

## THE IMPACT OF MUSIC ON INCREASING WORK PRODUCTIVITY

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### *Abstract*

*Music makes our daily life more beautiful. At the same time it has numerous healing properties. Music is one of the most effective methods of reducing anxiety, relaxing the body and mind, positively affecting memory.*

*Music can also improve productivity and quality of work. But, every type of music doesn't have a productive effect on performance. The choice of music depends largely on the work, and the conditions in which we work.*

*The purpose of this paper is to identify how music makes us more productive, focused and creative at workplace, and to analyse positive effects of music on work performance through application the models of music. The methods that will be used are: induction, comparative method and observation. Only secondary data will be applied.*

**Key words:** *music, science, work, productivity, mood, health, efficiency*

**JEL Codes:** *E24, J24, O47*

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### **Introduction**

Music has the power to revive even the most boring moment. She has been follow us constantly, from the the first morning coffee, when we turn on the radio and listen to a music all day, until returning from work, in our car, or public transport. Although music is an integral part of our lives, there are still many dilemmas in human resource management and psychological circles about whether it is an important factor that makes us productive. While playing or listening to music, the left and right sides of the brain work simultaneously, and this positively affects the formation and storage of information.

According to Dr. Amit Sood, a physician of integrative medicine with the Mayo Clinic, in biological terms, melodious sounds help encourage the release of dopamine in

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the reward area of the brain, as would eating a delicacy, looking at something beautiful, or smelling a pleasant aroma. (Padnani, A. (2012)

Scientists have been interested in the effects of music on the brain for years, and recent studies have begun shedding light on whether music aids cognitive performance and work productivity.

### **The Impact of Music on Increasing Work Productivity**

The idea that listening to music can potentially improve productivity and cognitive function is nothing new. The "Mozart Effect," study from 1993, which suggested listening to Mozart before taking the "spatial-temporal reasoning" section of an IQ test improved performance. (Fowers, C., 2014)

A more recent study tracked 56 software engineers as they worked either in silence or while listening to different types of music. It found an increase in both mood and quality of work while listening to music. In other words, music made these programmers happier (like the original Mozart Effect) but also increased the quality of their work. (Kemmis, S., 2019)

So music may improve productivity "just because" it improves mood, as critics of the Mozart Effect argued two decades ago, but...does it matter? Isn't improving mood and productivity at the same time a win-win? It seems like music *can* improve productivity. But that raises some interesting questions: Which kind of music aids productivity most? And which tasks are most (and least) appropriate to do while listening?

In the following we will look at several studies of the impact of music on work productivity.

According to a study by Mindlab International, as many as 9 out of 10 workers perform better while listening to music during work. Music is a very powerful management tool if you want to increase not only the efficiency of your workforce but also their mental and emotional state. (Davidson, L., 2016)

Teresa Lesiuk, a professor at the University of Miami, who is a participant in the music therapy program, says that the music you love elevates your mood and makes you more productive. (Benson, F., 2018) Dr. Lesiuk's research focuses on how music affects workplace performance. In one study involving information technology specialists, she found that those who listened to music completed their tasks more quickly and came up with better ideas than those who didn't, because the music improved their mood.

Researchers at Taiwan's Fu Jen Catholic University say productivity increases songs you don't care much about. According to them, the music you love or hate distracts you from your work. (Padnani, A. 2012)

Music plays a significant role in making most employees better workers and the type of genre that has this impact on employees varies by the individual. According to the survey, out of the 85 percent of people who like listening to music at work, three genres topped the list in terms of popularity: pop, rock and country. (Half, R., 2018)

Studies done at the University of Birmingham in England show that music is effective in increasing efficiency in certain repetitive processes – like checking e-mails or fill in specific spreadsheets. (Mentor, 2018)

- *Music with sounds from nature* - researchers at the Rensselaer Polytechnic Institute recently discovered that listening to music with sounds from nature can increase our mood and focus. Nature sounds can mask intelligible speech, just like white noise, which simultaneously improves cognitive functioning, optimizing ability to concentrate and increasing overall worker satisfaction.

- *Music you enjoy* - listening to the music you love makes you feel better. Teresa Lesiuk, an assistant professor in the music therapy program at Miami University, came to the conclusion that the personal choice of music we would listen to was very important, especially for those who are not overly skilled in their work. Participants in her studies who listened to the music they enjoyed were performing their tasks faster than the group of participants who did not listen to the music.

