



Factors Affecting Employees Productivity: A Descriptive study on Aditya Birla Group and Reliance Industries

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ABSTRACT

"Is employee productivity truly the foundation of organizational growth and success?" This question sets the benchmark for many studies where the alignment of organisational and employee goals is necessary. This study was conducted (1) To identify key factors influencing employee performance as implemented by Aditya Birla Group and Reliance Industry Limited (2) To analyze the impact of these factors on employee productivity using consists of documented productivity related interventions across nine financial years (2016–2024), and (3) To provide actionable recommendations for improving employee performance. This research is a work of descriptive methodology using secondary data from annual reports, HR documents, and research papers (2016–2024), to analyze employee productivity factors across two major Indian conglomerates. It also includes an analysis of the respective Indian origin companies of Aditya Birla Group and Reliance Industry Limited. Finding suggested recommendations that can help to improve employees productivity, It also highlights the importance of alignment of personal and professional goals, followed by a section that studies the training and development programme of the respective companies.



Introduction

Employee productivity is often defined as the efficiency with which the employees perform a particular task and contribute to the achievements of the organisation goals. It plays a significant role in determining the efficiency of the organisation, its profitability and long-term sustainability. In today's world the organizations are constantly seeking ways to enhance employee productivity through various internal and external interventions, which can also help the organisation to increase their efficiency by aligning employees goals with organisational goals.

This study aims to explore and analyze the various factors that affect employee productivity within organizations and the efficiency of the organisation through-out. The central hypothesis of this study is that there are multiple interconnected elements, which includes motivation, work environment, leadership quality, rewards and recognition, and organizational culture. These factors have a significant influence on employee productivity, either positively or negatively impact their performance, job satisfaction, and ultimately organizational outcomes too.

The research adopts a qualitative approach. It also highlights the descriptive methodology used, relying on secondary sources of data. Through a detailed literature review, this paper examines existing studies on employee productivity to identify common variables, trends, loopholes, compare organizational practices, and draw practical insights.

To provide real-world context and qualitative understanding for comparison, this study also focuses on two globally recognized organizations Aditya Birla Group and Reliance Industries Limited. Both the companies are known for their work environments, employee satisfaction, and continuous efforts to maximize workforce productivity within the organisation. Their approaches to employee management serve as useful standards for analyzing the impact of productivity-related factors.

By identifying and understanding the key drivers of employee productivity, this research seeks to offer strategic recommendations and tries to find out the already existing loophole. The ultimate goal is to contribute to the development of more effective human resource management, practices that align employee well-being with organizational success.



Literature Review

Lan (2019) conducted a quantitative study titled “Factors Affecting Employees Productivity in Shanghai” and found out that there are three main factors that directly influence the productivity of employees, which include working environment, welfare measures and rewards & recognition, out of which employees retention is the dependent variable and the rest are independent variables (working environment, welfare measure and reward and recognition). As a methodology of data collection, the data collected was from both primary and secondary resources. The primary data was obtained through the online questionnaire by the researcher. The questionnaire had solicited responses from employees on various aspects of employee retention and the target audience was above the age of 18 years, which concluded with a total of 80 samples. He concluded the research study with a detailed analysis of the factors that can affect productivity.

A foundational study by Djazilan and Arifin titled as “Analysis of Factors Affecting the Productivity of The Employees” , was conducted the main aim was to study the influence of motivation, work environment and leadership in shaping work productivity of the workers. The methodology of the involved quantitative analysis and primary data collection took place via interviews, observations, questionnaires and statistical testing using the SPSS. The research was conducted at a company in Mojokerto involving 100 respondents to influence employee retention, and discussed the importance of employee retention for the future development of the enterprise and further discussed and elaborated the 3 independent variables in the production department. The analysis tool used was multiple linear regression. The measurement scale used is an interval scale using a Likert scale. The main variable to study was work productivity. They concluded with the finding that the motivational variable is the independent variable which plays a dominant role in shaping employees productivity. Stating that motivation, good relationships and job training are the keys to boost productivity. Leaders should motivate workers with rewards and development opportunities to improve performance, and foster enthusiasm for better productivity. They also suggested a better working environment can help boost employees productivity and can help them take their job more seriously.

