improving the psychophysiological state of workers, reducing the incidence of diseases and increasing overall productivity.

Keywords: physical education, post-work recovery, labor productivity, workers' health, sports training, industrial gymnastics

Аннотация: В статье анализируется значение физической культуры и спорта в повышении работоспособности и здоровья работников, занятых трудовой деятельностью на современных предприятиях и в организациях. Результаты исследования свидетельствуют о том, что регулярные занятия физической культурой играют важную роль в улучшении психофизиологического состояния работников, снижении заболеваемости и повышении общей производительности труда.

Ключевые слова: физическое воспитание, восстановление после работы, производительность труда, здоровье работников, спортивная подготовка, производственная гимнастика

Introduction

In the current competitive labor market, maintaining the health and work capacity of employees is of strategic importance for any enterprise or organization. According to the World Health Organization, more than 60% of cases of lost work capacity are associated with hypodynamia and stress-related illnesses [1]. The intensification of modern production processes,

increased psycho-emotional workload, and decreased physical activity negatively affect employees' health.

These factors lead to reduced labor productivity, increased incidence of illnesses, and consequently, economic losses for enterprises. In global practice, corporate sports programs, wellness activities, and post-work recovery systems are actively implemented as effective measures to address these issues [2]. In this regard, the Resolution of the Cabinet of Ministers of the Republic of Uzbekistan on "Improving the system of state management in the field of sports" emphasizes the importance of promoting physical education and sports among labor collectives as a priority task [3].

Methodology and Literature Review

The study was conducted using theoretical analysis, literature review, and comparative analysis methods. Both international and local scientific publications, dissertations, state programs, and statistical data were used. The theoretical foundations of physical recovery were analyzed in the works of N.A. Bernstein, P.K. Anokhin, and V.S. Farfel, who studied the adaptive capabilities of the body and physiological mechanisms of recovery [4]. Modern researchers I.V. Manzheley and S.V. Kraynik demonstrated the superiority of active rest over passive rest by studying the effects of physical exercises of various intensities on post-work recovery [5].

Long-term studies in European Union countries indicate that employees who regularly engage in physical education and sports increase their productivity by 12–15% and reduce the incidence of illness by 25–30% [6]. Russian researchers V.A. Kabachkov and V.P. Polyansky experimentally confirmed the positive impact of workplace gymnastics and physical exercises during breaks on employees' functional state [7]. National researchers G.I. Nishonova and A.R. Tursunov highlighted the importance of combining traditional Uzbek sports with modern fitness programs when organizing workplace physical activity systems in Uzbekistan [8]. International corporations such as General Electric, Google, and Microsoft have significantly reduced annual per-employee medical costs by establishing gyms, swimming pools, and recreation centers for staff [9]. However, in Uzbekistan, the implementation of such systems is still at an early stage and requires a scientifically grounded, comprehensive approach.

Results and Discussion

Literature analysis and comparative research indicate that physical education and sports during employees' post-work recovery period have multiple positive effects. First, physical exercises help balance excitation and inhibition processes in the central nervous system, reducing psycho-emotional stress and improving sleep quality, thus preparing employees for the next workday. Second, aerobic exercises (running, swimming, cycling) strengthen cardiovascular and respiratory systems, enhance oxygen delivery to organs and tissues, improve general endurance, and delay the onset of fatigue during work.

Third, strength and stretching exercises maintain muscle tone, increase joint mobility, and prevent spinal disorders, which is particularly important for employees who work in static positions for prolonged periods. Fourth, team sports and group activities improve the psychological climate, foster communication among employees, and strengthen corporate culture, thereby positively influencing productivity.

From an economic perspective, investments in employees' physical recovery are cost-effective: every dollar spent on physical activity can generate 3–5 dollars in economic benefit

through reduced illness and workplace injuries, lower staff turnover, and improved overall labor productivity [10]. In Uzbekistan, corporate sports programs should consider national specifics: scheduling activities appropriately under hot climate conditions, accounting for cultural-religious practices such as Ramadan, and combining traditional national sports (wrestling, belbog'li kurash) with modern fitness programs. A phased implementation strategy is recommended: starting with morning exercises and short activity breaks, then creating outdoor sports areas, and finally establishing comprehensive sports and wellness centers. Importantly, participation in physical recovery programs should be voluntary and adapted to employees of different ages and physical fitness levels.

Conclusion

The study confirms that implementing a system of physical education and sports during employees' post-work recovery is theoretically and practically justified. Physical activity improves employees' psychophysiological state, maintains and enhances work capacity, and significantly reduces the incidence of illness. Corporate sports programs are an effective tool for improving economic efficiency, strengthening employee loyalty, and ensuring competitiveness. In Uzbekistan, the development of this direction requires improving legislative support, introducing incentives for enterprises, expanding sports and wellness infrastructure, and training qualified specialists.

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