- *Non-recording music* - various studies indicate that music that you do not record may be the best option for increasing productivity. Researchers at Fu Jen Catholic University in Xinzhuang City, Taiwan, have studied how a preference for a particular type of music affects the concentration of people listening to it. They found that when employees hear music they love extremely well or do not like at all, that music interferes with their work. The conclusion is that the best music that increases your productivity at work is music that your brain "does not register" and considers "irrelevant".

- *Instrumental (text-free music)* - words are distracting. According to a study by experts at Cambridge Sound Management Chair at Cambridge University, workplace noise is not to blame when it comes to employee productivity. The problem is that our focus shifts from the work we do to trying to understand words that come from our environment. According to a 2008 study from Cambridge University, workplace conversations hamper about 48% of employees. For this reason, it has come to the conclusion that in the same way listening to music with lyrics distracts attention to the words mentioned in that song, so it is much better to choose music that does not have text and with the help of which you will have a much greater focus on work which you are dealing with at that moment.

- *Music with a specific tempo* - specific tempo music can have different effects on your mood. One study by Canadian researchers found that a group of students who did the IQ test had better test scores while listening to variable-tempo music. If your job requires you to be optimistic, listen to music that has a tempo that leads you to optimism. Baroque music is a popular choice for many who want to do their job in the best possible way. In a small study of researchers at Maryland University of Baltimore, Harbor Hospital of Baltimore, and the University of Pennsylvania, Philadelphia, radiologists studied improvements in their work and mood while listening to Baroque music. Another study by Malaysian researchers found that respondents reported a dramatic decrease in

their sense of stress and an increased sense of physical relaxation while listening to music at about 60 beats per minute. In terms of classical music, that tempo is called "Larghetto" which translates as something not so fast or even slow.

Another interesting phenomenon is composing songs, whose main theme is work, and their impact on productivity. This type of music is a hallmark of the countries of the former Yugoslavia and all of Eastern Europe, which have numerous songs dedicated to the glorification of work. This type of music originated in the Soviet Union shortly after the October Revolution, and after the end of World War II it becoming very popular in the countries of the Eastern Block and Yugoslavia, as well as in socialist and communist states such as PR China, Cuba and Vietnam. Hundreds of Soviet melodies can be found on Sovmusic.com, including work tracks such as "Railway March", "Caspian Oil Workers' March", "Song of the Dead" and "Steel Horses." One such example is the most famous song from the SFRY era that praises the work "Da nam zivi, zivi rad", which is still popular today. (Pesma Radu)

Joe Hill, Swedish-American labor activist, songwriter, and member of the Industrial Workers of the World, started writing songs to unite a working class that was fractured into ineffective pieces due to language and cultural differences. Using the music of popular hymns and tunes, Hill added lyrics that soon were sweeping through labor picket lines throughout the nation. Hill's 1910 song, "Workers of the World, Awaken!" was strong belief in the power of a united working class. (Hill, J., 2018)

All this indicates that music has become an indispensable and significant part of the revolutions, present in all socio-economic formations. Today, some companies are working to take advantage of neurological and cognitive effects and create music that can maximize them. One such example is the use of the Focus@Will, an app that produces "streamlined music." (<https://www.focusatwill.com/?mul0mufb=6995-a>) This music is specifically designed for listening to while working to improve mood and productivity. The company built a system that focuses on the key of the music, the tempo and more to make it as effective as possible.

At last, the presence of the music and its influence cannot be avoided. In, productivity, creativity and happiness at work, the music is the modern tool for creating satisfied human resources and quality in job. In addition of this fact we will mention it the support of Marie Tillman, founder and CEO of "Mac & Mia", who says: "Happy workers are more productive workers, and if music is something that makes someone happy, makes them more productive." (Chasanov, D., 2018)

## **Conclusion**

The researchers concluded that enjoyable music induce positive affect and heightened arousal, who leads to moderate improvements in task performance and productivity. From a scientific point view, at the same time, mild positive feelings can

influence the way cognitive material is organized and thus influencing creativity, and higher quality of performance in the job. Participants who experienced a positive mood as a result of listening music demonstrated better creative problem solving than participants who had a neutral or depressed mood. The studies provide evidence that there is greater integration and positive relationships among music that stimulate people to feel happy.

On the other side, music plays an important part in the workers' revolutions as a tool for motivation and cultural progress, which affects not only the increase in productivity in work, but also the happiness of workers and workers' rights.

All of these factors have important implications for managers of human resources who wish to use the music as a means of improving employee performance, and to create an organizational culture who supports music models for increase the quality of work, productivity and employee happiness.

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