

THE IMPORTANCE OF HEALTH QUALITY AS DRIVING FORCE OF PRODUCTIVITY TO SHAPE COMPETITIVENESS

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Abstract. Health is one of the most important aspects of human life, since it enables an individual to engage in a variety of activities, including economic activities. The term health in this context refers not only to physical health, but also to mental health, which is the key to productivity. A person may have a strong body and sufficient stamina, but without happiness and clear motivation, they will lack performance, which in the long term could refer to self-development and a desire to learn. As stated, physical health will aid in the completion of the project, while mental health will aid in the development of innovation, the establishment of new procedures, and the generation of ideas. This research will examine how health serves as one of the most influential determinants of competitiveness. It will result in potential competitiveness in a given field via productivity, which is dependent on two characteristics of health. This article demonstrates that physical health contributes to productivity, while mental health contributes to creativity and invention. This study suggests focusing on health facilities and health policy in the future to assist the improvement of health quality, and so establishing competitiveness, since this factor will help shape competitiveness over the long term.

Keywords: Competitiveness, Physical Health, Mental Health, Performance, Productivity

1. INTRODUCTION

Health is a fundamental human right, and achieving good health is essential for sustainable development. The importance of health, included in Sustainable Development Goals (SDGs), which aim to ensure healthy lives and promote well-being for all at all ages. Health is a crucial factor in productivity, as healthy individuals are more likely to be productive in their work, maintaining good health is essential for health workers to perform their duties effectively and efficiently, and providing healthcare services to the community can also contribute to overall productivity by improving the health of the population and reducing absenteeism due to illness, this includes not only physical health but also mental health, as stress and burnout can negatively impact productivity. Providing healthcare services to the community can also contribute to overall productivity by improving the health of the population and reducing absenteeism due to illness, also investing in the health and well-being of workers can lead to increased productivity and economic growth (Jaskiewicz & Tulenko, 2012).

Health is important in the context of economics because it has significant implications for work performance, energy, and associated economics. Poor indoor environmental quality (IEQ) can lead to negative health effects, which can result in decreased productivity and increased healthcare costs. Additionally, worker salaries outweigh the investment and operational costs of buildings, making it crucial to prioritize the health and well-being of building occupants. To explain the contribution of health toward productivity, its illustrated that health is a key determinant of human capital

formation and productivity, Poor health can lead to absenteeism, decreased productivity, and increased healthcare costs, all of which can negatively impact human capital performance. On the other hand, good health can lead to increased productivity, higher earnings, and better job opportunities, all of which can positively impact human capital performance (Mujan et al., 2019). In term of overall health, human capital health can originated from various factors, one of which is the environment, including work environment, encouraging employees to be more physically active and reducing sitting can also reduce presenteeism, which accounts for a larger proportion of productivity losses compared to absenteeism, interventions aimed at reducing sedentary behavior and increasing physical activity during productive work can improve productivity, work performance, and workability. By investing in healthcare, it can bring positive effect on worker health, which in many ways can improve the overall quality and performance of human capital, which the benefits obtained can be said as follow, which is (1) Increased productivity, healthy workers are more productive and have fewer absences due to illness, resulting in increased productivity for the organization; (2) Reduced healthcare cost, healthy workers require fewer medical interventions, resulting in lower healthcare costs for the organization; (3) Improved employee morale, healthy work environment can improve employee morale and job satisfaction, leading to increased retention rates and reduced turnover costs; (4) Enhanced corporate image, organizations that prioritize employee health and wellness can enhance their corporate image and attract top talent; and (5) Reduced disability cost, healthy workers are less likely to become disabled, resulting in reduced disability costs for the organization (Grimani et al., 2019).

