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EMPLOYEE WELL-BEING REPRESENTS A SIGNIFICANT DOMAIN OF PRODUCTIVITY AND PURSUE WORK PERFORMANCE: INSIGHT FROM THE CONSERVATION OF RESOURCES THEORY

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ABSTRACT

The objective of this writing is to explore the role of exploration of diverse elements influencing employee well-being constitutes a crucial area of scholarly inquiry, particularly in relation to its effects on productivity outcomes. The policies surrounding work-life balance and their effects on employee well-being are critical areas of study, particularly in relation to productivity outcomes. These policies aim to create an environment where employees can effectively manage their professional responsibilities alongside personal commitments, thereby enhancing overall job satisfaction and mental health. The interplay between work-life balance initiatives and productivity is significant, as a well-supported workforce is likely to exhibit higher levels of engagement and efficiency, ultimately benefiting organizational performance. This research employs a qualitative descriptive exploratory method, utilizing literature review and data analysis through NVivo. The findings indicate that in resolving the impact of various factors on employee well-being represents a significant domain of research, especially concerning its implications for productivity results. This contribution offers a broader perspective on the significant outcomes that can enhance regarding its effects on productivity outcomes.

KEYWORDS: review, productivity, employee, well-being, qualitative approach, NVivo

I. INTRODUCTION

The investigation of various factors that affect employee well-being represents an essential domain of academic research. The concept of employee wellness encompasses the overall health and satisfaction of individuals within the workplace. The concept of well-being encompasses a holistic understanding of an individual's physical, mental, and emotional health, reflecting a state of balance and fulfillment in various aspects of life. It is often characterized by the presence of positive emotions, life satisfaction, and a sense of purpose, which collectively contribute to an overall sense of thriving. In contemporary discourse, well-being is increasingly recognized as a multidimensional construct that



influences and is influenced by social, economic, and environmental factors, thereby necessitating a comprehensive approach to its assessment and enhancement.

The concept of achieving a harmonious equilibrium between professional responsibilities and personal life is often referred to as work-life balance. This notion emphasizes the importance of managing time and energy effectively to ensure that neither work obligations nor personal commitments overshadow the other, thereby fostering overall well-being and satisfaction in both domains. The concept of professional and personal life balance encompasses the various dimensions of an individual's career and personal responsibilities.

Productivity refers to the efficiency with which goods and services are produced, often measured by the output generated per unit of input. It encompasses various factors, including labor, capital, and technology, and is a critical determinant of economic growth and competitiveness. Enhancing productivity can lead to increased profitability for businesses, improved standards of living for individuals, and overall advancements in societal welfare. Consequently, understanding the dynamics of productivity is essential for policymakers and organizations aiming to foster sustainable development and innovation in an ever-evolving economic landscape. The efficiency and output of employees in a workplace setting.

The term "workplace" refers to the physical or virtual environment where individuals engage in professional activities, collaborate with colleagues, and fulfill their job responsibilities. This setting can encompass a variety of locations, including offices, remote workspaces, and industrial sites, each designed to facilitate productivity and communication among employees. The dynamics of a workplace are influenced by organizational culture, management practices, and the nature of the work being performed, ultimately shaping the experiences and interactions of those who inhabit it.

The work-life balance refers to the equilibrium between professional responsibilities and personal life, emphasizing the importance of managing time and energy effectively to ensure that neither domain is neglected. This balance is crucial for overall well-being, as it allows individuals to fulfil their work obligations while also dedicating time to family, leisure, and self-care. Achieving this harmony can lead to increased job satisfaction, reduced stress levels, and improved mental health, ultimately fostering a more productive and fulfilling life.

The research will investigate the various factors contributing to employee well-being, which serves as a fundamental basis for achieving high levels of productivity. The investigation into employee well-being serves as a fundamental component influencing various factors that contribute to enhanced productivity within the workplace. Well-being serves as a fundamental component influencing various

factors that contribute to achieving high levels of productivity. The concept of productivity is often associated with the efficient use of resources to achieve desired outcomes. The policies surrounding work-life balance significantly influence employee productivity and overall well-being. By fostering an environment that prioritizes the equilibrium between professional responsibilities and personal life, organizations can enhance employee satisfaction and engagement. This balance not only contributes to a healthier workforce but also leads to improved performance outcomes, as employees who feel supported in managing their work and personal commitments are more likely to exhibit higher levels of motivation and efficiency in their roles.

