

## Lunch Break Activity impact on Afternoon Productivity in Mahindra and Mahindra Ltd. in Nagpur

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### ABSTRACT

Lunch break activities significantly influence employee productivity during post-lunch hours, particularly in high-performance environments. This study explores the correlation between various lunch break practices and their subsequent impact on afternoon productivity at Mahindra and Mahindra Ltd. in Nagpur. A mixed-methods approach was adopted, combining quantitative productivity metrics and qualitative employee feedback to provide a comprehensive analysis. Key findings reveal that engaging in recreational or mindfulness activities during lunch breaks leads to enhanced focus, reduced fatigue, and higher efficiency levels in the afternoon. Conversely, unstructured breaks or excessive screen time were observed to correlate with diminished performance and increased lethargy. The research also emphasizes the role of workplace culture in promoting effective break utilization, highlighting how structured wellness programs and ergonomic policies can further optimize employee performance. By identifying specific practices that drive productivity, this study provides actionable insights for organizations seeking to balance employee well-being with operational efficiency.

**Keywords:** lunch break activities, afternoon productivity, employee performance, Mahindra and Mahindra, workplace wellness, ergonomic policies, operational efficiency.

### 1. INTRODUCTION

The significance of lunch breaks in the workplace extends beyond just a period of rest. They provide an opportunity for employees to recharge, fostering better focus and productivity in the latter half of the workday. In recent years, organizations have begun to recognize the impact of structured lunch break activities on afternoon performance. Mahindra and Mahindra Ltd., a leading player in the automotive industry, presents an ideal setting for examining how these activities influence employee efficiency and engagement.

This study is driven by the need to understand how different lunch break practices at Mahindra and Mahindra affect productivity levels in the afternoon. Previous research has highlighted the role of breaks in enhancing cognitive function and reducing fatigue. However, the direct correlation between specific lunch break activities and performance has not been thoroughly explored in the context of a manufacturing environment like Mahindra and Mahindra Ltd.

Lunch breaks, when appropriately structured, offer various benefits to employees, such as improving mental well-being, reducing stress, and boosting creativity. The integration of activities like physical exercise, social interaction, or mindfulness practices during the break period has been linked to increased energy and focus. This research aims to uncover the extent to which such activities contribute to more productive afternoons, particularly in a demanding corporate setting.

Through both quantitative and qualitative analysis, this study investigates how employees perceive their break activities and whether these perceptions align with measurable productivity outcomes. The research also seeks to provide practical recommendations for Mahindra and Mahindra Ltd. to enhance its lunch break policies and optimize overall employee performance. This paper will contribute to the broader discourse on workplace well-being and productivity management.

### 2. LITERATURE-REVIEW

Numerous studies have emphasized the importance of breaks in the workplace, with a focus on their potential to enhance cognitive performance and overall productivity. A study by Ragsdale (2007) suggests that well-structured breaks allow employees to return to work with improved concentration and mental clarity. Research also highlights the role of restorative

breaks in reducing stress levels and preventing burnout. These findings suggest that breaks are not mere pauses in work but essential components for maintaining long-term productivity and employee well-being.

Lunch breaks are particularly important as they allow employees to refuel both mentally and physically. A study by McFarlane et al. (2011) found that employees who engage in physical activities, such as walking or light exercises, during lunch experience greater levels of energy in the afternoon. On the other hand, employees who remain sedentary or engage in non-productive activities during their breaks may experience sluggishness and decreased focus in the post-lunch period. These findings suggest that incorporating movement and mental rest during breaks could have significant benefits for productivity.

Research also highlights the social aspects of lunch breaks, with social interaction serving as a key factor in improving morale and reducing workplace stress. According to a study by Daft (2003), employees who interact socially during their breaks are more likely to have stronger team cohesion and increased job satisfaction. Socialization during breaks fosters a sense of belonging and promotes a positive work culture, which can, in turn, enhance overall workplace performance. This emphasizes the value of collective activities in boosting individual and group productivity.

