

REVIEW ARTICLE

# Modern and Effective Strategies for Improving Work Productivity through Psychological Stability in the Workplace: A Hygienic and Preventive Approach

**Najmiddinov Musobek Ismoil ugli**

Corresponding author: najmiddinovmusobek18@gmail.com

## Abstract

Psychological stability at work is closely related to occupational health, work capacity, and productivity. This structured narrative analytical review synthesized evidence on psychosocial risks, physical workplace conditions, work organization, and preventive interventions. Searches were designed for PubMed/MEDLINE, Web of Science, Scopus, and Google Scholar, supplemented by WHO, ILO, and ISO sources. Priority was given to systematic reviews, meta-analyses, guidelines, and recent evidence published from 2022 to 2026. Evidence was organized by risk factor and intervention level. Recent reviews show substantial evidence linking workload, leadership, social support, work organization, and workplace conditions with mental health and work-related outcomes. The review indicates that effective prevention requires organizational interventions combined with occupational hygiene measures, ergonomic improvements, rational work-rest schedules, supportive leadership, and early identification of psychological strain.

**Keywords:** *psychological stability, occupational hygiene, work productivity, psychosocial risks, occupational stress, prevention, workplace environment, ergonomics, fatigue, mental health.*

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## Introduction

Psychological stability of employees has become an important component of occupational health and preventive medicine. Modern workplaces require sustained attention, rapid information processing, decision-making, interpersonal communication, and adaptation to changing professional demands. These requirements may become sources of psychological and physiological strain when combined with excessive workload, insufficient recovery, unclear responsibilities, interpersonal conflict, shift work, or unfavorable physical conditions. The World Health Organization identifies excessive workloads, low job control, long working hours, job insecurity, discrimination, and other psychosocial hazards as important risks to mental health at work. WHO also emphasizes organizational interventions that modify working conditions and environments rather than placing responsibility only on individual workers.

Work productivity is influenced by the interaction of professional competence, organizational conditions, physical workplace factors, and psychosocial factors. A 2024 systematic review synthesized 341 studies and organized determinants and consequences of employee mental health and well-being across macro-, meso-, and micro-levels. This supports a multilevel interpretation in which organizational structures, team environment, job design, and individual characteristics interact.

From an occupational hygiene perspective, psychological well-being should be considered together with microclimate, lighting, noise, ventilation, indoor air quality, ergonomic design, and work organization. The objective of this review was to synthesize recent evidence on modern

strategies for maintaining psychological stability and work productivity and to integrate psychosocial, organizational, ergonomic, and occupational-hygiene measures into a practical preventive model.

## Materials and Methods

This study was designed as a structured narrative analytical review rather than an empirical statistical study or a formal meta-analysis. Searches were designed for PubMed/MEDLINE, Web of Science, Scopus, and Google Scholar, with supplementary searches of WHO, ILO, ISO, and European occupational-health resources. The core search period emphasized publications from January 2022 through September 2026, while earlier landmark sources were retained when they provided foundational guidance or established occupational-health frameworks.

The search strategy combined free-text concepts related to workplace mental health and occupational outcomes. Representative terms included: (workplace OR occupational OR employee) AND (mental health OR psychological well-being OR stress OR burnout OR psychosocial risk) AND (productivity OR work performance OR absenteeism OR work capacity) AND (prevention OR intervention OR occupational hygiene OR ergonomics). Additional searches addressed microclimate, lighting, noise, work-rest schedules, leadership, social support, psychological safety, and organizational interventions.

Eligible sources were peer-reviewed systematic reviews, meta-analyses, scoping reviews, critical reviews, intervention studies, and authoritative WHO, ILO, and ISO guidance directly relevant to workplace mental health, psychosocial risks, occupational hygiene, prevention, or work-related outcomes. Sources were excluded when they lacked workplace relevance or did not address occupational health, psychosocial risks, mental health, or work-related outcomes. Reference lists of key reviews were also checked for recent relevant publications.

