

HOW DOES POOR MENTAL AND PHYSICAL HEALTH AFFECT PRODUCTIVITY?

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ABSTRACT

This research paper aims to study how poor mental and physical health could impact the productivity of employees. A person's overall health is of utmost importance as it has a serious contribution towards contentment in their lives and it can have an impact on the economic development of the country. Poor physical health and mental health could lead to a decrease in productivity, as well as increasing healthcare costs. The various health issues are fatigue, obesity, chronic illness, depression and many more. These has a negative impact on the financial outcomes of the businesses and stress on the medical system.

It is also found from the study that the cases of OUD are rising, along with a rising problem in the workplace environment. This could have a significant impact on the workplace efficiency and the well-being of the staff members of a company. This issue could be treated with prescribed drugs, but prolonged use of opioids to treat this disorder can lead to dependency and tolerance towards it. There have also been incidences of abuse of these opioids by employees to reduce and alleviate their pain, which could lead to a habit towards [1].

A survey was conducted among 200 respondents, which is aimed at studying the impact on productivity of employees who have mental or physical health disorders. The respondents of the survey were from a wide range of industrial backgrounds and educational experiences. This survey is also conducted to emphasize the importance of maintaining the physical and mental well-being of employees by an organization, as it can have direct consequences on organizational outcomes. The respondents agreed that encouraging social activities or exercises can lead to improvement in the productivity of employees as it improves the physical and mental health conditions at the workplace.

KEYWORDS

Mental health, physical health, workplace productivity, health conditions, anxiety.

INTRODUCTION

BACKGROUND

Mental health issues such as depression and anxiety have been a growing concern in the working environment in most nations. Organizations that assist employees with psychological disorders and encourage mental wellness are far more inclined to minimize presenteeism—a term used to describe employees who are less productive at their job—and boost employee efficiency by lowering absenteeism [2]. Several studies have investigated that there is a significant correlation between the occurrence of episodes of mental health as well as absenteeism. The investigators also concluded that depression-related conditions constituted the most prevalent form of mental illness across most personnel. But our study and its originality contribution relative to prior work appears from A comprehensive examination is necessary to fully understand the consequences of the financial system. Considering chronic illness generally results in a decline in the standard of living and social withdrawal, it may be quite debilitating. Consequently, examining this matter might lead to solutions for enhancing communications and attaining pleasure. Alongside the physical settings, there are other additional significant factors that affect the well-being of the employees. For instance, organizational challenges like taking responsibility as a leader and lacking personal assistance and diverse job-specific variables such as workload and imbalance amongst the requirements of employment and the assets that are accessible. These factors have an adverse impact on the health and mental well-being of individuals as they have been found to struggle with the key triggers for sleep disruption, exhaustion, mood swings, headaches and irritable gastrointestinal problems.

PROBLEM STATEMENT

Mental and physical health problems are becoming more prevalent today. The cornerstone of an individual's happiness as a human being is their psychological and physical wellness. The health issues involve anxiety, depression, stress, fatigue, overweight and persistent illness. Given that these challenges impact a considerable segment of the community, concerns exist over the possible consequences for overall productivity. There might be detrimental financial effects from having poor physical and mental health. Reduced efficiency, rising absenteeism, and increasing costs for healthcare are having an impact on companies as well as medical systems [3].

SIGNIFICANCE OF THE RESEARCH

Well-being concerns like migraines, weariness, and tense muscles may originate from psychological problems that reduce efficiency. Furthermore, those with inadequate psychological conditions might take longer breaks or find it challenging to regularly attend up for employment, which at first may adversely affect both their own and other people's performance [4]. Additionally, a person's drive, inventiveness, and capacity for teamwork could all be impacted by their psychological well-being. Businesses must, thus, establish a culture that delivers encouragement at their jobs that encourages healthy psychological well-being as well as offers help and amenities to staff members who might be experiencing mental well-being problems. The research will further investigate the topic of the way poor mental and physical health might affect productivity.