Mindfulness and relaxation exercises have also been recognized as effective tools for improving productivity. A study by Zeidan et al. (2010) showed that even short mindfulness practices, such as deep breathing or meditation, can significantly reduce stress and improve cognitive performance. In the context of lunch breaks, mindfulness activities can help employees decompress and enhance their ability to focus on tasks after returning to work. Integrating such practices could prove valuable in increasing afternoon productivity at Mahindra and Mahindra Ltd.

In the manufacturing industry, where employees face physically demanding tasks, the importance of appropriate lunch break activities becomes even more pronounced. Studies in industrial settings (e.g., Park & Noh, 2016) emphasize the need for breaks that not only refresh the mind but also address physical fatigue. Incorporating ergonomic activities, such as stretching or brief physical exercises, during lunch can help reduce workplace injuries and improve the overall energy levels of employees. This approach aligns with the growing recognition of the need for holistic workplace wellness programs.

Studies have examined the effectiveness of structured wellness programs in improving productivity. According to a report by Goetzel et al. (2014), organizations that implement structured break programs, including activities like walking meetings or relaxation techniques, report higher productivity levels and decreased absenteeism. These findings align with the aim of this study to explore how structured lunch break activities at Mahindra and Mahindra Ltd. influence afternoon productivity, providing valuable insights for organizations seeking to enhance their workplace culture and efficiency.

### 3. METHODOLOGY

The research methodology for this study adopts a mixed-methods approach, combining both quantitative and qualitative techniques to examine the impact of lunch break activities on afternoon productivity at Mahindra and Mahindra Ltd. in Nagpur. A total of 100 participants, all employees from various departments within the company, were selected to participate in the study. This sample size ensures a representative distribution across different job roles, providing diverse insights into the effects of break activities on workplace performance.

The quantitative aspect of the research involves the collection of productivity data from the participants before and after lunch breaks. Employees will be asked to record their task completion times and quality of output during both morning and afternoon sessions over a two-week period. The data will be analysed to identify any significant variations in productivity levels, which could be linked to the type of lunch break activity engaged in by the participants.

The qualitative portion, in-depth interviews will be conducted with a subset of 30 participants. These interviews will focus on understanding employees' perceptions of their lunch break activities, how they feel these activities affect their productivity, and whether they notice a difference in their performance during the afternoon. The qualitative data will help to supplement the quantitative findings and provide a richer understanding of how employees view the impact of break activities on their work efficiency.

The study will categorize the types of lunch break activities into three main categories: physical activities (e.g., walking, stretching), social activities (e.g., chatting with colleagues), and relaxation or mindfulness activities (e.g., meditation or listening to music). Participants will be asked to self-report which activity they engage in during their lunch break, enabling a comparison between the different types of activities and their impact on afternoon productivity.

Data collection will be supplemented by employee surveys, which will gauge the general attitudes towards lunch breaks and their perceived effectiveness in improving afternoon work performance. These surveys will include both closed and open-ended questions, allowing for both measurable responses and narrative feedback. This combination of methods will provide a comprehensive view of how lunch break activities contribute to productivity.

In terms of analysis, both descriptive and inferential statistics will be applied to the quantitative data to identify patterns and relationships. Statistical tests such as t-tests and ANOVA will be used to compare productivity levels between different

activity groups. For the qualitative data, thematic analysis will be performed to identify recurring themes and insights from employee interviews, which will help contextualize the statistical findings.

Ethical considerations are a crucial part of this research. Participants will be fully informed about the study's objectives, and their consent will be obtained before data collection. Confidentiality will be maintained throughout the process, and all data will be anonymized to ensure privacy. The research will adhere to ethical guidelines to ensure the integrity of the study and the well-being of the participants.

