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Extra-professional activities and the performance of workers in Democratic Republic of Congo (Case study carried out in Lubumbashi)

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ABSTRACT

In this paper we have attempted to see if the extra-professional activities practiced by workers of the city of Lubumbashi have an influence on work performance. In the affirmative, this relationship is obvious. In this vision, two qualitative methods were adopted, one consisting of naturalistic observation and the other allowing to '' to deepen the targeted cases, competent by the interview, observation and analysis of speeches. The results obtained show that the practice of extra-professional activities that generate or not generate income, on the one hand, encourages the development of usable individual skills in regulatory work. This has negative effects on the behavior and on the performance of the company when the practice of these is contrary to morality.

1. INTRODUCTION

In Democratic Republic of Congo (DRC), it was noted on the one hand, a significant drop in the performance of companies in both the public and private sectors. With regard to public sector companies, we observed a slow pace of work due to the lack of seriousness in the way of doing things. For companies in the private sector, it should be noted that some companies have closed their doors for failure to achieve objectives and others have to resort to downsizing or technical leave. In both cases, performance must be a value to be sought at all costs to ensure the sustainability of any business. On the other hand, the socio-economic conditions of workers push them to do other things in their free time. Our research question that is: Why workers do other activities in their free time?

This unfortunate situation breeds job dissatisfaction which in turn leads to the search for financial equilibrium. While work is for everyone a condition of autonomy and personal development.

This is how our work is entitled "extra-professional activities and performance of workers in the Democratic Republic of Congo (Case study conducted in Lubumbashi). To put it bluntly, we are working to see if there is an influence between extra-professional activities practiced by workers and work performance.

Our research revolves around the following question:

Do extra-professional activities practiced by workers in Lubumbashi have an influence on work performance?

In view of the question asked above, we formulated the following hypothesis: the practice of extra-professional activities by workers would have an influence on performance at work.

Our study pursues the following objectives:

- Identify and describe extra-professional activities;
- Determine if there is an influence between extra-professional activities and the performance of workers in Lubumbashi.

2. CONCEPTUAL FRAMEWORK

In this section we will talk about definitions of some key words, theoretical basis theoretical basis and some inquiries about previous studies.

2.1. Definition of concepts

2.1.1. Extra-professional activities

First of all, let's start by clearing up the ambiguity between leisure and extra-professional activity.

S. Dubois (2020) shows that it is difficult to distinguish his extra-professional activities from his hobbies since both notions are practiced outside of work. Whether these concepts are paid or unpaid, they all reveal personal fulfillment, the acquisition or development of new skills. The expression extra-professional activity refers to two terms that we will present in turn, these are words: activity and extra-professional.

G. Pronovost (1994: 83-102) has shown that extra-professional or non-work includes domestic tasks

and leisure activities that are distinct from work which is a sustained effort to achieve something.

As for S. Durand-Clarini (2021), the expression "extra-professional activities" is considered synonymous with "hobbies" or "leisure" or "centers of interest". All of these terms aim to surface attitudes; qualities, capacities,… of the person. In short, it highlights the tastes and the personality of the one who practices them.

Thus "extra-professional activity", designates everything that the worker does outside of regulatory work during free time, alluding to leisure whether it is accompanied by a responsibility, remuneration or not and being carried out without there being any. Has a constraint. In the business, this can be seen in the business being out of service without being strained.

2.1.2. Performance at work

The term "performance" is commonly used both in the literature and in organizational circles to denote a certain level of excellence. (Zineb Issor, 2017: 103)

As for the term work, it is considered to be a physical or intellectual effort willing to accomplish something or either to obtain an assigned result (Toupictionary: The political dictionary). That is, to achieve the level of excellence in what you do, with a minimum of effort.

In this research framework, the expression "job performance" means improving the quality of the work provided or presented.

2.1.3. Free time

There is no one-size-fits-all definition of free time. Despite the lack of consensus, all the authors stress that free time is the time a person has outside of imposed tasks.

For T. Schauder (2018), free time or leisure time is defined as time intended for consumption and entertainment.

As for us, the expression "free time" refers to the available, unoccupied time where the person perceives himself and deploys as he pleases as the only instigator away from his actions and actions outside the imposed tasks.

