

## Employees Food Habit and Flourishing on Productivity-A Manufacturing Perspective

K. Venkatesan<sup>1\*</sup>, S. Kamaraj<sup>2</sup>, P. Shankar<sup>3</sup>, Uratchayaphon Nararattananukul<sup>4</sup>

<sup>1</sup>Department of Commerce, Sri Sankara Arts and Science College, Kanchipuram, Tamil Nadu, India.

<sup>2</sup>Department of Commerce, K.M.G. College of Arts and Science, Vellore, Tamil Nadu, India.

<sup>3</sup>Department of Business Administration, K.M.G. College of Arts and Science, Vellore, Tamil Nadu, India.

<sup>4</sup>Faculty of Business Administration, Ramkhamhaeng University, Bang Kapi, Bangkok, Thailand.  
drkvenkatesan1976@gmail.com<sup>1</sup>, kamarajrmkvc@gmail.com<sup>2</sup>, shankarpargunanvnr@gmail.com<sup>3</sup>,  
uratchayaphon.s@rumail.ru.ac.th<sup>4</sup>

\*Corresponding author

**Abstract:** This study examined the relationship between dietary habits and productivity among manufacturing workers in Tamil Nadu. Workplace stress and health difficulties plague employees. Following a pandemic, the atmosphere changes, and heavy workloads can lead to stress, which in turn affects health and performance. To counteract, employees might focus on eating healthy foods. The study employs literature reviews to identify key factors influencing factory workers' dietary habits and productivity. Primary data is collected via a structured questionnaire. Using simple random sampling to detect respondents' dietary choices and energy levels improves employee health, performance, and productivity. The questionnaire was sent to 135 people. We got 128 responses. Only 120 of 128 replies were complete. Descriptive analysis explains answers, while linear regression analysis determines variable structure and internal reliability. The study found that eating cereals/pulses, vegetables, fruits, milk/tea/coffee, ghee, cheese, non-vegetarian foods, energy drinks, fresh fruits, cooked vegetables, raw vegetables/salad, meat, fish, fresh juice, millets, and snacks improves employee health, earnings, productivity, and profitability. This study will help factory workers choose their meals and adjust their consumption patterns to improve their health and productivity.

**Keywords:** Health and Well Being; Food Habit; Human Capital; Simple Random Sampling Method; Productivity and Profitability; Heavy Work Load; Energy Levels.

**Cite as:** K. Venkatesan, S. Kamaraj, P. Shankar, and U. Nararattananukul, "Employees Food Habit and Flourishing on Productivity-A Manufacturing Perspective," *AVE Trends in Intelligent Technoprise Letters*, vol. 2, no. 2, pp. 77–84, 2025.

**Journal Homepage:** <https://www.avepubs.com/user/journals/details/ATITP>

**Received on:** 12/09/2024, **Revised on:** 15/11/2024, **Accepted on:** 31/12/2024, **Published on:** 07/06/2025

**DOI:** <https://doi.org/10.64091/ATITP.2025.000152>

### 1. Introduction

Industries in developed countries invest more in human resources, i.e., human capital, and plan to recruit healthy, skilled, and knowledgeable employees to face intense competition for survival in the long run [9]. Physical fitness is also one of the important criteria for selecting employees in an organisation. Recruiting healthy employees is also crucial for enhancing productivity and profitability [27]. Retaining existing employees is less expensive than recruiting new employees in the organisation. Climate change and workplace complexities have a significant impact on employee health [23]. Employees are

Copyright © 2025 K. Venkatesan *et al.*, licensed to AVE Trends Publishing Company. This is an open access article distributed under [CC BY-NC-SA 4.0](https://creativecommons.org/licenses/by-nc-sa/4.0/), which allows unlimited use, distribution, and reproduction in any medium with proper attribution.

facing numerous health-related issues, as well as workplace stress [8]; [31]. Following the pandemic, numerous changes have occurred, resulting in a heavy workload in the workplace that creates additional stress [3]. This stress affects employee health and, in turn, reduces their performance. To compensate for this, they focus on consuming healthy foods [10]. Employers should arrange an awareness programme about the consumption of healthy food to enhance the health of the employees. Food choices and their impact on energy levels enhance employee health and, in turn, improve their performance [25]. Energy food choices can lead to a positive outcome, and small changes in food choices can improve energy levels [21]; [5].

