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LEISURE INTERESTS AND LEISURE PARTICIPATION
OF EXECUTIVES FROM RANDOMLY SELECTED
COMPANIES IN THE DALLAS-FORT WORTH
METROPLEX

THESIS

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By

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This study investigated leisure interests and leisure participation of executives in the Dallas-Fort Worth Metroplex. The Leisure Activities Blank and a questionnaire designed to collect demographic information were administered to twenty-five randomly selected executives.

Five hypotheses were tested. Four were retained; one was rejected. Gold was found to be the favorite leisure interest of the respondents. They are currently engaged in eighteen leisure interests, and indicated a desire to participate in thirty-six leisure activities at some future time. Leisure interests which the respondents participated in during their past, or are currently engaged in, appear to be those they hope to continue in the future.

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CHAPTER I

INTRODUCTION

Today, most Americans work forty hours or less at their primary job. For some, the work week has been reorganized into a four-day work week allowing greater flexibility for leisure time. This reduction is the result of lobbying efforts by organized labor and technological advancements in business and industry.

Americans, for the most part, are reserving more time for leisure than they or their relatives did twenty-five years ago. "Never before have the people of any country had at their disposal so much leisure and varied outlets for its use" (11, p. 3). Almost every aspect of the American lifestyle is influenced by some recreation and leisure experience. Most workers can look forward to longer vacations, more holidays, better pensions, government benefits, increased buying power of the dollar and mobility to assist their pursuit of leisure. For these reasons and other, Kraus (4, p. 6) has indicated that leisure has grown markedly for the great mass of people.

Leisure activities may vary depending on a person's occupation. The demands, both professional and social, which are expected of the executive will undoubtedly differ from those of the blue collar worker. The Protestant

Work Ethic is rapidly eroding in our society for most workers. With the development of new methods and technology, the blue collar worker is able to take advantage of leisure opportunities which previously were denied to him and his family.

Executives are individuals who are entrusted with the decision-making responsibilities for the management of their organizations. The decisions made by the executive have the potential of influencing not only their own lives, but also the company and the employee's lives.

Unlike most blue collar workers who work on a regular shift, the executive's work does not always have a set schedule. Often, this will limit his leisure time and leisure activities. "Many professionals have large rather than minute rhythms of work; they have seasons and duties, not rational time measurements" (2, p. 66).

The responsibilities of an executive's position often limit a structured leisure pattern. However, this is not to say that the executive worker is unhappy with his position. Many high level executives find enjoyment from playing a round of golf, according to Emerson (3). Golf and high management have similar requirements if the person is to be successful: dedication, self-assurance and the desire to win. For diversion, some executives have taken to the creative art of cookery, according to Levy (5). Although the executive is away from his office, he uses

similar skills from the office while in the kitchen-- advance planning and creativity. Levy (6) has also found other high-level executives deeply engrossed in gardening. These executives like to work hard at gardening, then enjoy the rewards of their labor, just like at the office.

Noe (10) suggested that the rewards and satisfactions derived from the job keeps the executive worker striving for further job satisfaction, thus putting leisure time off. For many executives, work is more than a simple means to an end--work is the central purpose of life.

The executive worker should no longer expect his job to supply him with life's fulfillments. According to Neulinger (9, p. 157), "modern man must develop a new conception of the job, work and leisure".

Executives do not always have a clear cut time schedule which distinguishes their working time and their leisure. At times, their leisure and work overlap, but now the executive must begin to take an interest in outside activities unrelated to work, rather than rely solely upon his job for leisure activities.

The need for further investigation on what executives do in their leisure time is apparent. This would better enable individuals to plan for their own and family lives. Furthermore, other leisure interest groups will be able to use this information for planning leisure activities which might be of interest to executives.

Statement of the Problem

This study will explore the leisure interests of executives in the Dallas-Fort Worth Metroplex area. Specifically, the study will address the following;

1. The felt leisure interests and the expressed leisure interests of the executives;
2. The relationships between the size of the organization and leisure interests of the executives;
3. The relationships between the educational attainment of the executive and their leisure interests.

Purposes of the Study

The purposes of this study were as follows;

1. To determine what leisure behavior interests executives participate in regularly;
2. To determine if there will be a relationship between the expressed leisure interests of the executives and their educational levels
3. To determine if there will be a relationship between the felt leisure interests of the executives and their educational levels;
4. To determine if there will be a relationship between the expressed leisure interests of the executives and the size of the organization;
5. To determine if there will be a relationship between the felt leisure interests of the executives and the size of the organization;

6. To determine if there will be a relationship between the expressed leisure interests and the felt leisure interests.

Hypotheses

The following hypotheses were offered in null form:

1. There will be no relationship between the expressed leisure interests of the executives and their educational levels;

2. There will be no relationship between the felt leisure interests of the executives and their educational levels;

3. There will be no relationship between the expressed leisure interests of the executives and the size of the organizations;

4. There will be no relationship between the felt leisure interests of the executives and the size of the organizations;

5. There will not be a relationship between the expressed leisure interests and the felt leisure interests.

The hypotheses were tested at the .05 level of significance. In order to reject a hypothesis, 51 per cent of the leisure interests must be statistically significant with the variables tested.

Definition of Terms

The following terms are defined to provide clarification and maintain continuity through this study.

Dallas-Fort Worth Metroplex Area--According to the North Texas Commission, this area is part of a Metroplex that encompasses the counties of Wise, Denton, Collin, Parker, Tarrant, Dallas, Rockwall, Kaufman, Hood, Johnson and Ellis.

Executive--The President, Chairman of the Board or Vice-President of the companies being interviewed.

Expressed Needs--These are the leisure interests in which the respondent is currently engaged.

Felt Needs--These are the leisure interests in which the respondent would like to engage at some time in the future.

Leisure--According to the discretionary time concept, leisure is the portion of time which remains after work and the basic requirement for existence have been satisfied (8).

Delimitations

This study is delimited to the Presidents (or those who were listed as Presidents but since have been given other titles) of the 100 companies selected at random in the Dallas-Fort Worth Metroplex area.

Limitations

The following were limitations to the study :

1. Previous work experience of the executives was not explored;

2. Size of the sample may limit the ability to generalize to other populations.

Summary

This chapter has indicated the need for the study, along with the statement of the problem and the purpose of the study. Two of the purposes of the study are to see what activities executives participate in regularly and what activities the executives would like to participate in at a future time.

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CHAPTER II

REVIEW OF THE LITERATURE

This chapter is a review of the literature which has been written on executives and their leisure. The chapter is divided into the following sections: the spillover effect as it relates to executives and their leisure; occupational prestige levels and leisure; educational attainment and leisure; and executives and their use of leisure.

The Spillover Effect

Studying the relationship between one's job and leisure behavior, Snyder and Spreitzer (8) found that one's work orientation was related in a statistically significant manner to one's sports involvement. They suggested that sports involvement as a means of self identity cuts across a variety of demographic variables, including one's work orientation. Thus, these researchers suggested that when one's work situation provides opportunities for self-actualization, one will not use leisure activities as a means of self-identity. Conversely, work situations that provide few opportunities for intrinsic rewards had a higher relationship to an identity related to one's sports involvement. One might

infer from this study that executives have a greater opportunity for self-actualization as a result of their work pursuits, thus they identify less with their leisure activities.

Meissner (5) has suggested that the job has an effect upon the individuals leisure pursuits. He studied 206 industrial workers. From this, Meissner suggests three propositions which are related to the spillover effect. First, the workers compensate for the constraints (or lack of) and social isolation of the job in their free time. Second, the experiences of constraint and isolation carries over into free time. Third, life away from work is unaffected by the job. Although Meissner's study was focused on blue collar workers, his propositions could be viewed with inference towards executives and how the job affects their leisure pursuits.

Occupational Prestige Levels and Leisure

Clarke (2) studied the relationship between leisure and the level of occupational prestige. Using the North-Hatt Occupational Prestige Scale, Clarke surveyed 3000 individuals in the Columbus, Ohio area. He received a return rate of slightly over 41 per cent. Clarke found that those individuals within the highest prestige level most frequently participated in the following leisure

activities: attending theatrical plays, concerts, lectures, movies, conventions, fraternal organizations, museums, and lectures. They also played bridge, read for pleasure, studied, entertained at home and took part in community service work. Clarke's study further revealed that if there were two extra hours in the day, the individuals in the highest occupational prestige level would vary in their methods of spending this extra time. They responded as follows: reading or studying (27.9 per cent); relaxing, sleeping, resting (24.7 per cent); working at the job (19.8 per cent); working around the house (8.5 per cent); spending time with the family (4.3 per cent); other leisure activities (7.1 per cent); unsure (2.3 per cent); and no response (5.4 per cent). Clarke found that the professionals and high level managers were more involved in leisure activities than any of the other groups which he studied.

Burdge (1) studied the relationships between a number of leisure activities and the level of occupational prestige as determined by the North-Hatt Occupational Prestige Scale. Individuals in high prestige level positions--professionals and high level management jobs--were reported to engage in a variety of different types of leisure activities, more so than other occupational prestige levels.

Leisure activities which were common among persons in professional and high level management positions were

snow skiing, water skiing, sailing, picknicking, swimming, camping, nature walks, ice skating, tobogganing or coasting, driving for pleasure, walking for pleasure, working in flower gardens, golf, dancing, attending movies, concerts and plays. Also, they took part in playing cards, attending parties, spending time in taverns or bars. Other activities associated with individuals in professional and management occupational levels included playing tennis, badminton, croquet, chess, football, baseball, hockey, soccer, horse racing and attending the zoo. Still other leisure activities associated with this occupational level are sketching, decorating, photography, music, reading books, collecting, camping and vacationing. This would suggest that executives have broad leisure interests with the notable exception of such outdoor activities as hunting, fishing, etc. When compared to other occupational levels, professionals and managers are far more active than any other given grouping.

Education and Leisure

An individual's education often plays a vital role in an attempt to obtain an executive position. The higher educated an individual is, the greater the opportunity for achieving the more prestigious job.

In their study, Neulinger and Briet (6) studied the attitudes of 335 adults with respect toward leisure.

In the study, the researchers discovered that education has an effect upon workers attitudes towards work and leisure. The lesser educated workers in this study found little self-satisfaction through their job and job related activities. However, in the higher occupational prestige levels where education is generally a prerequisite, the researchers found that these individuals found self-satisfaction and meaning from their position. The latter group nonetheless enjoys leisure time, but not as an ego fulfillment.

Executives and Leisure

Heckscher and de Grazia (4) investigated how much leisure business executives have and what they do during their leisure time. Surveying 17,000 executives, drawn from subscribers of Harvard Business Review and Poor's Register of Executives and Directors, these researchers were able to achieve a 30 per cent return rate. They found that the average number of hours per week per executive was fifty-five. Their study further indicated that in many cases the executives work and leisure were interrelated. For example, two thirds of the respondents felt a sense of creativeness associated with their work. On the other hand, when asked if they enjoyed entertaining individuals for business related purposes, a little over one third responded negatively. Seventy-three per cent of the respondents of the study indicated that they would

like to have more leisure time. When asked how they would use such time, 82 per cent of the executives indicated they would use the time for self-improvement. This was followed by playing games such as golf, tennis and bowling (75 per cent) as desirable ways to use additional leisure time. Other responses to this question included improving one's home and garden (72 per cent); participating in activities such as getting back to nature-- hunting, fishing, camping (68 per cent); social activities such as visiting friends, talking, playing cards (65 per cent); civic activities such as church, school and politics (59 per cent); participating in cultural activities such as playing musical instruments, going to concerts and visiting museums (58 per cent); watching sports such as baseball, basketball, boxing (45 per cent); making things such as pottery, furniture and waving (38 per cent).

