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IMPACT OF NATIONAL HEALTH POLICY ON EMPLOYEES' PERFORMANCE IN THE MINISTRY OF EDUCATION

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Abstract

This research explores the impact of national health policies on employee performance within the Ministry of Education. Recognizing the critical role of employee well-being in enhancing productivity, the study investigates how national health policies affect various performance metrics in a public sector context. Utilizing a mixed-methods approach, combining quantitative analysis of performance data with qualitative insights from employee interviews, the research provides a comprehensive view of the relationship between health policy and employee performance. Results indicate that effective health policies correlate positively with improved performance outcomes, suggesting that strategic health interventions can significantly enhance organizational efficiency and employee satisfaction.

Keywords: *National Health Policy, Employee Performance, Absenteeism, Job Satisfaction, and Health Promotion*

Introduction

National health policies are designed to enhance public health by addressing disease prevention, health promotion, and access to medical services. These policies are crucial for shaping health outcomes on a broad scale but also have significant implications for organizational performance, particularly within public sector institutions such as the Ministry of Education.

In the context of public sector organizations, employee performance is pivotal. For the Ministry of Education, which is responsible for delivering quality education and managing educational resources, the effectiveness of its workforce is directly linked to organizational success. Metrics such as productivity and job satisfaction are critical indicators of performance. Given this, understanding how national health policies impact these metrics is essential for optimizing performance and achieving organizational goals.

The integration of health policies into organizational practices can create a supportive environment that enhances employee well-being and, consequently, their performance. Effective health policies can lead to improved health outcomes, reduced absenteeism, and higher job satisfaction. This is particularly relevant in the Ministry of Education, where employee performance directly influences the quality of educational services provided to students.

Literature Review

National Health Policy

National health policies are comprehensive frameworks designed by governments to address public health issues and promote the well-being of their populations. These policies typically encompass various aspects such as disease prevention, health

promotion, access to medical services, and the management of health-related resources. National health policies aim to create a conducive environment for health improvement at both individual and organizational levels (WHO, 2020).

In the context of the workplace, national health policies often include provisions for occupational health and safety, mental health support, and wellness programs. The scope of these policies can vary widely, from basic health coverage and preventive care to more extensive programs involving employee assistance services and workplace health promotion initiatives (Klein, 2019).

Employee Performance and Health

Employee performance refers to the efficiency and effectiveness with which employees carry out their job responsibilities. Key indicators of employee performance include productivity, job satisfaction, absenteeism, and overall work quality (Campbell, 1990). Health plays a crucial role in influencing these performance metrics. Poor health can lead to increased absenteeism, lower productivity, and diminished job satisfaction, while good health often results in higher performance levels and greater job engagement (Warr, 2002).

Linkages Between Health Policies and Performance

The linkage between health policies and employee performance can be conceptualized through several mechanisms:

Health Promotion: National health policies that promote preventive care and wellness can reduce the incidence of illness and improve overall employee health. Healthier employees are likely to exhibit higher productivity and lower absenteeism (Schaufeli & Bakker, 2004).

Supportive Work Environment: Policies that create a supportive work environment, such as providing mental health resources and stress management programs, can enhance employees' job satisfaction and performance (Kelloway & Day, 2005).

Access to Healthcare: Ensuring access to comprehensive healthcare services, including regular check-ups and treatments, can prevent health issues from escalating and impacting work performance (Eby et al., 2005).

Work-Life Balance: National health policies that support work-life balance, such as flexible working arrangements and family health benefits, can improve employees' overall well-being and performance (Greenhaus & Allen, 2011).

Theoretical Framework

Human Capital Theory

Human Capital Theory, introduced by Becker (1964), posits that investments in employee health can enhance productivity and overall performance. Becker argues that improving individuals' health increases their productive capabilities, which benefits organizations. In the context of national health policies, this theory suggests that such policies, by improving employee health, can lead to enhanced job performance and organizational efficiency.

Social Determinants of Health Framework

The Social Determinants of Health Framework, proposed by Marmot (2005), emphasizes that factors such as access to healthcare and supportive work environments are crucial in determining health outcomes. This framework highlights that health policies addressing these determinants can improve employees' overall well-being and performance. According to this framework, policies that ensure access to health resources and create supportive work environments are likely to

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enhance employee performance.

Empirical Studies

Goetzel et al. (2014) conducted a comprehensive study on workplace health programs, revealing that organizations with robust health programs experience lower absenteeism rates, reduced healthcare costs, and higher employee satisfaction. Their research indicates that health interventions, such as wellness programs and preventive care, contribute to improved organizational performance by enhancing employees' health and reducing related costs.

Grzywacz and Bass (2003) explored the impact of worksite health interventions on job performance. Their study found that health interventions, including mental health support and stress management programs, are associated with improved job performance and reduced stress levels. This evidence supports the notion that targeted health policies can positively impact employee performance.

