



## **Impact of Vacation on Employee Stress, Health and Well-being, and Productivity**

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### **Authors' contributions**

*This work was carried out in collaboration among all authors. All authors read and approved the final manuscript.*

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### **ABSTRACT**

Leisure activities have an important part in promoting health and well-being for employees. This research attempts to determine the link between holiday and the health and well-being of employees, while also demonstrating a precedent in improving productivity. There was a study of 75 workers working in India to assess the culture, stress causes and holiday pattern of their employees. The primary indication of our results was a survey of people operating in the Indian subcontinent. The opinions of participants were the information analysed to establish a relationship between health and well-being of employees and productivity. Impacts of better insurance on employees. The consequences of enhancing the insurance procedure would have a greater level of motivation, retention and productivity for employees. This interpretative sociology would help companies build a workforce that can perform better. The researchers investigated the present condition of employees working in India after using academic ideas and assessing their existing perceived workplaces. At the time of holidays which was the most favoured leisure activity in our survey, we sought to develop a better model to achieve employee health and wellbeing.

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## **1. INTRODUCTION**

Stress is one of the topics of interest to academicians and everyday life, and it has not been easy to define it scientifically, according to [1]. According to the American Psychological Association (APA), "Stress is the normal reaction to everyday pressures, but can become unhealthy when it upsets day-to-day functions." Today, stress has become a part of life, especially for urban citizens, resulting in many health issues. Research examining the relationship between work stress and well-being has grown over the past 20 years. Also, during the same time, research on physiological stress processes has advanced significantly.

### **1.1 Stresses in Indian Work Culture**

India ranks second in terms of the white-collar workforce all over the world. The employees work in various industrial domains like aviation, automotive, banking, and finance, IT, education, healthcare. With the advancements in technology and the inception of Industry 4.0, more and more jobs are transformed digitally and increasing the number of white-collar IT personnel. With the increasing scope, the roles and responsibilities of the employees have seen a rise too.

Studies have shown that there has been a significant increase in stress among employees. According to [2], every person to have held a professional occupation has been a victim of work-related stress at some point in time. A survey conducted by Optum depicts that more than half of the Indian workforce has suffered from significant job-related stress. A similar survey conducted by 1to1help.net shows that the number of unmanageable job stress-bearing suicidal employees is increasing. The levels of stress vary as per job role.

### **1.2 Reasons for Job-Related Stress**

While such significant observations were drawn by two leading employee assistance firms in India, it is essential to containing the problem. As per [3], some stress factors can be listed among categories as:

#### **1.2.1 Job inherent**

These factors form an inseparable part of a job. Some of these factors are inadequate working

environment, heavy workload, over-optimistic deadlines, and insufficient safety measures.

#### **1.2.2 Job role**

These factors are specific to a particular job's duties and responsibilities in an organization. Some of these factors include ambiguous job roles, conflict with other job roles, and uncertain corporate boundaries.

#### **1.2.3 Career path**

These factors are associated with an employee's career development. Some of these factors are over-achievement, under-achievement, job insecurity, and deviation from one's predefined career plan.

#### **1.2.4 Workplace relationship**

These factors rely on an employee's relationship with the workplace people. Some of the factors include unhealthy relationships with the boss, colleagues, and other staff, troubles with delegating work, and over-disciplined corporate relations.

#### **1.2.5 Office environment and organizational structure**

The factors are specific to the hierarchy, system, and organizational norms. Some of these factors are exclusion on critical decision making, politics at the workplace, financial instability of organization, and improper communication.