Unhealthy food consumption is associated with lower productivity, while unhealthy habits can enhance stress levels and depression. In contrast, healthy food habits can boost productivity and earnings [30]. The concentration of employees increases due to the consumption of energy-dense food choices, and it also helps solve complex problems in the workplace. Low earnings are also a contributing factor to reduced food consumption. Employers should identify employees with unhealthy habits and charge them a higher price for it. Providing healthy food in the canteen and offering health and wellness programs to employees enhances the health of workers, which in turn creates a healthy organisation, leading to increased productivity and profitability [19]; [2]. The primary objectives of the research study were to investigate the impact of employees' food habits on productivity among manufacturing industry employees in the state of Tamil Nadu [17].

## **2. Review of Literature**

Grimani et al. [1] have explored the impact of workplace nutrition and physical activity interventions, which include components aimed at the workplace's physical environment and organisational structure, on employees' productivity, work performance, and workability. It is concluded that health promotion efforts, which encompass components targeting the workplace's physical work environment and organisational structure, can have a positive impact on work-related outcomes, particularly absenteeism rates. Kristo et al. [6] have concluded that there is a positive correlation between adolescent eating habits and academic success among adolescent students in Turkey. Students with better eating habits were achieving higher scholastic performance.

Marin-Marín et al. [15] have focused on the effectiveness of various training actions implemented in a program promoting dietary habits and an active lifestyle at the vocational training stage. It is suggested that the use of an innovative method for teaching diet habits and active lifestyles results in better acquisition and learning among students, compared to traditional teaching methods. Reuter et al. [25] have examined the relationship between the eating habits of university students and their academic performance. It is concluded that consuming vegetables, green salads, and fresh fruit juice/fresh fruit has a positive impact on health and performance. Fast food consumption had a negative effect.

Eris [12] has investigated the impact of eating attitudes on the work performance of healthcare personnel working in hospitals. It is concluded that improvements in the eating habits of healthcare personnel would be an important step in enhancing their work performance. Rachmah et al. [26] have assessed the effectiveness of nutrition and health interventions in a workplace setting. The results revealed that interventions provided in a workplace setting, in the form of nutrition and health education, meal and supplement replacement, physical activity, and a combination of these, all yield a positive outcome. Conner et al. [32] suggested that consuming more fruits and vegetables leads to new ideas, creativity, curiosity, and well-being. Cho and Kim [28] concluded that consuming unhealthy food leads to lower productivity the next day. Freedman [18] reported that not only unhealthy diets, but also other factors such as smoking, lack of exercise, and stress contribute to reduced productivity in the workplace. Tabor and Motley's [7] results revealed that employees with physical health issues who rarely eat fruits, vegetables, and low-fat foods at work experience a significant loss in productivity. However, the workplace environment would support them in improving productivity levels. Clohessy et al. [29] found that many factors affecting eating behaviours at work relate to the job role, workplace food environment, and social aspects of the office-based workplace [20].

### **2.1. Research Gaps**

Most national and international research studies focus solely on the health benefits and nutritional values of employees. But this research study focuses on employees' food habits and productivity [24].

### **2.2. Objectives of the Study**

- To study the existing food habits of employees in the manufacturing industries in Tamil Nadu State.
- To identify the factors that affect the food habits of employees in manufacturing industries in Tamil Nadu.
- To establish the relationship between demographic variables, food habits of employees, and productivity in manufacturing industries in the state of Tamil Nadu.
- To suggest measures to improve the food habits of employees working in manufacturing industries.

### 2.3. Hypothesis

- There is no significant influence of demographic variables on employees' perception of food habits.
- There is no significant correlation between employees' food habits and their productivity.