Poor health status can negatively affect work productivity. Empirical evidence shows that nutritional status and health status are important factors that influence work productivity. For example, conditions such as hypertension, which are related to food consumption, lifestyle, and lack of physical activity, can reduce productivity. In addition, a combination of physical and mental health factors, such as the high prevalence of risk factors for coronary heart disease and psychological stress, can increase abdominal obesity and co-morbidity of coronary heart disease, which can also have an impact on labor productivity. Therefore, interventions such as food consumption and healthy lifestyle education are needed to improve health status and work productivity (Yunieswati et al., 2020). Productivity are one of many pillars of competitiveness, which when economic are supported by high productivity, this can lead to the formulation of competitiveness, health status in a prime way, increased labor productivity, which in turn can contribute toward the competitiveness of the country. As an essential component of human capital quality, in order to competitiveness through health, it is necessary to invest in the health of the workforce. This can be done through various means, such as providing access to healthcare, promoting healthy lifestyles, and ensuring safe working conditions. By investing in the health of the workforce, companies can reduce absenteeism, increase productivity, and improve the overall well-being of their employees. This, in turn, can contribute to the competitiveness of the company and the country as a whole (Baharin et al., 2020).

Competitiveness refers to the ability of a company, industry, or country to produce goods and services that meet the quality standards of the market at a price that is competitive and profitable. It is a measure of the efficiency and productivity of a business or economy in relation to its competitors, in this context, there are several factors that could contribute in competitiveness formulation, one of which is health, it is explained that healthy individuals are more productive and generate competitiveness, raising the standard of living for all, therefore, investing in health and promoting healthy aging can contribute to the competitiveness of a country or region (Cristea et al., 2020). Maintaining

good health can contribute to competitiveness by reducing productivity losses associated with presenteeism. Presenteeism refers to the phenomenon of employees coming to work despite being sick, which can lead to reduced productivity and increased exhaustion and sickness absenteeism in the long run. However, individuals who are more engaged in their household tasks and have the necessary resources to boost their energy levels, such as conscientiousness, may be able to effectively manage demands between family and work without negatively affecting their work performance, even when they are sick, and this highlights the importance of health, which by promoting healthy work behaviors and creating work cultures that support recovery and health limitations can also contribute to competitiveness (Leal & Ferreira, 2021). Health contribution toward competitiveness involves maintaining the mental health of employees, which in turn affects their work productivity and ultimately boosts the performance of the organization. To ensure the mental health of employees, companies may need to implement measures such as providing access to mental health resources and support, promoting work-life balance, and creating a positive work environment. This can lead to increased work productivity, as employees who are mentally healthy are more likely to be motivated and engaged in their work. Overall, the process of health contribution toward competitiveness involves recognizing the importance of mental health in the workplace and taking steps to support and maintain it, which can ultimately lead to improved organizational performance (Mora, 2021). However, health context doesn't limit to one aspect, empirical studies above explain the mental health importance, but health also includes physical health, physical health can contribute towards competitiveness, if a worker or an individual is not only educated but has a good health history, the productivity of such a worker or individual in both market and non-market production activities would increase simultaneously, therefore, maintaining good physical health can lead to increased productivity and competitiveness in the workforce (Ifeyinwa et al., 2022).

improving public health is one of the mechanisms to increase human capital and improve the quality of human resources, investing in health sector, may bring a positive impact on human labor productivity reflected in the growth of gross domestic product (GDP). Therefore, it can be inferred that investment in the health sector is necessary to achieve high productivity (Muhamad, 2021). Talking about health connection toward competitiveness are also built by another important role of education sector, it is stated that two important components in developing and maintaining human capital are education and health and that human capital is needed by humans to work, investing in both education and health can contribute to the development of human capital and ultimately lead to increased productivity (Rusmingsih, 2021). In general, to maximize the role of health in achieving high productivity and shape competitiveness, there are several methods that can be implemented for utilizing health aspects to achieve high productivity, including implementing workplace health promotion programs, providing ergonomic workstations, offering flexible work arrangements, and promoting work-life balance. Workplace health promotion programs can include initiatives such as health screenings, wellness coaching, and fitness classes, which can improve employee health and well-being and reduce absenteeism and presenteeism. Providing ergonomic workstations can reduce the risk of musculoskeletal disorders and improve employee comfort and productivity. Offering flexible work arrangements, such as telecommuting or flexible schedules, can improve work-life balance and reduce stress, leading to increased productivity (Roczniewska et al., 2022).