In conclusion, these authors suggested that leisure will become a dynamic force in influencing the behavior of executives in businesses.

Noe (7) has written that the blue collar worker usually has a lack of freedom at work. To compensate for this loss, the blue collar worker tends to look for leisure within the community. On the other hand, the executive is able to integrate his work between the office and the social scene if he so desires. However, Noe believes that while executives may find leisure within

the spectrum of the job, the executive tends to be limited outside of the job with respect to leisure freedom. Reasons for this, according to Noe, are nine conditions, which are long hours; lack of time; technological innovations; the executive position is a career, not a job; the rewards of the job are fulfilling enough to put other matters off; executives are trained to get enjoyment from their work; when leisure does exist, it is used for business purposes and executives do not like to mix with the workers in employee recreation programs. Noe contends that executives would rather have the freedoms allowed by their positions instead of leisure freedom outside of the job.

Denney (3) has suggested that the growth of leisure will have a significant impact on executive's individual leisure patterns and the way in which they manage their organizations. He further suggests that executives spend less time listening to the radio, watching movies and sports than blue collar workers. More of their leisure time, according to Denney, is spent in home activities working with voluntary associations and also engaging in religious activities. Denney further notes that because our society is becoming more leisure oriented, this in turn, is affecting the business world. Specifically, he maintains that organizational and work patterns formulated

along classical organizational lines is deteriorating as a result of the emerging emphasis on leisure. Organizations, he says, not only use leisure environments to promote business interests (e.g., the discussion of business while engaging in the playing of golf), but also are being forced to react to values sought in the leisure experience. In this latter case he argues, that the need for spontaneity and freedom is resulting in less rigid approaches to decision making, organizational design, managerial/leadership styles, and communications.

Summary

The review of literature has indicated that executives are aware of leisure time and leisure activities. Unlike their blue collar counterparts who often seek a self-identity through leisure, the executive uses leisure as an extension of their position. Leisure has become an integral part of the executive's life style according to the literature. To substantiate this, the literature lists numerous leisure activities which executives engage in. Some of these leisure activities are attending plays, concerts, lectures, entertaining at home, camping, water skiing, sailing, picnicing, working in the garden, golf, dancing and reading. Furthermore, the literature indicates that leisure will play an even more important role for the executive in the days to come.

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CHAPTER III

PROCEDURES

This chapter will present the procedures which were used in the study. The subjects and the method in which they were selected are presented first, This is followed by a discussion of the testing instrument used in the study. The third section in this chapter will discuss the testing procedure.

Subjects

The Presidents of 100 companies selected at random in the Dallas-Fort Worth Metroplex area were requested to participate in this study. This group of 100 was selected from Standard and Poors Directory (1978) (7) of which 521 companies were listed in the Dallas-Fort Worth Metroplex area. All 521 company names were submitted to the computer for a random selection of 100 companies.

Testing Instrument

A demographic background questionnaire was composed of seventeen questions to enable the researcher to view how the respondents spent their leisure time. This questionnaire asked the respondents questions such as: "What are the average number of hours you work per week?" "Do

you take a vacation?" "How many days do you take for your vacation?" A copy of this questionnaire is located in Appendix B. The other instrument used in this study was McKechnie's (1974) Leisure Activities Blank. This questionnaire lists 120 leisure activities in alphabetical order ranging from acting/dramatics to woodworking. All 120 activities are listed on both sides of the instrument. A copy of this instrument may be found in Appendix C. On the front side of the instrument, the subjects were instructed to first list their participation in each of the activities using the following scale; 1--you have never engaged in the activity; 2--you tried it once or a few times (or do it occasionally); 3--you once did it regularly, but no longer do it regularly; and 4--you currently engage in it regularly. For example, Table I shows how a respondent would list his answers.

TABLE I

SAMPLE QUESTION OF PAST LEISURE PARTICIPATION

- 1--you have never engaged in the activity
 2--you tried it once or a few times (or do it occasionally)
 3--you once did it regularly, but no longer do it regularly
 4--you currently engage in it regularly

Write in the number corresponding to the extent of your PAST PARTICIPATION in the square next to each activity listed below.

- | | |
|---|---------------------|
| 3 | 1. Acting/dramatics |
| 4 | 2. Amateur radio |
| 1 | 3. Archery |
-

The respondent whose answers appear in Table I has indicated that he once regularly engaged in acting/dramatics for leisure participation. He is currently participating in amateur radio for leisure purposes and he has never engaged in archery for leisure.

Upon completion of the front side of the McKechnie instrument, the respondent was instructed to turn to the reverse side of the instrument (side two). The 120 leisure activities found on the front side (side one) were again listed. However, this time the subjects were instructed to indicate their future intentions for each activity. A scale from one to three was given at the top of side two. The scale was, 1--you do not expect to do it in the future; 2--you are uncertain or don't know, and 3--you do expect to do it sometime in the future. An example of this is shown in Table II.

TABLE II

SAMPLE QUESTION OF FUTURE LEISURE PARTICIPATION

- 1--you do not expect to do it in the future
 2--you are uncertain or don't know
 3--you do expect to do it sometime in the future

Write in the number corresponding to your FUTURE INTENTIONS in the square next to each activity listed below.

- 1 11. Basketball
 3 12. Bicycling
 2 13. Billiards/pool
-

The subject whose responses appear in Table II has indicated that he does not expect to participate in basketball in the future for leisure. He is planning on bicycling sometime in the future for leisure purposes and he is uncertain about playing billiards/pool in the future.

Reliability of the instrument.--According to the general instructions of the Leisure Activities Blank Manual (4), the instrument has been proven to be a reliable testing instrument. It has been tested and retested over a period of time and has shown stability, according to the manual. The instrument was used by McKechnie in his study of "The Psychological Structure of Leisure: Past Behaviors" (5).

Testing Procedure

Following the selection of the subjects as described previously, a letter was mailed to each of the executives. A copy of the letter may be found in Appendix A. They were informed of the purpose of this study and requested to participate in the project. If they were willing to participate, they were requested to allow an interviewer to meet with them for thirty minutes to administer the instruments. A post card was enclosed with each letter for their immediate reply. Those failing to reply were then called by telephone three weeks after the initial mailing.

Analysis of the Data

The data was analyzed in the following manner; 1--a descriptive analysis-means, percentages and raw scores of the respondents responses to the demographic questions; 2---description of leisure interests (felt needs) described in terms of percentages and raw scores; 3--description of leisure participation (expressed needs) in terms of percentages and raw scores; 4--Pearson's Correlation Coefficient was calculated to test the hypothesis that there is no statistically significant relationship between the level of educational attainment of the respondents and their expressed and felt leisure interests; 5--Pearson's Correlation Coefficient was calculated in order to test the hypothesis that there is no statistically significant relationship between the size of the organization of the respondent and their expressed and felt leisure interests; and 6--Pearson's Correlation Coefficient was calculated in order to test the hypothesis that there will be no statistically significant relationship between the respondents expressed leisure interests and their felt leisure interests. In addition to using the .05 level of significance, 51 per cent of the leisure activities must be statistically significant with the variables tested (size of company, level of educational attainment, and in the case of the last hypothesis, the expressed leisure needs of the participants) in order for the hypothesis to be rejected.

Summary

The procedures which were used in the study have been discussed in this chapter. The subjects were Presidents of 100 companies selected at random in the Dallas-Fort Worth Metroplex area. Those subjects who chose to participate in this study met with an interviewer who administered a demographic background questionnaire and the McKechnie instrument. The data gathered from the interviews was analyzed by using descriptive, analysis-means, percentages and raw scores, while Pearson's Correlation Coefficient was used to test the hypothesis.

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CHAPTER IV

RESULTS

Introduction

The results of the study are presented in this chapter. The return of the data is first presented. Next, a presentation of the findings and a discussion of descriptive statistics including: the position of the respondent; the respondents job tenure; size of the company; the respondents age; the respondents educational attainment; hours the respondent works per week; vacation; company recreation program; and favorite leisure activities.

Further, the findings related to the leisure behaviors of the respondents will be presented. This will include presentation of the effects of the respondent's position on his leisure behavior, the amount of time the respondent spends on leisure and the activities in which he participated in the past and in which he plans to participate in the future. Last, findings relative to the five hypotheses which were tested will also be presented. These include the findings; testing the hypothesis that there is a relationship between the respondents' expressed recreation needs and level of education; the respondents' felt leisure needs and level of education; the respondents' expressed leisure

needs and size of the company; the respondents' felt leisure needs and size of the company; the respondents' expressed and felt leisure needs.

Descriptive Statistics

Position in the company.--The respondents listed four positions (Chairman of the Board; President and Chairman of the Board; President; and Vice-President) which they hold. The majority of the respondents, 72 per cent, hold the position of President. Twelve per cent of the respondents hold the position of President and Chairman of the Board while the remaining 16 per cent was evenly distributed between Vice-Presidents and Chairman of the Board. These findings are reported in Table III.

TABLE III
POSITION IN THE COMPANY

Position	<u>N</u>	Per cent
President	18	72
President and Chairman of the Board	3	12
Chairman of the Board	2	8
Vice-President	<u>2</u>	<u>8</u>
	25	100

Job tenure.--The length of time the respondents have spent in their present position ranges from one to twenty-nine years. This is shown in Table IV. The mean number of years of experience of 10.3 years. However, the median was eight years.

TABLE IV
YEARS IN POSITION

Years	<u>N</u>	Per cent
1	2	8
2	2	8
3	2	8
4	1	4
5	2	8
6	2	8
7	1	4
8	1	4
9	1	4
10	1	4
12	1	4
15	3	12
16	1	4
18	1	4
19	1	4
20	1	4
26	1	4
29	1	4
	<u>25</u>	<u>100</u>

Size of company.--Companies represented in this study varied in size from thirty employees to 6000 employees. Twenty per cent of the companies had fewer than 100 employees; 36 per cent employed between 300-500 employees with the remaining 24 per cent employing between 500-6000 employees. The mean number of employees is 578. The median, which in this case may be a more meaningful statistic, was 230.

Age.--The mean age reported by the respondents was 54.9 years. The respondents' ages ranged from forty-six years old to sixty-nine years old. Fourteen individuals (56 per cent) were under the age of fifty-five. Eighty-eight per cent of the respondents are under the age of sixty-five. The median age reported was 53.75 years. The ages of the respondents are reported in Table V.

TABLE V

AGE

Age	N	Per cent
46	3	12
47	1	4
49	1	4
50	1	4
51	3	12
52	1	4
53	2	8
54	2	8
56	3	12
58	2	8
59	1	4
60	1	4
64	1	4
67	2	8
69	1	4
	<u>25</u>	<u>100</u>

Educational attainment.--Sixty-four per cent of the respondents indicated that they had received a minimum of a college degree (Bachelor's). Of this group, 52 per cent held Bachelor degrees, 8 per cent had Master's degrees and 4 per cent had Juris Doctor (law). The remaining 36 per cent of the respondents received a high school diploma. The reported educational attainment of the respondents is presented in Table VI.

TABLE VI
EDUCATIONAL ATTAINMENT

Degree	N	Per cent
High School Diploma	9	36
Bachelor's Degree	13	52
Master's Degree	2	8
Juris Doctor (law)	1	4
	—	—
	25	100

Hours the respondents work per week.--Table VII reports the number of hours worked by the respondents. Hours ranged from thirty-three hours per week to sixty-three hours per week. Eight per cent of the respondents worked less than forty hours per week at their positions; 32 per cent worked forty and fifty hours per week; 44 per cent indicated that they worked fifty to sixty hours per week; and 16 per cent

of the respondents worked over sixty hours per week. The mean number of hours worked per week was 49.2; the median was 49.7 hours.