#### **1.2.6 Effects of stress on employee performance**

Job stress among employees becomes a significant point of concern for employers as it affects their performance negatively. Some of the stress results are reduced productivity, decreased capability, job dissatisfaction, and high absenteeism. In [4] found that prolonged stress may lead to severe health (both physical and mental), degrading employee outcomes. The effects of stress can be broadly categorized as under:

#### **1.2.7 Effect of stress on attentiveness**

Attentiveness is an essential cue for an employee at the workplace. Usually, stress leads

a worker to have a centralized concentration on the task he finds of more importance, while his attention towards peripheral details is reduced. When the cues are threat-related or multi-tasking is necessary, this effect proves to be an impediment. While the effect varies from job to job when escalating into one's career, most jobs demand the incorporation of multiple tasks which are not attended accurately with stress.

### **1.2.8 Effect of stress on memory**

Different research on the memory impact repeatedly indicates that stress reduces a person's memory recall. The memory resources are removed in a way that affects the encoding and maintenance operations considerably in a period when they are not available.

### **1.2.9 Effect of stress on anxiety**

Multiple findings have established stress to be an inducer of anxiety. The negative cues of anxiety on working personnel are vividly proven. An individual with a considerable amount of anxiety suffers from poor working memory and is more deliberate in his efforts while utilizing resources insubstantially. Such individuals are more likely to demonstrate incompetency in computational methods because of obtrusive apprehension.

### **1.2.10 Effect of stress on decision making**

In general, an employee under stress is more likely to make judgements based on previous experiences and be reluctant to consider newer alternatives, regardless of past success rates. This unvarying approach leads to orthodox decision making whose results prove to be obstructive to modern, even more optimal solutions. The strict surveillance, distraught exploration, rapid inclination, and less quantity and quality of solutions refereed leads to degraded decision-making.

### **1.2.11 Effect of stress on health**

Stress proves to be dangerous to health. Prolonged stress can cause headaches, depression, rapid breathing, and heartburn, increased risk of heart attack, high blood sugar, insomnia, high blood pressure, stomach ache, and tense muscles. It also reduces the secretion of hormones like serotine, oxytocin, and

dopamine, making a human feel happy. It reduces sexual drive in humans. Prolonged stress can reduce testosterone levels in males and make female menstrual cycles more inconsistent and intense. It also weakens human immunity, which causes an individual to fall ill more often.

### **1.2.12 Need for employee motivation**

Employee motivation is a significant subject of consideration for an organization as it is responsible and reflects in the performance of employees, departments, and ultimately the organization as a whole. The study [5] shows that only 13% of employees work as usual without employee motivation measures. An employee who is not motivated is more likely to spend time in activities that prove unproductive to the organization. Similarly, a motivated employee is willing to execute tasks beyond his job role to bring value to the company. As per [6], the practice of rewarding employees has been there for a long time and has also proved to be successful in achieving employee motivation. The reward-based recognition or applause makes the employees more enthusiastic and inclined towards contributing to the company. It makes them employ their full potential, intellectual capital and also makes them willing to stay longer on their job. This reward may be varied, such as verbal or documented appreciation, additional privileges, or financial varying from employee to employee. Some commonly observed personality traits of motivated employees are as follows:

## **1.3 Commitment**

Motivated employees tend to be responsible and committed to their job.

### **1.3.1 Industrial relations and market reputation**

Motivated employees are more likely to form healthy relations with various industries and enhance their firm's brand reputation [6].

### **1.3.2 Less absenteeism and employee turnover**

Motivated employees tend to be more loyal and available when their organization requires them the most. Such employees have a low turnover rate and are reliable assets for the firm.

### 1.3.3 Team players

Modern business needs a well-coordinated team effort. Motivated employees are more driven by the company's objectives and prove to be good team players.

### 1.3.4 Adaptive to changes

In the dynamic market, such employees bring the essential change required to sustain profitability.

### 1.3.5 Customer-centric

Since most big organizations provide both B2B and B2C services and solutions, the employees need to be reactive as per the varying customer. Motivated employees are more likely to provide efficient customer operations. Hence, like profitability, productivity, and quality performance of an organization is directly related to employee motivation, it should be given prime attention and performed regularly.