Reflecting from this empirical finding and perspective, it indicates that health is indeed one of the most important aspects that have the capability to achieve high productivity, and thus, this will lead to competitiveness, which explains and visualizes that

by having high productivity level, it will create social welfare, reduce poverty, increasing job opportunities, and many other benefits. This paper will explore the role of and the importance of health, in driving higher productivity, and thus, serve as one of pillars component of competitiveness, which is as important as other main factors.

2. LITERATURE REVIEW

2.1 Health and Productivity

The level of effectiveness with which inputs are transformed into outputs during the manufacturing process is referred to as productivity. It is generally assessed as total factor productivity (TFP), which represents the overall efficiency of combining labor, capital, and other inputs to produce output. Total factor productivity is a significant predictor of economic growth and is often quantified as TFP. TFP is frequently used to evaluate technical development and efficiency gains in an economy or sector because it measures the residual growth in output that cannot be explained by changes in inputs. TFP measures the growth in output that cannot be explained by changes in inputs (Huang et al., 2019). Other perspectives on productivity explain, the term "productivity" refers to the ratio of an activity's or process's output to the resources that were used to carry it out. It is frequently measured in terms of the quantity of goods or services produced for each unit of an input, such as an hour of labor, a day's worth of time, or a dollar's worth of money. The level of productivity in a certain industry or sector is one of the most critical factors that determines that industry's or sector's level of success and profitability (Schouten, 2020).

Talking about productivity, there are several factors that affected the productivity rate, which include, (1) technology and innovation; (2) workforce skills and training; (3) infrastructure and facilities; (4) access to capital and financial resources; (5) government policy and regulations; (6) market conditions and demands; (7) research and development in the certain area; (8) quality of inputs; (9) collaboration and teamwork; and (10) external factors such as economic conditions, political stability, natural disasters, and global events (Zhu et al., 2020). Another empirical research explain few general factors affect productivity, which including Technological advances, capital and infrastructure investment, human capital development, efficient resource allocation, and regulatory regulations can all affect productivity. (1) Technology helps firms automate processes, streamline operations, and boost productivity; (2) Investment in capital and infrastructure, such as machinery, equipment, and facilities, can also boost production; (3) Education, training, and skill development are essential for productivity enhancement; (4) Efficient resource allocation boosts productivity, as do well-trained and skilled workers. Companies can optimize productivity and save expenses by optimizing resource allocation; (5) Regulations can also affect productivity. Effective rules foster competition, innovation, and efficiency in industries, increasing production. However, excessive rules or entrance obstacles can reduce production; and (6) Technological advances, investment in capital and infrastructure, human capital development, efficient resource allocation, and supporting regulatory policies can boost productivity overall (Molinos-Senante & Maziotis, 2019).

Numerous studies show that health affects productivity. Poor health reduces productivity, absenteeism, and work performance. Health-related issues affect productivity. Physical health issues like chronic diseases or severe illnesses might increase absenteeism since people need time off work to recover or manage their condition. Depression and anxiety can also lower productivity, concentration, and motivation. Presenteeism when people are at work but not completely engaged or working at their best owing to health issues can also lower productivity. This can affect productivity and efficiency. Health affects productivity both ways. Poor health and low

productivity both harm an individual's health. Workplace stress, excessive hours, and job unhappiness can lead to health issues. Employers and politicians must realize the health-productivity nexus. Workplace wellness programs, flexible work arrangements, and supporting policies promote productivity, absenteeism, and job satisfaction. Promoting a healthy workplace can improve employee well-being and organizational efficiency (Péntek et al., 2020).