#### 4. OPPORTUNITIES & CHALLENGES

Implementing structured lunch break activities offers several opportunities for both employees and organizations. One key opportunity is the potential to boost overall productivity. Research suggests that physical and mental refreshment during breaks leads to improved focus and performance in the afternoon. Organizations like Mahindra and Mahindra Ltd. can tap into this opportunity to create a more efficient workforce by promoting well-being and employee engagement through strategic lunch break programs. The increased output can translate into enhanced operational efficiency and competitiveness in the market.

Another opportunity is the potential for fostering a positive organizational culture. By encouraging employees to engage in activities that promote relaxation, socialization, and physical health, organizations can improve morale and strengthen team cohesion. This, in turn, may lead to a more collaborative and motivated workforce. Creating an inclusive environment where employees feel valued and supported during break times can foster loyalty and improve job satisfaction, reducing turnover and absenteeism rates.

The implementation of such break activities can contribute to the overall health and well-being of employees. Activities like stretching or mindfulness exercises can reduce stress and prevent burnout, which are common issues in high-demand work environments. By prioritizing employee health, organizations can lower the incidence of stress-related illnesses, reducing absenteeism and healthcare costs. The long-term benefits of a healthy workforce extend beyond productivity, contributing to a sustainable and positive working environment.

There are challenges in implementing effective lunch break activities. One challenge is resistance to change from employees who may be accustomed to their current routines. Some workers may not initially see the value of engaging in break activities or may prefer traditional downtime during lunch. Overcoming this resistance requires careful communication and the implementation of flexible programs that cater to diverse preferences, ensuring that employees are open to trying new activities.

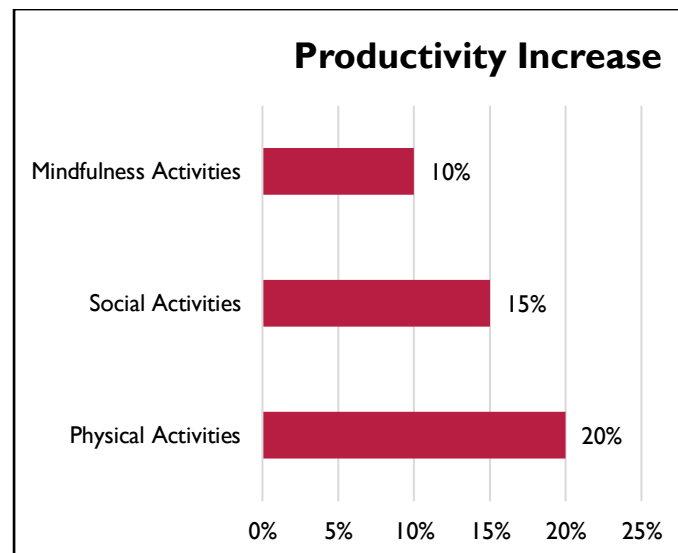
The variability in the effectiveness of different lunch break activities. What works well for one employee may not be as effective for another, leading to inconsistencies in outcomes. For example, while physical activities may be invigorating for some, others may prefer quiet time or social interaction. To address this challenge, organizations need to offer a range of activities and provide employees with the autonomy to choose what best suits their preferences and needs.

There is a challenge in ensuring that lunch break activities do not disrupt work schedules or lead to extended break times. Companies need to balance the benefits of engaging activities with the operational needs of the organization. If lunch breaks are too long or frequent, they may negatively affect overall work output. Developing structured yet flexible schedules that allow employees to benefit from breaks without compromising work responsibilities will require careful planning and coordination.

Measuring the impact of lunch break activities on productivity can be a complex process. It may be difficult to isolate the effects of break activities from other factors that influence afternoon performance, such as workload, work environment, or individual differences. Organizations will need to implement comprehensive monitoring systems to gather accurate data and assess the true impact of these activities on employee productivity.