### 1.3.6 Various techniques of employee motivation

Since employee motivation holds significant importance for an organization's productivity, HR management employs various methods to achieve it [7]. Some of the commonly used techniques for employee motivation are as follows:

### 1.3.7 Rewards and incentives

It is considered the most effective form of employee motivation related to financial awards like additional bonuses and increment in salary provided to the employee, making them motivated to earn more.

### 1.3.8 Specific but realistic goals

If the employee's targets are accurate and achievable, they are more likely to perform as ambiguity is reduced enthusiastically [8].

### 1.3.9 Feedback

Employee feedback aids an organization in knowing their opinion and take necessary actions as required.

### 1.3.10 Involvement and decision making

This makes the employee feel valuable and hence motivated, as they are

recognized as an essential member of the organization.

### 1.3.11 Team bonding, communication, and understanding

By implementing this method, an employee is more likely to develop the mindset of "esprit de corps" and work with enhanced co-ordination.

### 1.3.12 Trips

Trips/vacations prove to be an efficient employee motivation technique. These holidays provide the employee with timely breaks, prevent reluctance and boredom. Also, there are multiple advantages linked to vacations, which are discussed later in this paper.

## 2. LITERATURE REVIEW

In today's world, the economic and political landscape is changing quickly. The economic changes have made the world more competitive. The work has changed from physical to mental. The time-significance is found to be emphasized with Industry 4.0, especially in the service sector. The work has intensified, and the per-unit cost has been reduced. The intense competition has resulted in a situation where companies look forward to ensuring maximum output from the least resources in a limited amount of time. The hectic schedules have resulted in stress for many people employed in the service sector. It has also affected the work-life balance of the people.

### 2.1 Most Efficient Employee

With significant advancements in technology and new entrants in the modern market, it becomes challenging for an organization to maintain its profitability. This profitability relies on the company's performance which is a collective performance of its various departments. The performance of these departments is a collaboration of individual employee performances. Therefore, to sustain and grow in the present market, companies rely on quality employee performance. This performance affects the selection criteria of future potential employees, along with lay-offs. The majority of reputed brands employ reliable, confident, problem solvers, good communicators, enthusiastic, optimistic, and ambitious to have the qualities mentioned above. An individual needs to be devoid of physical and mental barriers [9].

A preliminary study by [8] on an ideal employee formalized them based on enthusiasm, the pursuit of opportunities, responsible citizenship – social behaviour, and proactive and inquisitive qualities. As per the implicit follower theories, there was a remarkable leader-follower correlation in "ideal" employees, confirming that a good leader is a good follower.

### 2.1.1 What happens without vacations?

Many employees hesitate on taking leave for recreation or going for vacations despite having earned them. Previous studies published on vacation patterns in America showed that employees spent 20 days on average per year on vacations from 1970 to 2000. This period is reduced to 16.2 days per year observed that 55% of employees do not take vacations as regularly as advised, which has shown visible advances in their physical and mental health. Some preliminary work is done [10] demonstrated that male employees in the age group of 35-57 who were diagnosed with a potential risk of heart disease and did not spend a vacation of 7 days were more likely to die. Similar proved to be true for females too. Insufficiency of vacations also advances to increase in stress, high blood pressure, and cortisol levels, leading to inflammation and weak immunity. Various mental issues like increased depression, weak concentration, and reduced clarity are also associated with short vacation-taking patterns. As per [11], many employees spend less or no time on vacations. Hence, enhance their work quality, efficiency, skills and save their time and resources. However, such practice resulted in a higher frequency of getting worn-out in lesser time, limited mental capacity, and elevated sick leaves [12].

### 2.1.2 How often and long should vacations be

The frequency of wear out and need for vacation depends on factors like job role, employee's current situation in life (marital status, age, financial status, personal relations, health, and past experiences), and the job's geographical location. According to [13], while the frequency and length of vacations vary, it is highly recommended by many studies to go for a one-week vacation minimum once every year. As per previous studies, one long vacation induces pre-vacation stress created by the holiday's expectations and preparations. Furthermore, the post-vacation effect is observed to be similar in long and medium length vacations. Studies have

also revealed that individuals experience maximum positivity and relaxation on Day 8 of vacation. Therefore, researchers recommend spending 8-11 days on vacation and taking multiple evenly spaced vacations instead of taking long or frequent vacations.