### 3. Methodology

This research relies on both primary and secondary data. The primary data will be collected from employees working in various manufacturing industries in the state of Tamil Nadu. The researcher developed a well-structured questionnaire to gather responses from employees regarding their food habits and productivity. The researcher aimed to investigate the state of Tamil Nadu, which is home to a significant number of manufacturing industries, including those for leather, textiles, fireworks, matchboxes, and agarbathis. The employees working in these manufacturing industries were selected for this study. Secondary data are collected from various sources, including journals, magazines, books, and other publications. The sampling method adopted for the study was simple random sampling. The sample size of the research study is 120. The questions were structurally designed into the following three parts: questions related to demographic factors, food habits, and productivity. The second and third parts of the questions, related to food habits and productivity, consisted of using a 5-point Likert scale to measure the respondents' food habits and productivity. The statistical tools used in the research study included percentage analysis, regression analysis, and ANOVA.

### 4. Results and Findings

The researcher analyses the primary data obtained from employees' food habits and their productivity in manufacturing industries.

**Table 1:** Demographic profile of the respondents

Demographic Variables		No. of Respondents	Percentage
Age	18-30 Years	24	20%
	30-40 Years	24	20%
	40-50 Years	24	20%
	Above 50 Years	48	40%
Gender	Male	30	25%
	Female	90	75%
Educational Qualification	Illiterate	54	45%
	Upto SSLC	54	45%
	Upto HSC	6	5%
	Degree	6	5%
Income Per Month	Less than Rs. 8,000	114	95%
	Rs. 8,001 to Rs. 10,000	6	5%
	Rs. 10,001 to Rs. 12,000	0	0%
	Above Rs.12,000	0	0%
Nature of Job	Temporary	120	100%
	Permanent	0	0%
Marital Status	Single	36	30%
	Married	72	60%
	Divorced	12	10%
	Widowed	0	0%
Type of Family	Nuclear	24	20%
	Joint	96	80%
No. of dependents	1 Children	24	20%
	2 Children's	30	25%
	3 Children's	18	15%
	More than four children's	48	40%
Monthly Expenses	Less than Rs. 5,000	6	5%
	Rs. 5,000 – Rs. 10,000	84	70%
	Above Rs.10,000	30	25%
Rental/Own House	Rent	72	60%
	Own	48	40%

	Total	120	100%
--	-------	-----	------

According to Table 1 above, it is found that out of 120 employees, 40% of the respondents were above 50 years of age. Seventy-five % of the respondents were female, 45% of the respondents were illiterate, and 45% of the respondents had completed their SSLC. 95% of the respondent's income per month were less than Rs. 8,000, 100% of the respondents were temporary employees, 60% of the respondents were married, 80% of the respondents in joint family type, 40% of the respondents have more than four children's, 70% of the respondents' monthly expenses were in between Rs. 5,000 – Rs. 10,000 and 60% of the respondents were at rental house.

#### 4.1. Influence of Employees' Food Habits on Productivity

It is found that the R-value is 0.994, the R-squared value is 0.988, and the adjusted R-squared value is 0.987, indicating that the independent variables account for 98.7% of the variance in the dependent variable, productivity (Table 2).

**Table 2:** Model summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.994 <sup>a</sup>	.988	.987	.02295

*a. Predictors: (Constant), Q16, Q1, Q8, Q13, Q7, Q12, Q11*

It is clear that the F-value of 1297.674, with a p-value of 0.000, is statistically significant at the 5% level (Table 3).

**Table 3:** ANOVA

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	4.786	7	.684	1297.674	.000 <sup>b</sup>
Residual	.059	112	.001		
Total	4.845	119			

*a. Dependent Variable: productivity*

*b. Predictors: (Constant), Q16, Q1, Q8, Q13, Q7, Q12, Q11*

This indicates a significant difference between the independent variable, food habits, and the dependent variable, productivity.