2.2. Theoretical bases of the study

Many theories have been developed in the field of extra-professional activities and work performance. Psychological theories are directly related to our study. These theories are supported by many authors in particular M. Seligman (1998: 1-30), A. Saoussany (2018: 2, 3 and 12), T. Seskis (2015: 336).

M. Seligman (1998: 1-30), underlined that in order to be able to flourish, whatever the environment in which he finds himself (education system, life in a company, etc.), he needs to develop good sense, commitment and rich human relations.

A. Saoussany (2018: 2, 3 and 12), declared that individual performance has the merit of allowing competitive companies around the world to heal their image and to take pride of place. Currently, business performance is no longer just a matter of financial means but more of the human dimension.

Every person has a tendency or desire that one day they will give up their responsibilities, change their name and run for a new life. (T. Seskis, 2015: 336)

In summary, psychological theories have recognized that well-being is sought in actions that generate positive emotions, fulfillment and personal or collective development. For them, extra-professional activities, including leisure, promote mutual aid behavior, allow them to think in a more flexible or more creative way.

2.3. Previous studies

Extra-professional activities and worker performance has already been the subject of numerous studies. It is virtually impossible to examine all of these studies in this work. Thus, we will limit our review to a few relevant studies.

F. Dalbera (2020) in health magazine psychology has shown that creative hobbies (jewelry, sewing or small decoration) allow the person who practices them to be more confident, more relaxed and less stressed. In addition, the practice of manual activities makes the individual who is engaged in them to direct themselves about the work being done, to get rid of negative thoughts of everyday life and to immerse themselves in the present time. In short, the practice of extra-professional activities makes you more serene.

For its part, France mutuelle (2016) has shown that the well-being of employees can be good for the company. So a happy worker is imaginative and allows the company to be innovative.

According to “Le Salon des Entrepreneurs (2016)”, on the combination of salaried and non-salaried activity, showed that 77% of these people carry out activities different from their first profession.

Our study fits into the perspective of these different authors. For the latter, extra-professional activities and work performance influence the behavior of employees. As for us, we proposed to reconcile the two variables to describe on the one hand the extra-professional activities practiced by workers in the city of Lubumbashi, and on the other hand to finally determine their influence on performance.

3. METHODOLOGY

In this part of the work, we first present the field of investigation which is the city of Lubumbashi. Next, we describe the study population, sample, research methods and techniques. Finally, we highlight the techniques of analysis and data processing

3.1 Story of Lubumbashi City

Our field of study is the city of Lubumbashi, which is our living environment. It was created around 1906-1910 following the discovery of copper deposits and their exploitation by the Union Minière du Haut-Katanga (U.M.H.K). According to estimates, the city of Lubumbashi is ranked as the second or third largest city in the Democratic Republic of Congo in terms of number of inhabitants. It is the headquarters of several large Congolese companies or companies with foreign capital.

3.2 Target population and Sample

In the context of this study, our target population is made up of workers engaged in extra-

professional activity. In other words, it is considered to be infinite due to the lack of reliable statistics.

Following the difficulties encountered, we made a sample of 5 relevant cases including: 3 workers and 2 workers. They are male and female. Their average age is 38. Their social environment pushes them to practice extra-professional activities. Among them, there are 4 married and a single. It should be noted that the workers sampled come from the different geographical backgrounds found in the DR Congo.

To carry out this study, we used two methods, namely the descriptive method and the case study. We used the descriptive method based on naturalistic observation to be able to observe the targeted workers in their natural environments, which are family residences. Let's say that this observation focused on the expression "extra-professional activities" which refers to what one does in free time. As for the methodology of the case study, it allowed us to go deeper into each targeted case in order to develop an individual or group explanatory framework on the identification of extra-professional activities of workers.

3.3 Technique and research methodologies

To collect the data of our work, we used the observation technique which allowed us to focus our attention on the behavior of targeted workers through the practice of their extra-professional activities than on their statements and the technique of the interview enabled us to gather relevant information from workers on their conduct outside the company (their extra-professional activities) and within the company (their professional performance).

3.4 Data processing

To achieve the objectives of our study, we developed an interview guide that allowed us to identify extra-professional activities among workers in order to determine the influence of these extra-professional activities on worker targeted performance.

We used content analysis to perform the data analysis. The processing of information will be qualitative and quantitative.