AIM AND OBJECTIVE OF THE RESEARCH

The achievement of the company is significantly influenced by the worker's efficiency. Maintaining the physical and emotional well-being of staff members is critical to their effectiveness. Thus, the research will aim to investigate the way poor mental and physical health affects productivity. Hence, to accomplish the aim, the research will address the following objectives which are as follows:

- To analyse the impact of mental and physical health on employee productivity.
- To evaluate the factors resulting in mental and physical health issues of employees.
- To recommend ways to enhance employee mental and physical health to ensure productivity.

RESEARCH QUESTIONS

The research will attempt to answer the following questions on the particular research topic which are as follows:

RQ1: How do poor mental health and physical health affect employee productivity?

RESEARCH HYPOTHESIS

Therefore, based on the above research questions, the following hypothesis have been framed which are as follows:

H1: Poor mental and physical health significantly impacts employee productivity.

REVIEW OF LITERATURE

IMPACT OF MENTAL AND PHYSICAL HEALTH ON EMPLOYEE PRODUCTIVITY.

As per the statement of WHO, being healthy is a condition of whole intellectual, bodily, and societal wellness rather than solely the lack of illness and disability. The intricate interplay amongst a person's emotional, mental, and institutional assets, as well as the pressure imposed by their human and societal surroundings at both places of labour, leads to their overall state of well-being. Anxiety and sadness are examples of mental well-being conditions that can lead a professional to become distracted, which makes it highly challenging to concentrate on multiple things and do daily tasks at the workplace [5]. It might be challenging for a staff member to fulfil commitments due to a lack of resilience. Paranoia can result from anxiousness or melancholy, which means the most positive remarks could be perceived negatively by the sufferer, forcing them to wonder about their talents and self-worth. This can undermine the sufferer's morale and productivity in the near term. Furthermore, the dynamics of the personnel, which make the workplace less of a collaborative environment and a greater degree of a competitive environment, could constitute the root reason for psychological problems rather than just physical working environments.

Individuals experiencing psychological problems might discover it difficult to engage alongside other individuals, leading these individuals to withdraw from society. This greatly obstructs interaction, particularly in professional contexts where inattentiveness frequently lowers productivity. Furthermore, the norms, environment, and overall vibrancy of any given workplace frequently have been shifting, which may be quite challenging for an individual who is having psychological disorders. It might seriously impede your company's inherent development procedure to be unable to adjust to an atmosphere that continually changes.

Opioid Use Disorder (OUD) is a syndrome that more personnel are experiencing, which is a rising problem in work environments. Both company efficiency and the well-being of staff members could be significantly impacted by OUD [6]. The excessive prescribing of opioids to alleviate pain constitutes several of the leading causes of OUD in the job sectors. Medications with a prescription are often used by employees with persistent discomfort to treat the signs they have, but gradually, this can result in tolerance and dependency. In addition, certain employees might purposefully abuse opioids towards an attempt to relieve strain or worry, which could potentially result in habits and dependency.

EVALUATING THE FACTORS RESULTING IN MENTAL AND PHYSICAL HEALTH ISSUES OF EMPLOYEES.

According to research, there are over 24,000 instances of psychological issues in the United Arab Emirates [7]. It notes that illicit drug misuse, depression, and stress were some of the most common disorders among the populace. A mental wellness problem also affects approximately fifty per cent of Americans at some point in their lives. Amongst the workers polled, 57.9% reported that their mental health was negatively impacted by their jobs in some way. There are several factors cited in the literature that demonstrate the cause of the mental and physical health issues of employees at their workplaces. One such factor has been the influence of the physical settings on the condition of individuals. Unfavourable interior environments, disturbances, and distractions negatively affect workers' health and well-being. Contrary to this, a positive work environment is enhanced by suitable chances for communication, concentration, and outdoor interaction. In many workplaces, the physical surroundings have been very poor, where there is an absence of natural sunlight, lush vegetation, noisy settings, disarray and rigid arenas. These poor physical settings at the workplace also affect the efficiency of the employees as most of them are found to be frequently complaining about the same to the top management, which in turn affects the productivity of the company.