2.2 Health and Competitiveness

The ability of a country, region, or company to create and maintain a competitive advantage in the market is one definition of competitiveness. It involves the potential to provide beyond-GDP goals for its population, such as social investment, ecological ambitions, and the share of eco-industries, among other things. A company's level of competitiveness is determined by a number of different criteria, including quality, the sophistication of its goods, productivity, and capacities. It is influenced by a variety of circumstances, including international relations, economics, politics, and institutions (Momaya, 2019). Competitiveness factors can be identified as following, (1) Innovation: Adapting innovations involves creating, developing, and implementing new ideas or behaviors; (2) Quality: Market- and finance-related drivers, such as customer requirements, company brand and reputation, and material and energy cost savings, drive sustainable innovations; (3) Cost efficiency: Regulations stimulate sustainability innovation and make enterprises more likely to develop for sustainability; (4) Market orientation: Knowing and meeting consumer wants can help a company compete; (5) Brand reputation: A strong brand reputation can attract customers and set a corporation apart; (6) Human capital: A trained and motivated workforce can help a corporation compete; Supply chain management can boost a company's competitiveness; (7) Technology can boost a company's competitiveness. (9) Government policies and regulations: Stricter sustainability rules can boost a firm's performance by encouraging innovation. (9) Industry structure: The quantity and strength of competitors in an industry can affect a firm's competitiveness (Hermundsdottir & Aspelund, 2021).

Health can have an impact on competitiveness. According to research, a workforce's health can have a major impact on productivity and overall organizational performance. Employees who are in good health are more likely to be present at work, have more energy and engagement, and perform well. Poor health, on the other hand, can contribute to absenteeism, presenteeism (being present at work but not entirely productive), and impaired job performance, including chronic ailments, mental health concerns, and high levels of stress. A healthy workforce can also help a firm gain a competitive advantage by lowering healthcare costs and enhancing employee retention and recruiting. Employers who invest in employee health and wellness initiatives, give access to healthcare services, and foster a happy work environment can foster a productive workforce (Martin et al., 2022). Another piece of empirical research demonstrates that one's state of health can have an effect on their level of competitiveness. Which has demonstrated that health problems, like bovine respiratory disease (BRD), can have a significant impact on the performance and production of cattle in settings such as feedlots. Cattle affected by BRD have a decreased appetite for feed, a lower average daily growth, and decreased efficiency in using feed. These health problems can cause economic losses for producers and can impair the operations of their businesses in a way that makes them less competitive. Therefore, ensuring the health and well-being of cattle is essential if one wishes to guarantee that they will continue to be competitive in the sector (Wiegand et al., 2020).

2.3 Relevant Empirical Studies

There is a lot of evidence showing that when people are healthy, they are more productive. Countless studies have demonstrated that an organization's production is directly correlated with its employees' health and happiness on the job. It seems to reason that a workforce that is both physically and psychologically fit is better equipped to do its job. Absenteeism, presenteeism (when an employee is physically present at work but not mentally engaged), and work-related injuries and illnesses all have a negative effect on productivity, which can be mitigated by maintaining good health. However, musculoskeletal diseases (MSDs) and other forms of poor health can have a devastating impact on an individual's ability to work. Workplace ergonomic risk factors are a common cause of MSDs, which can cause pain, discomfort, and restrictions in physical functioning. Work productivity, work capacity, and sick days are all negatively impacted by these situations. Workplace interventions and ergonomic adjustments that promote workers' health and happiness have been shown to increase output. Employees will be able to focus on their work without worrying about becoming hurt or sick on the job, which will enhance output (Ryu et al., 2020).

Individual's and a society's health have a significant bearing on their ability to produce. Absenteeism, decreased work capacity, and higher healthcare expenditures are just a few ways that poor health can cut into production. Conversely, those who are healthy tend to be more effective workers who take greater pleasure in their jobs. Agricultural output and human health are both negatively impacted by ambient ozone pollution, according to a study done in China. The research showed that in 2015, China lost the equivalent of 7 percent of its GDP due to excessive ozone pollution levels. In order to protect human health and productivity, this evidence-based knowledge is essential for informing decision-makers and public health authorities. Net primary productivity is a measure of the health and production of vegetation, and a study conducted in China showed that it was reduced by ozone pollution. The study concluded that exposure to ozone affected rice crop yield in the country, which is a major producer and importer of rice. Because of the negative impact that air pollution can have on both human health and agricultural output, it is clear that the two are inextricably linked (Feng et al., 2019).

