

## How Significant Healthiness is in Personnel Proficiency, Productivity, Prosperity

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**Abstract:** Article revolves around the conspectus accentuating healthiness, quest significance of robustness in workforce proficiency, productivity and prosperity. Descriptive multination study articulated considering secondary data derived of various primary and secondary sources. Study embodies fifteen countries, five high, middle and low-income countries each, employing non-probability non-random sampling. Contrasted on considered variable embracing Health-Status, Intelligence-Quotient, Work-Capacity, Economic-Growth and Happiness-Score. Interpretation derived based on the statistical measurements and inferences. Computations performed employing Ms Excel. Complete compilation phase lasted for 2 months August to September '2017. Mentally and physically healthy individuals usually score higher in intelligence quotient, manages productive work hours, endures prolong life expectancies and tends to be more contented. Healthy status, intelligence quotient, economic growth, happiness score descends while work capacity ascends from high to low income countries. Healthiness drive workforce effectiveness and efficiency. Health diminutions, a growing concern globally, dispel proficiency, dissipates productivity, perplex prosperity. All means and measures should be encouraged actuating work dexterity concomitant with mental and physical wellbeing.

**Keywords:** Health-Status, Intelligence-Quotient, Work-Capacity, Economic-Growth and Happiness-Score

### INTRODUCTION

People militate to secure living, sustain essential, and seek accessories. These are usually miscellaneous, either, maneuvering or manual, managerial or mechanical, monotone or medley, maul or meticulous, measly or momentous, marathon or militarism, requisite of varying caliber, crafts, cognition, competency, credential.

Current era of vision and mission, tools and techniques, innovation and invention, potency and globalism, industries and revolutionization, compete individual for high living statures.

All these colors of spectrum mark with contrast and contest, benisons of workforce effort and energy ensues proficiency, productivity and prosperity. Healthiness is the capstone of all workforce effectiveness and efficiency. Usually mentally and physically fit robust individual excel well in personal and professional performances.

Existential trends in incidence and prevalence of acute and chronic diseases reprehensible for increase morbidity and mortality rising threat for work place policies and practices.

This study revolves around the conspectus accentuating healthiness, quest significance of robustness in work force proficiency, productivity and prosperity. Topic has been address by lot of luminaries in lot of studies, this stands to be similar effort with bit sprinkle of caraway.

### METHODOLOGY

Descriptive multination study articulated considering secondary data derived of various primary and secondary sources. Most Figurative data excerpted of online sources The World Bank, [1] World health rankings, [2] IQ research, [3] OECD. Stat, [4] The Nation Master [5] Study embodies fifteen countries, five high, middle and low-income countries each, employing non-probability non-random sampling. Contrasted on considered variable embracing Health Status, Intelligence Quotient, Work Capacity, Economic Growth and Happiness Score. Priority given to countries exhibiting extreme values in one of the considered variable, also ease of accessibility and availability. Interpretation derived based on the statistical measurements and inferences. Statistical inferences involve determination of:

$$\text{Correlation Coefficient } (r_{xy}) = \frac{[n\sum xy - (\sum x)(\sum y)]}{\sqrt{\{[n\sum x^2 - (\sum x)^2][n\sum y^2 - (\sum y)^2]\}}}$$

$$[(1 - R_{bc}^2) * (1 - R_{bd}^2) * (1 - R_{be}^2) * (1 - R_{cd}^2) * (1 - R_{ce}^2) * (1 - R_{de}^2)]$$

Multiple Correlation Coefficient ( $R_{a.b.c.d.e}$ )

Computations performed employing MS Excel. Non-probability sampling imposes limitations to generalization. Complete compilation phase lasted for 2 months August to September '2017.

$$\sqrt{[(R_{ab}^2 * R_{ac}^2 * R_{ad}^2 * R_{ae}^2) - 2(R_{ab} * R_{ac} * R_{ad} * R_{ae} * R_{bc} * R_{bd} * R_{be} * R_{cd} * R_{ce} * R_{de})] /}$$