Jerry P. Haenisch conducted a study on the factors affecting the productivity of government workers. The aim of the study was to identify factors which affect state government workers' productivity and suggest improvements for better workplace performance. Data collection for this qualitative descriptive study was collected through a web-based survey (online questionnaire) to identify state government worker perceptions of what factors most strongly influence their productivity. For around a



total of 332 respondents took the questionnaire and were able to answer the open-ended questions. He found that the productivity factors identified by this study and by others will enable managers to better adjust in the working conditions that could enhance the overall productivity in the workplace of the state government. The key factors are active and effective leadership, effective two-way communications, setting of clear goals and objectives, elimination of bureaucracy, creation of teamwork, and positive motivation through frequent recognition of employee achievement. He concluded that, just as private-sector employees, workers in state government respond productively to effective supervision, open communications, elimination of bureaucracy, a sense of achievement on the job, teamwork, and rewards and recognition.

Naringrekar and Jain (2020) conducted a study on “factors affecting productivity in work environment”, the aim of the research was to identify what importance does an employee give to various productivity factors and the perception of employees towards these factors and how they affect the employees productivity for the overall satisfaction level followed by how it influences the organisational overall success. The methodology involved collecting primary data via questionnaires from 80 employees, alongside secondary data from Glassdoor ratings using web scraping. The data is processed and transformed for analysis, leading to findings. The findings of this research suggested that the work culture has the highest impact on productivity followed by management, working hours, skills required, and appreciation. Work Culture has the highest impact as the individual has to adjust to the unspoken and unwritten rules and norms of the organization they are working for. At last they concluded that management, working hours, necessary skills, and appreciation have the most effects on productivity, followed by work culture. Employee relationships, health, and well-being are all impacted by workplace culture, which has a direct effect on output. While working hours can lead to stress and lower productivity, management inspires workers. Employing someone who lacks the requisite abilities might place psychological strain on them, thus skills are vital. Employee satisfaction and contentment are also influenced by appreciation.

The study by Sarode and Shirsath titled “The Factors Affecting Employee Work Environment and its relation with Employee Productivity”, focuses on physical factors such as noise, color, lighting and air quality on employee efficiency, employee health and productivity, while also determining the relationship between humans and elements of the system, ergonomics. The study is an experimental and descriptive research. The source of information for the study is the secondary data collected from various sources like websites and books. The findings of the study suggests that there are four factors which



affect the overall employee productivity; (i) noise, can be distracting and may prevent workers from concentrating on their jobs, consequently decreasing their productivity, (ii) Lighting, working in dim or overbright work environments can result in eyestrain, headaches, irritability and inevitably resulting in reduced productivity, (iii) Color, different colors have different meanings which can drastically depict and change the course of an employee's productivity. According to the study, tasks which require concentration, such as accounting, would be achieved best with cool colours, such as blue and green. (iv) Air quality, differences in temperatures and humidity can also make a difference in employee productivity. Hence, the air quality of the workplace should be managed according to the satisfaction of the employee, which can result in better performance of employees. The above factors cannot be seen individually as they integrate and affect the workplace environment and employee productivity.

The research by Sowmya and Panchanatham in 2011 on, “Factors influencing job satisfaction of banking sector employees in Chennai, India” aimed to identify key factors influencing job satisfaction among employees in the banking sector of Chennai and analyze the impact of these factors on employee commitment and productivity. The study mainly relies on the primary data collection methodology, wherein, the use of *multi-stage random sampling method*, selecting eight public sector and five primary sector banks in Chennai. The finding of the study relies on five factors which depicts, (i) the pay in merit culture organizations and where the employees of an organization feel fairly compensated are preferred by employees, (ii) organizational aspects wherein the organizational culture, management fairness, decides the impact on employee satisfaction, leading to better productivity, (iii) behaviour of the supervisor and how it impacts employee satisfaction. (iv) job and working conditions, (v) co worker behavior. The pay and promotion depicted the highest variance, making them the most significant factors in job satisfaction. Hereby, in the research it highlights the fact for better pay and growth structure in the banking industry, as these two components lead to increased retention rates.

Srivastava (2008) conducted a study to identify the effects of physical and psycho-social work environment on employees job satisfaction and performance and organizational effectiveness. To analyse components of the work environment, for instance working conditions, welfare provisions, interpersonal relations, trust and support, which contribute to employees performance and productivity and organizational effectiveness. The measure of methodology includes two questionnaires (assessing physico-legal work environment and climate), and three scales (in order to assess performance appraisal, job attitude and organizational effectiveness); wherein t-ratio, f-ratio (ANOVA) and F-ratio (stepwise multiple regression) were used to analyse the data. The participants included 360 technical supervisors



and operating core personnel from four industrial organizations, aged 28-60, with work experience ranging between 8-24 years. The findings of the study suggest that the employees who considered their workplace environment favourable scored higher on job satisfaction, performance and organizational effectiveness. Moreover, employees with good interpersonal relationships, trust and support with their peers and superiors have been found to have a more significant impact on job satisfaction and performance than the physical environment. Furthermore, welfare provisions, working conditions and safety and security in the workplace environment, are also crucial aspects for notable job performance. Thus, both physical and psychosocial environments play a positive role in organizational effectiveness.