Meanwhile There are several facets to the complex relationship between health and competitiveness. First, from an individual's perspective, optimal health is necessary for optimum performance and output. Those who take care of their physical and mental health tend to be more invested, enthusiastic, and concentrated at work, which in turn boosts productivity. Having increased energy, stamina, and resilience all come hand in hand with good health, making it easier to deal with the stresses of the workplace. In addition, from a business's point of view, its employees' health can have a major effect on the company's ability to compete. Reduced absenteeism and increased attendance due to healthier workers is a win-win for both the company and its bottom line. Additionally, a healthy staff is associated with lower healthcare expenditures, which in turn reduces the financial burden on the firm and frees up capital for use in other areas of the organization. Companies that care about their workers' health and happiness tend to have happier, more committed, and more loyal staff members. This has the potential to promote morale, loyalty, and productivity in the workplace (Aryal et al., 2019).

On the one hand, being healthy can boost your competitive edge by improving your mental acuity, physical endurance, and general sense of well-being, all of which in turn can boost your productivity and performance. According to studies, workers who are physically and mentally fit are better able to focus on their jobs, stay motivated, and deal with setbacks. However, stress at work and excessive competition can be harmful to one's health. Increased stress, which can have negative consequences on both physical

and mental health, is associated with high levels of competitiveness and pressure to perform. Numerous health issues, such as heart disease, depression, and burnout, have been linked to prolonged stress. The health and productivity of employees may also be affected by their working conditions. Workplace health and well-being are tied to productivity because of environmental factors like lighting, ventilation, noise, and natural light. Research has shown that when a workplace is both healthful and attractive to workers, those workers are happier in their jobs, experience less stress, and live longer (Khoshbakht et al., 2021).

3. RESEARCH METHODS

In order to accomplish what it set out to do, this study makes extensive use of empirical research and studies as its primary source material. This paper will identify the important aspects that are relevant toward the topic of this paper, which is health and productivity, as well as the important aspects that are connected to these two main topics by using deductive reasoning. Additionally, this paper will identify the important aspects that are relevant toward the topic of this paper, which is health and productivity. This approach takes the form of a qualitative method, and its objective is to investigate the connection that exists between health and production, specifically with regard to how this may impact a company's ability to compete. This paper will also highlight the possible improvement in terms of health in its relationship with productivity by explaining the importance of health in terms of economic activities, and how it affects economics in general. Additionally, this paper will highlight the potential for improvement in terms of health in its relationship with possible improvements in productivity. This material may serve as a reference in the formulation of potential future strategies and policies.

4. RESULTS AND DISCUSSION

Productivity is directly correlated to a person's level of health. Numerous studies have pointed to a correlation between healthy lifestyles and increased levels of productivity in a variety of spheres, one of which is the workplace. People who are in generally good health tend to have better work productivity than those who are in generally poor health. Migraine sufferers who had an inadequate response to treatment, for instance, suffered decreased work productivity, which included increased absenteeism and presenteeism (reduced effectiveness while at work). In addition, addressing health concerns and encouraging wellness in the workplace can result in increased productivity as well as lower expenses associated with healthcare. The health and well-being of employees should be given top priority in the workplace so that firms can foster an atmosphere that is conducive to increased productivity and overall success (Lombard et al., 2020). The state of one's health and well-being have a direct bearing on one's level of productivity. It has been demonstrated that the health of workers has a substantial influence on the levels of productivity in the workplace. The levels of productivity of workers who were in bad health were much lower than those of workers who were in good health. This underlined the fact that health-related factors, such as chronic diseases, mental health issues, and lifestyle choices, can have a significant impact on an individual's level of productivity. It was shown that employees who engaged in a wellness program saw improvements in their health outcomes and had greater levels of productivity compared to those who did not participate in the program. In addition, research has shown that health promotion programs in the workplace have a positive impact on both physical and mental health outcomes, which in turn leads to increased levels of productivity. In general, the health of workers is an essential factor in determining the level of productivity achieved in the workplace. The productivity levels of an organization can be increased and a workforce that is both healthier and more productive created if the firm invests in the health and well-being of its employees (Grifoni et al., 2021).