**Table-1: Proficiency productivity prosperity profile**

PROFICIENCY PRODUCTIVITY PROSPERITY PROFILE		Healthy Life Expectancy	Intelligence Quotient	Work Capacity	GNI (per capita)	Happiness Score
HIGH INCOME	Denmark	71.2	98.0	27.2	56730.0	7.5
	Germany	71.3	99.0	26.3	43660.0	7.0
	Japan	74.9	105.0	33.1	38000.0	5.9
	Norway	72.0	100.0	27.3	82330.0	7.5
	Singapore	73.9	108.0	44.0	51880.0	6.7
	Mean	72.7	102.0	31.6	54520.0	6.9
MIDDLE INCOME	China	68.5	105.0	40.0	8260.0	5.3
	Equatorial Guinea	51.3	59.0	35.0	6550.0	3.5
	Mexico	67.4	88.0	43.0	9040.0	6.8
	Russian Federation	63.4	97.0	38.0	9720.0	5.9
	Turkey	66.2	90.0	35.0	11180.0	5.4
	Mean	63.4	87.8	38.2	8950.0	5.4
LOW INCOME	Burundi	52.2	69.0	40.0	280.0	2.9
	Cameroon	50.3	64.0	40.0	1200.0	4.5
	Madagascar	56.9	82.0	40.0	400.0	3.7
	Nepal	61.2	78.0	48.0	730.0	4.8
	Sierra Leone	39.4	91.0	46.0	490.0	4.6
	Mean	52.0	76.8	42.8	620.0	4.1
Maximum		Japan	Singapore	Nepal	Norway	Denmark
Minimum		S.Leone	E.Guinea	Germany	Burundi	Burundi
Correlation Coefficient		1	0.7	-0.5	0.7	0.8
Multiple Correlation Coefficient		0.8				

**RESULTS**

Mentally and physically healthy individuals usually score higher in intelligence quotient, manages productive work hours, endures prolong life expectancies and tends to be more contented. Our findings reveal Healthy status, intelligence quotient, economic growth, happiness score descends while work capacity ascend from high to low income countries.

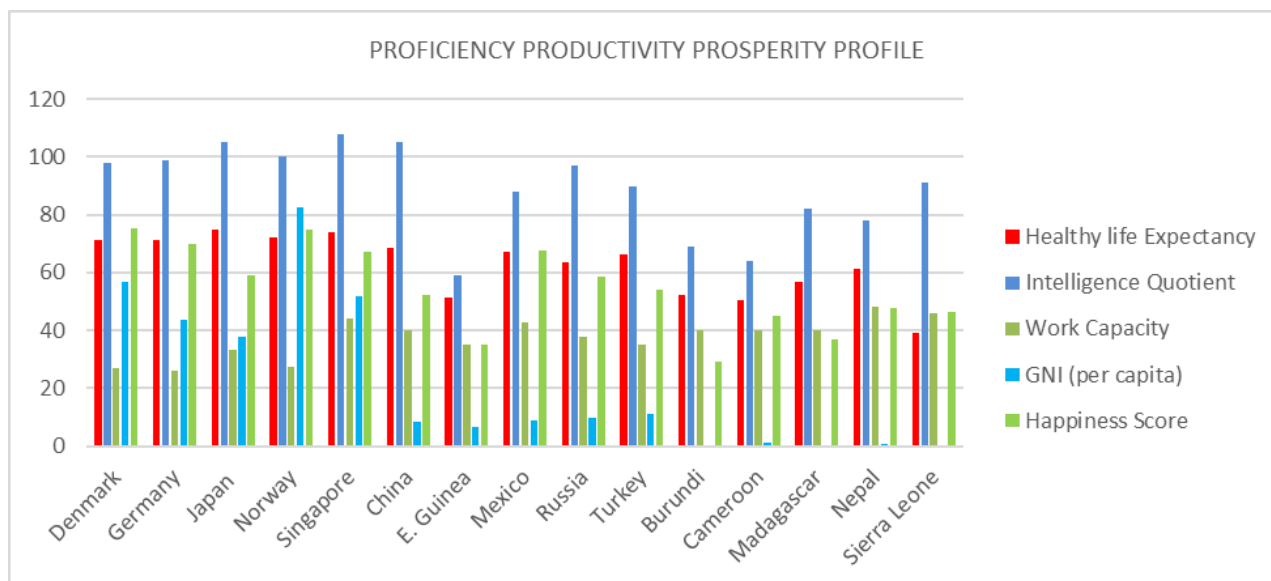
Struggling economies characterizing middle income countries comprise of intellects and laborious individuals, stand mid of happiness scale, and manage moderate life expectancies. 60% of middle income countries intelligence quotient scores above 90, 60% work less than 40 hours, 80% happiness score lies above mean, usually endure life expectancy between 60 to 70 yrs.