Work-life balance refers to a state in which there is no conflict between professional responsibilities and personal life, whereas work-life conflicts emerge when the demands of work are perceived as excessive, leading to stress, burnout, or diminished job satisfaction. Research has primarily examined both individual and organizational factors that impede work-life balance to elucidate the nature of work-life conflict. Individual factors may include life stages, such as the transition to parenthood or caregiving for aging relatives, as well as inherent personality traits (Eshun & Segbenya, 2024; Reddy et al., 2010). On the organizational side, factors such as project-based structures, high-performance expectations from supervisors or clients, and the adoption of new technologies that facilitate flexible working arrangements can significantly impact work-life balance. The perception of work-life balance varies considerably across different organizational contexts, as work-life conflict tends to escalate in more demanding work environments. In addition to these antecedents, the coping strategies employed by individuals also play a crucial role in shaping their experience of work-life

balance. Various cognitive and behavioral approaches can assist individuals in alleviating work-life conflicts, which may involve either maintaining distinct boundaries between work and personal life or integrating the two spheres, such as through remote work arrangements. Some individuals address the challenges of work-life balance by merging their professional and personal responsibilities, such as through remote work arrangements (Pepper, 2021; Pradhan & Jena, 2019). Nevertheless, numerous researchers argue that it is essential to examine not only personal coping strategies but also the role of organizations in shaping employees' experiences of work-life balance. This necessitates multi-level investigations, particularly as companies increasingly assert their commitment to implementing policies and practices aimed at alleviating work-related stress and fostering greater employee engagement and job satisfaction. The significance of such work-life balance initiatives is particularly pronounced in the demanding environment of high-performance work settings (Bouwmeester et al., 2021). A fundamental factor influencing employee well-being is the balance between work and personal life, which can be either facilitated or hindered by flexible working arrangements. The effectiveness of these arrangements in promoting work-life balance is contingent upon the implementation of flexible working policies and practices, with managers playing a crucial role in this



process. Nevertheless, existing research has largely overlooked the mechanisms through which managers offer support in this context. Enhancing employee well-being is a significant concern within human resource management, particularly given its correlation with improved employee performance and productivity. However, studies indicate that numerous organizations encounter obstacles that adversely affect their employees' well-being (Buick et al., 2024).

The research inquiries focus on three primary aspects: firstly, what strategies can be employed to enhance work-life balance? Secondly, in what ways can employee well-being be effectively improved? Lastly, what measures can be implemented to achieve optimal productivity levels?

II. Theoretical Study of Human Resources Management

The investigation of various factors that affect employee well-being represents an essential domain of academic research. The concept of employee wellness encompasses the overall health and satisfaction of individuals within the workplace. The concept of well-being encompasses a holistic understanding of an individual's physical, mental, and emotional health, reflecting a state of balance and fulfillment in various aspects of life. It is often characterized by the presence of positive emotions, life satisfaction, and a sense of purpose, which collectively contribute to an overall sense of thriving. In contemporary discourse, well-being is increasingly recognized as a multidimensional construct that influences and is influenced by social, economic, and environmental factors, thereby necessitating a comprehensive approach to its assessment and enhancement.

The concept of achieving a harmonious equilibrium between professional responsibilities and personal life is often referred to as work-life balance. This notion emphasizes the importance of managing time and energy effectively to ensure that neither work obligations nor personal commitments overshadow the other, thereby fostering overall well-being and satisfaction in both domains. The concept of professional and personal life balance encompasses the various dimensions of an individual's career and personal responsibilities.

Productivity refers to the efficiency with which goods and services are produced, often measured by the output generated per unit of input. It encompasses various factors, including labor, capital, and technology, and is a critical determinant of economic growth and competitiveness. Enhancing productivity can lead to increased profitability for businesses, improved standards of living for individuals, and overall advancements in societal welfare. Consequently, understanding the dynamics of productivity is essential for policymakers and organizations aiming to foster sustainable development and innovation in an ever-evolving economic landscape. The efficiency and output of employees in a workplace setting.



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The research will investigate the various factors contributing to employee well-being, which serves as a fundamental basis for achieving high levels of productivity. The investigation into employee well-being serves as a fundamental component influencing various factors that contribute to enhanced productivity within the workplace. Well-being serves as a fundamental component influencing various factors that contribute to achieving high levels of productivity. The concept of productivity is often associated with the efficient use of resources to achieve desired outcomes. The policies surrounding work-life balance significantly influence employee productivity and overall well-being. By fostering an environment that prioritizes the equilibrium between professional responsibilities and personal life, organizations can enhance employee satisfaction and engagement. This balance not only contributes to a healthier workforce but also leads to improved performance outcomes, as employees who feel supported in managing their work and personal commitments are more likely to exhibit higher levels of motivation and efficiency in their roles.

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more demanding work environments. In addition to these antecedents, the coping strategies employed by individuals also play a crucial role in shaping their experience of work-life balance. Various cognitive and behavioral approaches can assist individuals in alleviating work-life conflicts, which may involve either maintaining distinct boundaries between work and personal life or integrating the two spheres, such as through remote work arrangements. Some individuals address the challenges of work-life balance by merging their professional and personal responsibilities, such as through remote work arrangements (Pepper, 2021; Pradhan & Jena, 2019). Nevertheless, numerous researchers argue that it is essential to examine not only personal coping strategies but also the role of organizations in shaping employees' experiences of work-life balance. This necessitates multi-level investigations, particularly as companies increasingly assert their commitment to implementing policies and practices aimed at alleviating work-related stress and fostering greater employee engagement and job satisfaction. The significance of such work-life balance initiatives is particularly pronounced in the demanding environment of high-performance work settings (Bouwmeester et al., 2021).