### 2.1.3 Employee well-being and productivity

Well-being is an idea that catches the significant parts of an individual's perception and experience based on his daily life — incorporating elements other than physical fitness or monetary criterion. As per [5], the Well-being index quantifies an employee's impression of their lives and their everyday encounters through five interrelated components that form well-being:

1. Purpose – personal daily liking and motivation
2. Economic – financial stability
3. Social - individual's relationships
4. Environment – safety and liking of one's surroundings
5. Physical – fitness and energy to complete daily tasks

These well-being factors lead to a score calculated per employee as per the individual status in each indicator. The study's findings indicate that the score given (as per the well-being index) was directly associated with the employee's performance. Another major issue identified in the study was "lower presenteeism," which was related to low subjective well-being. The lower presenteeism refers to an employee's presentation physically at work but not performing any significant activity or performing lower than this usual potential. The estimated financial impact on the company because of such presenteeism due to poor employee health is 2-3 times higher than the usual medical expense.

Due to the absence of direct measures for presenteeism levels, companies often fail to recognize the issue. When the job role is production-oriented or employee output seemingly quantifiable, the presenteeism levels are as per the usual output rate against the employee's outcome in some distraction. However, [14] demonstrated an SPS-6 scale, an instrument to measure presenteeism among employees. This instrument measured consistent values in the specified area of efforts, put in by an employee of having a lower level of subjective

good well-being, to avoid distraction while working and the actual outcome of this work.

#### **2.1.4 Constructive effects of vacation**

Vacation is one of the primary tools for achieving employee motivation. Vacations play a significant role in enhancing employees' health and well-being as it is found to have a positive effect on them for at least two weeks. This health and well-being, according to Bloom, is measured by health status, mood, tension, energy level, and satisfaction. These factors motivate the employees making them re-join work with tremendous enthusiasm. Also, the employees having a satisfactory experience in their vacations showed more relieved behaviour, and the fade-out from work significantly decreased.

### **3. METHODOLOGIES**

While the employee health and well-being also depended on vacation activities and their personal experiences are reviewed and the quantitative analysis of the study is performed. The employees who indulge in active exercises like winter sports, trekking, or deep water swimming seem to have notably more incredible energy than those who spend their vacations in passive activities and unhealthy recreational practices. Vacation, which is defined as a temporary respite, typically lasting for days or weeks, has emerged as a topic of interest and recommendation among doctors, human resource top-management, psychology experts, and health researchers. Studies have revealed multiple significant constructive effects of vacation. Some of those factors are discussed as follows:

## **4. FACTORS DISCUSSED**

### **4.1 Health Benefits**

Studies have indicated multiple health benefits of vacation. Vacations prove to be decreasing the intensity of heart ailments. Exposure to a new environment for recreation leads to the secretion of "happy" hormones, which improve mental health. Also, it controlled the levels of cortisol present in abundance increases stress, anxiety, and depression. Vacations also have shown a positive effect on immunity.

#### **4.1.1 Well-being**

A vacation for a few weeks has several positive impacts on the well-being of an individual.

Studies have revealed that such vacation increases the sleep quality and high perception of freedom. As per a study performed, the well-being index demonstrated that regular vacation takers had a well-being score of 68.4 compared to 57.4 of irregular or no vacation takers. Studies also indicate that regular vacation takers experience healthy family relationships.

#### **4.1.2 Capability**

Studies suggest that vacations re-energize the employees, making them return to the workplace with a better functioning brain, increased motivation, and a lofty goal-oriented mindset.