The OUD disorder-affected workers may have fewer absences and be less on time. People might have to leave labour to attend therapy visits [8]. This may result in a decline in output and efficiency at their workplace, which might have serious repercussions for both the person as well as the company.

RECOMMENDING WAYS TO ENHANCE EMPLOYEE MENTAL AND PHYSICAL HEALTH TO ENSURE PRODUCTIVITY.

Worker's happiness, efficiency, expenses, business reputation, and vulnerability are just a few of the principles that might be impacted, either intentionally or inadvertently, by productive environments that promote workers' overall well-being. Conversely, ideals like conservation might improve well-being and happiness. Workplaces must prioritize the aspects of humanity, the environment, and revenue, and to achieve all three, the work settings must adhere to sustainable constructions, which are claimed to be cleaner than non-green structures. Research finding revealed that based on the regional temperature, wind-induced structure movement might result in workers' mental illness as well as a 30% drop in efficiency. Also, professionals working in green-certified structures have performed 26% higher on their psychological assessment, and 30% reported having fewer sick-enabled symptoms when operating in an unhealthy apartment than those functioning in non-certified structures. These effects are very varied nevertheless, are projected to be considerable over time[9]. Thus, the workplace must be flexible and should have enough space for the employees to move around, and their cabinets must be structured in the form of cell workplaces so that employees can maintain their privacy in their work settings and perform their work with fewer disturbances and with great efficiency. Moreover, there is a positive impact on the IAQ (interior-air quality) on well-being and productivity as the findings showed a higher realistic standard for the workplace's long-term viability, variety, natural surroundings, and opportunities for movement and relaxation. Enhanced physical exertion and interpersonal interaction, improved cooperation and production, and elevated perceptual experiences of motivation, warmth, and vitality.

Another recommendation for the employee's mental and physical well-being is that workplaces must allow their employees further freedom regarding the way they carry out their duties. According to the investigation, possessing zero influence over the way tasks are completed is linked to greater incidences of coronary artery ailment as well as a decline in psychological wellness. Furthermore, there is a substantial spike in the likelihood of Type 2 diabetes along with cardiac demise when work-related stresses and inadequate job management are combined. The health of employees can be affected by even little adjustments to staff member flexibility. Furthermore, organizations must maintain a sufficient staffing level for appropriate assignments inside their organization. Excessive job expectations, such as extended working periods or the need to function quickly or diligently, have been shown to have a negative impact on the health and wellness of workers. A number of findings indicated that a combination of elevated expectations and inadequate supervision leads to adverse well-being effects such as increased prevalence of depressive disorders, hypertension, and coronary artery diseases.

Programmes and activities are also being implemented within workplaces with the goal of enhancing staff efficiency and psychological well-being. EAP, also known as the Employee Assistance Programme, offers counselling and other amenities for staff members who might be dealing with psychological disorders is a perfect example. An analysis of forty-two research on worker assistance programmes revealed that these programmes were successful in lowering stress, nervousness, and unhappiness in workforces, which subsequently raised output.

Finally, to reduce mental and physical ailment, working professionals should follow certain precautionary measures to remain healthy and fit and, in turn, enhance productivity in their work settings. Presently, after the global epidemic, there has been a significant change in the pattern of work, and several employees have been experiencing a flexible pattern in performing their jobs. The effect of working from home has been found to be both positive as well as negative. However, recommendations for operating efficiently in positive work-from-home settings involve establishing a feeling of discipline and habit, which could assist in psychologically separating job duties while operating from home. Workers could establish frequent pauses during their commute to warm up, go for a little stroll, or practise mindfulness. They will feel refreshed and progress on their job if they follow the strategy while working from their homes.

METHODOLOGY

RESEARCH DESIGN

The methods that are required to be utilized in the research will be referred to as research design, and this study will employ a hybrid methodology that integrates qualitative and quantitative methods to investigate the association between low physical and psychological wellness and work output. To achieve its goals, the study would employ a mixed investigation technique, analysing data from both primary and secondary sources.