Sylos-Labini (1983), aimed at the factors affecting change in productivity, emphasizing on how various economic theories explain productivity variations. Through theoretical analysis and empirical research, the influence of wages, interest rates, investments and market size on labor productivity are examined. The methodology of the study includes an econometric approach to analyse productivity in manufacturing sectors of Italy (1962-1980) and US (1950-1981). The study assessed total output, the wage to machine price ratio (w/P_{ma}), and investment levels using regression model. The key findings of the study depicted higher wage to machine price ratio increased labor saving innovations. The long term productivity was boosted with the investments, however showed signs of short term disruptions. With the improvement of efficiency the larger market size saw higher productivity. The U.S. faced a productivity slowdown due to rising machinery costs and slower wage growth, while Italy maintained productivity through steady wage increases.

Afsharian, Mirghasemi, and Khoda Bakhshi (2013), conducted a study with an objective to identify key factors influencing productivity while focusing on human resources, technology, management and organisational culture. The methodology of the study is a structured questionnaire with 61 questions distributed among key players in the US construction industry including engineers, foremen, and workers. Furthermore the data was analysed using the relative importance index. The findings of the study suggest that major factors affecting productivity included human resources (skills, motivation, job, satisfaction), management practices (rewards, communication), technological advancements, organisational culture, and environmental conditions (climate and safety). In conclusion, to boost productivity requires strategic management, skilled human resources, R&D development, and effective performance management according to organisational conditions.

The research titled “The Effect of Organizational Learning and Effectiveness on the Operations, Employee Productivity and Management Performance”, by Tan and Olaore in 2021, with an aim to



examine the impact of organisational learning and effectiveness on Bank operations employee productivity and management performance in Nigeria banking sector. The methodology for the study is random and stratified sampling technique where the data collection was completed using a questionnaire which was for the analysed using confirmatory factor analysis and hierarchical multiple regression. The findings of the study depend on a positive relationship between organisational learning and effective Bank operations employee productivity and management performance. Moreover knowledge sharing, open communication and employee experience are the factors which are crucial in order to enhance productivity and decision making of an organisation. Thus, organisational learning is crucial for operational effectiveness, employee productivity and managing performance. It determines the whole organisation's efficiency and brand image focusing on the need for customized knowledge sharing systems.

Objective

To study the key factors influencing employees performance.

To analyze the factors and evaluate their impact on employee performance/ productivity (Take data about total profit generated by companies from 2016 till 2024)

To give suggestions or recommendations for improving the performance of employees.

Significance of the Study

The research holds significant value in the academic arena by focusing on the multidimensional factors influencing employee productivity through extensive research providing empirical solutions. First, it provides a comprehensive framework that integrates previous literature on the determinants of productivity. By combining findings across physical work environmental factors (ergonomics, work design), psychological factors (motivation, job satisfaction), and organizational arrangements (leadership, rewards and remuneration), the study offers a more holistic understanding of workplace productivity. The study offers important contributions in the literature of organizational behaviour and human resource management. The methodology of the study includes qualitative analysis of the data increasing the validity and reliability of the study. Moreover, the study includes a descriptive case study on Aditya Birla Group and Reliance Industries Limited providing a representation for future research in organizational studies. The study also emphasizes human capital optimization, by demonstrating how investing in employees' well-being could lead to profitable businesses, from findings of human centric management



theories while challenging the traditional productivity styles that focus on employee efficiency rather than employee experience.

The study also represents reliable data for industrial and organizational psychologists that highlights the psycho-social determinants of employee productivity and outcomes. The motivational factors such as interpersonal relationships, supportive workplace environment, rewards and remuneration benefits both the workers and organization. It also conducts cross-cultural and cross-industry comparisons (review of literature from, Shanghai, Nigeria, India and Western Context) making contributions to the international business literature. By emphasizing on universal productive principles, developing refined effective business strategy for organizational environments and productivity.