#### **4.1.3 Fatigue**

Vacations have proven to relax individuals and repair the effects of fatigue experienced by them due to their everyday lifestyle. Post vacation, individuals are more likely to increase endurance to fatigue.

#### **4.1.4 Happiness**

Findings based on different studies indicate such individuals are subject to improved mood that individuals involved in healthy recreational activities and leisure during vacation experience advanced levels of happiness and satisfaction. As per the study [15].

Workplace norms also have a significant effect on the stress of a person at his or her office. It is found that a negative intra-class correlation between factors like job stress and health. It hurts the productivity of the employees. In this era of Industry4.0, organizations are focusing on various methods for enhancing the efficiency and productivity of their employees.

A similar study published in, based on employee vacation frequency in the USA, showed support for vacations as an essential element to employee productivity. The studies published in the subject debunked people not taking vacations to be going ahead than regular vacation takers. The study conducted on 5,641 employees in the USA, working for more than 35 hours a week, showed that vacation frequency had been declining significantly among American employees. While the employment rate was at the lowest (5.3%), the rate of employee vacation days taken on average was also at its lowest (16.2 days) in the last 30 years. While the world saw significant evolution in terms of technology,

its purpose to make humans work less is not met. As per the study, if preliminary planning is done, an individual journey far from the workplace feels secure and develops healthy social relationships during the vacation period, 94% of vacations taken to provide an optimal Return on Investment in terms of subjective well-being. Pre-planning of vacation was a significant step here as an unplanned vacation can induce stress caused by uncertainty. Although there was hardly any mental reluctance to vacations among the study participants, as 95% of them claimed it to be essential, more than half (55%) had left their vacation days unused. Hence, as one denies working for free, it becomes imperative for him to use all his vacation days.

Furthermore, several employees claim that they shall gain more benefits at the workplace by not taking vacations and working more. The study negates this inference as the findings indicate individuals who took lesser than ten vacation days a year had a 34.6% probability of receiving a bonus or salary hike in a three-year work period. On the contrary, employees who used more than ten vacation days per year had a 65.4% chance of securing a bonus or rise in salary in the same period.

#### 4.1.5 Vacation and economy

Rewards and recognition are mandatory aspects of achieving optimum employee motivation. However, it is not always advisable for an organization to richly reward the employees due to economic limitations. At that time, rewards based on non-financial grounds prove to be highly convenient. Rewarding the deserving employee by time-off can be beneficial for the company, while its purpose to reward the employee gets fulfilled. It was also found in a survey that only 4 out of 10 organizations were supportive of employees taking timely vacations.

As per past findings, Harvard Business Review in the USA, average employees utilized 16.8 days on average on vacation in 2016, while the average number of vacation days earned was 22.6. In the same year, the estimated total number of vacation days left unused was 662 million days, which cost the country approximately \$236 billion. It could have helped contribute \$70 billion to the US workers' additional income, helped to support 1.8 million jobs in the country and direct \$33 billion in economic impact. On the contrary, an article published in Ally (2018) showed that vacation

takers contributed to the \$37 billion impacts to the US economy, helped generate approximately 27800 jobs directly and indirectly, and drove \$11 billion to American workers' additional income. It demonstrates that when employees take optimal vacations, they can significantly stimulate the country's economy.

The need for vacations and travel also contribute manifold to the economy of developing countries like India. Be it the middle class or high spending foreigners, and vacations are an aspired escape for everyone from daily monotonous life to experience a different living way. To achieve a high demand at an impact, it becomes inevitable to have a significant demand at the local level to enhance tourism.

## 5. RESEARCH DESIGN

The paper's research design refers to the comprehensive methodology adopted to include multiple segments of the research ensures successful addressing of the objective in establishing an overview for accumulation, forecasting, and analyzing the information. The purpose of the research design is to ensure the study's findings are capable of addressing the research problem in an unbiased, precise, and unambiguous manner.