TABLE VII
HOURS WORKED PER WEEK

Number of Hours	<u>N</u>	Per cent
Less than 40 hours	2	8
40 - 49 hours	8	32
50 - 59 hours	11	44
60 and over hours	4	16
	<u>25</u>	<u>100</u>

Vacation.--Ninty-six per cent, or twenty-four, of the respondents indicated that they take a vacation; one respondent does not. The number of vacations they take ranged from once a year to once every two years to whenever able to take it. This is shown in Table VIII.

TABLE VIII
DAYS TAKEN FOR VACATION

Number of Days	<u>N</u>	Per cent
0 - 10 days	6	24
11 - 20 days	7	28
21 - 30 days	7	28
30 and over	5	20
	<u>25</u>	<u>100</u>

Most of the respondents take a vacation once a year (24 per cent or six of the respondents), or twice a year (24 per cent or six of the respondents). For those who take a vacation, the length of the vacation (all days totalled) ranged from three days to forty-one days. The mean was 20.16 days and the median, twenty days. Twenty per cent of the respondents vacationed between three and ten days; 28 per cent took fourteen to twenty days; another 20 per cent took over thirty days. The remaining 4 per cent did not take any vacation time.

None of the respondents indicated taking a vacation by themselves. The majority of the respondents, 64 per cent took their vacation with their spouse. Twenty-four per cent or six of the respondents, vacation with their family. Eight per cent vacation with their spouse, family and others. One individual responded not taking a vacation.

Only two of the respondents, or 8 per cent of the responding group, indicated that their companies have a recreation program for the employees. The twenty-three other respondents said that their companies did not have a recreation program for their employees.

Discussion of Descriptive Statistics

The majority of the respondents, 72 per cent, in this study were Presidents of their companies. Twelve per cent of the respondents held the dual position of President and Chairman of the Board. This brought the number of respondents

at the presidential level to 84 per cent. The remaining 16 per cent was equally divided between Chairmen of the Board and Vice-Presidents. Thus, the study dealt with high level executives. Although the respondents had been in their respective positions from one to twenty-nine years, the mean number of years was 10.2. Since the mean age of the respondents was 54.9 years, this indicates that the respondents began their present positions in their mid-forties. It is rare that one would attain such a high executive level without having occupied a lower executive position; therefore, it may be assumed that the executives spent a number of years at the junior executive level.

Although the size of the companies varied, most of the respondents, 54 per cent, worked with an organization with less than 300 employees. It was not surprising to find that 64 per cent of the respondents held a Bachelor's degree or higher. Higher education is usually an asset for achieving a high level position.

Even though one individual did not see the need for taking a vacation, the remaining respondents did indicate taking a vacation. The number of vacations taken by the respondents varied from once a year to once every two years. The average number of vacations was 3.4 per year and averaged twenty days overall. Those who took vacations indicated taking their spouse along on the vacation. This seems to indicate the respondents awareness of the importance of taking a vacation.

Only two respondents reported their company having an employee recreation program. This may be due to the majority of companies dealt with in the study having fewer than 600 employees. It is not always feasible to run such a program without a large employee population.

Time spent on leisure interest per week.--Twenty-one of the respondents indicated that they spend between one to fifteen hours per week on their favorite leisure interest. The remaining 16 per cent had no regular time set aside for their favorite leisure activity. Those respondents who spent four, five, ten and twelve hours per week at their favorite leisure interest each represented 12 per cent (three in each category) of the total group. The time spent according to hours per week is presented in Table IX. The mean time is 5.72 hours per week; the median is 4.66 hours.

TABLE IX

TIME SPENT ON LEISURE INTEREST PER WEEK

Hours	<u>N</u>	Per cent
1 hour	2	8
2 hours	1	4
3 hours	2	8
4 hours	3	12
5 hours	3	12
8 hours	2	8
9 hours	1	4
10 hours	3	12
12 hours	3	12
15 hours	1	4
	<u>25</u>	<u>100</u>

Favorite leisure interests.--Table X presents the favorite leisure interests of the respondents. Golf was the favorite leisure interest as indicated by 43 per cent, or twelve of the respondents. Tennis followed and was the favorite leisure interest of 16 per cent or four of the respondents. Fishing/backpacking had the backing of 12 per cent or three of the respondents; racquetball was the favorite of 8 per cent, while hunting, boating, watching football and photography each had 4 per cent or one respondent.

TABLE X
FAVORITE LEISURE INTERESTS

Activity	<u>N</u>	Per cent
Golf	12	48
Tennis	4	16
Fishing/backpacking	3	12
Racquetball	2	8
Hunting	1	4
Boating	1	4
Watching football	1	4
Photography	1	4
	<hr/> 25	<hr/> 100

It is interesting to note that the majority of the respondent's favorite leisure interests can be classified as either dual or individual sports. In point of fact, only one individual indicated interest in a leisure activity outside the area of sports. Further, the majority of the activities favored also require active participation on the part of the respondent. Also, many activities are outdoor oriented, that is, they require the use of natural recreation areas such as bodies of water, parks, etc.

Effect of position on leisure time.--Seventy-six per cent or nineteen of the respondents indicated that their present position has an effect upon their leisure time. The remaining 24 per cent claimed that the position had no effect upon their leisure time.

Table XI presents the types of leisure changes. Fifty-six per cent or fourteen of the respondents claimed that they had less leisure due to their position; 20 per cent indicated they had more leisure due to their position; 16 per cent, or four respondents, indicated that the position did not change their leisure pattern at all; while 8 per cent or two respondents indicated that the position had varying effects upon their leisure time.

TABLE XI
EFFECT OF POSITION ON LEISURE TIME

Type of Change	N	Per cent
Less leisure	14	56
More leisure	5	20
No change	4	16
Varies	2	8
	25	100

Leisure Behavior of the Respondents

Leisure interests previously participated in by respondents.--Frequency of participation in past previous leisure interests was determined by calculating the mode for each category for all of the respondents. Categories used to assess previous participation in leisure interests included "currently engaged in," "once did it regularly, but no longer," "tried it once or twice," and "never engaged in." The mode scores listed under the respective categories indicated above are found in Table XII.

TABLE XII
 PAST PARTICIPATION (MODES) OF
 EXECUTIVES IN LEISURE
 INTERESTS

Never Engaged in the Activity	Tried it Once or Twice	Once did it Regularly	Currently Engaged in it
Acting/ Dramatics	Attending concerts	Child related activities	Dining out
Amateur radio	Baseball/ Softball	Civic organi- zations	Driving/ motoring
Archery	Billiards/ Pool	Dancing: social	Exercising
Attending auctions	Bowling		Golf
Auto racing	Casino		Hunting
Auto repairing	Gambling		Listening to radio
Backpacking	Fishing- Salt Water		Reading: books/ plays/poetry
Badminton	Fishing- Fresh Water		Reading: papers/ magazines
Basketball	Go to horse races		Religious organizations
Bicycling	Go to movies		Sightseeing
Bird watching	Go to nightclubs		Social drinking
Bookbinding	Go to plays/ lectures		Swimming
Boxing	Listening to records		Taking snapshots
Camping	Playing poker		Talking on telephone
Canoeing	Table tennis		Traveling abroad
Carpentry	Tennis		Visiting friends
Ceramics/ Pottery	Visiting museums		Watching team sports
Checkers	Writing letters		Watching TV shows
Chess			
Collecting: coins, antiques			
Conservation/ ecology organ.			
Folk dancing			

TABLE XII--Continued

Never Engaged in the Activity	Tried it Once or Twice	Once did it Regularly	Currently Engaged in it
Football Fraternal organizations Gardening Gymnastics Hiking/walking Home decorating Homeowner organizations Horseback riding Horseshoes Ice skating Jewelry making Jigsaw puzzles Jogging Judo/karate Kite flying Knitting/ crocheting Leatherworking Marksmanship Mechanics Metal work Model building Motorboating Mountain climbing			

TABLE XII--Continued

Never Engaged in the Activity	Tried it Once or Twice	Once did it Regularly	Currently Engaged in it
Needlwork			
Painting/ drawing			
Playing bridge			
Playing a musical instru- ment			
Political activities			
Roller skating			
Rowing/boating			
Sailing			
Sculpture			
Sewing			
Shuffleboard			
Singing			
Skiing			
Skindiving			
Squash/handball			
Sunbathing			
Surf boarding			
Volleyball			
Volunteer fire fighting			
Water skiing			
Weaving			
Weight lifting			
Window shopping			
Wrestling			
Writing:poetry/ stories			
Woodworking			

Perhaps the most interesting finding, relative to this data, is the statement of participants that they engage in only eighteen of the potential 120 activities that were listed on the questionnaire. Of the activities currently engaged in by the respondents, social activities emphasizing personal interaction between individuals appeared to dominate the respondents answers. Activities in this category included dining out, social drinking, talking on the telephone, visiting with friends, and participating in religious organizations. Sporting leisure interests currently engaged in, again are of the dual and individual types (as opposed to team sports). These include such sporting activities as exercising, golfing, hunting and swimming. A number of passive individual interests were also mentioned by the respondents as being currently engaged in. They include listening to the radio, reading books, reading papers and magazines and taking snap shots. Still further, other interests require movement on the part of the participant from one environment to another. Driving/motoring, sightseeing and traveling abroad were all within this category. Of the leisure interests currently engaged in, it appears that the respondent's leisure behavior is balanced between passive and active leisure pursuits and is heavily slanted toward participation in activities involving interaction with other individuals.

Past participation in interests in which the respondent tried the interest once or twice was dominated by interests which found the participant in the role of spectator. This is supported by participation in such interests as going to races, movies, night clubs, plays, lectures, visiting museums and attending concerts. Sports interests and games also dominate this category. Such interests as baseball, softball, billiard, pool, fishing (in both fresh and salt water), table tennis, tennis and games of chance such as casino gambling and poker, were mentioned by participants within the past participation category.

There were three main interests that the respondents once regularly engaged in--child related activities, work in civic organizations and social dancing. Perhaps the mean age of the respondents, 54.9 years, offers partial explanation for the diminished involvement in these activities, especially child related activities.

Leisure interests in which participants anticipate future involvement.--As with the previous item (frequency of participation in past leisure interests) the mode was calculated for categories to determine the future intentions of the respondents regarding their leisure behavior. Three categories were used to determine the future intentions of the respondents. These respondents were asked to place each interest listed in one of the three categories--"you do not expect to do it in the future," "you are uncertain and don't know," or "you expect to do it in the future." The mode scores for this part of the study are found in Table XIII.