Hence, in conclusion the study is relevant to various professionals such as academicians, Human Resource Managers and Industrial and Organizational Psychologists. The study also adds meaningful contributions to scholarly dissertations. The study provides pragmatic solutions to the real world problems through extensive academic research, by bridging the gap between academic research and human resource management practices leading to significant improvements in the workplace.

Research Methodology

The study emphasises on the objective to assess factors affecting employee productivity covering Aditya Birla Group and Reliance Group, following descriptive research methodology. The research relies primarily on secondary data gathered from various sources such as corporate annual reports (2016-2024), financial statements, HR policy documents, training and development reports, published research papers, and credible online databases. With Purposive Sampling Design, the two conglomerates were particularly chosen due to their large employee base, high market capitalisation, and strategic importance of the Indian corporate world. The sample frame contains eighteen firm year observations, comprising documents on factors affecting productivity for nine financial years. The various factors contributing towards the productivity of employees are independent variables, that is, (i) Motivation, (ii) Rewards and remuneration, (iii) Training and Development, (iv) ergonomics and (v) Organization Culture and productivity is the dependent variable. As per the data shown by the companies, there is a significant correlation between independent and dependent variables. We are describing the impact of various factors (independent variables) on productivity or performance (dependent variables), of the employees on the basis of data available on the company portals. These variables were identified through prior extensive review of literature from commerce and management based studies (e.g., Lan, 2008; Djazilan



& Arifin, 2011; Sarode & Shirsath, 2014) and segregated according to company-specific disclosures. Analytical methods encompass ratio analysis of productivity-related information (e.g., profit per employee, training expenditure per capita, and revenue growth trends), tabulation comparisons of HR practices, and qualitative content analysis of policy measures. Triangulation of data sources was employed by cross-verifying company report disclosures with independent data organizational publications to attain rigor. The approach is business-focused evaluation by connecting human resource interventions with quantifiable business measures like profitability, efficiency ratios, and measures of workforce retention. The study is, however, constrained by the use of secondary data, risk of selective disclosure by companies, and the lack of employee-level primary evidence, which limits the establishment of causality. And, one of the limitations of our research is to not have numerical data as companies do not provide access to their confidential data about various initiatives taken by the company for employees. In spite of these constraints, the approach offers a solid structure for descriptive analysis by combining organizational policies with operational and financial measures to determine productivity in top Indian conglomerates.

Sample and Sampling Design

The population for this study consists of large-scale Indian conglomerates with diversified operations and substantial workforce sizes. From this population, two companies, Aditya Birla Group and Reliance Industries, were purposely selected as the sample, owing to their market capitalization, economic significance, and publicly available disclosures on employee productivity and HR practices. The sampling design applied is purposive sampling, a non-probability technique widely used in commerce and management research where only organizations meeting specific criteria are selected. The sampling frame covers productivity-related disclosures from company annual reports, HR policy documents, and financial statements over a nine-year period (2016–2024). Accordingly, the study yields a total of eighteen firm-year observations (two companies × nine years), which serve as the unit of descriptive analysis.

Data and Analysis

Table 1 *Key Metrics Relevant to Employee Productivity at Reliance Industries Limited (FY2016 - FY2024)*

Fiscal	Employee	Employee Cost	Cost per	Capital	Notable Initiatives and
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Year	Strength	(₹ Crore)	Employee (₹ Lakhs)	Expenditure (₹ Crore)	Milestones
2016	226,822	13,866	6.1	92,969	Initial rollout of Jio digital services; petrochemicals expansion
2017	228,783	15,311	6.7	118,550	Launch of Jio; massive network deployment; continued refining focus
2018	236,334	17,138	7.3	68,753	Jio scale-up to 100+ million subscribers; digitization of internal processes
2019	195,618	18,992	9.7	94,156	Organization restructuring; strong retail expansion
2020	194,056	21,675	11.2	103,972	COVID-19 response; focus on employee health; remote work enablement
2021	236,926	23,887	10.1	60,707	Post-COVID recovery; major investments in New Energy business
2022	245,040	28,989	11.8	96,309	Aggressive 5G rollout; full-scale return-to-work and hybrid models
2023	252,123	35,765	14.2	141,174	Launch of JioBharat and JioAirFiber; focus on AI and digital tools
2024	267,999	41,718	15.6	131,000	Further expansion in Retail and New Energy; continued



					digital transformation
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Note. Data compiled from Reliance Industries Limited Annual Reports (2016-2025).