The methodology adopted to conduct this study included both quantitative and qualitative research techniques. The quantitative research was conducted among white-collar employees in India as a survey. This survey comprised of a questionnaire in the alignment of personal research. The questionnaires included questions that depicted the corporate perspective about stress, organizational culture, job satisfaction, recreation, frequency of vacations, and work experience.

### 5.1 Research Rationale

The reason and the need for conducting this research are to study stress and boredom among modern-day employees. While countries are adopting new policies like a 4-day week, it is implicit to understand that various evolutions are being tested to achieve employee motivation, satisfaction, and retention. The main reasons for the survey are:

- To study the impact of stress on employee health and job performance.

- To demonstrate an efficient method to ensure employee motivation and well-being.
- To study vacation taking frequency of modern era employees.
- To explore a methodology to maintain their interest, efficiency, and productivity.

Revisiting an organization's leave policy and keeping updated with the recent employee motivation trends helps the organization identify their lacking (if any). Obtaining anonymous feedback is one of most companies' critical practices to check how precisely achieving employee health, and well-being is met. By a simple survey among employees, the organization can find insights into factors such as satisfaction, stress, grievances among the employees.

Let us see if there is any impact of vacations on employee motivation and their efficiency based on the survey conducted.

## 6. RESEARCH GAP

The time of global pandemic Covid-19 brought disruption in the fundamentals of work culture globally. While there was a significant lay-off observed among various organizations, many employees were forced to work from home. In some countries like India, this situation continued for about three months – making a huge workforce, either jobless or working from home. The survey consisted of people who were mostly working from home. This survey can significantly change an employee's mentality because of

numerous reasons like – not having to travel and dress up for work, being away from the daily office environment, and office staff. But having the perks of being at home with your family can reduce the workplace's dissatisfaction and be thankful for at least saving the job at the pandemic situation, which is not observed in normal circumstances.

## 7. RESULTS

As mentioned earlier, a survey form is floated to the professionals who are mainly working as white collars. The questionnaire or the survey mainly concentrated on the following aspects;

- Demographic criteria such as age, marital status, gender, work experience
- Frequency of vacations is taken.
- Satisfaction with employee motivation scenario
- Work-life balance
- Opinion regarding incentives scheme
- Impact on self after re-joining post-vacation
- Preferred recreational activity
- Impact of workplace environment on productivity
- Management Involvement and decisions

With the survey results, as shown in Fig. 1, we can observe that 81.7% of the candidates prefer going for an outing or travel. This result is observed even after an independent feature to type any other preferred activity other than the five options provided was given.

What is your preferred activity to do when you get a leave for more than two days?

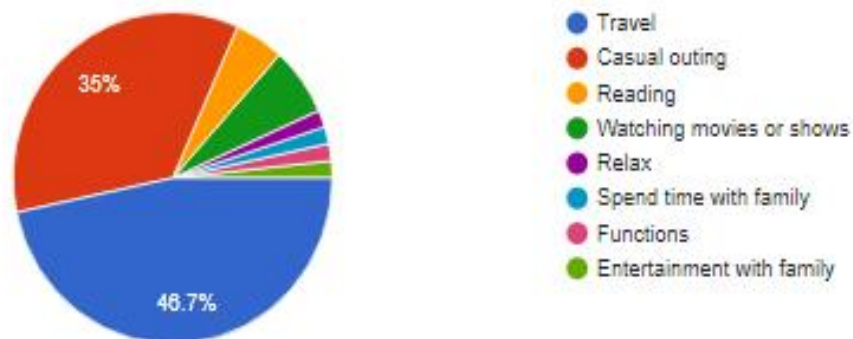


Fig. 1. Preferred employee activity



According to studies, vacations have a remarkable effect on the well-being of an employee. Also, as per Gallop's subjective Well-being index, an employee's well-being was computed on the parameters of factors like motivation, satisfaction, energy, purpose, financial conditions, and social relations. Therefore, to study the impact of vacation on an individual's well-being, the following hypothesis (1, 2, 3 and 5) is considered. Also, the frequency of vacations taken and recorded varies from varied employers' perspectives towards the subject. Hence, hypothesis 4 is considered. Hypothesis 5 also helps to infer the after-effects of vacations.

