

Analysis of Five-Day-Work and Two-Day-Off Pattern

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Abstract - The main agenda behind this study is to know about the impact on employees of all government departments having the same 2 days off (Saturday and Sunday) in a week on Maharashtra government decision on 5 days work in a week. The impact will be seen on employee's take a separate leave for their personal work-related with another government department (like personal bank work, paperwork in the income tax department, post office work, court-related work, and etc.). It is a general observation and has also been found that the 5-day work decision will prove good news for government employees if the government make 1-day common holiday (e.i. Sunday) and separate 1 day holiday off for different department of state government so that employees get time to do their personal work which is related to another government department. A qualitative and quantitative research has been done to know about the facts related to different 1 day off a week. This study revealed the fact that there is a need for different days off so the employees will not be needed to take extra leave for their personal work. They manage their work within weekly working off time. A separate holiday off shift is vital for employee's better life.

keywords - Maharashtra Government, 5 day work schedule, 1 day common holiday and 1 day a alternate holiday shift, CL (casual leave) , half day pay.

INTRODUCTION

A five-day workweek refers to the work arrangements made by employers for employees to work on a "five-day-work and two-day-off" pattern. Moving to a five-day workweek may involve changes in the working hours of employees. For example, employees may need to work long hours every day to make up for the reduced weekly working days. Therefore, employers should fully consult their employees and acquire their consent before making any alterations. Subject to statutory provisions, prior arrangements should be made after staff consultation for days off which coincides with other holidays or for emergencies where employees are required to work. Any agreements made should be reflected in the employment contracts and staff handbooks as appropriate. As the implementation of a five-day workweek will reduce the number of weekly workdays of employees, enterprises operating quite five days hebdomadally should examine their services and manpower requirements. Employers may need to spare a budget for hiring extra staff and purchasing suitable facilities for staff scheduling. To ensure the original service level would be kept up with sufficient manpower, employers may also consider recruiting part-time workers during peak hours.

LITERATURE REVIEW

Dow-Clarke (2002) found that work-life balance with regard to work hours can not be defined in general. Long working hours were generally perceived to effect on work-life balance. It is now common perception among the employees that they have to accept the pressure of working long hours for being on job despite considering the family life as secondary thing.

La Valle et al., (2002) studied on happy families and described working long hours as a key contributor for mounting pressures on fathers in particular and family in general.

Major et al., (2001) found too that long work hours are correlated with increased work-family conflict and indirectly leads towards psychological sufferings. They also concluded strong positive relationships between work hindrances with family and work overload and organizational expectations for time given at work place.

Parasuraman et al., (1996) did study on work and family variables, entrepreneurial career success, and psychological wellbeing. Among many findings, one of the significant finding was that male gave more time at work corresponding to time given to family when compared to female counterpart. Moreover, work overload and inflexible working hours were correlated to increasing time commitment at work. Time commitment to work was directly connected to stress in life. It is reality that sometimes employers simply forget about the lives of their employees beyond the workplace and subsequently the difficulties they have to face at home.

Batt and Valcour (2003) suggested that work-life balance practices together with the policies and practices of human resources led towards the most appropriate handling of work-family conflict and to turnover. Human resources practices like work redesign and giving incentives for motivation and commitment.

Jeff and Juliette (2004) suggest UK experiences of work-life balance in different organizations. The main problems includes (1) not to follow uniform policy across different sectors and organizations, (2) Lacking at both formalization and implementation of policies at organizational level, (3) employees are not consulted appropriately both at the time of introduction and execution of policies, (4) the prime focus of policies is not the employees but business needs only, (5) there is nothing available showing decrease in working hours, (6) tangible and intangible work disturbances into personal life are very much there and (7)

household duties are yet to be performed mainly by female women irrespective of their job and designation. They concluded that reconciling work and personal duties still appeared to be a difficult for employees. Same types of experiences are observed here in the organizations of Pakistan when there is a question arises for the formulation and implementation of policies and practices to deal with work-life balance appropriately. Poor expediciencies are causing number of social problems mainly health and psychological issues and less time devoted to child and elder care.