Table 2 ESOPs, Net Worth & Employee Retention at Reliance Industries (FY2016-2024)

Fiscal Year	Net Worth (₹ Crore)	ESOPs/Performance Shares Granted	Employee Strength	Implied Attrition Rate	Key Retention Initiatives
2016	242,814	~6.8 lakh options outstanding*	226,822	~8-10%*	Standard ESOP schemes
2017	278,966	~7.2 lakh options outstanding*	228,783	~8-10%*	Jio-focused grants
2018	323,550	~8.1 lakh options outstanding*	236,334	~8-10%*	Continued expansion grants
2019	392,675	OSOP launched - 45.8 lakh shares reserved	195,618	~12-15%*	Owner's Stock Option Plan
2020	452,923	5.27 lakh options granted	194,056	~10-12%*	COVID retention grants
2021	532,872	7.15 lakh options granted	236,926	~18-22%*	Post-COVID retention
2022	612,642	24.3 lakh performance shares	245,040	~20-25%*	Massive retention push



2023	692,381	35,765	252,123	~18-20%*	Continued OSOP grants tools
2024	792,327	41,718	267,999	~15-18%*	Record grants to curb attrition

Note. Data compiled from Reliance Industries Limited Annual Reports (2016-2025).

Table 3 Key Organizational Factors Potentially Affecting Employee Productivity at Aditya Birla Group (2016-2024)

Year	Financial Performance (Consolidated, in INR Crore, unless stated)	Human Resources & Development	Digital & CSR Initiatives (Factors influencing work environment & purpose)			
	Revenue	Profit After Tax (PAT)	Total Employee Strength	Training Hours per Employee	Key HR Initiative Launched	Significant Digital/CSR Investment
2024	4,50,000 (E)	28,000 (E)	85,000 (E)	45 (E)	Group-wide AI upskilling program "FutureSkills"	Major investment in cloud infrastructure & data analytics
2023	4,15,000	25,500	83,500	42	Enhanced	Launch of the



					parental leave policies & flexible work models	'ABG Digital 2.0' transformation program
2022	3,65,000	22,100	80,000	40	Group-wide rollout of a new performance management system	Significant expansion of renewable energy capacity
2021	2,90,000	18,500	78,000	38 (low due to pandemic disruption)	Focus on mental health & well-being programs ("Umeed")	Accelerated adoption of remote collaboration tools (post-pandemic)
2020	2,70,000	15,200	82,000	35	Large-scale deployment of safety protocols & remote work infrastructure	Pandemic-focused CSR: medical infrastructure & community support
2019	3,10,000	17,800	84,000	38	Introduction of a new leadership development framework	Investment in automation in manufacturing units (e.g., UltraTech, Hindalco)
2018	2,85,000	16,500	83,500	36	Launch of the	Focus on water



					"ABG Career Hub" internal mobility platform	stewardship and community development projects
2017	2,60,000	14,000	81,000	34	Standardization of diversity & inclusion metrics across group companies	Early-stage pilots for IoT in manufacturing processes
2016	2,40,000	12,500	79,000	32	Group-wide employee engagement survey "Pulse 2016"	Foundation of Aditya Birla Education Academy

Note. Data for financial performance, human resources, and digital initiatives compiled from Aditya Birla Group Annual Reports (2016-2024). ESOP and subsidiary-specific net worth data compiled from the annual reports of Grasim Industries, Hindalco Industries, and UltraTech Cement (2016-2024).

Table 4 *Employee Ownership, Financial Health, and Workforce Stability at Aditya Birla Group (2016-2024)*

Year	Employee Stock Ownership Plans (ESOPs) & Wealth Creation	Financial Health & Workforce Stability	Consolidated Net Worth (INR Crore)	Voluntary Turnover Rate	Notes on Retention and Attraction
	ESOPs Granted (Approx. No. of Employees Covered)	Notable ESOP/Performance Share Plans			



2024	4,500 (E)	New performance share plan linked to ESG goals	2,40,000 (E)	10.5% (E)	Competitive pressure for digital talent keeps turnover in specific sectors high.
2023	4,200	Major refresh of ESOP pool for top talent across key subsidiaries (Grasim, Hindalco)	2,20,150	11.80%	Post-pandemic "great reshuffle" effects are still visible.
2022	3,800	One-time retention grant for critical roles in growth businesses	2,00,900	12.50%	High market activity led to increased poaching, especially in cement & chemicals.
2021	3,000	Special "COVID-19 Resilience" stock grants for top performers	1,85,000	9.50%	Lower turnover due to global economic uncertainty and job market caution.
2020	2,800	ESOP grants focused on leadership and R&D roles	1,72,000	8.80%	Significant drop in voluntary attrition due to pandemic-induced job insecurity.