A fundamental factor influencing employee well-being is the balance between work and personal life, which can be either facilitated or hindered by flexible working arrangements. The effectiveness of these arrangements in promoting work-life balance is contingent upon the implementation of flexible working policies and practices, with managers playing a crucial role in this process. Nevertheless, existing research has largely overlooked the mechanisms through which managers offer support in this context. Enhancing employee well-being is a significant concern within human resource management, particularly given its correlation with improved employee performance and productivity. However, studies indicate that numerous organizations encounter obstacles that adversely affect their employees' well-being (Buick et al., 2024).

The research inquiries focus on three primary aspects: firstly, what strategies can be employed to enhance work-life balance? Secondly, in what ways can employee well-being be effectively improved? Lastly, what measures can be implemented to achieve optimal productivity levels?

Theoretical Study of Human Resources Management

The development of various approaches can be utilized to improve the equilibrium between professional responsibilities and personal life. Improve the equilibrium between professional responsibilities and personal life. The concept of achieving a harmonious equilibrium between professional responsibilities and personal life is often referred to as work life balance. This notion emphasizes the importance of managing time and energy effectively to ensure that neither work obligations nor personal commitments overshadow the other, thereby fostering overall well-being and satisfaction in both domains. The concept of balancing professional responsibilities with personal life is often referred to as work-life integration. This notion emphasizes the importance of harmonizing

career obligations with individual wellbeing and personal commitments, thereby fostering a holistic approach to both work and life.

Strategies for enhancing employee well-being can be implemented effectively. The enhancement of employee well-being can be achieved through effective strategies and interventions. The enhancement was achieved with notable efficacy. The term "effectively" can be rephrased as "in a manner that produces the desired outcome" or "in a successful and efficient way." This alternative phrasing emphasizes the ability to achieve results with competence and precision, highlighting the importance of both the process and the outcome in various contexts.

Strategies can be employed to attain the highest levels of productivity and to attain the highest levels of productivity. Productivity refers to the efficiency with which goods and services are produced, often measured by the output generated per unit of input. It encompasses various factors, including labor, capital, and technology, and is a critical determinant of economic growth and competitiveness. Enhancing productivity can lead to increased profitability for businesses and improved standards of living for individuals, as it allows for more effective resource utilization and innovation. Consequently, understanding and optimizing productivity is essential for both organizational success and broader economic development (Björkdahl et al., 2024; Saeidi et al., 2021; Sayeed & Mathur, n.d.).

Conservation of Resources (COR) theory the text elucidates various managerial strategies, positing that a manager's ability to endorse flexible work arrangements is influenced by their understanding, confidence, and prior experiences with such practices. Furthermore, their inclination to advocate for flexible working may be driven by their perceptions regarding potential resource losses or gains. This underscores the necessity for public sector organizations to prioritize the transformation of managerial resources, especially by enhancing support and development initiatives to maximize the advantages and minimize the challenges linked to flexible working arrangements (Buick et al., 2024).

The theory work-life balance and employee of well-being

The framework of support and compensation policies is designed to enhance employees' perceptions regarding their work-life balance; however, the effectiveness of these policies is not universally observed. Various factors within the social environment can shape how work-life balance is perceived. A significant barrier to the effective implementation of work-life balance policies is the insufficient managerial support, which often leads to their underutilization in professional settings. Additionally, the relevance of these policies may be diminished by prevailing occupational ideologies, particularly in high-pressure work environments where certain tasks may be normalized despite their undesirable nature. In professional service firms, several organizational factors play a crucial role in shaping

perceptions of work-life balance. The demands of multiple projects can create conflicting deadlines, and the necessity for consultants to frequently travel to client locations—sometimes internationally—can exacerbate stress levels, disrupt sleep patterns, and contribute to burnout, ultimately compromising employees' overall well-being. The advent of new technologies facilitating flexible work arrangements can adversely affect work-life balance by enhancing connectivity, flexibility, and the frequency of interruptions during designated working hours. This heightened connectivity empowers professionals to engage in work from virtually any location and at any time. However, the expectation for constant online availability can lead to an increased workload for employees, while the rising volume of emails and phone calls disrupt the focus of knowledge workers, ultimately diminishing their overall productivity (Bouwmeester et al., 2021).

Flexible working arrangements that are driven by employees represent a significant approach to enhancing work-life balance, as they allow individuals to have increased autonomy regarding the timing and location of their work. This control is crucial for employees' wellbeing, as it empowers them to manage various facets of their lives more effectively, including the ability to rearrange work commitments to accommodate urgent personal issues.

Consequently, such flexibility contributes to elevated levels of job satisfaction and overall life contentment. Additionally, the implementation of flexible working practices has been shown to alleviate job-related stress and anxiety, fostering a sense of happiness among employees, which in turn has a beneficial impact on their overall well-being (Buick et al., 2024).