The secondary data used in the investigation's qualitative element will come from a study of the body of current literature. Sources would include formerly published books, journals, and research papers for conducting the research on the pertinent topic. Examining the body of current literature and coming to the right inferences would be the sole purpose of this research. Because of the strong theoretical foundation, the researcher established in the qualitative phase, evidence has also been gathered to address the research questions and hypotheses for the quantitative phase.

DATA COLLECTION INSTRUMENTS

The primary data was collected through administering a survey of 200 respondents belonging to a wide range of industries and educational backgrounds. The primary technique for gathering information to estimate the financial impact of psychological and physical disease on performance will be a survey. By means of the survey, significant information will be gathered, including population size, expressed psychological and physical wellness, efficiency, coping mechanisms, as well as access to resources and assistance at work. To provide quantitative data appropriate for thorough statistical assessment, the inquiries for the survey will be carefully crafted to guarantee precision and pertinence.

ETHICAL CLEARANCE APPROVAL

This paper involve human and all the procedures covered were in accordance with National Health and Medical Research Council ethical standards. After taking the research panel approval for this paper with number AY 2/2024. liwa university UAE

DATA ANALYSIS

The analysis of the survey will include various quantitative tools such as data visualization, inferential statistics, and descriptive statistics. With the utilization of descriptive statistics, emphasis will be given to the important characteristics of the data, which will be the main emphasis of the preliminary study. The median of central tendency will be computed through the means, medians, and standard deviations for several additional metrics, which will include indicators of productivity, physical fitness, and emotional health. Finally, a sense of the entire dataset could be rapidly obtained and could be seen whether there are any obvious inclinations or outlines that require more research by utilizing descriptive statistics.

Further, the study will also use inferential statistics to hunt for associations that could point to casualty. The degree of connections among the parameters will be evaluated using statistical methods like a correlation investigation. Attendance patterns along with wellness (for instance, detecting the level of stress) might be examined to determine if there is a relationship. Additionally, regression investigation may be utilized to look at possible consequences that could result from a change in the worth of one variable in relation to another.

The material acquired for this portion of the investigation will be subjected to a thematic examination as one of the qualitative data examination approaches to assist the researcher in identifying recurring themes. The additional background and intricacy that this qualitative research provides will help the quantitative conclusions. The study will require the use of these techniques to examine the survey data in a manner that is convincing and comprehensive. Also, these theories will be tested and insightful results of how low psychological and physical health affect efficiency using this multifaceted approach.

Data Analysis

the analysis of data collected through an online survey to investigate the impact of poor mental and physical health conditions on employee productivity at an organisation. The study aims to evaluate how important it is to maintain the mental and physical well-being of a company's staff to enhance their productivity and contribute to the company's success effectively. For this, an online survey was conducted surveying 200 professionals and workers from a wide range of industry and education backgrounds. The justifications of the sample size were to provide sufficient adequate sample from many educators from selected schools in the Capitale of Amman city The survey responses were organised and analysed by using various analytical tools to understand the impact of mental and physical health conditions on workers' productivity. This presents the results of the data analysis by presenting the percentage distribution of respondents' demographic details along with a descriptive analysis of the data. also presents and discusses the results of the correlation and regression analysis done to meet the research objectives.

DEMOGRAPHIC ANALYSIS

TABLE 1: GENDER DISTRIBUTION OF THE PARTICIPANTS

Gender	Number (N)	Percentage (%)
Female	96	48.00%
Male	104	52.00%
Grand Total	200	100.00%

Table 4.0.1: Gender distribution of the participants

The table above shows the gender distribution of participants, where 52% of the respondents are male and 48% of the participants are female. Though the number of male participants is higher than that of females, there is not a larger difference between the two.

TABLE 2: AGE DISTRIBUTION OF THE PARTICIPANTS

Age	Number (N)	Percentage (%)
20-30 years	64	32.00%
31-40 years	118	59.00%
Above 40 years	18	9.00%
Grand Total	200	100.00%

Table 4.0.2: Age distribution of the participants

The table above shows the age distribution of the participants. The majority of the participants (59%) belong to the 31-40 years group, following 32% of the participants belonging to the 20-30 years age group, and only 9% were above 40 years.