4.1. The Importance of Health in The Context of Productivity

The importance of one's health to one's level of productivity cannot be overstated. It is possible for improved health outcomes to result in enhanced productivity in a variety of contexts. Productivity has been shown to have a favorable correlation with health-related quality of life. It was claimed there that home healthcare services can improve patient outcomes and productivity, which is important for ensuring the health of employees. Furthermore, the ability to improve production is associated with one's state of health, which explains the significance of one's state of health in terms of productivity (Snoswell et al., 2020). In order for the organization to succeed, employees must prioritize their health. In addition to the obvious benefits to one's happiness and quality of life, there is still another incentive to prioritize your health. It allows individuals to feel revitalized and refreshed, both physically and mentally, which in turn boosts their productivity and interest in their work. Keeping one's health in check also reduces the likelihood of developing chronic diseases and other health problems, which can lead to higher costs associated with medical care and lost productivity. Positive workplace conditions, positive interactions among workers, and high levels of employee satisfaction are all signs of a healthy workforce. Keeping employees healthy is crucial to the growth and prosperity of any business (Holcomb, 2020). High amount of work, sometimes lead employee to have busy life, which potentially harm their overall health, meanwhile health is important as production factors, there are several ways employee can maintain their health better even in the frequent amount of workhours, (1) Regular physical activity has been shown to have many health benefits, such as lowering the risk of chronic diseases and making you feel better mentally; (2) Maintain a healthy, well-balanced diet. For the best health, you need to eat a variety of fruits, vegetables, whole grains, lean proteins, and healthy fats; (3) Get enough sleep. Getting enough sleep is important for your body and mind. Adults should try to get between 7 and 9 hours of good sleep each night; (4) Manage your stress. Long-term stress can be bad for your health. Managing stress can be easier if you do things like mindfulness, meditation, and relaxation techniques; (5) Take breaks often and use proper ergonomics: Musculoskeletal injuries and other work-related health problems can be prevented by taking breaks often and making sure the workplace is set up well; (6) Stay hydrated: It's important to drink enough water throughout the day to keep your body healthy and prevent dehydration; (7) Good hygiene, like washing your hands regularly, can help stop the spread of diseases and infections; and (8) Check with your doctor often: Regular checkups with a doctor or nurse can help you find and treat any health problems early on (Okazaki et al., 2019).

Productivity increases when workers are in good health. This is due to the fact that people's health has a direct bearing on their ability to work and on the rate of economic expansion. People with better health are more productive at their jobs, have higher incomes, and are able to save a larger portion of their earnings. Their increased physical and mental stamina, decreased risk of disease, and longer life expectancy translate to more time spent in the workforce and more overall productivity. Labor productivity, which is assessed as production per worker or per capita income, can rise as a result of individual improvements in output due to improved health. When the population as a whole is in better health, the economy as a whole benefits from increased output and expansion. Another factor contributing to higher output is that people who take better care of themselves are more likely to further their education, pick up new skills, and improve their capacity for learning (Adeshina et al., 2019). Good health improves workers' enjoyment and productivity. Taking care of one's health increases mental and physical resilience, energy, attention, and productivity. General health, especially lung health, can boost productivity and wealth. Good health is a key component of human capital, which includes education, work experience, and other intangibles. Physically and psychologically healthy workers are better able to learn new skills, adapt to changing conditions, and innovate and enhance productivity, which boosts human

capital. Due to lower absenteeism and chronic disease, a healthy workforce is more productive. When people are unwell, they use more sick days and work less, which lowers productivity. Due to the direct relationship between physical and mental health, a healthy workforce is crucial for high production. Prioritizing health care spending and supporting healthy lifestyles can enhance productivity and economic growth (Coyle et al., 2021).