IMPORTANCE OF STUDY

It will provide a new perception to the government for how is the 2 day weekly off is more useful to the employees of the government department. Generally, all the department of state governments have a holiday on same-day on Saturday and Sunday than it might be difficult for those employees who have personal work on different departments of state government. That’s why they will needed to take extra leave for their personal work like personal court work, personal bank work, personal municipal corporation work, Income tax work, gas agency work and so on. So they have no option without losing their CL leaves. These all work is going to more difficult for all those of state government employee who is single mother, single father, nuclear family, unmarried, married but living in separately with family due to so many reasons, etc. If state government may decide 1-day common holiday on Sunday and 1 day alternate off on different department of state government than if one department of state government take 2 days off on Saturday and Sunday than another department may take 2-day weekly holiday on Monday and Sunday and another department on Tuesday and Sunday and another department on Wednesday and Sunday and so on. So that if in a nuclear family both husband and wife are government employed than they will get 2 days off in different days and 1 day off on the same day i.e. Sunday so they commonly enjoy Sunday off. And also get more time with their children in shift wise holiday and in the remaining one day off they complete their personal work. And if they don’t have personal work in another department of state government than they enjoy their holiday in other activity like reading book, share market, hobbies, improving skill, sports, etc There are some other benefits to enforcing a 5-day work in a week with a 1-day common holiday on Sunday and 1-day separate holiday off in all different department of state government, They are:

1. Reduced fuel consumption
2. Decreased Absenteeism
3. Increased productivity
4. Improved morale
5. Reduced traffic congestion
6. Better social harmony
7. Fewer reports of crime
8. Enhanced cultural growth
9. BetterQualityWorkforce
10. HappierEmployees

OBJECTIVE OF STUDY

1. To study the opinion on 1-day common holiday on Sunday and 1 day alternate off on different departments of state government.
2. To study the employees of state government losing their CL (casual leave) and half day pay in personal work with different department State government due to identical 2 day in a week
3. To offer some suggestion to the government on 1-day common holiday on Sunday and 1-day separate holiday off

RESEARCH METHODOLOGY

This study is descriptive in nature. The researchers selected Nagpur city for this present study. The data collected during the month of February and March 2020, is based on primary data collection. The convenient sampling method is used to collect the data from the respondents. The structured questionnaire is prepared to collect the data from the sample respondents. The liker Three-point scale was used to measure the level of perception on separate day off in Nagpur government offices. Eighty respondents were selected for this study from the study area. The percentage analysis used to find out the relationship between a separate day holiday and same-day holiday in a week in Nagpur government department.

ANALYSIS AND INTERPRETATION

The percentage analysis shows the sample respondents.

Table -1 age group of the respondents

Sr.no.	Age Group	Number of respondents	Percentage
1	Up to 30 years	14	17.50
2	31 years to 45 years	48	60.00
3	Above 45 years	18	22.50
	Total	80	100

Source : survey data

Above table no.1 shows the age group of the respondents. 14(17.50%) respondents are under the age group of 30 years. 48(60.00%) respondents come under the age group of 31 years to 45 years and the remaining 18(22.50%) respondents come under the age group of above 45 years. The majority (60.00%) of the respondent come under the age of between 31 years to 45 years.

Table-2 Gender of the respondent

Sr.No.	Gender	Number of respondents	Percentage
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1	Male	51	63.75
2.	Female	29	36.25
	Total	80	100

Source: survey data

Above table, no.2 shows the gender of respondents. 51(63.75%) respondents are male and the remaining 29(36.25%) respondents are female. The majority (63.75%) respondents are male respondents.