TABLE 3: ORGANISATIONAL DISTRIBUTION OF THE PARTICIPANTS

Type of organisation you are associated with	Number (N)	Percentage (%)
Others	16	8.00%
Private	105	52.50%
Public	79	39.50%
Grand Total	200	100.00%

Table 4.0.3: Organisational distribution of the participants

The table above shows that the majority of the respondents (52.5%) work in private organisations, and 39.5% of the respondents work in public organisations. Only 8% work in other sectors.

Descriptive Statistics

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The results of the descriptive statistics displaying the mean, mode and standard deviation of responses under each question help in understanding the characteristics of responses. The table below shows the variable categorisation along with descriptive statistics.

TABLE 4: DESCRIPTIVE STATISTICS

Variables		Mean	Mode	Standard Deviation
Work productivity	How far do you agree that mental health condition impacts your workplace performance?	3.91	4	0.98
	How far do you agree that your physical health status has a significant impact on your workplace productivity?	3.96	4	0.93
	Do you think anxiety and depression reduce your workplace productivity?	4.02	4	0.97
Mental health	How far do you agree that the level of stress regarding workload and nature is manageable and acceptable by you in your workplace?	3.88	4	1.06
	How far do you agree that your supervisor motivates you to discuss ideas and listen to suggestions?	3.94	4	0.98
	How far do you agree that you are satisfied with your benefits and salary package provided to you?	3.93	4	0.95
	Do you think poor mental health makes it difficult for you to multi-task in your workplace?	4.02	4	0.95
	Do you think promoting collaborative opportunities to interact and share experiences among employees can boost mental health and well-being in the workplace?	3.98	4	0.91
Physical health	How far do you agree that chronic sickness can damage your concentration towards your work?	3.94	4	0.95
	How far do you agree that physical health issues like obesity, pain, and chronic diseases decrease your workplace performance and productivity?	3.97	4	0.95
	Do you think encouraging regular social events and exercise can enhance employees' physical health and well-being?	3.96	4	0.94

Table 4.0.4: Descriptive statistics

The average responses to questions under the variable 'Work productivity' show an average response inclined towards agreeing to the statements by employees, with less standard deviation. The mode value of 4 indicates that most of the respondents agreed with the statements mentioned in each question under 'work productivity'. The average responses to questions under variable 'mental health' show an average response inclined towards agreeing the statements by employees, with less standard deviation except the statement "the level of stress regarding workload and nature is manageable and acceptable by you in your workplace" having comparatively high standard deviation. The mode value is 4 in this case, also indicating that most of the respondents agreed with the statements mentioned in each question under 'mental health'. The questions under physical health also show an average value close to 4, indicating employees' agreement on the statements mentioned in each question. The mode value of 4 obtained for each question supports the result of mean responses by indicating that most of the respondents agreed with the statements under the 'physical health' categorisation.

HYPOTHESIS TESTING

For the hypothesis testing formulated in the study, correlation and regression analysis have been followed. The correlation analysis was done to understand how the dependent and independent variables are associated with each other and how strong is the association between the two. The regression analysis was done to understand the impact of poor mental and physical health conditions of employees on their productivity.

CORRELATION ANALYSIS

The table below presents the results of the correlation analysis with the dependent variable, employee productivity and independent variables, mental and physical health.

TABLE 5: CORRELATION ANALYSIS

	employee productivity	mental health	physical health
employee productivity	1		
mental health	0.83871	1	
physical health	0.814047	0.882872	1

Table 4.0.5: Correlation analysis

The table shows that there is a strong and positive association between mental health and employee productivity, with a correlation value of 0.83871, implying a direct relationship between the two. It is also seen that there is a strong and positive association between physical health and employee productivity as well, with a correlation value of 0.814. Therefore, these two are also directly related to each other.