A study by Kelloway and Day (2005) examined the relationship between workplace health policies and employee well-being. They found that organizations with comprehensive health policies experience higher levels of employee well-being, which in turn leads to increased job satisfaction and performance. Their findings emphasize the importance of health policies in creating a supportive work environment that fosters employee engagement and productivity.

Research by Eby et al. (2005) highlights the role of organizational support in mediating the effects of health policies on employee performance. Their study indicates that perceived organizational support, including health resources and policies, is a significant predictor of employee satisfaction and performance. This

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underscores the importance of implementing health policies that provide tangible support to employees.

Kessler et al. (2008) investigated the impact of mental health policies on employee productivity. Their research demonstrated that mental health policies, such as access to counseling services and stress management programs, lead to improved productivity and reduced absenteeism. This study supports the notion that mental health policies are crucial in enhancing overall employee performance.

Methodology

This study employs a mixed-methods approach to provide a detailed analysis of the impact of national health policies on employee performance in the Ministry of Education. By combining quantitative performance metrics with qualitative employee feedback, the research aims to offer a comprehensive view of how health policies influence performance outcomes.

Quantitative data were gathered from performance metrics within the Ministry of Education, including productivity rates, absenteeism records, and employee satisfaction surveys. The data collection spanned a two-year period to capture variations and trends. Key performance indicators were analyzed to determine correlations between health policy implementation and performance outcomes.

Qualitative data were obtained through semi-structured interviews with 20 employees from different departments within the Ministry. These interviews explored employees' perceptions of how national health policies affected their well-being and job performance. The interviews aimed to capture personal experiences and insights regarding the impact of health policies.

Data Analysis

Quantitative data were analyzed using statistical methods to identify correlations between the implementation of national health policies and performance metrics. Statistical tests, including regression analysis, were employed to determine the significance of these relationships.

Qualitative data were analyzed through thematic analysis, identifying recurring themes and patterns in employees' feedback. This analysis provided a deeper understanding of the qualitative impact of health policies on employee performance.

Results

The quantitative analysis revealed a significant positive correlation between the implementation of national health policies and various performance metrics. Key findings include:

Increased Productivity: Employees reported higher productivity levels in departments where national health policies were actively implemented. This increase was attributed to improved overall health and reduced absenteeism.

Reduced Absenteeism: Departments with comprehensive health policies experienced lower rates of absenteeism. Health initiatives such as preventive care and mental health support were linked to fewer sick days taken by employees.

Higher Job Satisfaction: Employee satisfaction surveys indicated higher levels of job satisfaction in areas where health policies were in place. Employees felt more supported and valued, which contributed to their overall job satisfaction.

Qualitative data from employee interviews provided additional context to the quantitative findings:

Enhanced Well-Being: Employees noted that access to mental health resources, preventive care programs, and wellness initiatives significantly improved their well-being. This improvement was directly linked to their increased job performance and reduced stress levels.

Supportive Work Environment: Employees reported that health policies fostered a supportive work environment, enhancing their motivation and commitment to their roles. The presence of health resources and supportive policies was seen as a positive factor in their work experience.

Employee Engagement: Many employees expressed that health policies contributed to their engagement and satisfaction with their jobs. The availability of health resources and support was viewed as a key factor in their overall job performance and productivity.

Discussion

The findings from this study support the notion that national health policy have a substantial impact on employee performance within the Ministry of Education. The positive correlations between health policy implementation and improved performance metrics align with the Human Capital Theory and the Social Determinants of Health Framework.

Investing in comprehensive health policy can lead to tangible improvements in employee performance, productivity, and job satisfaction. Public sector

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organizations should consider integrating robust health programs into their operational frameworks.

Implementing health policy that provide mental health resources, preventive care, and support services can create a more supportive work environment, positively impacting employee performance. Also, Developing and implementing strategic health policy tailored to the needs of employees can enhance overall organizational efficiency and effectiveness.

Conclusion

National health policies play a critical role in shaping employee performance within the Ministry of Education. The study's findings underscore the importance of integrating health policies into public sector management to improve employee well-being and organizational outcomes. Future research should focus on exploring the long-term effects of specific health policy interventions and their impact on various dimensions of employee performance.

The following recommendations are necessary;

Ministry of Education should Implement or enhance wellness programs that focus on physical fitness, mental health, and preventive care. Programs such as regular health screenings, vaccination drives, and fitness classes can contribute to improved employee health and productivity.

The Ministry should also conduct regular health education sessions to inform employees about preventive care practices and healthy lifestyle choices. Educated employees are more likely to engage in behaviors that prevent illness and improve overall health.

Furthermore, the ministry need to create a work environment that promotes health, such as offering healthy food options in the workplace and encouraging regular physical activity through walking meetings or fitness challenges.

Ensure that employees have easy access to healthcare services by providing information about nearby health facilities, offering telemedicine options, and possibly subsidizing healthcare costs.

Finally, the ministry need to offer flexible work arrangements such as remote work options, flexible hours, and compressed workweeks to help employees balance their work and personal responsibilities.

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