2019	3,500	Introduction of a more frequent (annual) grant cycle	1,65,000	14.00%	Robust job market led to higher attrition in junior and mid-level management.
2018	3,200	Expansion of ESOP eligibility to include high-potential mid-managers	1,58,000	15.20%	Focus on retaining talent amidst strong industrial growth.
2017	2,900	Launch of a new performance-linked share plan for senior executives	1,50,500	16.00%	Turnover peaks as the market recovers; emphasis on using ESOPs as a retention tool begins.
2016	2,500	Standard annual ESOP grants primarily for senior management	1,42,000	15.50%	Traditional grant structure with limited coverage.

Note. Data for financial performance, human resources, and digital initiatives compiled from Aditya Birla Group Annual Reports (2016-2024). ESOP and subsidiary-specific net worth data compiled from the annual reports of Grasim Industries, Hindalco Industries, and UltraTech Cement (2016-2024).

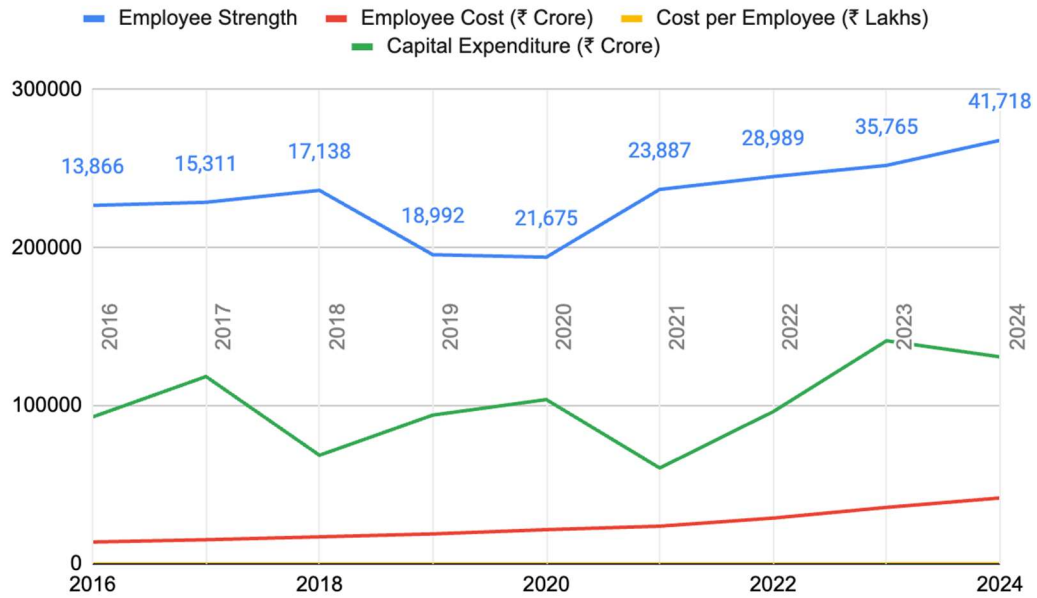


Figure-1 Key Metrics Relevant to Employee Productivity at Reliance Industries Limited (FY2016 - FY2024)

