

The impact of fasting on workplace productivity and wellbeing: A review of fasting in Ramadan

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Abstract

The research aims to explore the impact of fasting on employee productivity during the Holy month of Ramadan. Around the globe, millions of Muslims observe this month by fasting for up to thirty consecutive days. Thus, this research will shed the light on ways to improve workplace conditions to promote optimal results for all stakeholders involved. It also gives researchers insight on the efficacy of different organizational practices and policies. The paper focuses on three main elements – productivity, emotional wellbeing, and employee preferences. A survey was administered to employees from various industries in Kuwait (N = 201) who were working while fasting. The majority reported that their overall well-being was not negative while fasting and that they were satisfied with their current organizational policies. Also, even though fasting affected their concentration at work, they did not feel that they conducted more mistakes and also did not feel that reducing the number of working days/hours would improve their productivity. With almost 90% of respondents reporting that they regularly fast during Ramadan, it is important for policy makers worldwide to take these observations into consideration.