The participants were divided into two groups per vacation, taking frequency to analyze the records and draw insights.

Hypothesis1: Frequency of vacations has a significant impact on productivity degradation in employees.

Hypothesis2: Frequency of vacations has a significant impact on employee energy and enthusiasm for work.

Hypothesis3: Frequency of vacations has a significant impact on employee satisfaction.

Hypothesis4: Employer's attitude towards employee leave has a significant impact on employee's frequency of taking vacations.

Hypothesis5: Frequency of vacations has a significant impact on employee exhaustion at the workplace.

The system is used to evaluate the impact of vacations on the degradation of productivity, energy, and enthusiasm. The employer's frequency of providing vacations and exhaustion at the workplace, an independent sample t-test is conducted. The results of the computation are as

reported in the Table 1. In Table 2 of the independent sample t-test, it can be observed that all the p-values are below 0.05. Therefore, it is confirmed that all the tests are significant, with a 5% level of significance. Tables clearly explain that the satisfaction, motivation, energy and enthusiasm of the employee are high only when the employer provides the vacation frequently and the quantitative analysis depicts the productivity degradation. Exhaustion at the workplace is given using the mean determination analysis using the Leven's test. This indicates that the impact of vacations on all the factors computed is significant.

## 8. DISCUSSION

The investigation also examines the underlying causes why the holiday has a major influence on productivity deterioration, energy, and work enthusiast, contentment with the present motivation of employees and workplace depletion. As holiday is a short break from the workplace, it is a break from the day. It adds to an individual's life a new surroundings and lifestyle. The effect of holidays is likened to a fantastic dining after eating a couple of weeks at the same dining room, mess or kitchen. This occasional getaway gives a new viewpoint and a less experienced environment and separates a person from his repeating frequency of similar activities. In this phase one feels comfortable, contented, and inspired toward his life, without responsibility and tasks. Their regular job after vacation shows this sentiment. A successful vacation also causes a person to want another person who wishes to go to several locations and experience new things which will also contribute to his personality as his knowledge bank is expanded.

**Table 1. Group statistics**

	Frequency of vacations	N	Mean	std. deviation	Std. error mean
Productivity degradation	0	44	3.95	0.776	0.117
	1	31	3.19	0.792	0.142
Energy and enthusiasm for work	0	44	1.77	0.803	0.121
	1	31	2.19	0.703	0.126
Satisfaction with current employee motivation scenario	0	44	3.52	0.902	0.136
	1	31	2.84	0.820	0.147
Employer's frequency of providing vacations	0	44	3.91	0.676	0.102
	1	31	3.10	0.700	0.126
Exhaustion at workplace	0	44	3.57	1.108	0.167
	1	31	3.10	0.978	0.176

**Table 2. Independent sample t-test**

	Levene's test for equality of variances				t-test for equality of means			
	F	Sig.	t	df	Sig. (2-tailed) P	Mean difference	Std. Error difference	95% confidence interval of the difference
Productivity degradation	0.324	0.571	4.145	73	0.001	0.761	0.184	(0.395, 1.127)
Energy and enthusiasm for work	2.102	0.151	-2.350	73	0.021	-0.421	0.179	(-0.778,0.064)
			-2.405	69.508	0.019	-0.421	0.175	(-0.770,0.072)
Satisfaction with current scenario	2.150	0.147	3.355	73	0.002	0.684	0.204	(0.278, 1.090)
employee motivation			3.412	68.293	0.002	0.684	0.201	(0.284, 1.084)
Employer's frequency of providing vacations	0.072	0.789	5.050	73	0.001	0.812	0.161	(0.492, 1.133)
			5.019	63.279	0.001	0.812	0.162	(0.489, 1.136)
Exhaustion at workplace	2.501	0.118	1.903	73	0.045	0.471	0.248	(-0.022,0.965)
			1.944	69.264	0.049	0.471	0.242	(-0.012, 0.955)

