



















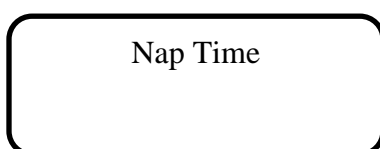


performance. It is further observed that nap time has positive impact on several subjective behaviors such as less mood swings, response time, lack of sleep, fatigue and accuracy as an individual (Purnell, Feyer, & Herbison, 2002).

In today's busy world everyone wants ease in everything people are aware that feeling drowsy or sleepy is too dangerous for the work whether they are driving or working. Concentration of mind is the key to success; we can get the things done in a very short period of time after taking a short nap of 20-30 minutes. According to St. Joseph's in Japan and China organizations are now making mandatory to take nap it restore the concentration of mind, increase performance, reduce chances of errors. A research of NASA on sleepy pilots realized that a 40-minute nap increase alternates of pilots by 100%. A short nap can also help to improve the humor. Nap can improve alertness for later in the day as well. As many doctors suggested nap that are affected by narcolepsy. As far as concerned with the psychological impact nap also gives relation and peace of mind. In this business world most of the service, private and public sectors have 24/7 working, which means they have shift workers to complete the task smoothly shift workers have deviated time from 9 to 5 normal working hours. Shift workers have more pressure and fatigue which might affect the performance especially for night or rotational shift workers. IN 2006 study of St. Johns Mercy Medical center found that people take caffeine to cope with sleepiness in shifts which is not good for the employees' health organizations should give nap time to the shift workers which will have great impact on the performance and on employee's health too.

## **Conceptual Framework**

This study focuses on the analysis of nap time on employee productivity in regards to the public sector universities of Sindh. Following figure.1 illustrates the conceptual framework of this research study;



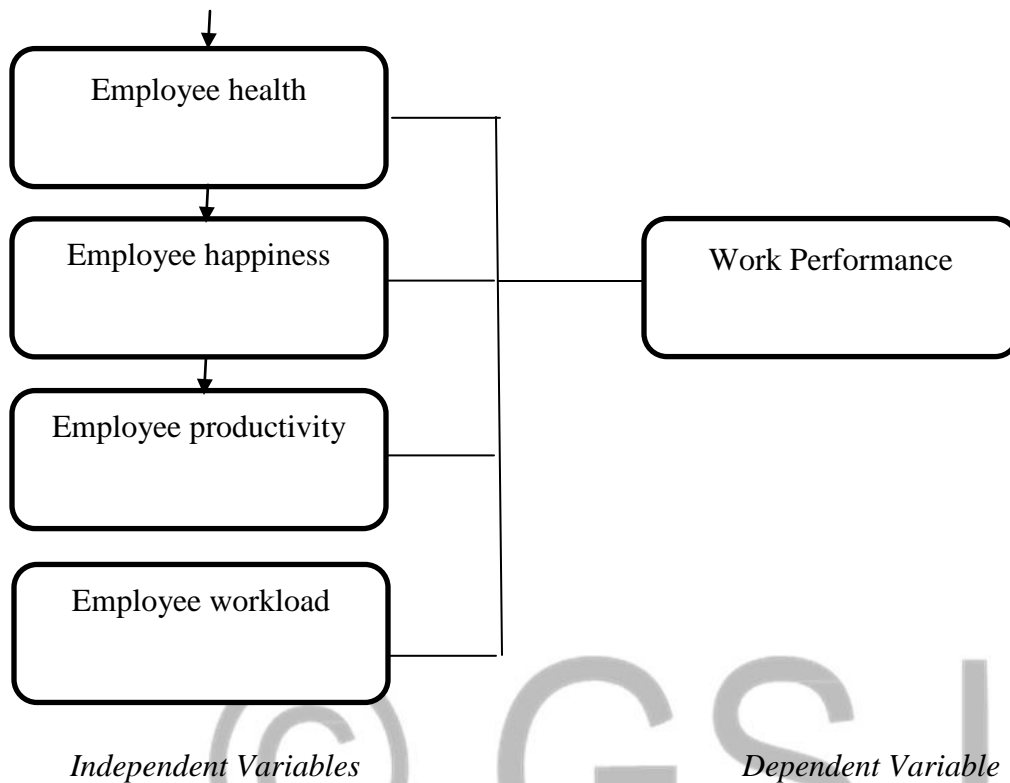


Figure 1

The conceptual framework of this research study includes the independent and dependent variables of the study. The independent variables include nap time, employee happiness, employee health, and employee workload and employee productivity. On the other hand, dependent variable includes work performance.

## Research Design

The variable that will be studied in this research is nap time which is a qualitative variable and the other factors that will also be studied including employee health, employee happiness, employee productivity and work load, are also qualitative and do not contain quantitative data.