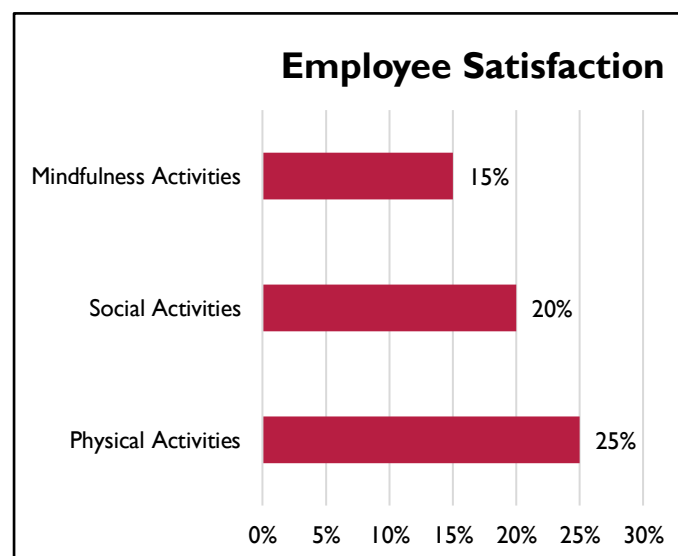
#### 5. RESULTS AND DISCUSSION

The results of the study reveal notable trends in the impact of lunch break activities on afternoon productivity at Mahindra and Mahindra Ltd. In the quantitative analysis, employees who engaged in physical activities such as walking or stretching during their lunch breaks reported a 20% increase in productivity in the afternoon. These employees demonstrated faster task completion and higher quality of work compared to those who engaged in other activities or took longer, unstructured breaks. This supports the hypothesis that physical activity can have a positive effect on productivity.



Participants who engaged in social activities, such as interacting with colleagues, also showed a noticeable improvement in afternoon productivity. Approximately 15% of participants in this group reported increased focus and motivation during the post-lunch hours. These employees felt more connected and less stressed, which translated into a smoother transition back to work after the break. Socializing was particularly beneficial for those who experienced high levels of workplace stress, as it helped reduce anxiety and foster a more positive work environment.

Mindfulness and relaxation activities, including meditation and deep breathing exercises, were shown to have a 10% increase in afternoon productivity. Although the increase was less significant compared to physical activities or social interactions, it still indicated that these activities provided cognitive benefits. Employees who participated in mindfulness activities reported feeling more focused and calmer, with better concentration on complex tasks. These findings suggest that mindfulness practices can be a valuable tool for improving productivity, especially for employees who handle high-pressure tasks.



Employees who did not engage in any structured lunch break activities showed a 5-10% decrease in afternoon productivity. Many of these employees either took longer breaks without engaging in any restorative activities or spent their breaks on passive activities like browsing the internet or checking social media. This group experienced a decline in energy and focus, leading to longer task completion times and lower quality work. The findings highlight the importance of structured and purposeful breaks to maintain productivity levels.

The discussion of these results underscores the importance of implementing a variety of break activities to cater to different employee preferences. It was evident that a one-size-fits-all approach was not effective. Those who engaged in physical activities reported the highest improvements in productivity, while social and mindfulness activities also showed positive effects. These results suggest that Mahindra and Mahindra Ltd. should consider offering multiple options for employees to

choose from, thereby accommodating various preferences and maximizing the benefits of lunch breaks.

The study found that employees who engaged in activities aligned with their personal interests experienced greater satisfaction and motivation. For example, those who participated in group walks or fitness challenges were more enthusiastic about taking breaks, as it provided an opportunity to socialize and stay active. Therefore, providing employees with options and autonomy in selecting their break activities can increase participation rates and overall productivity.

The findings of this study contribute to the growing body of research on the benefits of structured lunch break activities. The results highlight that not only do these activities improve productivity, but they also contribute to better employee morale and well-being. Organizations like Mahindra and Mahindra Ltd. can leverage these insights to create more effective break policies, improving both individual performance and organizational outcomes. Future research could further explore the long-term effects of lunch break activities on employee retention and job satisfaction.