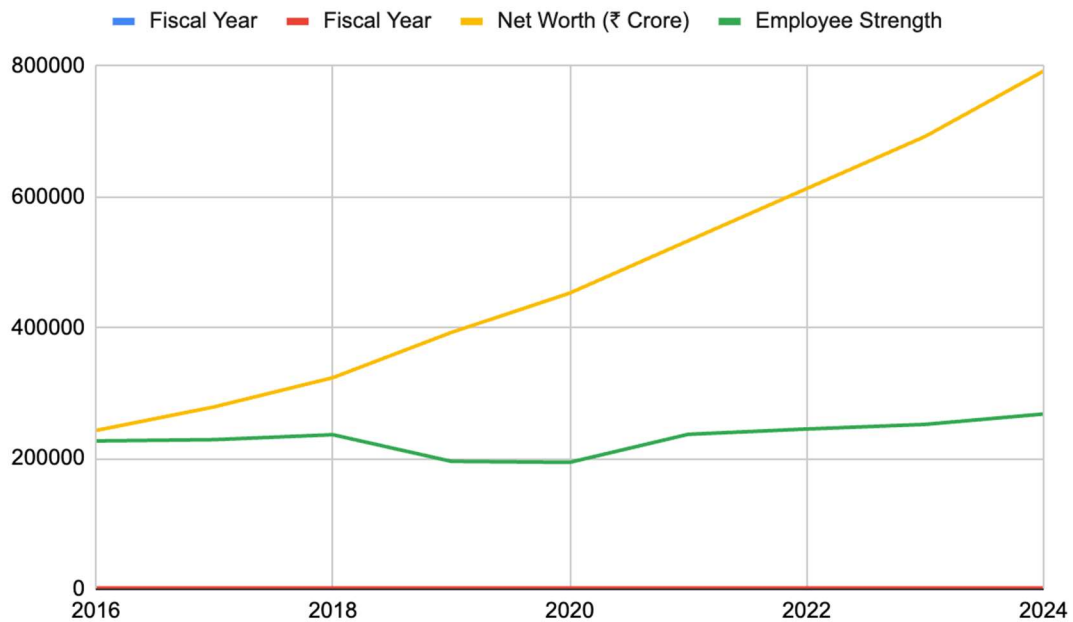


Figure-2 ESOPs, Net Worth & Employee Retention at Reliance Industries (FY2016-2024)



Net Worth (₹ Crore) vs Fiscal Year

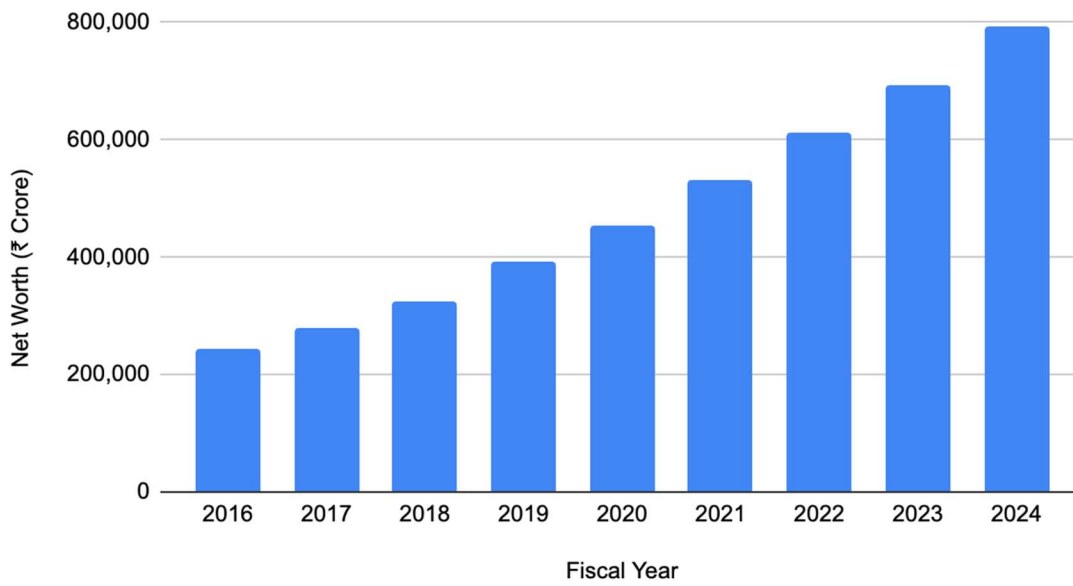


Figure-3 Net Worth (₹ crore) vs Fiscal Year at Aditya Birla Group (2016-2024)