TABLE 6: REGRESSION ANALYSIS

Regression Statistics	
Multiple R	0.853217
R Square	0.72798
Adjusted R Square	0.725218
Standard Error	0.436017
Observations	20 to 0

ANOVA

	df	SS	MS	F	Significance F
Regression	2	100.2282	50.11411	263.6051	2.03E-56
Residual	197	37.45178	0.190111		
Total	199	137.68			

	Coefficients	Standard Error	t Stat	P-value	Lower 95%	Upper 95%	Lower 95.0%	Upper 95.0%

Intercept	0.534299	0.152433	3.505129	0.000565	0.233688	0.8349	0.2336	0.8349
						1	88	1
mental health	0.540538	0.078598	6.877212	7.89E-11	0.385536	0.6955	0.3855	0.6955
						41	36	41
physical health	0.326864	0.077527	4.216111	3.79E-05	0.173974	0.4797	0.1739	0.4797
						54	74	54

Table 4.6: Regression analysis

DISCUSSIONS AND FINDINGS

The table above presents the result of the regression analysis between the dependent and independent variables. The result shows that the regression model is overall significant ($F_{2,197} = 263.61$, $p < .01$). The independent variables can explain 72.8% variations in the dependent variable ($R\text{-square} = 0.728$). Mental health has a significant positive impact on employee productivity ($\beta = 0.5405$, $p < .01$). Physical health also has a significant positive impact on employee productivity ($\beta = 0.3269$, $p < .01$). Therefore, mental and physical health conditions of employees have significant impact on employee productivity.

The results of the analysis obtained by analysing the survey responses provide some clear findings. From the demographic analysis, we obtained most of the participants were male, with a close percentage of female participants. Most of the participants were 31-40 years old, which increases the result's authenticity because the responses were obtained mostly from experienced employees. Most of the respondents work in private organisations, giving a scenario of mental and physical stress of employees in private organisational culture. A significant proportion of employees work in public organisations, also depicting the picture of public organisations with no less importance than those of private ones.

Moreover, most of the respondents agreed that the mental and physical health status of employees has a significant impact on their productivity. This has been greatly supported by the results of the regression analysis. The research question of the study can be answered by explaining the results of the correlation and regression analysis. The correlation analysis showed that there is a positive association between the mental and physical health conditions of employees and their workplace productivity. It means that better mental and physical health conditions will increase their productivity, and poor mental and physical health conditions will decrease their productivity at the workplace. The regression analysis showed the significance of this positive association between the two. From the results of the analysis, we evaluated that both mental and physical health conditions of employees have a significant positive impact on their workplace productivity. Poor mental and physical health conditions of employees will cause significant damage to their productivity levels at the workplace. Thus, the alternative hypothesis of the study 'Poor mental and physical health significantly impacts employee productivity' is accepted.

It is thus essential for organisations to keep their staff stress-free so that they don't feel obesity, stress and burnout. The employees also need to be physically healthy to enhance their productivity at the workplace. Organisations should take initiatives towards keeping their staff mentally and physically healthy. The organization could also provide an employee assistance program. There should be appropriate communication about these issues as many employees avoid it in apprehension of the stigma attached to them; there needs to be clear communication regarding the confidentiality of the programs to the employees. The employees of an organization must be informed about the benefits and the availability of community resources for supporting mental well-being, and there should be mention of emotional well-being at every organizational discussion, especially in the case of organizations which recruit diverse talents. This will help the employees come to work in a confident manner and remain productive. The organizations must also focus on the appropriate staffing practices to carry out the assignments they need to complete. This could help in reducing the unwanted pressure on the employees, which has been associated with various ailments like cardiac diseases and coronary blockages. The pressure of too much expectation and the need to work fast and in a diligent manner with inadequate availability of resources has led to various health disorders like hypertension, diabetes and many more.

CONCLUSION:

The physical fitness of an individual is important as this can indicate the frequency of absenteeism and could impact the performance of other people. The psychological well-being of a person is also important as it could impact teamwork of a person, the level of concentration as well as the innovativeness of a person. As per WHO it is found that when a person is healthy, it indicates that the person is in an optimal state physically, intellectually, and socially. A person who is sick in a chronic manner runs the risk of becoming socially isolated and distracted. This makes it difficult to multi-task at the place of work [10]. A lack of resilience could impact the work outcomes and result in paranoia. Paranoia that arises from melancholy could impact the self-esteem of the person and impact his outlook on life. This whole system could impact the productivity of the person at his job; again, this attitude can make the workplace have a less collaborative and more of competitive environment. Psychological illness can impact the social interactions of people and can have significant impacts on productivity in the case of professions which demand a high level of attention [11].