**Table 4:** Coefficient

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error			
(Constant)	.846	.055		15.445	.000
Intake of Cereals / Pulses	.182	.005	1.318	37.697	.000
Intake of Non-vegetarian food products	.016	.007	.042	2.327	.022
Intake of energy beverages	.192	.006	.604	34.333	.000
Intake of raw vegetables/salad	-.276	.008	-1.269	-32.887	.000
Intake of meat	-.032	.014	-.076	-2.316	.022
Intake of fish	.270	.011	.480	23.698	.000
Intake of snack items	.108	.004	.587	25.444	.000

The above Table 4 showed that intake of cereals/pulses (t=37.697, p=.000), intake of non-vegetarian food products (t=2.327, p=.022), intake of energy beverages (t=34.333, p=.000), intake of raw vegetables /salad (t=-32.887, p=.000), intake of meat (t=-2.316, p=.022), intake of fish (t=23.698, p=.000), intake of snacks items (t=25.444, p=.000) are statistically significant on dependent variable productivity. It is revealed that consuming cereals/pulses, non-vegetarian food, energy beverages, raw vegetables, meat, fish, and snack items enhances the energy levels of employees, which in turn enhances productivity.

#### 4.2. Influence of Employees' Food Habits on Productivity

Different segmentations of employees' food habits and their influence on productivity are derived through one-way analysis of variance, as presented below (Table 5).

**Table 5:** ANOVA – employees’ food habits

<b>Food Habit</b>	<b>F</b>	<b>Sig.</b>
Intake of Cereals / Pulses	17.278	.000
Intake of Vegetables	11.173	.000
Intake of fruits	47.227	.000
Intake of milk/tea/coffee	7.084	.009
Intake of Ghee	2.436	.092
Intake of Cheese	3.985	.048
Intake of Non-vegetarian food products	17.125	.000
Intake of energy Beverages	47.074	.000
Intake fresh fruits	7.406	.007
Intake cooked vegetables	11.210	.000
Intake raw vegetables/salad	4.593	.004
Intake meat	36.411	.000
Intake fish	7.606	.007
Intake fresh juice	.515	.474
Intake millets (Ragi, Solam, Kambu)	11.265	.000
Intake snack items	49.079	.000

Food habit of employees is influencing variable namely intake of cereals/pulses ( $F=17.278$ ,  $p=.000$ ), intake of vegetables ( $F=11.173$ ,  $p=.000$ ), intake of fruits ( $F=47.227$ ,  $p=.000$ ), intake of milk/tea/coffee ( $F=7.084$ ,  $p=.009$ ), intake of ghee ( $F=2.436$ ,  $p=.092$ ), intake of cheese ( $F=3.985$ ,  $p=.048$ ), intake of non-vegetarian food products ( $F=17.125$ ,  $p=.000$ ), intake of energy beverages ( $F=47.074$ ,  $p=.000$ ), intake of fresh fruits ( $F=7.406$ ,  $p=.007$ ), intake of cooked vegetables ( $F=11.210$ ,  $p=.000$ ), intake of raw vegetables/salad ( $F=4.593$ ,  $p=.004$ ), intake of meat ( $F=36.411$ ,  $p=.000$ ), intake of fish ( $F=7.606$ ,  $p=.007$ ), intake of millets (Ragi, Solam, Kambu etc.,) ( $F=11.265$ ,  $p=.000$ ), intake of snacks items ( $F=49.079$ ,  $p=.000$ ) on productivity at 5 per cent level of significance. A mean-wise comparison is conducted to assess the differences in food habits among employees and their impact on productivity. The performance and efficiency of employees depend entirely on their energy levels and health. So consumption of enriched vitamins, micronutrients, protein, iron, folate, and zinc improves their energy levels and performance (Table 6).