TABLE XIII
 FUTURE INTENTIONS (MODES) OF EXECUTIVES
 IN LEISURE INTERESTS

You Don't Expect To Do It In The Future	Uncertain or Don't Know	Expect To Do It In The Future
Acting/drama Amateur radio Archery Attending auctions Auto racing Auto repairing Backpacking Badminton Baseball/softball Basketball Bicycling Billiards/pool Bird watching Bookbinding Bowling Boxing Camping Canoeing Carpentry Ceramics Checkers Chess Child related activities Collecting: coins/ antiques		Attending concerts Casino gambling Civic organizations Dancing:social Dining out Driving/motoring Exercising Fishing:fresh water Fishing:salt water Go to horse races Go to movies Go to night clubs Go to plays Golf Hiking/walking Hunting Jogging Listening to radio Listening to records Playing poker Political activities Reading:books/ plays/poetry Reading:newspapers/ magazines

TABLE XIII--Continued

You Don't Expect To Do It In The Future	Uncertain or Don't Know	Expect To Do It In The Future
Conservation organizations Cooking/baking Crossword puzzles Dancing:ballet Darkroom work Designing clothes Electronics Encounter groups Fencing Flower arranging Flying/gliding Folk dancing Football Fraternal organizations Gardening Gymnastics Home decorating Homeowner organizations Horseback riding Horseshoes Ice skating Jewelry making Jigsaw puzzles Judo/karate Kite flying Knitting/crocheting Leatherworking Marksmanship Mechanics Metal work		Religious organizations Sightseeing Social drinking Sunbathing Swimming Taking snapshots Talking on telephone Traveling abroad Visiting friends Visiting museums Watching team sports Watching TV Writing:letters

TABLE XIII--Continued

You Don't Expect To Do It In The Future	Uncertain or Don't Know	Expect To Do It In The Future
Model building Motor boating Motorcycling Mountain climbing Needlework Painting Playing bridge Playing a musical instrument Roller skating Rowing/boating Sailing Sculpture Sewing Shuffleboard Singing Skiing Skindiving Squash/handball Surf boarding Table tennis Tennis Volleyball Volunteer fire fighting Water skiing Weaving Weight lifting Window shopping Wrestling Writing:poetry/ stories Woodworking		

Perhaps most interesting in this area of study is the decisiveness that was exhibited by the respondents. The respondents indicated that they definitely were or were not going to participate. No leisure interests fell under the "uncertain, or don't know" category. Further, it is interesting to note that of the thirty-eight activities the respondents indicated that they intend to become involved in, thirty-four were activities in which they previously participated. These included the categories of social recreation activities, dual and individual sports, passive activities, spectator activities, and leisure pursuits involving movement to another location or travel. Interests which were not previously mentioned were hiking/walking, jogging, political activities and sunbathing.

Relationship between previously participated in leisure interests (expressed needs) and level of education.--In order to determine if there is a statistically significant relationship between interests in which the participants previously participated and the level of education, Pearson's Correlation Coefficients were calculated. Twenty activities were statistically significant at the .05 level of probability with educational attainment. These included acting/dramatics, archery, backpacking, badminton, bird watching, camping, canoeing, casino gambling, folk dancing, kite flying, model building, going to horse races and golf. Other activities with a level of significance were sculpture, skiing, tennis, wrestling, writing: poetry/stories, and woodworking. These findings are presented in Table XIV.

TABLE XIV
 RELATIONSHIP OF LEISURE INTERESTS
 (EXPRESSED NEEDS) AND LEVEL
 OF EDUCATIONAL
 ATTAINMENT

Leisure Activities	Correlation Coefficient	Level of Significance
Acting/Dramatics	.4364	.015
Amateur radio	.0744	N/S
Archery	.4725	.009
Attending auctions	.0458	N/S
Attending concerts	.0	N/S
Auto racing	-0.1890	N.S
Auto repairing	.0744	N/S
Backpacking	.6270	.001
Badminton	.3446	.046
Baseball/Softball	-.1676	N/S
Basketball	.0668	N/S
Bicycling	.1864	N/S
Billiards/pool	.0675	N/S
Bird watching	.4516	.012
Bookbinding	*	*
Bowling	-0.0877	N/S
Boxing	.3191	N/S
Camping	.5927	.001

TABLE XIV--Continued

Leisure Activities	Correlation Coefficient	Level of Significance
Canoeing	.4725	.009
Carpentry	.2383	N/S
Casino gambling	-0.4024	.023
Ceramics/Pottery	*	*
Checkers	-0.1212	N/S
Chess	.0215	N/S
Child-related activities: Scouts, PTA, etc.	.2952	N/S
Civic organizations	.0215	N/S
Collecting: Coins, antiques, etc.	.2835	N/S
Conservation/Ecology organizations	.0	N/S
Cooking/Baking	.2857	N/S
Crossword puzzles	.2857	N/S
Dancing: Ballet/Modern	.0546	N/S
Dancing: Social	-0.0104	N/S
Darkroom work	.4489	.012
Designing clothes	*	*
Dining out	.1182	N/S
Driving/Motoring	-0.0384	N/S
Electronics	-0.0156	N/S
Encounter groups	.3273	N/S
Exercising	.1793	N/S

TABLE XIV--Continued

Leisure Activities	Correlation Coefficient	Level of Significance
Fencing	.0546	N/S
Fishing: Fresh water	.2724	N/S
Fishing: Salt water	.0238	N/S
Flower arranging	.0744	N/S
Flying/Gliding	.0524	N/S
Folk dancing	.3635	.037
Football	.1417	N/S
Fraternal organizations	.3168	N/S
Gardening	.1001	N/S
Go to horse races	-0.4410	.014
Go to movies	.0120	N/S
Go to night clubs	-0.1635	N/S
Go to plays/lectures	-0.0822	N/S
Golf	-0.3978	.024
Gymnastics	.3273	N/S
Hiking/walking	-0.0356	N/S
Home decorating	-0.0127	N/S
Homeowner organizations	-0.0127	N/S
Horseback riding	.1486	N/S
Horseshoes	.1490	N/S
Hunting	-0.0854	N/S
Ice skating	.3339	N/S

TABLE XIV--Continued

Leisure Activities	Correlation Coefficients	Level of Significance
Jewelry making	.0546	N/S
Jigsaw puzzles	.3251	N/S
Jogging	.1350	N/S
Judo/karate	-0.0496	N/S
Kite flying	.4005	.024
Knitting/crocheting	*	*
Leatherworking	.0788	N/S
Listening to radio	-0.0891	N/S
Listening to records	.0570	N/S
Marksmanship	.0	N/S
Mechanics	.0744	N/S
Metal work	-0.2182	N/S
Model building	.7467	.001
Motorboating	-0.0274	N/S
Motorcycling	-0.0604	N/S
Mounting climbing	.3232	N/S
Needlework	*	*
Painting/drawing	.3022	N/S
Playing bridge	.1346	N/S
Playing poker	.0	N/S
Playing a musical instrument	.1515	N/S

TABLE XIV--Continued

Leisure Activities	Correlation Coefficients	Level of Significance
Political activities	.1833	N/S
Reading: Books/Plays/ Poetry	.2365	N/S
Reading: Newspapers/ Magazines	*	*
Religious organizations	-0.0086	N/S
Roller skating	.1169	N/S
Rowing/Boating	.0676	N/S
Sailing	.2667	N/S
Sculpture	.6001	.001
Sewing	*	*
Shuffleboard	.2624	N/S
Sightseeing	-0.1484	N/S
Singing	.0127	N/S
Skiing	.3694	.035
Skindiving	.2417	N/S
Social drinking	-0.1417	N/S
Squash/Handball	.1345	N/S
Sunbathing	-0.2771	N/S
Surf boarding	.2624	N/S
Swimming	.1093	N/S

TABLE XIV--Continued

Leisure Activities	Correlation Coefficients	Level of Significance
Table tennis/Ping-Pong	.1195	N/S
Taking snap shots	.2868	N/S
Talking on telephone	.1005	N/S
Tennis	.3954	.025
Traveling Abroad	-0.0179	N/S
Visiting friends	.0217	N/S
Visiting museums	.0680	N/S
Volleyball	.1727	N/S
Volunteer fire fighting	*	*
Watching team sports	.2347	N/S
Watching TV shows	-0.0102	N/S
Water skiing	.0642	N/S
Weaving	*	*
Weight lifting	.0476	N/S
Window shopping	-0.1381	N/S
Wrestling	.6578	.001
Writing: Poetry/Stories	.3911	.027
Writing: Letters	.0632	N/S
Woodworking	.4009	.024

* Coefficient could not be computed

Nearly half of the leisure interests which have a statistically significant relationship with the respondent's level of education attainment were sporting interests. Those findings within this category related to use of natural areas such as camping, canoeing and backpacking, and are consistent with those of Burdge (1). He found that executives with higher levels of education were currently engaged in camping and related interests. Further, Burdge's findings relative to participation in individual and dual sports interests were also supported by this study. He found a statistically significant relationship between educational attainment and golf and tennis, consistent with the findings of this study.

Why would there be a significance with camping interests and education? One possible reason is that education attempts to make one aware of his environment and to enjoy it. In various academic settings, individuals study nature, and inevitably explore into nature and its settings. Another contributing factor for the relationship between camping interests and high educational attainment is that 64 per cent of the respondents held a Bachelor's degree or higher. After spending a great amount of time in the office, a retreat to the campgrounds offers relaxation away from the hassles of the normal every day life that the executive leads.

Why might the higher educated respondent prefer individual and dual sports to team sports? With one or two people competing together, there is no room for a let-down in performance. Education helps to train students to make decisions and carry responsibilities. It is not surprising then, that the respondents with a higher educational level preferred individual and dual sports rather than team sports as their leisure activities. It was initially thought that the respondents previous leisure behavior and their level of education would be related, based on previous research studies as well as the author's opinion. Although in other settings, this relationship seems to be a significant determinant of leisure behavior, apparently there are other factors among executives which predict leisure behavior. It could be that the values held by executives and the socialization processes involved in the attainment of a managerial position within an organization could be more of a determining element of leisure behavior than education and/or neutralize the effects of one's educational attainment upon leisure behavior.

Even though a number of leisure items are statistically significant with the respondent's level of educational attainment and the findings are corroborated with other studies, the hypothesis that there is no relationship

between respondents' participation in leisure activities (expressed needs) and level of education attainment is retained.

Relationship between future participation in leisure interests (felt needs) and level of education.--Pearson's Correlation Coefficient was employed to determine if there was a statistically significant relationship between felt needs and the educational attainment of the respondents. Table XI presents the eight leisure interests that were statistically significant with level of education at the .05 level of significance. These activities included backpacking, camping, casino gambling, going to night clubs, golf, model building, playing poker and visiting friends.

TABLE XV
RELATIONSHIP OF LEISURE INTERESTS
(FELT NEEDS) AND LEVEL OF
EDUCATIONAL ATTAINMENT

Leisure Activities	Correlation Coefficient	Level of Significance
Acting/Dramatics	.0546	N/S
Amateur radio	.3273	N/S
Archery	.2758	N/S
Attending auctions	.1278	N/S

TABLE XV--Continued

Leisure Activities	Correlation Coefficient	Level of Significance
Attending concerts	.0353	N/S
Auto racing	-0.3152	N/S
Auto repairing	.0744	N/S
Backpacking	.6547	.001
Badminton	.1091	N/S
Baseball/Softball	-0.1737	N/S
Basketball	-0.1737	N/S
Bicycling	.2160	N/S
Billiards/Pool	.0	N/S
Bird watching	.2753	N/S
Bookbinding	*	*
Bowling	.0761	N/S
Boxing	*	*
Camping	.3430	.047
Canoeing	.2054	N/S
Carpentry	.0576	N/S
Casino gambling	-0.4160	.019
Ceramics/Pottery	.0546	N/S
Checkers	.0852	N/S
Chess	-0.0364	N/S
Child-related activities: Scouts, PTA, etc.	.2962	N/S

TABLE XV--Continued

Leisure Activities	Correlation Coefficient	Level of Significance
Civic organizations	-0.0960	N/S
Collecting: Coins, Antiques, etc.	.1129	N/S
Conservation/Ecology Organizations	.1403	N/S
Cooking/Baking	.0474	N/S
Crossword puzzles	.2857	N/S
Dancing: Ballet/Modern	.0546	N/S
Dancing: Social	-0.2408	N/S
Darkroom work	.2078	N/S
Designing clothes	*	*
Dining out	*	*
Driving/Motoring	-0.2017	N/S
Electronics	.1091	N/S
Encounter groups	.2010	N/S
Exercising	-0.3273	N/S
Fencing	.0546	N/S
Fishing: Fresh water	.1027	N/S
Fishing: Salt water	-0.2550	N/S
Flower arranging	.0788	N/S
Flying/Gliding	.0714	N/S
Folk dancing	.0987	N/S
Football	-0.3026	N/S