Health boosts productivity. Obesity, smoking, and inactivity reduce worker productivity. Smoking decreases productivity and increases healthcare expenditures, whereas obesity increases absenteeism and short-term impairment. However, increasing physical exercise improves physical and mental well-being and reduces the risk of chronic health issues, boosting productivity. Healthy lifestyle treatments like sleep hygiene and stress management boost worker productivity. Thus, a healthy lifestyle boosts office efficiency (Burton et al., 2021). Health directly affects a person's productivity. First, good health boosts energy and vitality, allowing people to exercise and think without getting tired. Energy boosts focus and efficiency, improving productivity. Second, healthy health improves concentration, memory, and problem-solving. Good health improves information processing, decision-making, and problem-solving, boosting productivity. Good health minimizes occupational absenteeism and presenteeism. Presenteeism is going to work while sick, while absenteeism is not showing up. Presenteeism and absenteeism reduce production. Maintaining excellent health reduces work absences and improves productivity. Good health also lessens stress. Chronic stress can lower productivity, motivation, decision-making, and job satisfaction. Health and well-being activities help control stress and boost productivity (Trakakis et al., 2021). Health determines production. Poor health might hinder work performance. Health difficulties can cause physical limits, low energy, and pain, which can reduce productivity and performance. Endometriosis affected women's HRQoL and productivity, according to a study. The study found that women with endometriosis had worse mental HRQoL scores and increased absenteeism and presenteeism. Anxiety and depression, which typically accompany chronic health disorders, can also lower productivity. Psychological issues were linked to endometriosis in Arab women. Arab women with endometriosis had lower HRQoL, especially mental HRQoL, which can impede their capacity to perform well in life and work. Productivity requires good health. Addressing and treating health issues can improve general well-being and professional performance. To enhance productivity, health must be prioritized and supported (Mousa et al., 2021).

4.2. From Health to Competitiveness

The state of one's health is directly related to one's ability to compete economically. People who are in better health are able to produce more, bring in more money, and contribute more to the expansion of the economy. In addition, countries that have populations that are healthier have lower expenses for healthcare and better levels of human capital, both of which are significant considerations in determining a country's ability to compete economically. As a result, making investments in health and healthcare is absolutely necessary to improve economic competitiveness (Keresztes et al., 2015). Because a healthy population is more productive and can contribute to the total economic growth of a country, health is an important factor in determining a nation's level of economic competitiveness. A nation's economic competitiveness can be increased through lowering health inequities, which can be accomplished by investing in health research systems. In addition, the study that the Institute of Medicine compiled on the essential interest that the United States has in global health underlines how important it is to increase investments in biomedical research in order to combat serious health issues on a global scale and to boost the economy. As a result, boosting health and making investments in it can result in higher economic competitiveness, lower overall costs associated with medical care, and improved productivity (Pratt &

Loff, 2012).

The health of the workforce is essential to the success of any business since it affects worker output and morale. The importance of health to economic competitiveness has been the subject of numerous studies. The ability of health organizations to compete depends on a number of factors, including the standard of care provided, the efficiency with which services are delivered, the sophistication of available medical technologies, the skill with which human resources are managed, and the effectiveness of preventative measures. These elements influence the healthcare industry's economic performance and boost the competitiveness of healthcare companies as a whole. Increased competitiveness in the healthcare sector depends on a number of elements, including high levels of patient and public satisfaction, a robust pool of medical experts and cutting-edge technology, accurate diagnosis of patients' conditions, ready access to care, and high-quality care. These variables boost the economic competitiveness of health institutions and increase the quality of care provided to patients. Long-term economic success requires attention to economic, social, and environmental factors, all of which are highlighted by the idea of sustainable competitiveness. Health organizations, then, need to prioritize not just financial viability, but also stakeholder engagement, human capital development, and good corporate governance. Long-term economic viability of health organizations can be improved by attending to these factors (Stefan et al., 2016).