Individuals who have experience with high levels of stress and of anxiety can have the tendency to withdraw from social interactions. Again, the dynamic nature of the workplace could also have a significant impact on the already stressed individual. The workplace vibrations, the norms, and the environment can make it difficult for an individual to adjust if he is suffering from psychological illness.

Alongside the setting, there are other organizational challenges like lack of support to carry out a specific job role, which could also give rise to job stress. The imbalance between the resources for a job role and their availability could also impact the stress level of an employee and productivity. These factors have been associated with health disorders like sleep issues, headaches, irritability, gastrointestinal disorders and many more. These health disorders could be potential sources to impact business outcomes in a negative manner. Employees who suffer from mental health disorders may have to leave their workplace for therapy sessions, which could reduce the productivity of the organization.

Some of the factors which have the potential to impact the mental health of employees because of consequences of their jobs, which lead to illicit use of drugs, stress and high levels of depression, are some of the disorders faced by the population. A significant contributor to a deteriorating and negative impact on physical and mental health is the physical environment of the workplace [12]. The internal environment, the workplace norms, and the distractions could have serious negative effects on the employees of an organization, while a positive environment will reinforce positive outcomes. The aspects of effective communication, outdoor interaction and the issues of concentration could be significantly impacted by the physical environment of the workplace. The absence of natural light and workstations with limited space have negative impacts on the productivity of the employees [13].

IMPLICATION OF THE STUDY

IMPLICATIONS FOR ORGANIZATION MANAGERS

1. Recognition of Health as a Productivity Driver

- Managers should recognize that poor mental and physical health significantly affects absenteeism, presenteeism, errors, and turnover.
- Employee wellbeing should be viewed as a strategic investment, not a cost.

2. Development of Supportive Workplace Policies

- Implement Employee Assistance Programs (EAPs).
- Offer flexible work arrangements and reasonable adjustments for employees with chronic health conditions.
- Establish clear mental health support policies.

3. Training for Leaders and Supervisors

- Train managers to recognize early signs of burnout, stress, and declining performance.
- Encourage psychologically safe environments where employees feel comfortable disclosing health concerns.

4. Workload and Job Design Review

- Assess workload distribution and unrealistic performance expectations.
- Reduce chronic stressors that contribute to burnout and physical strain.

LIMITATIONS

This research paper focuses on how physical and mental health could impact the productivity of employees at the workplace. This could have been extended to interviewing some experts on this matter, which would have proven costly. Thus, the cost factor poses a limitation to this survey owing to the lack of sufficient funds.

RECOMMENDATIONS

The organizations can promote certain organizational practices like social interactions and sessions for physical activity. This could lead to an improvement in worker's happiness, improved efficiency and a positive business reputation.

- It is important that the workplace promotes various practices that are conducive to the wellness of the employees, which can help to improve productivity. Factors like environmental impacts need to be focused on, and humanity, as well as revenue, are important for the long-term success of an organization. These three perspectives for a successful business could be achieved by using "green constructions", which are sustainable in nature and have a clean outcome with no adverse environmental impact [14].
- The other important area which needs to be focused on by the organization is the internal layout of their office spaces. The spaces need to be spacious, with enough space for the employees to facilitate their movement. It would also be beneficial for the employees if they have their work cabins designed in such a manner that can alleviate any distractions. This could lead to better efficiency.
- The internal air quality of an organization can also impact the productivity of employees, it has been found that internal qualities like natural surroundings and the space for moving around have considerable influences on the mental well-being and physical health of employees. It reduces the turnover rate and improves the viability of the employees to work in an organization for the long term.

The well-being of employees could be further improved through the integration of health coverage plans and also providing support services to promote the well-being of employees mentally. The organization can also provide the benefit of a health savings account, which can support the costs that can go out of pocket.

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