Because this article is a narrative analytical review, PRISMA was used as a methodological reference for transparency of search and selection principles, but the study is not presented as a PRISMA-compliant systematic review or meta-analysis. No pooled effect size was calculated and no new participant-level data were analyzed. The synthesis prioritized evidence with explicit study designs and quantitative study counts where reported by the original authors.

## Results

A 2024 systematic review of mental health and well-being at work synthesized 341 studies and identified determinants and consequences at macro-, meso-, and micro-levels. This supports a multilevel model in which policy, organizational structure, team processes, job characteristics, and individual resources interact.

A recent systematic literature review of work-related psychosocial risk and protective factors screened 1,087 records from PsycINFO, MEDLINE, and Web of Science and included 30 longitudinal studies. Poor leadership, bullying, and violence were identified among risk factors associated with sickness absence, while social support and developmental opportunities were described as protective factors.

A 2023 scoping review of systematic reviews concerning healthcare-worker well-being identified 445 records and included 10 systematic reviews. Mental health was the most frequently reported outcome, while the quality of the underlying reviews was heterogeneous. Another scoping review of interventions in health and social-care workplaces included 76 studies and reported that

many interventions focused on individual workers while organizational-level interventions were less frequently addressed.

A 2025 systematic review and meta-analysis of workplace digital mental-health interventions searched MEDLINE, PsycINFO, CENTRAL, and Embase for randomized controlled trials through April 2024. It examined intervention design and content features using Bayesian multilevel meta-regression. A separate 2025 systematic review of biofeedback-based interventions searched PubMed and EBSCO for studies published from 2012 through 2024 and examined interventions in real-world occupational settings.

WHO recommends organizational interventions that directly modify working conditions, including workload, work schedules, communication, teamwork, and other psychosocial risk factors. WHO also reports that healthy working environments are more likely to reduce tension and conflicts and improve staff retention, work performance, and productivity.

Across the reviewed evidence, important modifiable factors included workload, leadership, social support, work organization, recovery opportunities, workplace noise, lighting, microclimate, ventilation, and ergonomic conditions. The evidence therefore supports combining psychosocial risk management with conventional occupational-hygiene controls.

## Discussion

The evidence indicates that psychological stability at work is a multilevel occupational-health outcome. The 341-study synthesis published in 2024 demonstrates that workplace mental health is influenced at macro-, meso-, and micro-levels. Recent longitudinal evidence further supports attention to leadership, bullying, violence, social support, and developmental opportunities when designing preventive programs.

Recent intervention evidence cautions against a one-size-fits-all strategy. Digital mental-health interventions are heterogeneous, and the 2025 systematic review and meta-analysis specifically investigated whether intervention design and content characteristics explain variation in efficacy. Biofeedback-based interventions represent another emerging field, but evidence from real-world occupational settings remains comparatively new.

From a hygienic perspective, these findings support integration of psychosocial risk management with conventional occupational-hygiene controls. Improving microclimate, lighting, ventilation, noise, and ergonomics does not replace organizational mental-health interventions; it reduces avoidable physical and cognitive strain that can interact with psychosocial stressors.

The principal methodological limitation is that this article is a structured narrative review rather than a full systematic review with duplicate independent screening, formal risk-of-bias scoring across all included studies, and quantitative meta-analysis. The search strategy and eligibility criteria were made explicit to improve reproducibility. Future research should use a registered PRISMA-compliant protocol, duplicate screening, formal risk-of-bias assessment, and meta-analysis where sufficient homogeneity exists.

## Conclusion

Psychological stability and work productivity should be addressed as interconnected outcomes of occupational health. Recent evidence supports a multilevel prevention model combining psychosocial risk management with occupational hygiene, ergonomic design, rational work-rest

organization, supportive leadership, psychological safety, and targeted individual or digital interventions.

The most appropriate preventive framework is a comprehensive workplace health system: identify psychosocial and physical hazards, modify organizational and environmental conditions, monitor early signs of excessive strain, and provide appropriate support. This approach is consistent with current WHO guidance and recent scientific literature and provides a practical framework for protecting employee health while supporting sustainable work performance.

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