The theory of human resource optimal productivity levels

In this context, the manager began with a team that was already demonstrating high performance and adaptability in their work practices. The team's significant productivity levels allowed the manager to secure additional support resources aimed at enhancing business outcomes. This situation fostered a shift in motivation towards endorsing flexible work arrangements, grounded in the conviction that allocating resources, particularly in terms of energy, to facilitate and promote flexible working would yield benefits in the future. Furthermore, Conservation of Resources (COR) theory can elucidate the strategies employed by managers who delegated responsibilities. These managers often had limited experience in overseeing flexible work setups. Consequently, their motivation may not have stemmed from a desire to prevent resource depletion, but rather from an aspiration to acquire further resources (Buick et al., 2024).

The production function of a firm delineates the connection between the input resources utilized, such as labor and capital, and the resultant output. This connection is influenced by the available resources and the potential for their combination, which determines the efficiency with which labor and capital

can be integrated to produce output. The effectiveness of a firm in leveraging these inputs throughout the production process is referred to as total factor productivity (TFP). Increases in productivity, and consequently TFP, represent enhancements in a firm's output that do not necessitate additional investments in labor or capital. Such productivity improvements can significantly boost a firm's profitability by optimizing the use of existing resources. Variations in the efficiency of input combinations among firms result in differing levels of productivity, leading to observable disparities in their performance. The production function of a firm delineates the connection between the input resources utilized, such as labor and capital, and the resultant output. This connection is influenced by the available resources and the potential for their combination, which determines the efficiency with which labor and capital can be integrated to produce output. The effectiveness of a firm in leveraging these inputs throughout the production process is referred to as total factor productivity (TFP). Increases in productivity, and consequently TFP, represent enhancements in a firm's output that do not necessitate additional investments in labor or capital. Such productivity improvements can significantly boost a firm's profitability by optimizing the use of existing resources. Variations in the efficiency of input combinations among firms result in differing levels of productivity, leading to observable disparities in their performance (Aguilera et al., 2024).

III. METHODS

This research adopts a qualitative approach to formulate a research design centered on HRD management, employee well-being, balance life and productivity task, which acts as a framework for the collection, measurement, and analysis of qualitative data gathered through comprehensive interviews and case study within literature review. The study, employing in depth interviews as its primary method, includes four distinct applications for case studies: firstly, it clarifies the intricate causal relationships linked to conflicts within an organization; secondly, it showcases examples of mediation interventions that have been executed; thirdly, it offers an in-depth overview; and finally, it aims to investigate various contexts concerning employee well-being, balance life and productivity task, and the degrees of institutional organizational cohesion, which are evaluated as lacking a definitive set of outcomes. (Sekaran dan Bougie, 2016).

The model protocol case study encompasses several variables, including the formation of research objectives aimed at exploring the role of firstly, strategies can be employed to enhance work-life balance, Secondly, in ways can employee well-being be effectively improved and lastly, measures can be implemented to achieve optimal productivity levels. Furthermore, the study examines the. The coding system applied to these variables is also outlined pertain: 1). Work-life - WL, 2). Balance- BE, 3). Well-being- WB, 4). Productivity- PD, and Performance PF, 5). Business Strategic- BS (Mishra & Dey, 2022; Siu-Lun Ting et al., 2009; Van der Heijden et al., 2020).

IV. RESULTS AND DISCUSSION

The findings presented are derived from a comprehensive review of existing literature, which highlights the primary themes and sub-themes relevant to this analysis. This review serves as a conceptual framework for future research across various pertinent topics. Firstly, it examines effective methods for enhancing employee well-being. Secondly, it explores strategies that can be utilized to improve work-life balance. Lastly, it discusses potential measures that can be adopted to attain optimal levels of productivity (Joshano, 2024; Kang, 2020; Panaccio & Vandenberghe, 2009; Sirgy, 2021).

The results of the text search query pertain: -

<Files\\aguilera-et-al-2024-ownership-control-and-productivity-family-firms-in-comparative-perspective> - § 7 references coded [0,01% Coverage]

Reference 1 - 0,01% Coverage

and often noncomparable findings as well as lacks a clear theoretical

Reference 2 - 0,01% Coverage

explain firm economic growth as well as the growth of the

Reference 3 - 0,01% Coverage

in the production function as well as conducting the first simultaneous

Reference 4 - 0,01% Coverage

labor and capital intensity) as well as in their productivity levels

Reference 5 - 0,01% Coverage

shares held by shareholders as well as the identity of members

Reference 6 - 0,01% Coverage

unit of fixed assets as well as the differences (diff) in

Reference 7 - 0,01% Coverage

in the production process as well as the overall productivity and –

<Files\\barnett-et-al-2014-impaired-capital-reallocation-and-productivity> - § 4 references coded [0,01% Coverage]

