

A 4-day workweek

Sakshi Suri¹

¹*Department of Interior & furniture Design, Lovely Professional University, Punjab*

Abstract:

Work a brief time, rest well and learn a lot, got to work four days a week leads in life of Riley and additionally will increase your work flow to 40% & reduction of 7% in stress level. There has been favorable reactions to the practice. It should be implemented all over to reduce the burnout, make work ship happier as well as productive. Employees will be more committed towards the work. They also get time for their respective avocations for the rest 3 days. Employees reported better focusing and better balanced work life and leaders reported improved productivity and work quality of staff in addition to this there are some negative perceptions as well as concerns on this practice also. This article scrutinizes present scenario and tentative results of 4 day week.

Introduction:

Work 4 days a week and yet paid for five. This system's debate is neither of culture shifts towards flexible working although because of some proofs suggests it's good for business. The reduction in working days is not a new idea, some organizations are cutting working days but not reducing the wages that also made workers more productive, happier and committed to their respective work. France implemented this almost 20 years ago to create better working environment for the nation.

Leading the trend in Netherlands, where 29 hours is the average working time, that is lowest of any industrialized nation. Similarly many UK organizations are also contributing in the idea noting that employee satisfaction has improved whereas the sickness is reduced moreover the companies are saving 2% of the total turnover each year.

Among workers, 77% identified clear outlook between 4 day work week leading to increase in the morale of the employees and improved quality of life. And rather than just relaxing in the weekend people started using their additional time to upskill, volunteer, reading books and also in the manner which interest the individual.

Body:

Many offices like Microsoft initiated 4 day working in its Japan offices and found that the employees are not only happier though significantly more productive. This tested shortened week resulted in more efficient meetings and boosted productivity by 40 %. In addition to this

practice 23% of electricity reduction and 92% of the workers said that they liked the shorter work week. Despite the fact that the results show a mixed bag of benefits and costs.

Hypothetically the employee adoption to this practice is directly based upon the rational evaluation of alternatives. Adapting the 4 day work scheme is positively related to the motivation towards the particular work and negatively related to the amount of power or influence by obstacles comes in the way for adoption. The major things that plays a vital role in affecting an individual's motivation towards the newness are the advantages of the adoption and the compatibility of the modernization with respect to the individual's past life experiences, values and style.

Whereas some of the companies switched their working style from 4 day working to 5 days working because some thought that shorten workweek hurting employment by increasing the cost of labor and also weakens the industry. Also in 2019 Wellcome trust in London, the world's 2nd biggest work donor replaced the 4 day workweek again to 5 day workweek mentioning that this practice was too operationally complex to implement. In the U.S, a large tech HR firm named Treehouse, also implemented 4 day workweek in 2016 despite the fact that they failed to cope up with the competition and reverted to 5 day workweek.

How can we implement shorter working week with respect to meet the demands of the customer? By keeping premises open all week and splitting the staff into two batches while one of them having Fridays not working and another's having Mondays not working. And then rotating the schedule in the same manner so that each can enjoy the weekend.

Conclusion:

Nevertheless this 4 day workweek schedule needs to be properly considered moreover only the trial will help us to figure the benefits and error for this practice. Such a path will help us to figure out under which conditions 4 day working will succeed and also when the potential benefits can outweigh the cost.

References:

[1] Goodale, J.G. and Aagaard, A.K., 1975. Factors relating to varying reactions to the 4-day workweek. *Journal of Applied Psychology*, 60(1), p.33.

- [2] Hung, R., 1994. A multiple-shift workforce scheduling model under the 4-day workweek with weekday and weekend labour demands. *Journal of the Operational Research Society*, 45(9), pp.1088-1092.
- [3] Hedges, J.N., 1971. A look at the 4-day workweek. *Monthly Labor Review*, pp.33-37.
- [4] Alfares, H.K., 2003. Flexible 4-day workweek scheduling with weekend work frequency constraints. *Computers & industrial engineering*, 44(3), pp.325-338.
- [5] Ivancevich, J.M. and Lyon, H.L., 1977. The shortened workweek: A field experiment. *Journal of Applied Psychology*, 62(1), p.34.
- [6]The Four-Day/Forty-Hour Week: Who Wants It?
Author(s): Randall B. Dunham and Donald L. Hawk
The Academy of Management Journal, Vol. 20, No. 4 (Dec., 1977), pp. 644-655
- [7]Employee Acceptance of a Four-Day Workweek
Author(s): Myron D. Fottler
The Academy of Management Journal, Vol. 20, No. 4 (Dec., 1977), pp. 656-668