

The Impact of Workplace Ergonomics on Musculoskeletal Disorders in Office Workers: A Literature Review

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ABSTRACT

Occupational health and safety are critical factors for ensuring long-term organisational success and employee well-being. As workplaces increasingly prioritise productivity, quality, and efficiency, it becomes essential to focus on creating environments conducive to physical and psychological health. Adverse working conditions, such as inadequate lighting, extreme work environments, or prolonged static postures – can result in reduced motivation, impaired performance, and musculoskeletal disorders. By addressing these challenges, organizations can foster healthier and more efficient workforces, ensuring sustained productivity and employee satisfaction. This study aims to evaluate the impact of workplace ergonomic advices based on musculoskeletal disorders among office workers. A computer search of peer reviewed articles from

database such as PubMed (National Library of Medicine), Google scholar Medline, Research Gate, add and Science Direct, was conducted focussing on studies published from 2011 to 2024. The findings demonstrate that ergonomic solutions, such as adjustable furniture, properly aligned equipment, and workplace designs that encourage movement, play a critical role in reducing physical strain and promoting proper posture. Additionally, practices like regular breaks and stretching exercises further reduce fatigue and prevent injury. The review highlights that implementing effective ergonomic strategies enhances workplace safety, minimises the risk of MSDs, and supports sustained productivity and employee well-being. These insights underscore the importance of prioritising workplace ergonomics in organisational health and safety policies.

Keywords: Ergonomic strategies, Occupational health, Workforce