4. RESEARCH RESULTS

4.1. Presentation and Analysis of Results

In this section of our work, we have presented for each case the information collected through the interview and observation on extra-professional activities. Information on extra-professional activities practiced by the workers is given in the sample below

TABLEAU N°1 : Extra-professional activities practiced by workers in the city of Lubumbashi

Age	46 years	26 years	43 years	40 years	37 years
Sex	Male	Feminine	Feminine	Feminine	Male
État-civil	Married	Single	Married	Married	Marriel
Service	Education	Frenh culturel center	Public training	Education	Public training (Agriculture, peach et breedin "Agripel")
Grade	21	Général secretary	14	14	1st class office clrk
seniority	20 ans	3 ans	7 ans	9 ans	20 ans
Extra-professional activities practiced	Sing in the choir including rehearsals and go to church or prayer	Reading, Being President of the Young Working Ladis Bizness association, Running a hairdressing salon, Singing in the choir, Playing sports (jogging + physical exercises), Cleaning (cleaning the house before going out) and shopping	Raising poultry and practicing petty trade	Doing business and cleaning up	Go to church, Take care of his family (health care, accompany the children to school and bring him home after class) and lead prayer in his house morning and evening, Practice animal husbandry purebred dogs, Do the outpatient clinic and Trade
Fréquency	Go to church, Take care of his family (health care, accompany the children to school and bring him home after class) and lead prayer in his house morning and evening, Practice animal husbandry purebred dogs, Do the outpatient clinic and Trade	This is 3 times a week for the two extra-professional activities practiced.	Regarding the 1st activity (it's every day), for the 2nd (it's at least once /month), for the 3rd (it's twice /week), for the 4th (it's 3 times /Week), for the 5th (it's 4 times / Month), for the 6th (it's 7 times / Week) and for the 7th activity (it's 1 time / Week for the association and almost every day after work for the salon).	This is 5 to 6 times /year (regularly 100 chicks) and every evening for the sale of various items: plastic plates, clothes,	The 1st extra-professional activity is practiced in the kilobelobe distric(C/Annexe), the 2nd is carried out at home, the 3rd is done with his grandparents, the 4th is practiced in this way : some clients come to see him at his grandparents and others invite him to their home to learn about breeding or for private consultation. And the 5th activity takes place on avenue sapiniere in the bel-air district in the town of kampemba.
Place	This is the Church of Jesus Christ of Nazareth; Creator and Savior, located in Ruashi commune / Kivele Avenue corner Mbvanke.	The place where she practices extraprofessional activity are diverse, they are the following places : at home; at n°8 of avenue de l'Eglise (stop Néo, C/Annexe), at n°1009 of avenue Biayi (C/Annexe), at Kabibwe in the vicinity of the school bus stop, at Q/ Karapa Prison, at the avenue de l'Eglise market (for the association) and in town (for the hairdressing salon).	Often at home (her home) and at the Zambia market.	This is done atthe Navirundu district market in the annexe municipality and the house .	The 1st extra-professional activity is practiced in the kilobelobe distric(C/Annexe), the 2nd is carried out at home, the 3rd is done with his grandparents, the 4th is practiced in this way : some clients come to see him at his grandparents and others invite him to their home to learn about breeding or for private consultation. And the 5th activity takes place on avenue sapiniere in the bel-air district in the town of kampemba.
Moment	He practices extra-professional activities according to this schedule: for the 1st extra-professional activity, it is Sunday from 8:20 a.m. to 2:30 p.m. , Wednesday from 5:30 p.m. to 6:30 p.m., Saturday from 1 p.m. to 2:30 p.m. and Sunday from 9:30 a.m. to 2:30 p.m. 1:30 p.m. Regarding the 2nd activity practiced, it is Wednesday from 4.15 p.m. to 5.30 p.m., Friday from 4.15 p.m. to 5.30 p.m. and every 1st Saturday of the month from 10 a.m. to 3 p.m.	It depends on availability but often it is at night, every Sunday from 8:20 p.m.,Wednesday from 5:30 p.m. to 6:20 p.m. to 2:20 p.m., every Saturday morning, every morning (for cleaning), Sunday from 3 p.m.(association account) and every day a round 7p.m. (hairdressing salon account).	She practices the 1st activity in the morning before leaving home to go to work and for the 2nd it is in the evening around 6 p.m.	It is between 2p.m.? -3 p.m. until 8 p.m. for the 1 st activity and from 4p.m. to 7 p.m. for the second activity.	The first extra-professional activity practiced takes place on Sunday from 9:30 a.m. to 1 p.m.,Wednesday from 4.15 p.m. to 5.30 p.m. and Friday from 4.15 p.m. to 5.30 p.m. The second takes place every morning from Monday to Friday,he accompanies his children to school (Wokovu school complex, Bel-Air distric, kampemba commune) and brings them home after class at noon. The 3rd activity is carried out every day before 6 a.m. (cleaning the cages), between 12 p.m. and 1 p.m. It is so feed the animals , in the event of a problem related to their health, he administers the case that requires intervention. The execution of the 4th activity does not have a specifique date. And ,the 5th extra-professional activity often occurs between 6 a.m. and 7:30 a.m. and after hours of service around 3:30 p.m. or 4 p.m. until 10 p.m. (every day except on days of prayer).
Extra-professional activities carried out collectively or individually	Activity practiced collectively or in a group	Activity practiced individually or in a group.	Individually practiced activities.	Individually practical extra-professional activity.	Extra-professional activity practiced individually or in a group.
Assumed responsibility	. Chorus-singer and faithful assiduous	She is the president of the association, owner of the hairdressing salon/general manager , chorister. coursal	She coordinates everything or manager.	Manager, owner of the house.	Christian, father, owner or manager, veterinary surgeon.
Extra-professional activities generating or not generating income	Non-income generating activities (for both activities practiced).	Income generating and non-income generating activities	Income – generating activities practiced.	Generating activities and not generating income.	Income generating and non-income generatingvactivities.