Reference 1 - 0,01% Coverage

level of productivity. It may well be that the behaviour of

Reference 2 - 0,01% Coverage

the labour demand curves are well defined,¹⁴ but they do

Reference 3 - 0,01% Coverage

Gross Value Added (GVA). As well as GVA, the data include

Reference 4 - 0,01% Coverage

also affects relative prices, as well as having a more direct –

<Files\\bouwmeester-et-al-2020-work-life-balance-policies-in-high-performance-organisations-a-comparative-interview-study-with> - § 18 references coded [0,04% Coverage]

Reference 1 - 0,01% Coverage

Bouwmeester and Kok, 2018) as well as several other high-status

Reference 2 - 0,01% Coverage

2015; Michel, 2011). For instance, well perceived work-life balance practices

Reference 3 - 0,01% Coverage

generation is known for its well-articulated interest in work-life

Reference 4 - 0,01% Coverage

coach or mentor Monitoring (health, well-being) Training programmes Giving back

Reference 5 - 0,01% Coverage

add nuance to the already well-known general organisational antecedents. Third

Reference 6 - 0,01% Coverage

2. All parent codes are well grounded (at least 10 child

Reference 7 - 0,01% Coverage

much more energy to do well and work those long hours’

Reference 8 - 0,01% Coverage



do not work during weekends. Well, then I also do not

Reference 9 - 0,01% Coverage

work-life balance]. Skype as well, and the possibility to stay

Reference 10 - 0,01% Coverage

have to be here as well. Go home!' So, they

Reference 11 - 0,01% Coverage

you get a lot as well, like training, very nice colleagues

Reference 12 - 0,01% Coverage

these policies, which are very well perceived in the strategy setting

Reference 13 - 0,01% Coverage

fringe benefits are appreciated as well but appear more abundant at

Reference 14 - 0,01%

Coverage more extreme work context is well perceived, answer demand, and can

Reference 15 - 0,01% Coverage

utilise quantitative designs, based on well-defined constructs to measure stress

Reference 16 - 0,01% Coverage

sustainability of work hours as well as feelings of well-being

Reference 17 - 0,01% Coverage

as well as feelings of well-being and health. If employees

Reference 18 - 0,01% Coverage

allocation. Applied Psychology: Health and Well-Being 2: 127–159.

<Files\\buick-et-al-2024-different-approaches-to-managerial-support-for-flexible-working-implications-for-public-sector> - § 129 references coded [0,28% Coverage]

Reference 1 - 0,01% Coverage

Implications for Public Sector Employee Well-Being Fiona Buick1 , Deborah Ann



Reference 2 - 0,01% Coverage

10.1177/00910260241226731 Abstract Improving well-being is an important human

Reference 3 - 0,01% Coverage

A key antecedent to employee well-being is work–life balance

Reference 4 - 0,01% Coverage

work–life balance and, ultimately, well-being depends on how flexible

Reference 5 - 0,01% Coverage

arrangements in ways that optimize well-being in the public sector

Reference 6 - 0,01% Coverage

Management 53(3) Keywords employee well-being, middle managers, flexible working

Reference 7 - 0,01% Coverage

public sector, qualitative Introduction Improving well-being is an important human

Reference 8 - 0,01% Coverage

public servants that impede their well-being (see Borst & Knies, 2021

The Strategic HRM: -

<Files\\aguilera-et-al-2024-ownership-control-and-productivity-family-firms-in-comparative-perspective> - § 13 references coded [0,05% Coverage]

Reference 1 - 0,01% Coverage

predictions by addressing the quintessential strategic governance question of whether and

Reference 2 - 0,01% Coverage

into the expected consequences of strategic decisions on firm productivity and

Reference 3 - 0,01% Coverage

we contribute to the rich strategic literature on the production function

Reference 4 - 0,01% Coverage

discretionary authority to pursue valuable strategic advantages. However, when capital markets



Reference 5 - 0,01% Coverage

Second, we contribute to the strategic literature on productivity (e.g

Reference 6 - 0,01% Coverage

C., & Foss, N. 2013. How strategic entrepreneurship and the institutional context

Reference 7 - 0,01% Coverage

institutional context drives economic growth. *Strategic Entrepreneurship Journal*, 7: 50-69

Reference 8 - 0,01% Coverage

in family firms: Linking resources, strategic planning and technological opportunities to

Reference 9 - 0,01% Coverage

Foss (Eds.) *Economic micro foundations of strategic: The property rights perspective*: 1

Reference 10 - 0,01% Coverage

Zenger, T. 2020. Ownership competence. *Strategic Management Journal*, 42: 302-328

Reference 11 - 0,01% Coverage

Mahoney, J. T. 2010. A strategic theory of the firm as

Reference 12 - 0,01% Coverage

rights perspective on stakeholder governance. *Strategic Organization*, 10: 304-315. König

The possibilities inherent in strategic human resource management (HRM) are derived from a comprehensive literature review of prior research, as illustrated in the figure below. The subsequent figure, labelled as Figure 1, presents the findings from the strategic HRM query (Balsiger et al., 2023; Bettis et al., 2014; Hary Susilo, n.d.; Kipley et al., 2012):

