

Productivity and Labor Health in the context of Human Capital

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There were several way that health actually affecting the labor productivity. A labor with a good physical and mental health will be more passionated and more energetic to complete their task hence can add additional value for their work and in addition they could worked in a longer time period as we know as having an overtime in order to get more return in terms of wages. Hence by receiving a high wage, the labor could invest in their healthcare, education, and also obtaining additional skills that will directly affecting their human capital and also will increasing their labor productivity. In addition they also could invest in their son and daughter to pursue an education and by obtaining their own education system they could increased the nation productivity in the future due to the working system or the production system are on efficient state.

A better health could encourages the individual or the labor to increase their savings that actually could lead to a higher productivity and for a macro aspects having a good health, the government will be able to allocated budget to the other important sector such as education, defense or build up people infrastructure as the healthcare expenditure are able to reduce as we are having a healthy society and community. (Davis et al, 2005) also concerned about the disadvantage having a bad health condition where the individual are unable to contributed to the economic production and in addition they are unable to paid for the taxes that will be used to nation development as they had no income and this could drive our nation to a lower standard of living.

Other than that the disadvantage for having a bad health will cause a lower wages due to a lower of working hours. This become worse when they had to spend on healthcare as they are having a bad health which could cause the budget for other activities such as investing in education, improving lifestyle and basic needs such as clothes, food and other are decreasing due to lower-income and healthcare expenses. Thus a health are highly related towards other important aspects in labor life. Most of the labor are still not having a huge awareness regarding this matter especially the unskilled labor due to the reasons they had to earn money as they were the breadwinner in their family. So they will not have the reasons a bad health or illness to constraint them to go for the work. As being informed in our daily life, good health are highly related to a healthy lifestyle. Diseases comes in a different way and style. There were some of them are spreading through animal, airborne, water, physical touch and other. Thus by practicing a hygienic lifestyle could reduce the possibility for individual to get a bad health which could cause the individual everything in their life.

Regarding this issues there were various and enormous number of previous study that had been done in order to analyze the relationship between health and productivity. However, before we expending the scope of discussion it is a crucial to discover the factor that highly related or influenced this issues to occur. There were various number of factor that lead to unhealthy and aging labor force that had been proposed by the researchers. One of the factor that obviously occur in the current society is the lifestyle. According to (F.Kamila, 2020), lifestyle is the most important aspect for health and conditioning physical well-being. In addition, lifestyle is an important factor of health and the author emphasizes that by changing the unhealthy lifestyle of society towards healthy lifestyle it could become prime factor in decreasing the rate of genetic diseases (Darisuh D. Farhud).

It is obvious that Lifestyle is the prime factor that lead to unhealthy labor force. The other factor is the social status or the family income status. The family income status being mentioned here is poverty. Poverty were associated to the poor health status. This occur due to a few reasons which is they were unable to afford a balanced diet that consists of high nutrients foods. So this will cause them to only consumed the cheap food and worse the 4 other person leftover. Other reasons is because of the unavailability to experience the healthcare service. This is because as they had a low income they need to provide food and shelter to their family hence they could not be able to experience the health care service as they were unable to provide them. Hence this cause them easily being attacked by the disease and other virus and with the current environment that they living which is most of them living in slump could increase the probability for them to being affected by chronic disease.

On the other hand, (Hassan, Hassan, Kassim & Hamzah, 2018) said on their researchers that mental health are being experienced by people regardless of their income status, religion and others where they proposed the mental health issues are highly related or being influence by the work-related stress and negative economic impact. Thus it is proved there were a lot of factor that primarily contribute to unhealthy labor force where most of the factor are different from each other and most of them are coming from different aspect such as economic, environmental and physical behavior.

In addition, (Davis.K, 2005) also had conducted a study on the same field where the researchers intend to investigate the relationship between the health problems towards the labor productivity. As being proposed by the author, the productivity of the labor are decreased due to the unhealthy status labor. This issues are much related towards the labor that are still coming to work in unhealthy state and also having unhealthy family member where they lost focus on their jobs hence decrease their own productivity by their own action without them realized about it. In fact, (Cole, Matthew A & Neumayer. Eric, 2008) also agreed on the result of the study that had been conducted previously. This is because both of the author are conducting a study to examined the influence of the poor health on total factor productivity. The study concluded that it is obvious having a poor health that occur due to malnutrition, lack of access to safe water and sanitation are reducing the aggregate productivity. In addition, the study also found out that poor health are also could lead to the poverty and underdevelopment in a country such as countries in Sub-Saharan.

It should be noted that there were a enormous number being conducted to overcome this issues from growing in the future either in micro and macroeconomic. Regarding to this issues, it is compulsory to included the mental health issues in employees health and safety training, employers need to conduct mental health risk assessments periodically (Burton.W. et al.,2008). In addition providing the employees with health insurance will eventually improve the employees productivity (Sara.C et al., 2005). Other than that, (Basta et al., 1976) suggested a suggestion to 7 prevent this issues is through the dietary intake in order to provide the labor with the balanced nutrient. In fact, (Umoru.D & Yaqub.J., 2013) suggested the government to focus on investing the labor-capital as this is the prime access for the labor to get the healthcare services and to maintain and survive with their current health status.

Labor health are also influenced to the other aspect other than organization productivity. As being stated there were also the impact of having a good health status which is to form a skilled labor which had a higher education level that occur due to their availabilities to get a education in a good health status. In addition they also be able to increase the market cycle as they were able to work overtime and increase their working hour hence they able to get extra wages that will be used to pay for the children education, basic necessary and the other. This study on this issues eventually provide a new insights regarding the labor health on the labor productivity and ability to provide a new policy or steps in order to avoid this issues repeated in the future. Hence, future research should be able to

differentiate the different aspect such as income level, gender and others in order to conduct this study as this aspect were important determinants for the labor health status.

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