Affluent countries characterize by flourishing economies, constitute of high intellects executing narrow work span, administers happy healthy prolong life expectancies.60% of high income countries intelligence quotient equivalent to or above mean (100), 60 % execute work span below 30 hours, 80% score happiness above mean (5.3), usually live prolong life expectancies.

Indigent humble low-income economies, exhibit low score in intelligence quotient, bear extensive work load, less likely to be contented, and administers low life expectancies. Most of the low-income countries work span approximate to 40 hours, scores below mean on intelligence quotient and happiness index, healthy life expectancies range below 60 yrs.

While 0.8, calculated correlation of five considered variables desirable to constitute high proficiency, productivity, prosperity profile.

## DISCUSSION



**Fig-1: Note: for variables GNI and Happiness score the scale is adjusted to 100 points**

Human body constitute of 7 octillion atoms. Run on 100 trillion cells, 5 vital organs and 11 systems. Fabricate of 600 muscles, 206 bones and 230 joints. [6]Brain is the indispensable constituent, comprises 2% of body weight, deploys 20% of body energy, processes with velocity tantamount 3000+ Ghz, retains 1 quadrillion information during life span, 5 times more than Encyclopedia Britannica. Heart second vital organ beats 70 times per minute, pumps 6,000 liters, Kidneys purifies 1872 liters, liver process 720 liters of blood per day. 2 million liters of air inhale by lungs every day. Human can read and speak 1,000 words / minute and 5,000 words / day, respectively. Able to visualize 36 thousand bits of information, hear between 1,000 to 50,000 hz and remember 50 thousand different odors, normally [6].

Generally, males are requisite of 2,500kcal while female 2,000kcal in a day to ensure mental and physical fitness [7]. 45 to 70 % of total energy allocates to basal metabolic rate (BMR), 10% food metabolism, 1 to 2 % growth. After BMR physical activities are second most heavy consumer of total energy [8]. Energy mostly derives of protein, fats, carbohydrates, minerals, vitamins derivative of fauna and flora. Body requires minimum 7.5 liters of water consumption for normal regulations [9]. One third per day rest i.e. 7 to 8 hours sound sleep each night, for proper functioning, prolong life expectancies, effectiveness and efficiency in routine to classic performances [6].

Organizations pooled by individuals, sieve of free rider, bringing synergy to work ambience. Health

condition frequently determines workforce mental and physical capacitance. Physically and mentally fit robust individuals stands to be more eminent, engrossed, energetic and enthusiastic .Poor health conditions embodying mental and physical illnesses retard human body capabilities, stress, anxiety, depression manifesting poor mental status with metabolic irregularation, cardiovascular diseases and musco-skeletal disorders characterizing physical impairment triggers inaccuracies, inefficacy, irrationality to work performances steering demotivated, dissatisfied, distracted and dissolute workforce enticing frequent absenteeism, accelerating turnover, and diminishing tenure [10].

Healthy life expectancy characterizes disease free life, 16% of the world populace exhibit prolong salubrious life span (>70yrs), 51 % moderate (60-70 yrs.) and 32% low (<60 yrs.) [1]. Communicable diseases, non-communicable diseases and injuries accounts for 12.6% (101.5 million), 80.6% (648.6 million), 6.9% (55.4 million) of YLDs worldwide, respectively [11].

Globally 500 million individuals convicted to some mental sufferance catering 1.5-2% proportion of each nation around the globe. Mental disarray along with the physical impairment stands among the leading causation for disability, alone responsible for 12% of all DALYs while 23% among the affluent nations. Approximately 40 million individuals in United States, 20% of the adult workforce in European countries afflicted by some mental health issues [12].

Respectively in United Kingdom and United States, 80 million and 200 million productive days lost attributes to mental sufferance account for £1-2 billion and \$ 30-40 billion, annually. Its prevalence is as significant in humble indigent countries as in the affluent state. [12]

Physical conditions, hearing impairment 360.8 million, vision loss 272.4 million, migraine 324.1 million, diabetes 220.5 million, COPD 63.6 million, heart diseases, osteoarthritis 151.4 million increasingly responsible for YLDs in young adult and ageing populace. Neck pain, low back pain and migraine the five-leading causation of YLDs in affluent and mediocre nations. Singapore stands 2nd and Taiwan 4th least in YLD rates. Considerably low traces of headache, anxiety, depression, musculoskeletal disorders and chronic pains determines insignificant YLD proportion in China. Health diminution is 90% more existential in low-middle income countries [11].