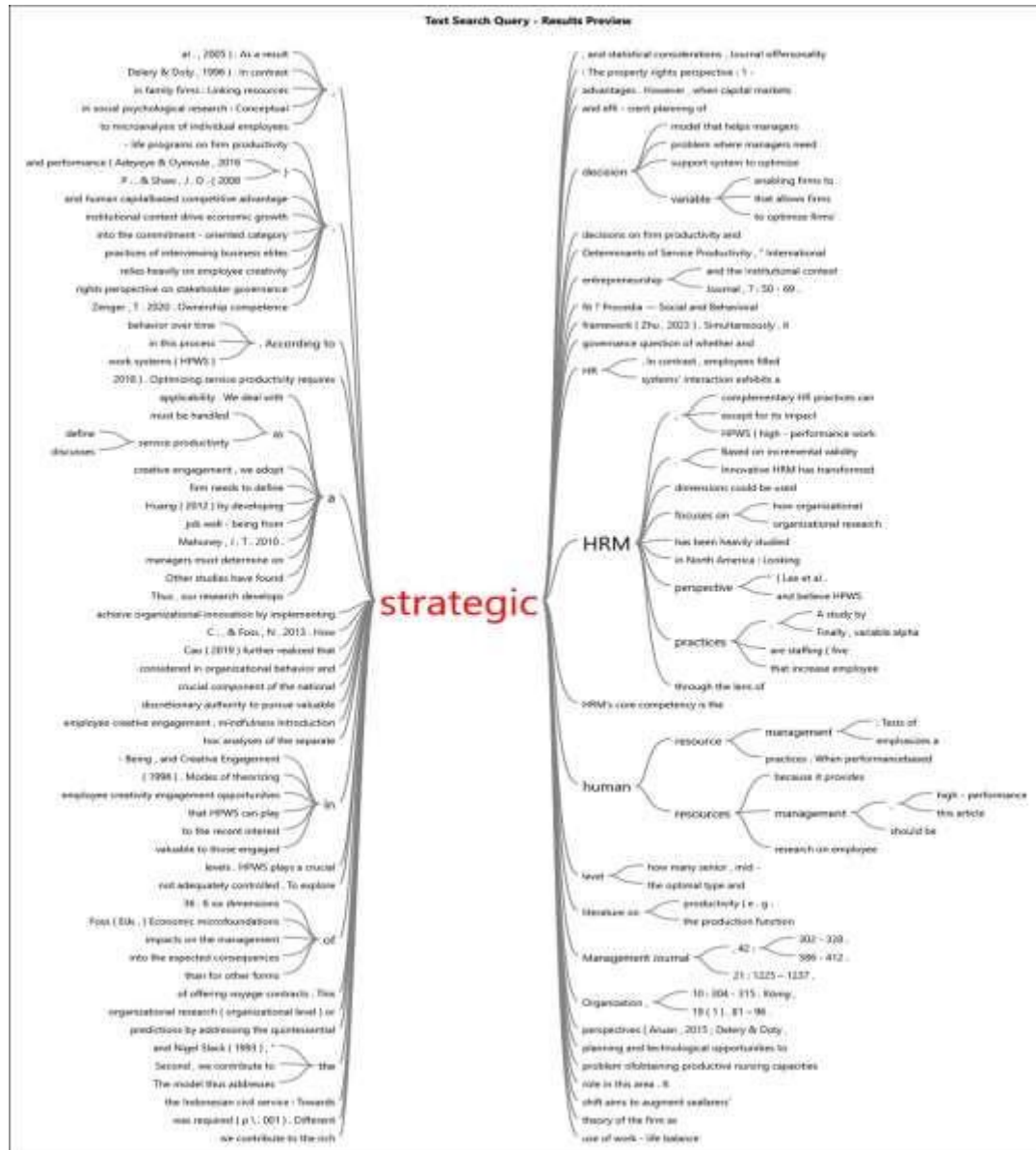


Figure 1. The Text search Query Preview of the Strategic HRM

Base on Figure 1 above, Strategic human resource management (HRM) refers to the proactive alignment of human resource practices and policies with the overarching goals and objectives of an organization. This approach emphasizes the importance of viewing human capital as a critical asset that can drive competitive advantage and enhance organizational performance. By integrating HRM strategies with business strategies, organizations can effectively manage their workforce to meet current and future challenges, ensuring that they not only attract and retain top talent but also foster a

culture of continuous improvement and innovation.