**Table 6:** Descriptive – employees’ food habits

<b>Food Habit Variables</b>	<b>Productivity</b>	<b>N</b>	<b>Mean</b>	<b>Std. Deviation</b>	<b>Std. Error</b>
Intake of Cereals / Pulses	The work environment is favourable for work	45	2.4750	.03096	.02746
Intake of Vegetables	Interest in improving skills	45	2.4750	.03096	.00462
Intake of fruits	Work done in a reasonable amount of time	109	2.4220	.15755	.01509
Intake of milk/tea/coffee	Punctual to work	17	2.5000	.00000	.00000
Intake of Ghee	Interest in improving skills	10	2.5000	.00000	.00000
Intake of Cheese	Work done in a reasonable amount of time	18	2.4688	.03216	.00758
Intake of Non-vegetarian food products	Interest in improving skills	62	2.4728	.03124	.00397
Intake of energy Beverages	Interest in improving skills	9	2.4375	.00000	.00000
Intake fresh fruits	Punctual to work	93	2.4086	.16704	.01732
Intake of cooked vegetables	Interest in improving skills	9	2.5000	.00000	.00000
Intake of raw vegetables/salad	Interest in improving skills	9	2.5000	.00000	.00000
Intake of meat	The Work Environment is favourable for work	1	2.5000	.	.
Intake of fish	Interest in improving skills	18	2.5000	.00000	.00000
Intake of fresh juice	Punctual to work	74	2.3927	.18347	.02133
Intake of millets (Ragi, Solam, Kambu)	Interest in improving skills	55	2.4693	.03153	.00425

Intake of snack items	The Work Environment is favourable for work	19	2.4704	.03206	.00736
-----------------------	---	----	--------	--------	--------

Employees productivity strongly agreed towards food habits namely intake of Cereals / Pulses (mean = 2.4750), intake of vegetables (mean = 2.4750), intake of fruits (mean = 2.4220), intake of milk/tea/coffee (mean = 2.5000), intake of Ghee (mean = 2.5000), intake of Cheese (mean = 2.5000), intake of non-vegetarian food products (mean = 2.4688), intake of energy beverages (mean = 2.5000), intake fresh fruits (mean = 2.4375), intake of cooked vegetables (mean = 2.4086), intake of raw vegetables/salad (mean = 2.5000), intake of meat (mean = 2.5000), intake of fish (mean = 2.5000), intake of millets (Ragi, Solam, Kambu etc.) (mean = 2.4693), intake of snacks items (mean = 2.4704). It is concluded that consuming milk/tea/coffee at break times in the morning and evening reduces stress levels while also providing relaxation, freshness, and stimulating energy levels.

## 5. Discussion

Consuming cereals and pulses increases the intake of vitamins, micronutrients, protein, and significantly more iron, folate, and zinc, which are crucial for good health and eyesight. It contains more potassium than sodium, which plays a crucial role in regulating blood pressure. Pulses constitute an essential part of a balanced diet, enhancing employees' health and productivity [23]. Non-vegetarian dishes, such as meat, are rich in protein and contain essential amino acids. In contrast, protein is the building block of the body. Amino acids help safeguard the body against common ailments and strengthen the immune system. Iron is a key component of haemoglobin, and the human body requires it in adequate quantities for the normal functioning of the system. It helps the body safeguard itself against critical diseases while also improving productivity. Common apprehensions of consuming non-vegetarian dishes include the occurrence of deadly diseases such as diabetes, cancer, obesity, high blood pressure, and renal diseases, to name a few. That being said, there is no concrete evidence of a correlation between non-vegetarian food and complex diseases. Vegetables and fruits are universally promoted as healthy. It also supplies the body with vitamin C and essential minerals. Intakes of vegetables and fruits contain fibre that helps prevent disease, allowing employees to be healthy and concentrate on their work, which, in turn, improves productivity. Nutrients in fruits and vegetables, such as dietary fibre, vitamins, minerals, and phytochemicals, including polyphenols, all provide support for the biological plausibility that fruits and vegetables play a role in health [16]. It is increasingly recognised that tea contains polyphenols and other components that may reduce the risk of developing chronic diseases, including cancer, cardiovascular diseases, arthritis, and diabetes. The beneficial properties associated with the daily consumption of green tea are being increasingly recognised [22].