Therefore, the nature of this research is Qualitative Research as it will assist in analyzing the impact of nap time in regards to work performance. Qualitative research is relatively easier to conduct than quantitative research and it also provides an in depth understanding of the phenomenon related to the workforce behavior. The research approach that is taken in this research study is Exploratory Research as various research studies has already been conducted on nap time and work performance but in order to explore and develop new insights this research topic is studied(Lewis, 2015).

### **Sampling Technique**

The sampling technique used in this study is non-probability, convenience sampling. In this type of researches, this type of sampling technique helps in gathering responses more easily and effectively. It is better to use this type of sampling technique in this research because it is less expensive and other researchers have also used this. It enables in gathering data more easily and effectively on random basis (Groenewald, 2004).

### **Statistical Technique**

In order to effectively analyze the data in depth, the role of statistical techniques is important as it helps in studying the relationships between different variables. There are different statistical techniques that are used to analyze the data and the relationships of the variables, however; the statistical techniques that will be used in this study to examine the data are Pearson Correlation and Cronbach's Alpha. As the hypothesis in this study are to examine the relationships between the nap time and work performance, so the Pearson correlation will be used as it helps in analyzing the absence or presence of the relationship between two variables. It also facilitates in determining either the relationship between the variables is strong or weak. Moreover, it will also

assist in determining the relationship between the variables either it has a positive or negative relationship. However, Cronbach’s Alpha will be used to test the reliability and consistency of the data(Eisinga, et al., 2013).

## DATA ANALYSIS AND INTERPRETATION

### Reliability Test

**Case Processing Summary**

		N	%
Cases	Valid	315	100.0
	Excluded	0	.0
	Total	315	100.0

a. List wise deletion based on all variables in the procedure.

*Table 1*

The above illustrated table shows the number of cases used in the reliability analysis of the data of this research study. The number 315 illustrates that a total of 315 responses were tested to ensure reliability of data.

**Reliability Statistics**

Cronbach's Alpha	N of Items
.691	18

*Table 2*

The above illustrated table shows the Cronbach alpha value is 0.691 which is much greater than the required standard value of 0.07, which shows the authenticity of the reliability of data (Bonett & Wright, 2015). Therefore, the data gathered in this study from participants is

acceptable, accurate, and authentic and can be used for the further statistical analysis to study variables of this research.

## Correlation Analysis

In order to analyze the relationship between the dependent and independent variables of this research study, the role of correlation analysis is critical as it will evaluate the impacts of employee health, employee happiness, employee workload and employee productivity on the work performance.

### Correlations

		Employee Health	Employee Happiness	Employee Productivity	Employee Workload	Nap Time
Employee Health	Pearson Correlation	1	.588**	.227**	.123	.111
	Sig. (2-tailed)		.000	.000	.029	.050
	N	315	315	315	315	315
Employee Happiness	Pearson Correlation	.588**	1	.269**	.142	.201**
	Sig. (2-tailed)	.000		.000	.012	.000
	N	315	315	315	315	315
Employee Productivity	Pearson Correlation	.227**	.269**	1	.380**	.267**
	Sig. (2-tailed)	.000	.000		.000	.000
	N	315	315	315	315	315
Employee Workload	Pearson Correlation	.123	.142	.380**	1	.347**
	Sig. (2-tailed)	.029	.012	.000		.000
	N	315	315	315	315	315
Employee Nap Time	Pearson Correlation	.111	.201**	.267**	.347**	1
	Sig. (2-tailed)	.050	.000	.000	.000	
	N	315	315	315	315	315

\*\* Correlation is significant at the 0.01 level (2-tailed).

\* Correlation is significant at the 0.05 level (2-tailed).

*Table 3*

Above depicted table shows that the value of correlation of Employee happiness and nap time is 0.588 with sig. value of 0.00. It shows that the relationship between the nap time and employee happiness exist because it is significant. It further indicates that the relationship between employee health and work performance also exists as the correlation value is 0.111 with sig. value 0.050 which means it is significant. Moreover, the table shows that there is a relationship between employee productivity and nap time as the value of correlation is 0.277 with sig. value 0.000. It is also stated that relationship between employee work load and nap time is significant as the value of correlation is 0.123 with sig. value 0.029.

### Regression Analysis

In order to analyze the effects and relationships of employee health, employee happiness, employee productivity, employee work load and nap time with work performance, the data of this study is analyzed with regression technique whose findings are as follow;

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.397 <sup>a</sup>	.158	.147	.35050

a. Predictors: (Constant), Employee Workload, Employee Health, Employee Productivity, Employee Happiness

*Table 4*

Above depicted table identifies 0.379 as R value which determines the relationship of this research model. Thus, it also defines the value of adjusted R square which tends to be more

accurate. This research emphasizes on the adjusted R square because it further identifies independent variables as powers who explains in opposition to variations in the dependent variable 0.147, which represents that 14.7% of the variation in work performance can be determined by its independent variables.