Health boosts competitiveness in various ways. Healthy people are more productive and can boost the economy. Healthy people can work, participate in economic activities, and boost national productivity. Second, healthcare may boost the economy. Hospitals, clinics, pharmaceutical businesses, and medical tourism produce cash and jobs. These industries create jobs, tax money, and investments while providing healthcare services. Health and wellness can also enhance tourism. Travelers are increasingly preferring spa vacations, wellness resorts, and outdoor activities. Destinations may boost tourism, revenue, and local businesses by offering health related tourism (Zeng et al., 2021). Health boosts economic competitiveness. Research shows that the health tourism business is booming, and many developing countries are looking to it for development and foreign exchange. Health tourism attracts medical visitors, which boosts a country's economy by boosting healthcare and related industry revenue. Advertising and marketing, administration and planning, and human resources were shown to be crucial to Iran's health tourism competitiveness. Promoting a country's healthcare services and recruiting international patients requires these characteristics. Health tourism demands infrastructure investments in transportation, commerce, and hotels, which can boost a destination's competitiveness (Mosammam et al., 2019). Health enhances economic competitiveness. First, a healthy workforce produces more and grows the economy. Access to healthcare and preventive measures can boost worker productivity and reduce absenteeism, improving industry and economic competitiveness. A healthy population lowers healthcare expenses and system strain. Healthier people need less medical care, saving both individuals and the government money. This improves resource allocation and investment in other areas, boosting economic competitiveness. Strong healthcare systems and quality healthcare services attract and retain qualified workers and businesses. Health systems that support individuals and businesses attract foreign direct investment and skilled workers. This boosts economic competitiveness. Health boosts productivity, lowers healthcare costs, and attracts competent people and businesses. These elements foster economic progress (Verwey, 2019).

This indicates a healthy workforce leads to higher productivity levels and overall competitiveness. Factors such as physical and psychological fitness, absence of musculoskeletal diseases, and workplace interventions that promote health and happiness have been shown to enhance output. Additionally, factors such as technology and innovation, workforce skills and training, infrastructure, access to

capital, government policies, market conditions, research and development, quality of inputs, collaboration, and external factors all play a role in productivity. Moreover, the health of individuals and society as a whole directly affects their ability to produce, with poor health resulting in absenteeism, decreased work capacity, and higher healthcare expenditures. On the other hand, being healthy can improve mental acuity, physical endurance, and overall well-being, leading to increased productivity and performance. However, excessive stress and competition can have detrimental effects on health, highlighting the importance of creating a healthy work environment. Overall, the findings emphasize the crucial relationship between health and productivity, underscoring the need for organizations and policymakers to prioritize employee health for enhanced productivity and competitiveness.

CONCLUSION

This paper highlights that health has a big effect on productivity and competition. It is clear that employees are more productive and interested in their work when they are both physically and mentally healthy. Poor health, on the other hand, causes people to miss work, make less money at work, and pay more for health care, all of which hurt productivity. You can't say enough about how important it is to create a healthy work environment that helps employees feel good and supports their physical and mental health. This includes things like giving people access to mental health resources, encouraging a balance between work and life, and making the workplace a good place to be. By putting health first, businesses can boost productivity, motivation, and performance as a whole. Also, the link between health and productivity goes beyond the level of an individual. Studies have shown that poor indoor air quality and pollution in the environment can hurt both people's health and the amount of food grown. This shows how health and productivity are linked on a societal level. Overall, this paper stresses the important role that health plays in making a country more productive and competitive. By recognizing the importance of health and putting in place strategies to support and keep it, organizations can not only improve their own performance, but also improve social welfare, reduce poverty, and create job opportunities. It's clear that health is one of the most important parts of being competitive, and it should be taken into account along with other important factors that drive economic success.

Recommendation for future research is to explore the effectiveness of specific interventions and strategies aimed at improving employee health and productivity. This could involve conducting controlled studies to evaluate the impact of workplace wellness programs, mental health initiatives, and ergonomic interventions on productivity outcomes. Additionally, research could focus on identifying the most effective approaches for promoting healthy lifestyles and behaviors among employees, such as the use of incentives, personalized interventions, or technology-based interventions. Another area for future research is to examine the relationship between environmental factors and health-related productivity outcomes. This could involve investigating the impact of indoor air quality, lighting, noise levels, and ergonomic design on employee health and productivity. Understanding how the physical work environment influences employee well-being and performance can inform the development of guidelines and standards for creating healthier and more productive workplaces. Furthermore, future research could explore the role of leadership and organizational culture in promoting employee health and productivity. This could involve examining the impact of leadership styles, employee engagement, and organizational support on health-related outcomes and productivity. Understanding the mechanisms through which leadership and organizational factors influence employee well-being can provide insights into effective strategies for creating a culture of health and enhancing productivity.

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