Consumption of ghee, a superior fat compared to other fats, enables the direct absorption of short-chain acids by the liver and their subsequent burning to provide energy, which contributes to its better digestibility and anti-cancer properties. It is believed to be a coolant, capable of enhancing mental power and physical appearance. Cheese is a good source of protein, peptides, amino acids, lipids, free fatty acids, minerals such as calcium and phosphate, and vitamins. It can serve as a health enhancer [13]. Energy drinks contain bioactive ingredients that may stimulate the brain and other vital organs. Energy drinks, which contain calories and other ingredients suspected of boosting mental, emotional, and physical alertness, also increase heart rate and blood pressure [14]. Consuming vegetables and fruits is considered one of the best ways to ensure good health and enhance the body's immune system.

Salad is a nutritious food that supplies iron, is rich in fibre, vitamins, and minerals, and is also rich in antioxidants, which help prevent cancer, heart disease, and arthritis. It is a good source of pure vitamin C. Fruits and vegetables comprise a diverse group of plant foods that vary greatly in their content of energy and nutrients [16]. Meat and meat products are essential components of our diet; they contain compounds such as fat, fatty acids, cholesterol, sodium, and nitrite, which can have an impact on health [11]. Fish contributes significantly to people's diets and is an integral part of the diet, helping to prevent malnutrition by making essential macronutrients and micronutrients readily available to the body [33]. Millets have greater agronomic importance than staple cereals in terms of productivity and climate resilience. The presence of essential amino acids (such as leucine, isoleucine, valine, and phenylalanine), minerals (calcium, iron, and zinc), vitamins, phytochemicals, and antioxidant properties makes it superior to other cereals [4].

## 6. Suggestions

Employees' earnings are very low, which has led to a decrease in the consumption of healthy foods. It is suggested that the employer should pay fair remuneration that encourages their daily consumption of healthy foods. The employees work under a piece rate system, and their work environment is also not governed by the Factories Act. Employers follow the rules and regulations outlined in the Factories Act, which support employees in maintaining good health and well-being. The employees have regular food habits. The employer should conduct an awareness program on healthy food habits that enhance immunity among employees, as well as.

## 7. Conclusion

Consuming healthy food increases energy levels and improves productivity among employees. Providing fair remuneration and high wages, adjusted for inflation, to daily wage workers, thereby increasing their consumption of healthy food. The employer should provide a favourable work environment that supports the health and productivity of workers. 45% of the employees were illiterate, and they lacked proper knowledge about healthy foods, so they needed the guidance of experts/doctors. The majority of the employees in the industries were female; naturally, they face several health-related issues. It is essential to raise awareness about food choices that promote employee health. Numerous industries are operating in the country, but there is no specific law in place to take proper measures related to employee health.

### 7.1. Limitations of the study and scope for further research

- The study focuses only on food habits and the productivity of manufacturing industries.
- Due to time constraints and cost, the study is restricted only to manufacturing industries in Tamil Nadu.
- The study may also lead to a discussion with other industrial sector employees, particularly women working in the industrial sector.

**Acknowledgement:** The authors thank all contributors from Sri Sankara Arts and Science College, K.M.G. College of Arts and Science, and Ramkhamhaeng University for their valuable inputs. Their collective teamwork and academic support have significantly enhanced this work.

**Data Availability Statement:** All data supporting the findings of this study are available upon reasonable request to the corresponding authors, ensuring the clarity and reproducibility of the research.

**Funding Statement:** This study was conducted without any form of external financial assistance, and the authors independently carried out all aspects of the research and manuscript preparation.

**Conflicts of Interest Statement:** The authors affirm that there are no conflicts of interest—financial, academic, or personal—that could have influenced the outcomes of this research.

**Ethics and Consent Statement:** All authors fully endorse the ethical integrity of this work and collectively consent to its publication for academic use, knowledge sharing, and future reference.