TABLE XV--Continued

Leisure Activities	Correlation Coefficient	Level of Significance
Fraternal organizations	-0.2091	N/S
Gardening	.2138	N/S
Go to horse races	-0.3203	N/S
Go to movies	-0.1166	N/S
Go to night clubs	-0.3595	.039
Go to plays/lectures	-0.2680	N/S
Golf	-0.4048	.022
Gymnastics	-0.1182	N/S
Hiking/Walking	.0	N/S
Home decorating	-0.2143	N/S
Homeowner organizations	.1126	N/S
Horseback riding	.0623	N/S
Horseshoes	-0.2673	N/S
Hunting	-0.0127	N/S
Ice skating	.1985	N/S
Jewelry making	*	*
Jigsaw puzzles	.2758	N/S
Jogging	-0.0960	N/S
Judo/karate	-0.1737	N/S
Kite flying	.0788	N/S
Knitting/crocheting	*	*
Leatherworking	.0546	N/S

TABLE XV--Continued

Leisure Activities	Correlation Coefficient	Level of Significance
Listening to radio	.1750	N/S
Listening to records	.0865	N/S
Marksmanship	-0.1429	N/S
Mechanics	.0744	N/S
Metal work	-0.2182	N/S
Model building	.4729	.008
Motorboating	.0116	N/S
Motorcycling	.1985	N/S
Mountain climbing	.0546	N/S
Needlwork	*	*
Painting/drawing	.0522	N/S
Playing bridge	-0.0259	N/S
Playing poker	-0.3626	.037
Playing a musical instrument	-0.1429	N/S
Political activities	-0.1560	N/S
Reading: Books/Plays/Poetry	.3191	N/S
Reading: Newspaper/Magazine	-0.0546	N/S
Religious organizations	-0.2061	N/S
Roller skating	.3273	N/S
Rowing/Boating	-0.2127	N/S
Sailing	.0127	N/S
Sculpture	*	*

TABLE XV--Continued

Leisure Activities	Correlation Coefficient	Level of Significance
Sewing	*	*
Shuffleboard	-0.2835	N/S
Sightseeing	-0.1429	N/S
Singing	-0.2091	N/S
Skiing	.1264	N/S
Skindiving	.2017	N/S
Social drinking	-0.1128	N/S
Squash/Handball	.1260	N/S
Sunbathing	-0.2677	N/S
Surf boarding	.3273	N/S
Swimming	-0.1890	N/S
Table tennis/Ping-Pong	.0388	N/S
Taking snap shots	.1278	N/S
Talking on telephone	.0233	N/S
Tennis	.2390	N/S
Traveling abroad	-0.2857	N/S
Visiting friends	-0.3780	.03T
Visiting museums	-0.1129	N/S
Volleyball	-0.0658	N/S
Volunteer fire fighting	*	*
Watching team sports	-0.1126	N/S
Watching TV shows	-0.1890	N/S
Water skiing	.0	N/S

TABLE XV--Continued

Leisure Activities	Correlation: Coefficients	Level of Significance
Weight lifting	-0.0658	N/S
Window shopping	-0.1350	N/S
Wrestling	*	*
Writing: Poetry/Stories	-0.2526	N/S
Writing: Letters	-0.1910	N/S
Woodworking	.0576	N/S

* Coefficient could not be computed

It is interesting to note that several leisure activities depend upon social interaction with others. It may be that socially related activities require a higher level of educational attainment and that part of the process of education is directed toward human relations development. No other pattern of relationship between educational attainment and felt leisure needs emerges. This finding was inconsistent with the findings of Heckscher and de Grazia (3) who found that college educated workers in prestigious positions would use additional leisure time for self-improvement, golf, tennis, and bowling, home improvements, hunting, camping and return to nature.

It was thought in formulating this hypothesis that individuals with a higher level of education would be more aware of leisure activity opportunities and would have a foundation of knowledge which would act as a catalyst in the search for and appreciation of a broader range of leisure activities or certain types of leisure activities commonly associated with "the educated individual."

Therefore, based on the findings, the hypothesis that there is no relationship between the respondents' future participation in leisure interests (felt needs) and level of education, is retained.

Relationship between previously participated in leisure interests (expressed needs) and size of company.--In order to test the hypothesis that there is no statistically significant relationship between expressed leisure interests of the respondents and size of the company, Pearson's Correlation Coefficient was calculated. Eighteen leisure interests were statistically significant at the .05 level of probability with the respondents' size of company. These included acting/drama, backpacking, bowling, boxing, camping, carpentry, darkroom work, folk dancing, kite flying, model building, mountain climbing, painting/drawing, sailing, sculpture, shuffleboard, wrestling, writing:poetry/stories and woodworking. These findings are presented in Table XVI.

TABLE XVI
 RELATIONSHIP OF LEISURE INTERESTS
 (EXPRESSED NEEDS) AND
 SIZE OF THE
 COMPANY

Leisure Activities	Correlation Coefficient	Level of Significance
Acting/Dramatics	.3848	.029
Amateur radio	.0253	N/S
Archery	.1613	N/S
Attending auctions	-.1124	N/S
Attending concerts	-.2587	N/S
Auto racing	-.0768	N/S
Auto repairing	.0374	N/S
Backpacking	.7165	.001
Badminton	.3051	N/S
Baseball/Softball	.0443	N/S
Basketball	.1100	N/S
Bicycling	-.0880	N/S
Billiards/Pool	-.0262	N/S
Bird watching	.0704	N/S
Bookbinding	*	*
Bowling	-.3697	.034
Boxing	.3671	.036

TABLE XVI--Continued

Leisure Activities	Correlation Coefficient	Level of Significance
Camping	.5998	.001
Canoeing	.1900	N/S
Carpentry	.4652	.010
Casino gambling	.0620	N/S
Ceramics/Pottery	*	*
Checkers	.1399	N/S
Chess	-.2230	N/S
Child-related activities: Scouts, PTA, etc.		
Civic organizations	-.0142	N/S
Collecting: Coins, Antiques, etc.	.1887	N/S
Conservation/Ecology organizations	-.0750	N/S
Cooking/Baking	-.1274	N/S
Crossword puzzles	.1109	N/S
Dancing: Ballet/Modern	-.0659	N/S
Dancing: Social	.1251	N/S
Darkroom work	.3641	.037
Designing clothes	*	*
Dining out	.0967	N/S
Driving/Motoring	-.0595	N/S
Electronics	-.0332	N/S

TABLE XVI--Continued

Leisure Activities	Correlation Coefficient	Level of Significance
Encounter groups	-.0440	N/S
Exercising	-.1959	N/S
Fencing	-.0956	N/S
Fishing: Fresh water	.2157	N/S
Fishing: Salt water	-.0689	N/S
Flower arranging	-.0587	N/S
Flying/Gliding	-.0599	N/S
Folk dancing	.5075	.005
Football	.1097	N/S
Fraternal organizations	.1812	N/S
Gardening	.0711	N/S
Go to horse races	-.1670	N/S
Go to movies	.0033	N/S
Go to night clubs	-.0650	N/S
Go to plays/lectures	-.1006	N/S
Golf	-.3065	N/S
Gymnastics	-.0440	N/S
Hiking/Walking	.0686	N/S
Home decorating	.1582	N/S
Homeowner organizations	.0318	N/S
Horseback riding	.0474	N/S

TABLE XVI--Continued

Leisure Activities	Correlation Coefficient	Level of Significance
Hunting	-.0716	N/S
Ice skating	.2825	N/S
Jewelry making	-.0227	N/S
Jigsaw puzzles	-.1652	N/S
Jogging	.0499	N/S
Judo/karate	.0109	N/S
Kite flying	-.3429	.047
Knitting/crocheting	*	*
Leatherworking	-.0392	N/S
Listening to radio	-.1496	N/S
Listening to records	-.1059	N/S
Marksmanship	.0625	N/S
Mechanics	.0374	N/S
Metal work	.0215	N/S
Model building	.5069	.005
Motorboating	-.1074	N/S
Motorcycling	-.1104	N/S
Mountain climbing	.3696	.024
Needlework	*	*
Painting/drawing	.5496	.002
Playing bridge	.2206	N/S

TABLE XVI--Continued

Leisure Activities	Correlation Coefficient	Level of Significance
Playing poker	-.1983	N/S
Playing a musical instrument	.1561	N/S
Political activities	.1650	N/S
Reading: Books/Plays/Poetry	.1304	N/S
Reading: Newspapers/Magazines	*	*
Religious organizations	.1349	N/S
Roller skating	.1733	N/S
Rowing/Boating	.2591	N/S
Sailing	.3634	.037
Sculpture	.9593	.001
Sewing	*	*
Shuffleboard	.4361	.015
Sightseeing	-.2223	N/S
Singing	.1748	N/S
Skiing	.0227	N/S
Skindiving	-.1189	N/S
Social drinking	.0066	N/S
Squash/Handball	-.0633	N/S
Sunbathing	-.2705	N/S
Surf boarding	-.1171	N.S

TABLE XVI--Continued

Leisure Activities	Correlation Coefficient	Level of Significance
Swimming	.0091	N/S
Table tennis/Ping-Pong	-.0609	N/S
Taking snap shots	.1055	N/S
Talking on telephone	.1475	N/S
Tennis	.0492	N/S
Traveling abroad	-.0732	N/S
Visiting friends	-.0434	N/S
Visiting museums	-.1111	N/S
Volleyball	.2632	N/S
Volunteer fire fighting	*	*
Watching team sports	.1868	N/S
Watching TV shows	.0147	N/S
Water skiing	.0297	N/S
Weaving	*	*
Weight lifting	.0570	N/S
Window shopping	-.0265	N/S
Wrestling	.5109	.005
Writing: Poetry/Stories	.6047	.001
Writing: Letters	-.0429	N/S
Woodworking	.5199	.004

*Coefficient could not be computed

It appears that the size of the company has no direct relationship to the respondents' past participation in leisure interests. Although it is interesting to note that several interests seem to cluster around outdoor related recreation activities--backpacking, camping, kite flying, mountain climbing and sailing, there are not sufficient interests statistically significantly related to size of company to support the hypothesis. It appears that the size of an executive's company is not a determining factor of past leisure experiences. It had been thought in developing this hypothesis that larger companies with employee recreation programs would have an impact upon the respondents leisure interests. This did not prove to be the case.

The respondents in this study had various backgrounds prior to achieving their present position. It was unknown whether the respondents changed company affiliations or remained within the organization. If a respondent began with a small company, his leisure interests may have varied from those of a respondent who began with a large organization. Therefore, leisure interests are not predicted significantly by the size of the company. Based upon the above findings and discussions, the hypothesis that there is no relationship between the size of company and expressed needs of respondents is retained.

Relationship between future participation in leisure interests (felt needs) and size of company.--In order to test the hypothesis between felt leisure interests of the respondents and size of company, Pearson's Correlation Coefficient was calculated. Eight leisure interests were statistically significant at the .05 level of probability with the respondent's size of company. These findings are presented in Table XVII. The leisure interests with a statistically significant value include backpacking, child-related activities, driving/motoring, exercising, fishing: salt water, sightseeing, traveling abroad, and visiting friends.