**ANOVA<sup>a</sup>**

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	7.145	4	1.786	14.540	.000 <sup>b</sup>
	Residual	38.084	310	.123		
	Total	45.229	314			

a. Dependent Variable: NT

b. Predictors: (Constant), Employee Workload, Employee Health, Employee Productivity, Employee Happiness

*Table 5*

Above illustrated table identifies the significance of this research model. The sig. value represents this model as significant model and directs that employee health, employee happiness, employee productivity, employee workload and nap time predict the work performance.

**Coefficients**

Model		Unstandardized Coefficients		Standardized	t	Sig.
		B	Std. Error	Coefficients		
				Beta		
1	(Constant)	1.695	.302		5.610	.000
	Employee Health	-.030	.046	-.042	-.644	.520
	Employee Happiness	.115	.050	.151	2.302	.022
	Employee Productivity	.136	.062	.128	2.207	.028



Employee	.311	.062	.283	5.009	.000
workload					

a. Dependent Variable: Nap Time

*Table 6*

Above illustrated table determines the important aspect which includes the Beta value. Sig. value and collinearity. Furthermore, sig. value shows the value of employee health, employee happiness, employee productivity and workload which are 0.520, 0.022, 0.028 and 0.000 respectively. Such values direct towards the absence of strong collinearity between independent variables. However, the value of 0.520 of employee health states that the relationship is not significant which means that this hypothesis is not accepted which is unlike other variables.

The sig. value should not be more than the standard value of 0.05 which determines the significance of the variables. Employee happiness, employee productivity and work load has significant values less than 0.05 which also directs towards the significant relationship between employee happiness, employee productivity, work load and nap time with work performance.

In addition to this, the value of Beta determines relationships including both positive and negative of the dependent and independent variables. The positive value of Beta of employee health indicates that there is an indirection association between work performance and employee health and with each unit increase in employee health; work performance will be decreased by 0.030.

Furthermore, positive beta of employee happiness, employee productivity and work load, directs towards the positive relation which means these variables will be increased by 0.115, 0.136 and 0.311 respectively with increase in 1 unit of work performance.

Moreover, the t-value in the table defines importance of each variable in the model. Strong indication in opposition to the null hypothesis means greater value from -1.96 to 1.96. The t-value of the employee health, employee happiness, employee productivity and workload are 0.644, 2.302, 2.207 and 5.009 which means that the null hypothesis is supported in this research study.

## **FINDINGS AND CONCLUSION**

### **Findings**

On the basis of the analysis of the data of this research study, it can be stated that nap time impacts the work performance of the employees in the public sector universities of Sindh. The findings of this study supports the direct association between nap time and work performance of the employees. In order to evaluate the impacts of nap time on the work performance, this study was conducted in regards to employee health, employee happiness, employee productivity and work load. The prime idea was to inspect the association among nap time and work performance factors which include employee health, employee happiness, employee productivity and work load. This research study is beneficial for the human resource management professionals as they can now analyze the impacts of nap time on their work force work performance which would lead them to improve business performance.

In order to analyze the data, responses of 315 participants were gathered. The results of the reliability test showed that the data gathered in this research was authentic, reliable and consistent. The literature showed that in order for data to be reliable and consistent, it is vital that Cronbach alpha result is above 0.07 and the data gathered in this study had Cronbach alpha results above than the stated standard value. Furthermore, in order to check the relationships

between these variables, Pearson correlation test was incorporated. The results of the tests showed that all the variables including employee health, employee happiness, employee productivity and work load have direct and strong association with the work performance.

In addition to this, it is found that firms with better employee health will have greater work performance. The more firms focus on developing and integrating HR practices which will foster employee health, the more they will be able to improve their work performance. Therefore, if firms want to improve their work performance, they should focus on integrating HR practices which foster their work force health.

## **Conclusion**

Conclusively, it is evaluated that nap time has significance importance with work performance, in the public sector universities of Sindh. In public sector universities of Sindh, the HR professionals must now know that nap time is an important factor to boost the performance of their work force. They can boost the work force performance by focusing on the key employee factors such as employee health, employee happiness, employee work load and employee productivity. Previously, there have been great number of researches conducted on the evaluation of HR practices that focus on employee factors such as nap time and work performance which became the base of this research idea to explore the public universities in Sindh that which HR practices they are following and which they intent to develop in future to improve the work performance of their work force. The impact of this study resulted that universities in the public sector of Sindh should focus on the development and implementation of the HR practices, policies and systems which focus on the increase in their work performance via employee focused organizational practices.

In addition to this, all the variables studied in this research such as employee happiness, employee health, employee productivity and employee work load has the major role because they lead the work force to improve their output at the organizational workplace. In specific to this research, nap time plays a critical role in the improvement of work performance because it creates space for fostering of related employee variables such as happiness, health, work load and productivity. It further makes the overall workplace and so as workforce more efficient through the improvement in related factors which lead to accomplish desired organizational goals in effective manner. Thus, all of this will make the organizations able to achieve and improve their business performance and objectives.

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