Source: Information obtained from survey participants

In this table, we have summarized fourteen headings which describe the practice of extra-professional activities by the workers sampled from the city of Lubumbashi, namely: the 5 cases on which our study was tackled and which we have numbered and named anonymously using meaningless syllables, age, sex, marital status, service, rank, seniority, extra-professional activities practiced, frequency, place, time, activities extraprofessional practiced individually or collectively, responsibility assumed and extraprofessional activities generating or not generating income.

4.2. Results analysis

After presenting the information collected on the 5 targeted workers from Lubumbashi, we will now analyze them according to the objectives of our study:

Analysis of results according to the first objective

Our first objective was to identify and describe the extra-professional activities practiced by workers in the city of Lubumbashi.

Examination of the information collected shows the extra-professional activities practiced by the workers, these are:

Income generating activities:

1. Be the owner of a hairdressing salon;
2. Practice raising poultry (hens);
3. To trade;
4. Perform the outpatient clinic;
5. Practice the breeding of purebred dogs.

Non-income generating activities:

1. To go to church ;
2. Take care of your family (health care, catering, accompanying children to school);
3. To do the housework ;
4. Read;

5. Play sports (jogging, physical exercises);
6. Work for a voluntary association;
7. Go shopping ;
8. Sing in the choir.

It emerges from this analysis of the results that the extra-professional activities practiced by our cases are varied. However, the most frequent:

- Among the extra-professional income-generating activities, there are: Trading and breeding.
- Some non-income generating extra-professional activities include: Going to church and singing in the choir.

❖ Analysis of the results according to the second objective

Our second objective was to determine the influence of extra-professional activities on the performance of workers.

In relation to this objective, our study leads to several answers, the most frequent of which are:

- Positive influence, thanks to the practice of extra-professional activities:
  - The way of working changes because after practicing something else that is different from your usual job, you feel up to your task, for example singing in the choir;
  - Source of emotional, professional and mental balance;
  - This fosters punctuality, perseverance, the habit of arriving on time for work and following the rules;
  - Personality change (one becomes conscientious), for example: going to church;
  - It allows you to be clean (presentable) and in good shape (have energy) at work, for example: trading allows you to have money;
  - This develops certain skills that we use in the work, for example: frankness, integrity, the mastery of managing all categories of people that we meet at work, the ease of integrating professionally, in the event of a problem. difficult to resort to the Word of Jesus Christ of Nazareth, the discovery of new knowledge, the ability to understand others and to dominate oneself (emotions, feeling, passion and motivation) and other acts of organizational citizenship.
- Negative influence:
  - Some workers even boycott professional activities in favor of extra-professional activities, and this affects the performance of the latter;
  - The workers favored extra-professional income-generating activities to earn and manage the income on their own;
  - Spending long hours of marriage watch without sleeping exposes the worker to occupational risk and adjustment problems;
  - The loss of business for the company (low profitability) when one does not perform the normal working hours, the company loses as a result of the repercussions caused by delays and absences.