TABLE XVII
RELATIONSHIP OF LEISURE INTERESTS
(FELT NEEDS) AND SIZE OF THE
COMPANY

Leisure Activities	Correlation Coefficient	Level of Significance
Acting/Dramatics	-.0227	N/S
Amateur radio	-.0440	N/S
Archery	-.0546	N/S
Attending auctions	-.1473	N/S
Attending concerts	-.2614	N/S

TABLE XVII--Continued

Leisure Activities	Correlation Coefficient	Level of Significance
Auto racing	-.0405	N/S
Auto repairing	.0374	N/S
Backpacking	.7281	.001
Badminton	.0518	N/S
Baseball/Softball	.0092	N/S
Basketball	.0092	N/S
Bicycling	-.2757	N/S
Billiards/Pool	-.2182	N/S
Bird watching	-.1369	N/S
Bookbinding	*	*
Bowling	-.1417	N/S
Boxing	*	*
Camping	.2144	N/S
Canoeing	-.0660	N/S
Carpentry	-.0148	N/S
Casino gambling	-.1586	N/S
Ceramics/Pottery	-.0316	N/S
Checkers	.1812	N/S
Chess	-.2568	N/X
Child-related activities: Scouts, PTA, etc.	.4703	.009
Civic organizations	-.2269	N/S

TABLE XVII--Continued

Leisure Activities	Correlation Coefficient	Level of Significance
Collecting: Coins, Antiques, etc.	-.1569	N/S
Conservation/Ecology organizations	-.0930	N/S
Cooking/Baking	-.1454	N/S
Crossword puzzles	-.1000	N/S
Dancing: Ballet/Modern	-.9659	N/S
Dancing: Social	-.0250	N/S
Darkroom work	-.1111	N/S
Designing clothes	*	*
Dining out	*	*
Driving/Motoring	-.3996	.024
Electronics	-.0964	N/S
Encounter groups	-.0927	N/S
Exercising	-.7816	.001
Fencing	-.0935	N/S
Fishing: Fresh water	.1306	N/S
Fishing: Salt water	-.3466	.046
Flower arranging	-.0704	N/S
Flying/Gliding	-.0486	N/S
Folk dancing	-.0326	N/S
Football	-.0835	N/S
Fraternal organizations	-.0786	N/S

TABLE XVII--Continued

Leisure Activities	Correlation Coefficient	Level of Significance
Gardening	.0228	N/S
Go to horse races	-.2358	N/S
Go to movies	.1311	N/S
Go to night clubs	-.2163	N/S
Go to plays/lectures	-.2381	N/S
Golf	-.2961	N/S
Gymnastics	-.0520	N/S
Hiking/Walking	.1400	N/S
Home decorating	-.0301	N/S
Homeowner organizations	.0110	N/S
Horseback riding	-.1208	N/S
Horseshoes	-.0901	N/S
Hunting	.1780	N/S
Ice skating	-.0302	N/S
Jewelry making	*	*
Jigsaw puzzles	-.1177	N/S
Jogging	-.2085	N/S
Judo/karate	.0052	N/S
Kite flying	-.0463	N/S
Knitting/crocheting	*	*
Leatherworking	-.0316	N/S
Listening to radio	.0081	N/S

TABLE XVII--Continued

Leisure Activities	Correlation Coefficient	Level of Significance
Listening to records	.0430	N/S
Marksmanship	-.0466	N/S
Mechanics	.0384	N/S
Metal work	.0215	N/S
Model building	-.1019	N/S
Motorboating	-.2491	N/S
Motorcycling	-.1051	N/S
Mountain climbing	-.0316	N/S
Needlework	*	*
Painting/Drawing	.2231	N/S
Playing bridge	-.1246	N/S
Playing poker	-.2745	N/S
Playing a musical instrument	.0149	N/S
Political activities	-.1933	N/S
Reading: Books/Plays/Poetry	.1180	N/S
Reading: Newspapers/Magazines	.0864	N/S
Religious organizations	.1643	N/S
Roller skating	-.0440	N/S
Rowing/Boating	-.1170	N/S
Sailing	-.1738	N/S

TABLE XVII--Continued

Leisure Activities	Correlation Coefficient	Level of Significance
Sculpture	*	*
Shuffleboard	-.0100	N/S
Sightseeing	.4106	.021
Singing	.0251	N/S
Skiing	-.0798	N/S
Skindiving	-.0793	N/S
Social drinking	-.2582	N/S
Squash/Handball	-.1666	N/S
Sunbathing	-.1646	N/S
Surf boarding	-.0440	N/S
Swimming	-.2523	N/S
Table tennis/Ping-Pong	-.1746	N/S
Taking snap shots	.0538	N/S
Talking on telephone	.1688	N/S
Tennis	-.0056	N/S
Traveling abroad	-.3577	.040
Visiting friends	-.5819	.001
Visiting museums	-.2513	N/S
Volleyball	-.0806	N/S
Volunteer fire fighting	*	*
Watching team sports	.1536	N/S

TABLE XVII--Continued

Leisure Activities	Correlation Coefficient	Level of Significance
Watching TV shows	.1352	N/S
Water skiing	-.1286	N/S
Weaving	*	*
Weight lifting	-.1382	N/S
Window shopping	-.2350	N/S
Wrestling	*	*
Writing: Poetry/Stories	-.0529	N/S
Writing: Letters	-.1220	N/S
Woodworking	-.0148	N/S

*Coefficient could not be computed

It had been thought in developing this hypothesis that larger companies with employee recreation programs would have an impact on the respondent's future involvement in leisure interests. However this was not the case. It was interesting to note, however, that executives with smaller size companies indicated a desire to travel more in the future than did their counterparts in large companies. It may be that executives with larger companies travel more extensively in their jobs or may have longer or more defined vacations in which to indulge their desire to travel.

The executive of the smaller organization may be more deeply involved in his work and may not take the time to go on vacations involving travel.

After examining the findings, the hypothesis that there is no relationship between the respondents future participation in leisure interests (felt interests) and size of company is retained.

Relationship between expressed leisure interests and felt leisure interests.--Pearson's Correlation Coefficient was calculated to test the hypothesis that there is no relationship between expressed leisure interests and felt leisure interests. Eighty-eight leisure interests were statistically significant at the .05 level of probability when comparing expressed and felt leisure interests. These can be found in Table XVIII.

TABLE XVIII
RELATIONSHIP BETWEEN FELT LEISURE INTERESTS
NEEDS AND EXPRESSED LEISURE
ACTIVITY NEEDS

Leisure Activity	Correlation Coefficient	Level of Significance
Acting/Dramatics	.0833	N/S
Amateur radio	.0569	N/S
Archery	.3128	N/S
Attending auctions	.4345	.015
Attending concerts	.5707	.001
Auto racing	.6777	.001
Auto repairing	1.0000	.001

TABLE XVIII--Continued

Leisure Activities	Correlation Coefficient	Level of Significance
Backpacking	.9354	.001
Badminton	.4606	.010
Baseball/Softball	.3203	N/S
Basketball	.4178	.019
Bicycling	.7499	.001
Billiards/Pool	.5273	.003
Bird watching	.8088	.001
Bookbinding	*	*
Bowling	.2882	N/S
Boxing	*	*
Camping	.5342	.003
Canoeing	.7108	.001
Carpentry	.6933	.001
Casino gambling	.5510	.002
Ceramics/Pottery	*	*
Checkers	.3990	.024
Chess	.6872	.001
Child-related activities: Scouts, PTA, etc.	.4980	.006
Civic organizations	.4179	.019
Collecting: Coins, Antiques, etc.	.6139	.001

TABLE XVIII--Continued

Leisure Activities	Correlation Coefficient	Level of Significance
Conservation/Ecology organizations	.6639	.001
Cooking/Baking	.8807	.001
Crossword puzzles	.8571	.001
Dancing: Ballet/Modern	1.0000	.001
Dancing: Social	.5718	.001
Darkroom work	.6288	.001
Designing clothes	*	*
Dining out	*	*
Driving/Motoring	.4535	.011
Electronics	.3810	.030
Encounter groups	.6140	.001
Exercising	.5477	.002
Fencing	.0417	N/S
Fishing: Fresh water	.2165	N/S
Fishing: Salt water	.4854	.007
Flower arranging	.9446	.001
Flying/Gliding	.5766	.001
Folk dancing	.5532	.002
Football	.5433	.003
Fraternal organizations	.4672	.009
Gardening	.7782	.001

TABLE XVIII--Continued

Leisure Activities	Correlation Coefficient	Level of Significance
Go to horse races	.6557	.001
Go to movies	.1915	N/S
Go to night clubs	.7039	.001
Go to plays/lectures	.6725	.001
Golf	.8498	.001
Gymnastics	-.0602	N/S
Hiking/Walking	.4939	.006
Home decorating	.2790	N/S
Homeowner organizations	.8913	.001
Horseback riding	.4107	.021
Horseshoes	.2439	N/S
Hunting	.6417	.001
Ice skating	.2320	N/S
Jewelry making	*	*
Jigsaw puzzles	.3020	N/S
Jogging	.6774	.001
Judo/karate	.3534	.042
Kite flying	.5247	.004
Knitting/crocheting	*	*
Leatherworking	.6922	.001
Listening to radio	.5819	.001

TABLE XVIII--Continued

Leisure Activities	Correlation Coefficient	Level of Significance
Listening to records	.2644	N/S
Marksmanship	.4558	.011
Mechanics	1.0000	.001
Metal work	1.0000	.001
Model building	.5983	.001
Motorboating	.7736	.001
Motorcycling	.7279	.001
Mountain climbing	.8111	.001
Needlework	*	*
Painting/Drawing	.8400	.001
Playing bridge	.7904	.001
Playing poker	.5025	.005
Playing a musical instrument	.8041	.001
Political activities	.4851	.007
Reading: Books/Plays/Poetry	.4767	.008
Reading: Newspapers/Magazines	*	*
Religious organizations	.5567	.002
Roller skating	.1659	N/S
Rowing/Boating	.7945	.001
Sailing	.4908	.006

TABLE XVIII--Continued

Leisure Activities	Correlation Coefficient	Level of Significance
Sculpture	*	*
Sewing	*	*
Shuffleboard	.2315	N/S
Sightseeing	.3904	.027
Singing	.7513	.001
Skiing	.5466	.002
Skindiving	.7600	.001
Social drinking	.7384	.001
Squash/Handball	.7032	.001
Sunbathing	.5807	.001
Surfboarding	.4677	.009
Swimming	.6643	.001
Table tennis/Ping-Pong	.4008	.024
Taking snap shots	.8260	.001
Talking on telephone	.8687	.001
Tennis	.7089	.001
Traveling abroad	.6786	.001
Visiting friends	.5314	.003
Visiting museums	.6281	.001
Volleyball	.4242	.017
Volunteer fire fighting	*	*

TABLE XVIII--Continued

Leisure Activities	Correlation Coefficient	Level of Significance
Watching team sports	.5883	.001
Watching TV shows	.5272	.003
Water skiing	.3236	N/S
Weaving	*	*
Weight lifting	.7292	.001
Window shopping	.6714	.001
Wrestling	*	*
Writing: Poetry/Stories	.3242	N/S
Writing: Letters	.7513	.001
Woodworking	.5661	.002

*Coefficient could not be computed

This finding suggests that the past leisure behavior of an individual is an important determinant or predictor of future leisure intentions. It follows that the executive with large repertoire of past leisure experiences will in all likelihood experience a large number of activities in the future. On the other hand, the individual who had had limited leisure experiences will likewise continue to limit himself in his selection of leisure pursuits. The implication of this finding for individuals in leisure service or

organizations delivering leisure services is quite obvious. Once leisure interests patterns are established, they are maintained unless intervention occurs. Thus an important role of recreation and leisure service personnel is to help the executive with limited interests attain a well rounded lifestyle by introducing him to new leisure pursuits.