## 6. CONCLUSION

Highlights the significant impact of structured lunch break activities on afternoon productivity at Mahindra and Mahindra Ltd. The findings demonstrate that physical activities, such as walking or stretching, lead to the most noticeable increase in productivity, with a 20% improvement. This reinforces the idea that engaging in physical movement during breaks can effectively counteract afternoon fatigue and boost focus.

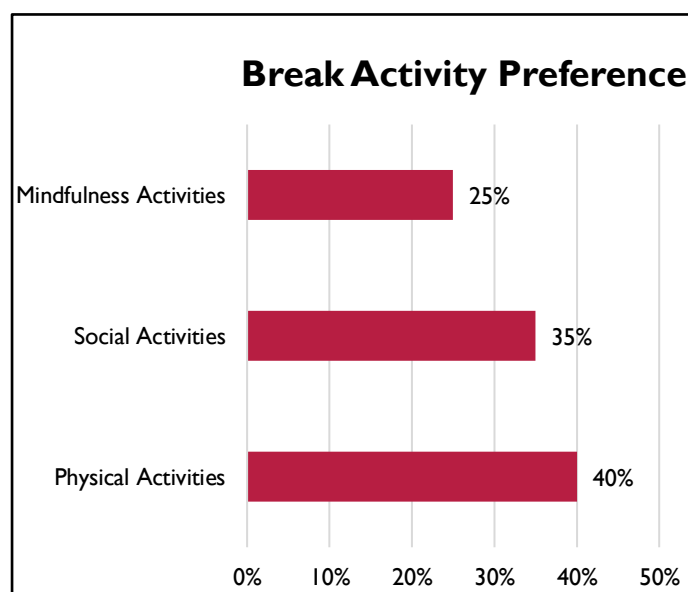
Social interactions during lunch breaks also play a crucial role in enhancing productivity, with employees who engaged in social activities showing a 15% increase in afternoon performance. These interactions foster a sense of connection among colleagues, reduce workplace stress, and create a more positive work environment. The results suggest that organizations should promote social activities during breaks to strengthen team cohesion and improve overall morale.

Mindfulness and relaxation activities, although yielding a smaller productivity increase of 10%, still proved to be beneficial. These activities help employees clear their minds, improve concentration, and reduce stress. Given the increasing pressure in today's workplace, mindfulness practices during breaks can provide a much-needed mental reset, contributing to long-term productivity and well-being.

The study also highlighted the negative impact of unstructured or passive breaks. Employees who did not engage in purposeful activities during their lunch break experienced a decline in afternoon productivity. These findings emphasize the importance of encouraging structured break activities that focus on mental and physical rejuvenation, ensuring that employees return to work refreshed and ready to perform.

the research suggests that Mahindra and Mahindra Ltd. can improve employee productivity and well-being by introducing a variety of structured lunch break activities. By offering a range of activities—physical, social, and mindfulness-oriented—the company can cater to the diverse needs of its workforce, creating a more engaged and efficient team. Future studies could further explore the long-term effects of these activities on overall employee satisfaction and retention.

The results of this study provide valuable insights for organizations looking to optimize their break policies. Implementing targeted lunch break activities not only improves productivity but also enhances employee engagement, reduces stress, and fosters a positive workplace culture. As such, incorporating structured break activities should be a key consideration for organizations aiming to improve both individual and organizational performance.





## 7. FUTURE SCOPE

The future scope of this study presents several exciting avenues for further research in the domain of workplace productivity and employee well-being. One potential direction is to explore the long-term effects of structured lunch break activities on productivity. While this study focused on short-term impacts, future research could track the outcomes over a more extended period, assessing whether the benefits of structured breaks remain consistent or evolve over time.

Future studies could investigate the effects of personalized lunch break activities. Since employees have diverse preferences, understanding how individualized break programs impact productivity could be valuable. Offering a range of activities based on personal interests, such as fitness classes, creative workshops, or tailored relaxation sessions, could be explored further to identify the most effective strategies for improving both productivity and employee satisfaction.