4.3. Results interpretation

Our study showed that the most frequent extra-professional activities among the targeted workers in the city of Lubumbashi are:

- Trade and practice animal husbandry as extra-professional income-generating activities;
- Go to church and sing in the choir as extra-professional non-income-generating activities.

This finding confirms the results of previous studies carried out by F. Dalbera (2020), France Mutuelle (2016), and Salon des Entrepreneurs (2016). We attribute this similarity of results to the fact that the practice of extra-professional activities can be profitable on behalf of the company.

The influence of extra-professional activities on the performance of workers has also been highlighted by A. Saoussany (2018: 2,3 and 12), T Seskis (2015: 336), M. Seligman (1998: 1 -30). This confirms the psychological theory which states that people who experience more positive emotions improve their intellectual, social and physical resources. In other words, any man needs to do something else in his spare time than usual to get to know himself better. The wrong choice of types of extra-professional activities can have negative effects on their behavior, and therefore on performance.

4.4. Discussion

In this part we present in a condensed way the results resulting from the work of our predecessors that we compare with those found in the present work.

The Salon des entrepreneurs (2016), which focuses on the combination of salaried and self-employed activity, shows that 77% of people practice activities other than their first profession.

France mutuelle (2016) shows that the well-being of employees can do good for the company. So a happy worker who is imaginative can enable the company to be innovative.

F. Dalbera (2020), reveals that the practice of creative hobbies (jewelry, sewing, small decoration, etc.) and manual activities during free time can strengthen concentration, mobilize skills, improve progress, and allow people to move on the job work done, to get rid of negative thoughts of everyday life and to immerse oneself in the present tense.

A review of the previous studies presented by our predecessors' shows that the study of extra-professional activities and worker performance is a topic that has been the subject of much research. However, we conclude that the similarity to others is that we all deal with the same issue that relates to extra-professional activities and performance. And, we stand out from others by the fact that we identify and describe on the one hand the extra-professional activities that generate or not generate income practiced by the targeted workers in Lubumbashi, and on the other hand we determine the influence that exists between the extra-professional activities practiced and performance at work as one of the means likely to guarantee the personal development of employees.

5. CONCLUSION

At the end of this study which focused on extra-professional activities and the performance of targeted workers in Lubumbashi.

Indeed, we started with the question of whether there is an influence between extra-professional activities and the performance of workers in Lubumbashi.

The objectives of our study were:

Identify and describe the extra-professional activities carried out by workers in Lubumbashi;

Determine the influence of extra-professional activities on the performance of workers in Lubumbashi.

In view of the constraints of personal development and working conditions, we formulated the hypothesis as follows: There is a relationship between extra-professional activities and the performance of workers in Lubumbashi.

To answer our question and achieve our objectives, we used the descriptive method and the case study, these were supplemented by the following techniques: interview and observation.

The sample consisted of 5 relevant identifiers extracted from the occasional sampling technique that we went into in a special way.

After analyzing the results, we came to the following conclusion: to achieve personal development and ensure livelihood, workers in Lubumbashi practice extra-professional activities. We have highlighted this because from the practice of these non-work activities, the majority of these agents have developed different individual skills that they can call upon in their prescribed work. These are skills such as: the ability to be up to the task entrusted, punctuality, perseverance, regularity, respect for rules, conscience, the ability to be in good shape, the possibility of '' be specific to work, frankness, integrity, the ability to manage human relations well, the ease of integrating professionally, the ability to practice the behavior of organizational citizenship.

We will end this study by making some recommendations:

The first is aimed at workers who engage in extra-professional activities not to boycott or sacrifice professional activities for the sole benefit of non-work activities because this reality affects their performance at work (delays, absences). But the best thing to do is to practice extra-professional activities without breaking company rules. In other words, to practice extra-professional activities to have an emotional, professional and mental balance without endangering the life of the company. In short, practice extra-professional activities that ensure personal development.

And, the second concerns the population, which at all costs must choose extra-professional activities because they are a source of personal development and livelihood.

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