Approximately health outlay of US\$ 6.9 trillion owe to global burden of diseases. Maximumly US\$4,583 and minimally US\$30 estimated health expenses per capita in High and Low-income countries, respectively. Norway endures the highest health expense US\$ 9908/capita while Eritrea contrive the least US\$ 12/capita, quite below \$44/capita, minimum expense to secure sustainance.80% of all health disbursement executes in OECD states constituting 20% of world populace [13].

Intelligence quotient an effective predictor for job performances. intellectual abilities encompass built-in knowledgebase and knowledge processing capabilities. Cognition abilities develops, polished and enhanced with passage of time through different learning exposures. It is 67% effective in profiling employees' future job performances. High cognitive abilities comrades with high potential, longer tenures, low turnover and appreciable appraisals. continual influx of technological advancements and changing job descriptions demands high cognitive potentials [14-16].

World populace mean IQ score found to be 100,52% scores within the mean range 90 to 110 while remaining 24% fall above and 24% below the mean range. Score above or below average reflects high or low cognitive abilities, respectively [17]. Low intellect individual has high propensity for mental and physical disorders. Often lags in regular, social and vocational activities, frequently prone to discontentedness.

Mental and physical wellbeing often proportionate to high productivity. Assiduous, laborious job requires excess energy and efforts often ensues health deterioration. Universally 8hrs/ day and 48 hrs /week, standard workload duration imposed by

international organization of labor catering all occupation ranging of blue collar to white collar, obligating all the countries worldwide. Working hour exceeding 10hrs/ day and 56hrs/week falls within the unacceptable range [18].

68% Europeans while 86% of the rest world believes hard work pays off. Britisher militate 32 hour/weeks but lags of France, Germany, Netherlands, managing flourishing economies through short work span 26 hours/week. Means not necessarily high working capacity benison high rewards proportionately [19].

Fulltime engagement in work activities likely to execute salubrious regimen embracing healthy intake and lifestyle actuating physical and mental wellbeing in contrast incorporation of insalubrious regimen depicting excess tobacco consumption, alcoholic imbibes and sedentariness mostly exhibited among masses partially or inadequately employed. Element of stress, anxiety and depression reported considerably striking among the underemployed masses [20].

Also, exorbitant occupancy exhausts mental and physical capacitance. Like every running mechanism, human body do demand alternation of convergence or divergence, acceleration or deceleration, ponder or wander, work on or work off, hustle bustle or dillydally. Throughout the world different tactics ushering diligence, fertility, efficacy to work activities frequently deployed. Scheduling work activities with sun rise, 10 minutes hiatus during peak hours, exercising paid vacation annually, some means and measures ensure recuperation of the rhythm. In Hong Kong, Japan, Canada, America paid vacations last for 10 days while 26 days in Netherlands each year [21].

Opulence enable purchase of the world, keep captivating the need and want since birth to death. Population prosperity is often measure in term of GDP reflecting economic growth. Since study circumscribes around masses deploys GNI as economic metrics. Countries exhibiting earnings\$1,005 or below, between \$1,006 and \$3,955 and \$12,236 or above categorize as low, middle and high-income economies, respectively. [4]

1/4 global variation in lifestyle parameters observed across nations and 3/4 with in nation. Health status, social capital, work capacity and economic stability elaborates populace wellbeing, contentedness and happiness level. Poor health condition, exorbitant mental and physical load, under employment, low earning dissipates happiness [22].

Happiness usually measures on 0 to 10 scales, defining worst to best life states. World's population mean around 5.31 with 2.28 standard deviation, 2% (0) worst, 4% (10) best while 24% (5) exhibit mixed life experiences [22].

Happiness mediates the risk of mortality in disease free and disease individuals. Conduce effective learning, high employment concomitants with intellectual abilities, work productivity, economic stability [23].

Hence all the colors of the life circumscribe around health. Healthiness ensues happiness. Health diminution should not be the cost of securing proliferation, fleeting joys, high statures.

Study stands to propound organizing seminar on health empowerment, conducting workshops coping mental and physical load, conducting recreational activities at all intra and inter organizational level.

Work ambience executing work performances, facilitate legitimate policies, adequate autonomy, warranted objectivity, flexible work hours, desideratum hiatus, actuating work dexterity concomitant with mental and physical wellbeing.

## CONCLUSION

Healthiness drives workforce effectiveness and efficiency. Health diminutions, a growing concern globally, dispel proficiency, dissipates productivity, perplex prosperity. Conversely, excess mental and physical load are considerable causation for health deterioration. Thus, all means and measures should be encouraging addressing mental and physical wellbeing of populace.

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