## Reference

1. A. Grimani, E. Aboagye, and L. Kwak, "The effectiveness of workplace nutrition and physical activity interventions in improving productivity, work performance and workability: a systematic review," *BMC Public Health*, vol. 19, no. 1, p. 1676, 2019.
2. A. Kabir, S. Miah, and A. Islam, "Factors influencing eating behaviour and dietary intake among resident students in a public university in Bangladesh: a qualitative study," *PLOS ONE*, vol. 13, no. 6, p. e0198801, 2018.
3. A. Kumar, S. Tripathi, N. Hans, F. Pattnaik, and S. N. Naik, "Ghee: Its properties, importance and health benefits," *Lipid Universe*, vol. 6, no. 1, pp. 6–14, 2018.
4. A. Mishra, B. Pattnaik, T. Dutta, and I. Baitharu, "Nutritional values and potential health benefits of millets – A review," *Journal of Nutrients*, vol. 8, no. 1, pp. 9–26, 2022.
5. A. Parra-Castillo, L. Morales-Canedo, and M. Medina-Valencia, "Relationship between eating habits and academic performance in students in public and private universities in Chapinero, Bogota," *Perspectives in Human Nutrition*, vol. 23, no. 2, pp. 183–195, 2021.
6. A. S. Kristo, B. Gultekin, M. Oztag, and A. K. Sikalidis, "The effect of eating habits quality on scholastic performance in Turkish adolescents," *Behavioural Sciences*, vol. 10, no. 1, p. 31, 2020.
7. B. Tabor and K. Motley, "Poor employee health habits drive lost productivity according to major new study of 20,000 American workers," *Healthways*, 2012. Available: [https://hero-health.org/wp-content/uploads/2013/06/Presenteeism\\_8\\_6\\_2012.pdf](https://hero-health.org/wp-content/uploads/2013/06/Presenteeism_8_6_2012.pdf) [Accessed by 10/07/2024].
8. B. Verplanken and S. Orbell, "Attitudes, habits, and behavior change," *Annual Review of Psychology*, vol. 73, no. 1, pp. 327–352, 2022.
9. D. W. Lee, J. Lee, H. R. Kim, and M. Y. Kang, "Health-related productivity loss according to health conditions among workers in South Korea," *International Journal of Environmental Research and Public Health*, vol. 18, no. 14, p. 7589, 2021.
10. E. Carlson, M. Kipps, and J. Thomson, "Ethnic food habits," *Nutrition and Food Science*, vol. 83, no. 4, pp. 7–9, 1983.