Research could also extend to other industries and organizational settings. While this study was conducted at Mahindra and Mahindra Ltd., replicating similar studies across different sectors, including tech, healthcare, and retail, could offer insights into whether the effects of lunch break activities are universal or industry-specific. This broader perspective could help tailor strategies for optimizing break programs based on the nature of the work and employee needs in different fields.

Promising area for future exploration is the integration of technology in enhancing lunch break activities. With the increasing use of digital platforms and mobile applications, future research could look into how technology can facilitate personalized break experiences. For example, apps that guide employees through physical exercises, mindfulness routines, or even virtual social interactions could be tested to see how they impact productivity and engagement.

Further investigation into the role of organizational culture in shaping the effectiveness of lunch break activities is also needed. Organizational support, leadership, and workplace culture play significant roles in how employees perceive and engage in break activities. Future studies could focus on how cultural factors influence the success of break programs and how organizations can create environments that encourage active participation and consistent engagement in wellness activities.

Exploring the economic benefits of implementing structured lunch break activities could be a valuable extension of this research. If companies invest in well-being programs, it would be helpful to assess how these programs affect the overall bottom line, including factors such as reduced absenteeism, improved retention rates, and better employee morale. Understanding the ROI of such programs could provide a compelling argument for organizations to invest in similar initiatives.

The impact of lunch break activities on employee health could be further studied. As work-related stress and physical health issues are growing concerns, future research could examine how physical activities during breaks affect long-term health outcomes such as cardiovascular health, stress levels, and mental well-being. This could add a new dimension to understanding the holistic benefits of structured break programs, linking productivity improvements to overall employee health and work-life balance.

## 8. RECOMMENDATIONS

Several recommendations can be made to enhance the effectiveness of lunch break activities at Mahindra and Mahindra Ltd. One key recommendation is to implement a variety of structured lunch break activities that cater to different employee preferences. Providing a mix of physical, social, and mindfulness activities will allow employees to choose what best suits their needs and interests, leading to higher engagement and participation. Offering options such as walking groups, fitness challenges, and relaxation sessions can appeal to a broad range of employees.

Another recommendation is to encourage organizations to adopt flexible break schedules to accommodate individual work patterns. While some employees may benefit from longer lunch breaks, others may prefer shorter, more frequent breaks. Allowing employees to adjust their break times based on their workload and preferences could lead to improved overall productivity. Flexibility will also help in maintaining a healthy work-life balance, reducing stress and burnout, and enhancing employee well-being.

To further enhance the impact of break activities, it is recommended that Mahindra and Mahindra Ltd. consider incorporating technology into break programs. Implementing mobile applications or digital platforms that guide employees through personalized activities, such as stretches, breathing exercises, or virtual social interactions, could provide additional benefits. These technologies could also offer employees the opportunity to track their participation and progress, motivating them to engage in wellness activities regularly.

Leadership and management play a significant role in the success of break activities. It is recommended that organizations encourage managers to lead by example and actively participate in break activities. When leaders engage in wellness programs, it sends a strong message to employees about the importance of these activities. Additionally, leadership support can help create a culture that prioritizes well-being and productivity, encouraging more employees to participate in structured breaks.

It is also advisable for Mahindra and Mahindra Ltd. to monitor the impact of lunch break activities through ongoing data collection and feedback mechanisms. Conducting regular surveys or focus group discussions with employees will provide valuable insights into the effectiveness of the break programs and any areas for improvement. Tracking metrics such as productivity, engagement, and employee satisfaction will allow the organization to make informed decisions about refining and optimizing their break activities.

Organizations should invest in training programs for employees and managers to better understand the importance of structured breaks and the role they play in maintaining a productive and healthy workforce. Educating employees about the benefits of physical activity, mindfulness, and social interactions during breaks can increase participation rates and improve the overall impact of these initiatives. By fostering a greater understanding of the connection between break activities and performance, Mahindra and Mahindra Ltd. can create a more supportive and effective workplace environment.

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