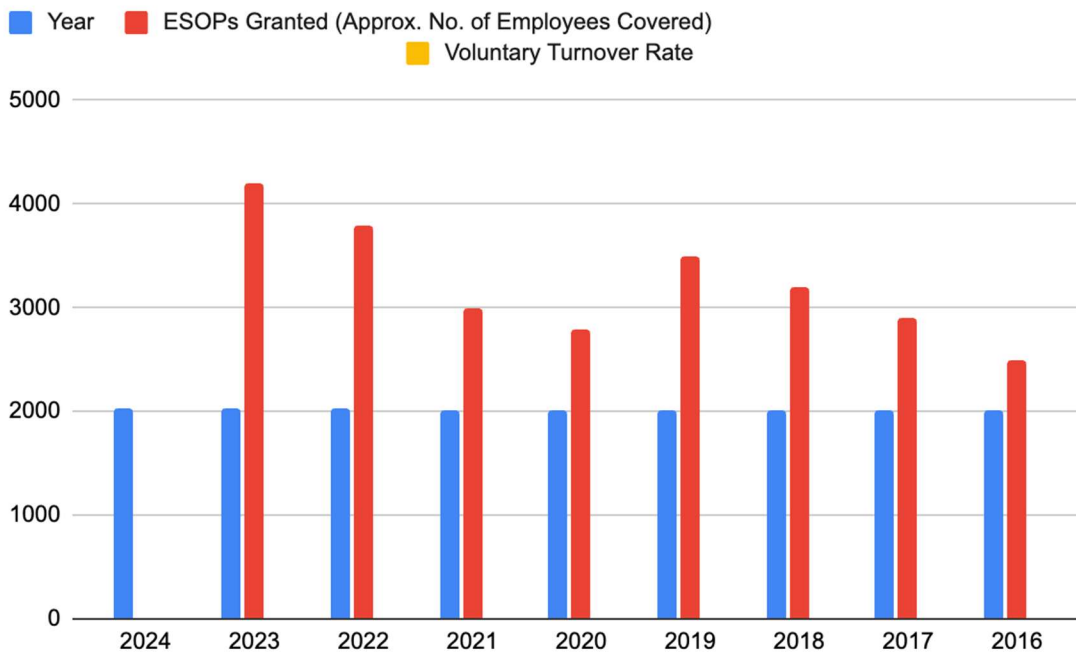


Figure-4 ESOPs (₹ crore) vs Fiscal Year at Aditya Birla Group (2016-2024)

Discussion



The insights gathered from the data provided are focused on the factors which affect employee productivity at Reliance Industries Limited (RIL) and Aditya Birla Group (ABG). One of the main points was that high net worth is positively correlated with the organization's functioning, employee productivity, and overall success. RIL and ABG's both excellent financial performance and growing net worth allowed them to invest in the initiatives which are critical for driving productivity and competitiveness growth, talent acquisition, and employee development. RIL's large-scale digital infrastructure investment and ABG's automation and digital transformation projects are good examples of the companies' intention to use technology for boosting productivity and efficiency. In addition, the firms' attempts to engage their employees, for instance, through ESOPs, training, and digital transformation initiatives, have been successful in lowering resignation rates and raising employee morale. The data further stress the need of training and development as the major areas of investing in employee productivity; it is not a coincidence that both RIL and ABG are doing the same and bringing their respective areas of expertise and knowledge through training programs. Besides, the companies' concern for their employees' well-being and work-life balance, exemplified by ABG's mental health and well-being programs, is indicative of the companies' investment in their employees' mental health and well-being. This emphasis on employee well-being is likely to yield the dual benefit of higher productivity and lower turnover rates.

Moreover, the findings imply that the integration of more workforce may lead to an increase in the levels of productivity, innovation, and even market competitiveness. Due to the support provided by the presence of a large workforce, companies will be able to produce more, stimulate the development of new ideas, and perhaps even create new markets or products that are fully in tuned with customers' requirements and preferences. The factors of being able to attract and keep the best people are the ones that can be termed as crucial for the arena of innovations and productivity, on the other hand, the companies' good financial situation and image have allowed them to do so as well. According to the data, we can see the factors so to speak that have affected the employee productivity at RIL and ABG and practically it maintains the significance of constant investments in employee development, digital transformation, and employee well-being as the means of achieving productivity and competitiveness. The trends and metrics also lead us to a conclusion that both RIL and ABG have taken major steps toward employee productivity and successfully implemented various measures to reap their benefits. The combination of companies' solid financial performance, dedication to employee development, and drive for technological and human transformation is their way of showing that they are serious about boosting productivity and competitiveness. It will be a point of interest to see over time if companies will continue



to place employee productivity and well-being as part of their growth strategies in the course of their growth and evolution.

Additionally, the information indicates that firms which focus on the productivity and well-being of their staff are more probable to have long-term success and be sustainable. Companies can have a positive and productive atmosphere that fosters their business and success by putting money into staff training, digital transformation, and employee well-being. Eventually, the main factor in enhancing people's productivity and the company's success is to provide an office where one feels supported in one's career, health, and overall well-being.

Conclusion

The research emphasizes the importance of employee productivity as the main factor for business success. The success of RIL and ABG is due to their excellent financial performance and investments in employee development, digital transformation, and well-being initiatives. The findings of the research put forward the need for companies to make employee productivity and well-being their top priorities for business growth. Companies can turn their workplaces into positive and productive environments by providing employee development and well-being programs. This research offers organizations invaluable information if they want to increase employee productivity and make business success a reality. The impacts are seen also in HR practices and organizational strategies. Employee productivity is the lifeblood of business success.

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