It is interesting to note that we usually think of executives as being risk takers--willing to try new things and approaches. This image does not hold up in the area of leisure pursuits. The executive does not express a desire to engage in new and different activities, but rather he very dully maintains that he will continue to engage in the activities in which he has previously engaged. This appears to be a very safe and security-oriented stance in individuals so associated with risk taking. It also is a rather unimaginative and uncreative stance. Consistent with these findings, Ellis (2) has written, "The responses (e.g. felt needs) are influenced by the similar stimuli (e.g. expressed needs)." Consequently, when the final result is already known or anticipated prior to the completion, the participant usually feels comfortable at the activity. Based upon the findings, the hypothesis that there will be no relationship between the expressed interests and felt leisure interests of the respondents is

rejected. There is a statistically significant relationship between the expressed and felt leisure interests of the respondents.

Summary

This chapter presented the return of the data, the descriptive statistics from the survey, the leisure interests of the correspondents, and a discussion of the findings. Twenty-five executives in the Dallas-Fort Worth Metroplex area were interviewed for the study. This was a 33.33 per cent return rate.

The majority of the respondents (72 per cent) were Presidents of their respective companies. Of all the respondents, the mean number of years in their present position was 10.3 years, while the mean age was 54.9 years. Sixteen of the respondents (64 per cent) hold Bachelor degrees or higher. Although the respondents indicated that their job allows less leisure time and they worked a mean of 49.2 hours per week, they do have leisure interests and participate in leisure activities. Golf was the favorite leisure interest of the respondents. Even though the respondents indicated they spend a mean of 5.72 hours per week on their favorite leisure interests, they expressed a desire to expand their leisure activities at some point in the future.

Five hypotheses were tested. These included an examination of the relationship between expressed recreation

interests and level of education; felt leisure interests and level of education; expressed leisure interests and size of company; felt leisure interests and size of company; and expressed leisure interests and felt leisure interests. The hypotheses were stated in null form. Four hypotheses were retained and the hypothesis that there would not be a statistically significant relationship between felt and expressed leisure interests was rejected, therefore suggesting that there is a statistically significant relationship between felt and expressed leisure interests.

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CHAPTER V

SUMMARY, CONCLUSIONS, AND RECOMMENDATIONS

In this chapter, a summary of the study will be made and conclusions drawn. Also, recommendations for further study will be suggested.

The purposes of this study were, 1--to determine what leisure behavior activities executives participate in regularly; 2--to determine what leisure behavior activities executives would like to participate in; 3--to determine if there is a relationship between expressed and felt leisure interests and the educational levels of the executives; 4--to determine if there is a relationship between the expressed and felt leisure interests of the executives and the size of the organization; and 5--to determine if there is a relationship between the felt interests and the expressed interests of the executives.

Summary

Letters were initially mailed to 100 randomly selected executives in the Dallas-Fort Worth Metroplex area requesting permission to personally interview them. A post card was enclosed with each letter for the executives to reply. This yielded a response from forty-four individuals for a 44 per cent return. Nineteen of these respondents

agreed to a personal interview. Phone calls were made to thirty-one individuals who failed to return the post card. This produced six more executives agreeing to be interviewed. The total number of executives consenting to participate and those declining to participate in the study was seventy-five. The researcher then had twenty-five executives willing to participate in the study, or a response of 33.33 per cent.

The instruments used in this study consisted of two parts--the demographic information sheet and the McKechnie Leisure Activities Blank. The demographic information sheet consisted of seventeen questions which included questions such as position held, age, and highest educational attainment. The Leisure Activity Blank was completed by the respondent after they answered the demographic questionnaire. The McKechnie instrument was divided into two sections. The first section listed 120 leisure activities. The respondent was instructed to list their past through present participation in each of the 120 activities according to the key listed on the instrument. After completion of this section, the respondent was instructed to complete the second section. This consisted of the same 120 leisure activities. This time the respondent was requested to evaluate each activity in anticipation of future participation using the given key.

Findings

The following are the results of the present investigation,

1. The average length of years of the respondents in their position was 10.2 years.

2. The mean size of the companies was 578.48 employees.

3. The mean age of the respondents was 54.9 years.

4. Sixteen of the twenty-five respondents held a Bachelor's degree or higher.

5. On the average, the respondents worked 49.2 hours per week at their jobs.

6. Twenty-four of the twenty-five respondents take a vacation. They average taking 3.4 vacations per year with an average of twenty days overall. All who take a vacation go with at least their spouse.

7. Nineteen of twenty-five respondents claimed that the position has an effect upon their leisure time. Fourteen said they have less leisure time due to their position.

8. Two of the twenty-five respondents indicated their company sponsors a recreation program for the employees.

9. Golf was the favorite leisure interest of twelve of the twenty-five respondents.

10. The respondents indicated spending an average of 5.72 hours per week on their favorite leisure interest.

11. There appeared to be no statistically significant relationship between expressed leisure interests and the educational attainment of the respondents.

12. There does not appear to be a statistically significant relationship between felt leisure interests and educational attainment for those with a high educational level. However, there is a relationship for those without high educational attainment.

13. There is no statistically significant relationship between expressed leisure interests of the respondents and the size of the company.

14. There is not a statistically significant relationship between the felt leisure needs of the respondents and the size of the company.

15. There is a statistically significant relationship between the expressed leisure needs and the felt leisure needs.

16. Using the mode to determine frequency, the respondents are currently engaged in eighteen leisure activities. These activities are dining out, driving/motoring, exercising, golf, hunting, listening to the radio, reading books, reading papers and magazines, religious organizations, sightseeing, social drinking, swimming, taking snap shots, talking on the telephone, traveling abroad, visiting friends, watching team sports and watching TV shows.

17. Using the modes to determine frequency, the respondents indicated an interest in participating in thirty-six various leisure interests at some time in the future. These leisure activities are attending concerts, casino gambling, civic organizations, dancing (social), dining out, driving/motoring, exercising, fishing in fresh water, fishing in salt water, going to the horse races, going to the movies, going to night clubs, going to plays, golf, hiking/walking, hunting, jogging and listening to the radio. Also included are listening to records, playing poker, political activities, reading books, plays and poetry, reading newspapers and magazines, religious organizations, sightseeing, social drinking, sunbathing, swimming, taking snap shots, talking on the telephone, traveling abroad, visiting friends, visiting museums, watching team sports, watching TV and writing letters.

Conclusions

Based on the findings of this study, it can be concluded that

1. Those leisure interests which the respondents have previously engaged in or are currently participating in will influence the leisure interests of the respondents at some point in their future.

2. The size of the company of the respondents does not have a relationship to their past or future leisure interests.

3. The educational level of the respondents does not have a relationship to their past or future leisure interests.

4. Individuals in high level executive positions have less leisure time than those in lower level executive positions.

5. When executives do engage in leisure, they tend to participate in activities involving some type of social interaction.

Recommendations

The following recommendations are offered,

1. A replication of this study should be conducted in the future. This study should include all senior level executives.

2. A replication of this study, including the above recommendation, should be conducted in the five largest cities in Texas. This would determine if the leisure habits and interests of executives is the same throughout the state.

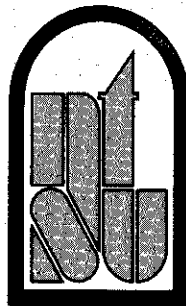
3. A replication of this study should be made in various areas of the country. This would determine if leisure habits and interests of executives are the same on a national level.

4. A replication of this study should be made using other variables such as income levels and size of family.

5. A replication of this study should be made using a larger sample population.

APPENDIX A

September 7, 1978



North Texas
State
University

Denton, Texas
76203

Division of
Recreation
and
Leisure
Studies

Dear Sir:

I would like to ask your cooperation and assistance in obtaining information relating to executives and their leisure behavior. By providing information, you are in a position to make a valuable contribution to our understanding and knowledge of leisure attitudes and behaviors of business executives.

We have asked one hundred executives in the Dallas-Fort Worth Metroplex Area to participate in this study, and we would appreciate the opportunity to send someone to interview you. We have scheduled our interviews to take place during the period of September 20, 1978, through October 6, 1978. The actual interview will take approximately thirty (30) minutes. You can be assured of complete confidentiality.

Enclosed please find a postal card for your immediate reply. We need to receive your response whether or not you will be able to participate in this study. Your response is needed by September 19, 1978, in order to finalize the interview schedule.

Your cooperation in participating in this study will be greatly appreciated. Thank you for your assistance.

Respectfully,

A handwritten signature in cursive script that reads "Edward D. Hersh".

Edward D. Hersh
Research Associate

A handwritten signature in cursive script that reads "Christopher R. Edginton".

Christopher R. Edginton, Ph.D.
Associate Professor

EDH;CRE:jks

Enclosure

APPENDIX B

Answer EVERY question by filling in the blank or circling the proper answer.

- 1) Position in the company (exact title) _____
- 2) How long have you held this position? _____ years _____ months
- 3) Number of employees in your company (full-time only) _____
- 4) Your age _____
- 5) Education---highest level completed _____
- 6) What are the average number of hours you work per week? _____
- 7) Do you take a vacation? yes no
- 8) If so, how often? _____
- 9) How many days do you take for your vacation? _____
- 10) Is your vacation by: self, with spouse, with family, other _____
- 11) Has your position caused an effect upon your participation in your leisure interests? yes no
- 12) If yes, how so? _____

- 13) Does your company have a recreation program for the employees?
yes no
- 14) If yes, do you participate in it? yes no
- 15) If yes, how many hours per week? _____
- 16) What is your favorite leisure time interest? _____

- 17) How much time do you spend on it per week? _____

Your comments are welcomed, specifically, are there other factors which affect your use of leisure time?

Would you like to receive a summery of the study after completion?

yes no

APPENDIX C

Instructions: Below is a list of leisure and recreation activities. For each activity, indicate the extent of your *past participation*, using the following system :

- 1 = you have never engaged in the activity
- 2 = you tried it once or a few times (or do it occasionally)
- 3 = you once did it regularly, but no longer do it regularly
- 4 = you currently engage in it regularly

Write in the number corresponding to the extent of your *past participation* in the square next to each activity listed below.