Note: Every first sub-row provides analysis for equal variances assumed; Similarly, every second sub-row provides analysis for equal variances not assumed

Some workplaces support their staff less and such companies are more likely to register a greater number of sick absences taken by their staff. Two explanations apply largely to this effect. They were the first employees at those businesses to get more unwell than others who support their holidays. The second cause may be that employees report wrongly that they are unwell throughout their stay or vacation. While both are the result of short breaks, the latter reduces the commitment of an employee to the business. This low loyalty and poor motivation are the main variables leading to low and high sales than potential performance.

It is still a subject of discussion that the exact features of a vacation are associated with giving maximum benefits to an employee. The choice of vacation is highly subjective, depending on his age, residence, occupation, financial capacity, physical condition, marital status, and life stage. It is observed that employees who involve in active recreational activities like trekking, winter sports, surfing, scuba diving, and bike rides are more likely to feel more satisfied with the vacations. At the same time, employees involved in unhealthy recreational practices like substance abuse have a higher probability of getting a non-

optimal output of vacations, leading to an early fade-out of vacation after-effects even degraded health after vacations.

## 9. CONCLUSION

A major gap is established between the expectation of an organisation and the performance of an employee due to stress. According to the data, most people chose holidays or outings as their preferred leisure activity, based on the study done amongst existing people. The study showed that holidays had a substantial influence on the stress, contentment and subjective health and welfare levels of an employee. It is shown that holidays are directly connected to the health and job performance of an employee.

The study consisted of five significant aspects:

### 9.1 Productivity Degradation

The analysis is carried out on two groups that took less holiday times (one holiday or less than once a year) and relatively more holidays (twice or more than twice a year).

## 9.2 Work Engagement and Energy

The findings of the research showed that frequent tourists on the job were more lively and passionate than irregular tourists.

## 9.3 Satisfaction with the Present State of Staff Motivation

It may be deduced from the study findings that the approach used to motivate employees on a regular basis was more satisfied than those who went on holidays.

## 9.4 Frequency of Employer's Holiday

Analysis shows that companies whose employers supported an employee on holidays had more staff that used to spend the time and spent on their holidays. These personnel were more efficient than the staff of those uncommon vacation firms.

## 9.5 Workplace Explosion

The test findings clearly show that the workplace is less exhausted among regular holidaymakers, whereas the other group is much less tired. Consequently, from all of the aforementioned reasons, we can infer that holidays have an enormous influence on decreasing employee stress and improving their health and well-being.

## 10. FUTURE SCOPE

As the advancements in technology and biology is progress, the correlation between job role and mental and physical health of those employees. Detailed research computing biological aspects of an employee such as heart functioning, memory efficiency, and dopamine release can further explain vacations' impact.

Moreover, a profound study on the type of vacations, the activities involved, and their impact on employees of various ages, gender, and occupation may lead to a demonstration of an ideal vacation to achieve maximum output of the time-off and add positively to employees. This point shall help the HR management design various plans to boost employee motivation and uplift the employees to an advanced potential, thereby increasing the organization's productivity. When writing this paper, the world experienced a drastic change in usual behaviour due to the impact of the Covid-19 pandemic. This

severe impact impacted several nations' economies adversely, leading to a worldwide recession and multiple jobs transformation. As the world needs to overcome this situation, a study for the changes and new work culture may render helpful.

## CONSENT

As per international standard or university standard, respondents' written consent has been collected and preserved by the author(s).

## ETHICAL APPROVAL

Ethical clearance taken from Symbiosis Centre for Information Technology (SCIT), Symbiosis International (Deemed University) (SIU), Pune, Maharashtra, India.

## COMPETING INTERESTS

Authors have declared that no competing interests exist.

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