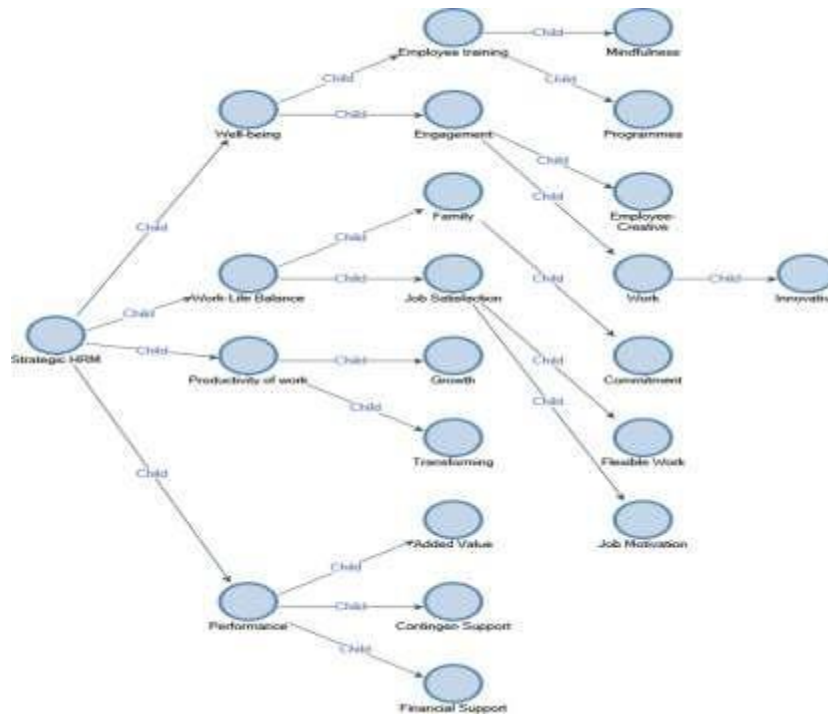


Figure 2. The Strategic HRM, Well- being, Work life balance, Productivity and Job Performance pursue the potential for future research

Future research endeavours should be directed towards exploring the themes illustrated in Figure 2, particularly focusing on Strategic Human Resource Management, employee wellbeing, work-life balance, productivity, and job performance, in order to uncover new avenues for investigation. The domains of Strategic Human Resource Management, employee wellbeing, work-life balance, productivity, and job performance present significant opportunities for future research exploration. The effectiveness of an individual's work output is often referred to as job performance, which encompasses the quality and quantity of tasks completed within a specified timeframe. This concept is critical in evaluating employee contributions to organizational goals and can be influenced by various factors, including motivation, skill level, and the work environment. Understanding job performance is essential for both management and employees, as it provides insights into areas of strength and opportunities for improvement, ultimately impacting overall productivity and success within the workplace.

The efficiency and output of work performance and productivity refers to the efficiency with which goods and services are produced, often measured by the output generated per unit of input. It

encompasses various factors, including labour, capital, and technology, and is a critical determinant of economic growth and competitiveness. Enhancing productivity can lead to increased profitability for businesses, improved standards of living for individuals, and overall advancements in societal welfare. Consequently, understanding the dynamics of productivity is essential for policymakers and organizations aiming to foster sustainable development and innovation in an increasingly complex global economy (Bakker, 2017; Mclarney, n.d.; Snihur & Eisenhardt, 2022).

The concept of well-being encompasses a holistic understanding of an individual's physical, mental, and emotional health, reflecting a state of balance and fulfilment in various aspects of life and of achieving equilibrium between professional responsibilities and personal life is referred to as work-life balance. This principle underscores the importance of effectively managing both time and energy to ensure that neither work commitments nor personal responsibilities are overlooked, thereby fostering a sense of well-being and satisfaction in both domains.

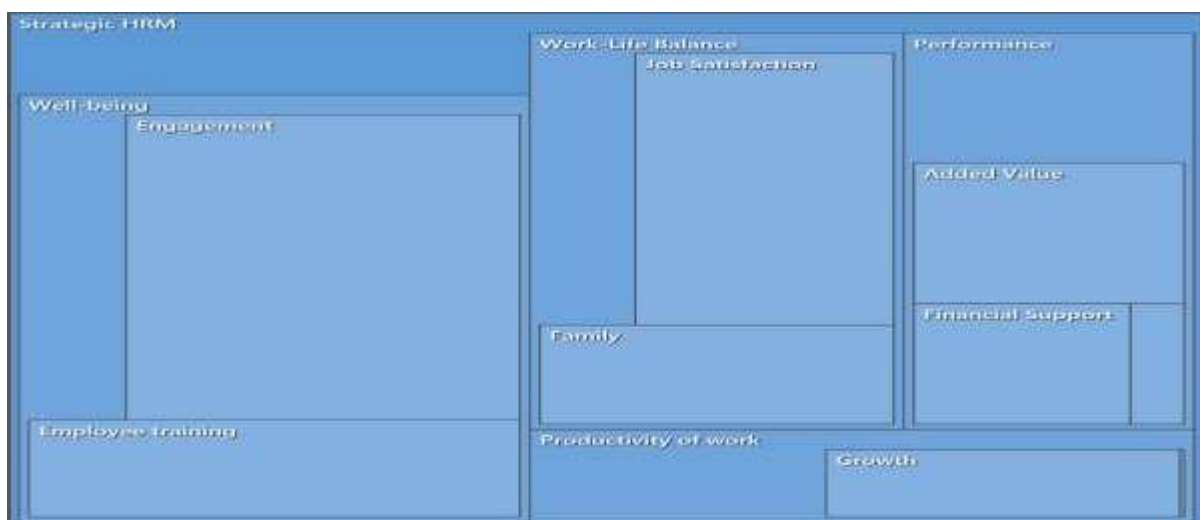


Figure 3. Hierarchies map of competition idea the Strategic HRM, Well- being, Work life balance, Productivity and Job Performance pursue the potential for future research