Table-3: family type of the respondents

Sr.No.	Number of family member	Number of respondents	Percentage
1.	Joint	23	28.50
2.	Nuclear	57	71.25
	Total	80	100
	Chi-sq	Df	Sig.
	14.45	1	0.00

Source : survey data

Above table no.3 shows the family type of the respondents. 23(28.50%) respondents are living as a joint family and the remaining 57(71.25%) are living in a nuclear family which include single mothers, single fathers, unmarried, married but living in different states due to job and other reasons. Majority (71.25%) respondents are living in nuclear family. The chi square statistic result showed that there is significant (chi-square-14.45; df- 1; P<0.05) difference among respondents with respect to their opinion according to the family type. This showed that significant (P<0.05) percentage of respondent from living in nuclear family maximum and they are agreed that from 2 day weekly off, one day separate holiday applied on different department of state government.

Table-4 number of government employees in single family

Sr.No.	Number of government employees in single family	Number of respondent	Percentage
1.	One	55	68.75
2.	Two	23	28.75
3.	Three	2	2.50
	Total	80	100
	Chi-sq	Df	Sig.
	53.426	2	0.00

Source : survey data

The above table shows the number of government employees in single family of the respondents. 55(68.75%) respondents are only government employed in their family. 23(28.75%) respondents are having two persons government employed in their family and remaining 2(2.50%) respondents are have three persons government employed in their family. Majorities (68.75%) respondents which include single mother, single father, unmarried, married but living in different state due to job and other reason. The chi square statistic result showed that there is significant (chi-square-53.426; df- 2; P<0.05) difference among respondents with respect to their Number of government employees in single family This showed that significant (P<0.05) percentage of respondent agreed that from 2 day weekly off, one day separate holiday applied on different department of state government.

Table-5 opinion of respondents regarding a separate day holiday in different department of state government

Sr.no.	Separate day holiday	Number of respondent	Percentage
1.	Agree	35	43.75
2.	disagree	20	25.00
3.	Neutral	25	31.25
	Total	80	100
	Chi-sq	Df	Sig.
	4.375	2	0.00

Source : survey data

Above table, no.5 shows the opinion of respondents regarding 5-day work with common 1 day off (i.e. Sunday) and 1-day separate holiday off in the different department of state government. It is apparent from the information that 43.75% of respondents are agreed that 1-day separate holiday off in the different departments of state government, whereas 25.00% of respondents disagree with the statement and the remaining 31.25% of respondents are neutral with this statement. The chi square statistic result showed that there is significant (chi-square- 4.375; df- 2; P<0.05) difference among respondents with respect to their opinion regarding one day a separate day holiday in different department of state government. This showed that significant (P<0.05) percentage of respondent agreed that from 2 day weekly off, one day separate holiday applied on different department of state government.

Table-6: opinion of respondents regarding losing their CL (casual leave) or half day work time due to identical 2 day in a week

Sr.no.	Losing CL and Half day	Number of respondent	Percentage
1.	Agree	60	75.00
2.	disagree	10	12.50
3.	Neutral	10	12.50
	Total	80	100

	Chi-sq	Df	Sig.
	62.502	2	0.00

Above table, no.6 shows the opinion of respondents regarding losing their CL(casual leave) or half day work time on identical 2 day off in a week. It is apparent from the information that 75.00% of respondents are agreed in this statement, whereas 12.50% of respondents disagree with the statement and the remaining 12.50% of respondents are neutral with this statement. The chi square statistic result showed that there is significant (chi-square- 462.502; df- 2; $P < 0.05$) difference among respondents with respect to their opinion of respondents regarding losing their CL(casual leave) or half day work time due to identical 2 day in a week. This showed that significant ($P < 0.05$) percentage of respondent agreed that from 2 day weekly off, one day separate holiday applied on different department of state government.

CONCLUSION:

A few important findings have emerged from the analysis. As majorities are living in nuclear families so they are the only person who bears all burden of personal work with professional work. As per research, 5-day work is more relaxing and helpful if the government may follow the separate holiday shift in different departments of state government. So the employees of the one department of state government having work on another department of state government than they can do their work without wasting their CL (casual leave) and half day. And if they don't have any personal work than they enjoy their holiday. As per the analysis, it is found the Mostly respondents who having children and old age parents need care all those are happy with this 1-day common holiday a separate holiday off pattern. Participation in a family care activity interferes with social and work-life satisfaction.

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