<input type="checkbox"/> 1 Acting/Dramatics <input type="checkbox"/> 2 Amateur radio <input type="checkbox"/> 3 Archery <input type="checkbox"/> 4 Attending auctions <input type="checkbox"/> 5 Attending concerts <input type="checkbox"/> 6 Auto racing <input type="checkbox"/> 7 Auto repairing <input type="checkbox"/> 8 Backpacking <input type="checkbox"/> 9 Badminton <input type="checkbox"/> 10 Baseball/Softball <input type="checkbox"/> 11 Basketball <input type="checkbox"/> 12 Bicycling <input type="checkbox"/> 13 Billiards/Pool <input type="checkbox"/> 14 Bird watching <input type="checkbox"/> 15 Bookbinding <input type="checkbox"/> 16 Bowling <input type="checkbox"/> 17 Boxing <input type="checkbox"/> 18 Camping <input type="checkbox"/> 19 Canoeing <input type="checkbox"/> 20 Carpentry <input type="checkbox"/> 21 Casino gambling <input type="checkbox"/> 22 Ceramics/Pottery <input type="checkbox"/> 23 Checkers <input type="checkbox"/> 24 Chess <input type="checkbox"/> 25 Child-related activities: Scouts, PTA, etc. <input type="checkbox"/> 26 Civic organizations <input type="checkbox"/> 27 Collecting: Coins, antiques, etc. <input type="checkbox"/> 28 Conservation/Ecology organizations <input type="checkbox"/> 29 Cooking/Baking <input type="checkbox"/> 30 Crossword puzzles	<input type="checkbox"/> 31 Dancing: Ballet/Modern <input type="checkbox"/> 32 Dancing: Social <input type="checkbox"/> 33 Darkroom work <input type="checkbox"/> 34 Designing clothes <input type="checkbox"/> 35 Dining out <input type="checkbox"/> 36 Driving/Motoring <input type="checkbox"/> 37 Electronics <input type="checkbox"/> 38 Encounter groups <input type="checkbox"/> 39 Exercising <input type="checkbox"/> 40 Fencing <input type="checkbox"/> 41 Fishing: Fresh water <input type="checkbox"/> 42 Fishing: Salt water <input type="checkbox"/> 43 Flower arranging <input type="checkbox"/> 44 Flying/Gliding <input type="checkbox"/> 45 Folk dancing <input type="checkbox"/> 46 Football <input type="checkbox"/> 47 Fraternal organizations <input type="checkbox"/> 48 Gardening <input type="checkbox"/> 49 Go to horseraces <input type="checkbox"/> 50 Go to movies <input type="checkbox"/> 51 Go to nightclubs <input type="checkbox"/> 52 Go to plays/lectures <input type="checkbox"/> 53 Golf <input type="checkbox"/> 54 Gymnastics <input type="checkbox"/> 55 Hiking/Walking <input type="checkbox"/> 56 Home decorating <input type="checkbox"/> 57 Homeowner organizations <input type="checkbox"/> 58 Horseback riding <input type="checkbox"/> 59 Horseshoes <input type="checkbox"/> 60 Hunting	<input type="checkbox"/> 61 Ice skating <input type="checkbox"/> 62 Jewelry making <input type="checkbox"/> 63 Jigsaw puzzles <input type="checkbox"/> 64 Jogging <input type="checkbox"/> 65 Judo/Karate <input type="checkbox"/> 66 Kite flying <input type="checkbox"/> 67 Knitting/Crocheting <input type="checkbox"/> 68 Leatherworking <input type="checkbox"/> 69 Listening to radio <input type="checkbox"/> 70 Listening to records <input type="checkbox"/> 71 Marksmanship <input type="checkbox"/> 72 Mechanics <input type="checkbox"/> 73 Metalwork <input type="checkbox"/> 74 Model building <input type="checkbox"/> 75 Motorboating <input type="checkbox"/> 76 Motorcycling <input type="checkbox"/> 77 Mountain climbing <input type="checkbox"/> 78 Needlework <input type="checkbox"/> 79 Painting/Drawing <input type="checkbox"/> 80 Playing bridge <input type="checkbox"/> 81 Playing poker <input type="checkbox"/> 82 Playing a musical instrument <input type="checkbox"/> 83 Political activities <input type="checkbox"/> 84 Reading: Books/Plays/ Poetry <input type="checkbox"/> 85 Reading: Newspapers/ Magazines <input type="checkbox"/> 86 Religious organizations <input type="checkbox"/> 87 Roller skating <input type="checkbox"/> 88 Rowing/Boating <input type="checkbox"/> 89 Sailing <input type="checkbox"/> 90 Sculpture	<input type="checkbox"/> 91 Sewing <input type="checkbox"/> 92 Shuffleboard <input type="checkbox"/> 93 Sightseeing <input type="checkbox"/> 94 Singing <input type="checkbox"/> 95 Skiing <input type="checkbox"/> 96 Skindiving <input type="checkbox"/> 97 Social drinking <input type="checkbox"/> 98 Squash/Handball <input type="checkbox"/> 99 Sunbathing <input type="checkbox"/> 100 Surfboarding <input type="checkbox"/> 101 Swimming <input type="checkbox"/> 102 Table tennis/Ping-Pong <input type="checkbox"/> 103 Taking snapshots <input type="checkbox"/> 104 Talking on telephone <input type="checkbox"/> 105 Tennis <input type="checkbox"/> 106 Traveling abroad <input type="checkbox"/> 107 Visiting friends <input type="checkbox"/> 108 Visiting museums <input type="checkbox"/> 109 Volleyball <input type="checkbox"/> 110 Volunteer fire fighting <input type="checkbox"/> 111 Watching team sports <input type="checkbox"/> 112 Watching TV shows <input type="checkbox"/> 113 Water skiing <input type="checkbox"/> 114 Weaving <input type="checkbox"/> 115 Weight lifting <input type="checkbox"/> 116 Window-shopping <input type="checkbox"/> 117 Wrestling <input type="checkbox"/> 118 Writing: Poetry/Stories <input type="checkbox"/> 119 Writing: Letters <input type="checkbox"/> 120 Woodworking
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DO NOT MARK BELOW THIS LINE

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Permission has been granted to use the McKechnie
LAB.

Now turn the page and read
the instructions on side 2

ME CR IN SL SP GS FP = - + 50



- 1 = you do *not* expect to do it in the future
- 2 = you are uncertain or don't know
- 3 = you *do* expect to do it sometime in the future

Write in the number corresponding to your *future intentions* in the square next to each activity listed below.

<input type="checkbox"/> 1 Acting/Dramatics	<input type="checkbox"/> 31 Dancing: Ballet/Modern	<input type="checkbox"/> 61 Ice skating	<input type="checkbox"/> 91 Sewing
<input type="checkbox"/> 2 Amateur radio	<input type="checkbox"/> 32 Dancing: Social	<input type="checkbox"/> 62 Jewelry making	<input type="checkbox"/> 92 Shuffleboard
<input type="checkbox"/> 3 Archery	<input type="checkbox"/> 33 Darkroom work	<input type="checkbox"/> 63 Jigsaw puzzles	<input type="checkbox"/> 93 Sightseeing
<input type="checkbox"/> 4 Attending auctions	<input type="checkbox"/> 34 Designing clothes	<input type="checkbox"/> 64 Jogging	<input type="checkbox"/> 94 Singing
<input type="checkbox"/> 5 Attending concerts	<input type="checkbox"/> 35 Dining out	<input type="checkbox"/> 65 Judo/Karate	<input type="checkbox"/> 95 Skiing
<input type="checkbox"/> 6 Auto racing	<input type="checkbox"/> 36 Driving/Motoring	<input type="checkbox"/> 66 Kite flying	<input type="checkbox"/> 96 Skindiving
<input type="checkbox"/> 7 Auto repairing	<input type="checkbox"/> 37 Electronics	<input type="checkbox"/> 67 Knitting/Crocheting	<input type="checkbox"/> 97 Social drinking
<input type="checkbox"/> 8 Backpacking	<input type="checkbox"/> 38 Encounter groups	<input type="checkbox"/> 68 Leatherworking	<input type="checkbox"/> 98 Squash/Handball
<input type="checkbox"/> 9 Badminton	<input type="checkbox"/> 39 Exercising	<input type="checkbox"/> 69 Listening to radio	<input type="checkbox"/> 99 Sunbathing
<input type="checkbox"/> 10 Baseball/Softball	<input type="checkbox"/> 40 Fencing	<input type="checkbox"/> 70 Listening to records	<input type="checkbox"/> 100 Surfboarding
<input type="checkbox"/> 11 Basketball	<input type="checkbox"/> 41 Fishing: Fresh water	<input type="checkbox"/> 71 Marksmanship	<input type="checkbox"/> 101 Swimming
<input type="checkbox"/> 12 Bicycling	<input type="checkbox"/> 42 Fishing: Salt water	<input type="checkbox"/> 72 Mechanics	<input type="checkbox"/> 102 Table tennis/Ping-Pong
<input type="checkbox"/> 13 Billiards/Pool	<input type="checkbox"/> 43 Flower arranging	<input type="checkbox"/> 73 Metalwork	<input type="checkbox"/> 103 Taking snapshots
<input type="checkbox"/> 14 Bird watching	<input type="checkbox"/> 44 Flying/Gliding	<input type="checkbox"/> 74 Model building	<input type="checkbox"/> 104 Talking on telephone
<input type="checkbox"/> 15 Bookbinding	<input type="checkbox"/> 45 Folk dancing	<input type="checkbox"/> 75 Motorboating	<input type="checkbox"/> 105 Tennis
<input type="checkbox"/> 16 Bowling	<input type="checkbox"/> 46 Football	<input type="checkbox"/> 76 Motorcycling	<input type="checkbox"/> 106 Traveling abroad
<input type="checkbox"/> 17 Boxing	<input type="checkbox"/> 47 Fraternal organizations	<input type="checkbox"/> 77 Mountain climbing	<input type="checkbox"/> 107 Visiting friends
<input type="checkbox"/> 18 Camping	<input type="checkbox"/> 48 Gardening	<input type="checkbox"/> 78 Needlework	<input type="checkbox"/> 108 Visiting museums
<input type="checkbox"/> 19 Canoeing	<input type="checkbox"/> 49 Go to horseraces	<input type="checkbox"/> 79 Painting/Drawing	<input type="checkbox"/> 109 Volleyball
<input type="checkbox"/> 20 Carpentry	<input type="checkbox"/> 50 Go to movies	<input type="checkbox"/> 80 Playing bridge	<input type="checkbox"/> 110 Volunteer fire fighting
<input type="checkbox"/> 21 Casino gambling	<input type="checkbox"/> 51 Go to nightclubs	<input type="checkbox"/> 81 Playing poker	<input type="checkbox"/> 111 Watching team sports
<input type="checkbox"/> 22 Ceramics/Pottery	<input type="checkbox"/> 52 Go to plays/lectures	<input type="checkbox"/> 82 Playing a musical instrument	<input type="checkbox"/> 112 Watching TV shows
<input type="checkbox"/> 23 Checkers	<input type="checkbox"/> 53 Golf	<input type="checkbox"/> 83 Political activities	<input type="checkbox"/> 113 Water skiing
<input type="checkbox"/> 24 Chess	<input type="checkbox"/> 54 Gymnastics	<input type="checkbox"/> 84 Reading: Books/Plays/Poetry	<input type="checkbox"/> 114 Weaving
<input type="checkbox"/> 25 Child-related activities: Scouts, PTA, etc.	<input type="checkbox"/> 55 Hiking/Walking	<input type="checkbox"/> 85 Reading: Newspapers/Magazines	<input type="checkbox"/> 115 Weight lifting
<input type="checkbox"/> 26 Civic organizations	<input type="checkbox"/> 56 Home decorating	<input type="checkbox"/> 86 Religious organizations	<input type="checkbox"/> 116 Window-shopping
<input type="checkbox"/> 27 Collecting: Coins, antiques, etc.	<input type="checkbox"/> 57 Homeowner organizations	<input type="checkbox"/> 87 Roller skating	<input type="checkbox"/> 117 Wrestling
<input type="checkbox"/> 28 Conservation/Ecology organizations	<input type="checkbox"/> 58 Horseback riding	<input type="checkbox"/> 88 Rowing/Boating	<input type="checkbox"/> 118 Writing: Poetry/Stories
<input type="checkbox"/> 29 Cooking/Baking	<input type="checkbox"/> 59 Horseshoes	<input type="checkbox"/> 89 Sailing	<input type="checkbox"/> 119 Writing: Letters
<input type="checkbox"/> 30 Crossword puzzles	<input type="checkbox"/> 60 Hunting	<input type="checkbox"/> 90 Sculpture	<input type="checkbox"/> 120 Woodworking

Now fill in the information requested below.

Name _____ Age _____ Sex _____ Date _____
 Place of Testing _____ Marital Status _____ Ages of Children _____
 Occupation (specific) _____ Years of education _____

= - + **28**
 AD ME CR EL IN ER SL CL FF FF

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