Importantly, based on figure 3 above indicated of the conceptual framework of hierarchies in competition within Strategic Human Resource Management encompasses aspects such as well-being, work-life balance, productivity, and job performance, thereby highlighting avenues for prospective research endeavours. The conceptual framework illustrated in Figure 3 emphasizes the hierarchies present in competition within Strategic Human Resource Management, incorporating elements such as employee well-being, worklife balance, productivity, and job performance. This framework not only delineates these critical components but also underscores potential directions for future research

initiatives in the field (Bakker, 2017; Kouamé & Liu, 2021; Malik et al., 2019; Snihur & Eisenhardt, 2022; Steen et al., 2006).

V. IN CONCLUSION

The overall success in reaching corporate objectives is significantly influenced by various factors. Initially, it investigates efficient approaches aimed at promoting employee well-being. Subsequently, it delves into tactics that can be implemented to foster a better work-life balance. Finally, it considers possible actions that can be taken to achieve peak productivity levels.

Job performance is a term that describes the efficiency and effectiveness of an individual's work output, incorporating both the quality and quantity of tasks accomplished within a designated period. This concept plays a vital role in assessing how employees contribute to the objectives of an organization and is subject to a range of influencing factors, such as motivation, skill proficiency, and the surrounding work environment. A comprehensive understanding of job performance is crucial for both management and employees, as it reveals strengths and identifies areas for enhancement, which in turn affects overall productivity and success in the workplace.

The productivity and effectiveness of work execution and the concept of work performance efficiency and productivity pertains to the effectiveness with which goods and services are generated, typically assessed by the output produced relative to the input utilized. This notion incorporates a range of elements, such as labour, capital, and technological advancements, and serves as a vital factor influencing economic growth and competitive standing. Improving productivity can result in greater profitability for enterprises, enhanced living standards for individuals, and significant progress in societal well-being. Therefore, grasping the intricacies of productivity is crucial for policymakers and organizations that seek to promote sustainable development and innovation within a progressively intricate global economic landscape.

The notion of well-being involves a comprehensive perspective on a person's physical, mental, and emotional health, signifying a condition of equilibrium and satisfaction across multiple dimensions of existence. Well-being encompasses a holistic view of an individual's physical, mental, and emotional health, representing a state of balance and contentment across various aspects of life.

The concept of achieving a harmonious equilibrium between professional responsibilities and personal life is often referred to as work-life balance. This notion emphasizes the importance of managing time and energy effectively to ensure that neither work obligations nor personal commitments are neglected, thereby fostering overall well-being and satisfaction in both domains. The idea of attaining a balanced state between one's professional duties and personal life is commonly known as work-life

balance. This principle highlights the significance of efficiently managing both time and energy to prevent the neglect of either work responsibilities or personal obligations, ultimately promoting a sense of well-being and fulfilment across both areas.

The framework depicted in Figure 3 elucidates the competitive hierarchies inherent in Strategic Human Resource Management, integrating key factors such as employee well-being, work-life balance, productivity, and job performance. This framework serves to clarify the significance of these essential elements while simultaneously pointing to promising avenues for future research endeavours within the discipline. By highlighting these interrelated components, the framework invites further exploration into their implications for enhancing organizational effectiveness and employee satisfaction.

The exploration of the diverse elements influencing employee well-being constitutes a vital area of scholarly inquiry. Employee wellness is defined by the comprehensive health and satisfaction of individuals within their work environments. This notion of well-being entails a holistic perspective on an individual's physical, mental, and emotional health, signifying a state of equilibrium and fulfilments across various life dimensions. It is typically marked by the presence of positive emotions, satisfaction with life, and a sense of purpose, all of which contribute to an overarching sense of thriving. In modern discussions, well-being is increasingly acknowledged as a multifaceted construct shaped by and shaping social, economic, and environmental factors, thus requiring a thorough approach to its evaluation and improvement. The pursuit of a balanced integration between professional duties and personal life is commonly termed work-life balance.

This concept underscores the significance of effectively managing time and energy to ensure that neither work responsibilities nor personal obligations dominate, thereby promoting overall well-being and satisfaction in both areas. The idea of balancing professional and personal life encompasses the various facets of an individual's career alongside their personal responsibilities. Productivity is defined as the effectiveness with which goods and services are produced, typically assessed by the output generated relative to the input utilized. It involves multiple factors, including labor, capital, and technology, and serves as a crucial determinant of economic growth and competitiveness. Enhancing productivity can result in greater profitability for businesses, improved living standards for individuals, and overall progress in societal welfare. Therefore, comprehending the intricacies of productivity is essential for policymakers and organizations striving to promote sustainable development and innovation in a constantly changing economic landscape.

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