11. F. Jimenez-Colmenero, J. Carballo, and S. Cofrades, "Healthier meat and meat products: Their role as functional foods," *Meat Science*, vol. 59, no. 1, pp. 5–13, 2001.
12. H. Eris, "The effect of eating attitude on working performance of health personnel," *Annals of Medical and Health Sciences Research*, vol. 11, no. 52, pp. 66–72, 2021.
13. H. S. Kwak, P. Ganesan, and Y. H. Hong, "Nutritional benefits in cheese," *Nova Science Publishers*, New York, United States of America, 2011.
14. I. Yunusa and I. M. Ahmad, "Energy drinks: Composition and health benefits," *Bayero Journal of Pure and Applied Sciences*, vol. 4, no. 2, pp. 186–191, 2011.
15. J. A. Marin-Marin, R. Soler-Costa, A. J. Moreno-Guerrero, and J. Lopez-Belmonte, "Effectiveness of diet habits and active life in vocational training for higher technician in dietetics: Contrast between the traditional method and the digital resources," *Nutrients*, vol. 12, no. 11, p. 3475, 2020.
16. J. L. Slavin and B. Lloyd, "Health benefits of fruits and vegetables," *Advances in Nutrition*, vol. 3, no. 4, pp. 506–516, 2012.
17. J. Pollock, "Why you should offer an employee health and wellness plan," *Business News Daily*, 2023. Available: [www.businessnewsdaily.com/10539-health-and-wellness-program.html](http://www.businessnewsdaily.com/10539-health-and-wellness-program.html) [Accessed by 15/07/2024].
18. M. Freedman, "Want to get more done at work? Eat better," *Business News Daily*, 2023. Available: <https://www.businessnewsdaily.com/2963-healthy-diet-impacts-productivity.html> [Accessed by 19/07/2024].
19. M. Kilb and S. Labudek, "Effects of behavioral performance, intrinsic reward value, and context stability on the formation of a higher-order nutrition habit: An intensive longitudinal diary study," *International Journal of Behavioral Nutrition and Physical Activity*, vol. 19, no. 8, p. 105, 2022.
20. M. P. O'Donnell, "Health and productivity management: The concept, impact, and opportunity: Commentary to Goetzl and Ozminkowski," *American Journal of Health Promotion*, vol. 14, no. 4, pp. 215–217, 2000.
21. N. C. Uwannah and A. L. Mbegbu, "Eating habit and academic performance of secondary school students in Ikenne, Ogun State," *International Journal of Humanities and Social Science Invention*, vol. 7, no. 12, pp. 51–57, 2018.
22. N. Khan and H. Mukhtar, "Tea and health: Studies in humans," *Current Pharmaceutical Design*, vol. 19, no. 34, pp. 6141–6147, 2013.
23. P. Bose, "The nutritional benefits of pulses," *AZoLifeSciences*, 2022. Available: <https://www.azolifesciences.com/article/The-Nutritional-Benefits-of-Pulses.aspx> [Accessed by 07/07/2024].
24. P. Karmakar, S. Hossen, A. Das, and M. Sakib, "Assessment of food habits, health status and healthy lifestyle perceptions of university sportsmen in Bangladesh: A cross-sectional study," *Nutrition and Food Science International Journal*, vol. 9, no. 3, p. 555763, 2019.
25. P. R. Reuter, B. L. Forster, and S. R. Brister, "The influence of eating habits on the academic performance of university students," *Journal of American College Health*, vol. 69, no. 8, pp. 921–927, 2021.
26. Q. Rachmah, T. Martiana, M. Mulyono, I. Paskarini, E. Dwiyantri, N. Widajati, M. Ernawati, Y. D. Ardyanto, A. R. Tualeka, D. N. Haqi, S. Y. Arini, and P. A. Alayyannur, "The effectiveness of nutrition and health intervention in workplace setting: A systematic review," *Journal of Public Health Research*, vol. 11, no. 1, p. 2312, 2022.
27. R. J. Mitchell and P. Bates, "Measuring health-related productivity loss," *Population Health Management*, vol. 14, no. 2, pp. 93–98, 2011.
28. S. Cho and S. Kim, "Does a healthy lifestyle matter? A daily diary study of unhealthy eating at home and behavioral outcomes at work," *Journal of Applied Psychology*, vol. 107, no. 1, pp. 23–39, 2022.
29. S. Clohessy, L. Walasek, and C. Meyer, "Factors influencing employees' eating behaviours in the office-based workplace: A systematic review," *Obesity Reviews*, vol. 20, no. 12, pp. 1771–1780, 2019.
30. S. I. Khan, R. Zada, and D. S. Ismael, "Effect of healthy eating habits on the academic performance of graduating students," *Asia-Pacific Journal of Health Management*, vol. 17, no. 2, pp. 1–8, 2022.
31. S. J. Spencer, A. Korosi, S. Layé, B. Shukitt-Hale, R. M. Barrientos, "Food for thought: How nutrition impacts cognition and emotion," *NPJ Science of Food*, vol. 1, no. 12, pp. 1–8, 2017.
32. T. S. Conner, K. L. Brookie, A. C. Richardson, and M. A. Polak, "On carrots and curiosity: Eating fruit and vegetables is associated with greater flourishing in daily life," *British Journal of Health Psychology*, vol. 20, no. 2, pp. 413–427, 2015.
33. U. Qayoom, Z. Mushtaq, S. A. Mir, and S. Gul, "Health benefits of eating fish," *Smart Agri Post*, 2020. Available: <https://www.researchgate.net/publication/344902523> [Accessed by 12/07/2024].