

A STUDY ON EMPLOYEE PERCEPTION OF A 4 DAY WORK SCHEDULE IN A WEEK WITH REFERENCE TO IT INDUSTRY

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Abstract

The definition of an employee is one who works for someone else or a company in exchange for wages or some other agree-to compensation. Perception is a process by which people regard, analyze, retrieve and react to any kind of information from the environment. An organization implements the performance system to allocate rewards for the employee, provide development advice as well as to obtain their perspectives, and justice perception about their jobs, department, managers, and organization. Prior studies reveal that employee perception is a significant factor in employee acceptance and satisfaction of job. Employees' perception has been widely recommended as one of the means of improving the quality of work life. The objective of the study is to analyze the employee perception of a 4 -day work schedule in a week with reference to IT industry. The sample of the study is 200. Descriptive research design and convenience sampling method is used. Questionnaire is used as a primary data. Percentage analysis, chi-square analysis and one wayanova statistical tools have been applied. It is found that the respondents said that strongly agree towards the triggering employees for more creative ways of doing things. It is suggest that there should be strong employees engagement in the concern to implement 4 days work schedule. There must be stress free environment in the concern. The organization must fill with trained employees since they can only perform the tasks with reduced working days. It concluded that the company has to plan twice and schedule properly for the employees in the same hand company goals must be achieved smoothly. It is concluded that the 4 days work schedule is not suitable for all IT companies and it must ensure to smooth flow of integration of employees and tasks carefully when implement the reduced work schedule.

Keywords:

Employee perception, 4 days work schedule

INTRODUCTION

A four-day workweek is, ideally, a 32-hour workweek with no loss in productivity, pay, or benefits. Depending on the company and the industry, everyone might work Monday through Thursday and have Fridays off. Other possibilities include allowing each employee to choose their extra day off or having a company-wide policy of a different third day off, such as Monday or Wednesday. The four-day work week is a subset of the broader concept of alternative work arrangements. The idea behind a four-day workweek is to achieve the same results in fewer hours so people have more time to pursue other interests, spend time with loved ones, and manage their lives. Emphasizing results instead of hours logged means that there's no need to cut pay or benefits. A major shift in how we think about and approach work is a precursor to standardizing a four-day workweek. Their employers say their employees are much more focused and efficient. In fact, when employees feel their employer cares about them, 94% of employees have a positive sense of wellbeing, research shows.

STATEMENT OF THE PROBLEM

The pandemic will ultimately push more companies to adopt the abbreviated work schedule. Employers were forced to become more adaptable to keep their businesses running amid the outbreak, including allowing individuals to work from home even if company leaders didn't relish the idea. They having seen that alternative schedules didn't destroy ethics or productivity, these leaders will be more open to new ways of working. Companies have been slow to adopt new schedules in the foreign countries, where the four-day, 4 -day work schedule in a week is a nearly century-old tradition. Some attempts have been unsuccessful, and instituting such a change could be difficult in industries such as hospitality and retail. Butfour-day pioneers say the system has been effective, and experts predict that more companies will jump on board to keep flexibility-loving Millennials and IT employees happy. The 4 -day work schedule in a week is not a universal fix when it comes to the problem of work-related stress and productivity loss. This present study focuses the employee perception of a 4 -day work schedule in a week with reference to IT industry.

OBJECTIVES OF THE STUDY

- To understand the feasibility of reduced working days

- To study the productivity accomplishment in reduced week
- To analyse the benefits of a reduced week schedule

RESEARCH METHODOLOGY

Research methodology is the specific procedures or techniques used to identify, select, process, and analyse information about a topic. In a research paper, the methodology section allows the reader to critically evaluate a study's overall validity and reliability. Research methodology simply refers to the practical "how" of any given piece of research. More specifically, it's about how a researcher systematically designs a study to ensure valid and reliable results that address the research aims and objectives.

Research design

Research design is the framework of research methods and techniques chosen by a researcher. The design allows researchers to hone in on research methods that are suitable for the subject matter and set up their studies for success. The design of a research topic explains the type of research (experimental, survey research, correlational, semi-experimental, review) and also its sub-type (experimental design, research problem, descriptive case-study). This study uses Descriptive research.

Descriptive research design:

In a descriptive design, a researcher is solely interested in describing the situation or case under their research study. It is a theory-based design method which is created by gathering, analysing, and presenting collected data. This allows a researcher to provide insights into the why and how of research. Descriptive design helps others better understand the need for the research. If the problem statement is not clear, you can conduct exploratory research.

Population and Sample Size of the Study

In this study, population is entire employees of IT industries. The researcher has taken 200 samples which have been taken for the study from the area.

Sampling Unit

Here sampling unit is Coimbatore.

Statistical tools used for analysis

The following ratios are used for analysis

- Percentage analysis
- Chi-square test
- One-way ANOVA

SCOPE OF THE STUDY

The researcher has taken 200 samples which have been taken The scope of the study is confined to Coimbatore. The main aim of this study is to analyse the employee perception of a 4-day work schedule in a week with reference to the IT industry. This study focuses on the benefits & feasibility of a reduced week schedule and the productivity accomplishment in a reduced week. The sample of the study is 200. The data was collected from IT employees. or the study from the area.

LIMIATIONS OF THE STUDY

- The data was collected from IT employees only.
- This study result is not suitable for other industries.
- Time constraints to carry out the survey within few months.
- The present study has been limited to Coimbatore only.
- The sample size is restricted to 200.

REVIEW OF LITERATURE

Buisman (2022)The four-day workweek appears to be gaining traction across the globe, including in the U.S. California state Rep. Mark Takano, a Democrat introduced a bill that would implement a four-day workweek in Dec. 2021. Although unlikely to become law anytime soon, the bill (which would require companies to pay overtime for hours worked above 32 hours in a week) is still a key step toward getting businesses to reconsider the 4-day work schedule. The coronavirus pandemic has also helped push more employers to consider remote work and the four-hour workweek. In mid-2021, Iceland published the

results of its pilot four-day workweek program, running from 2015 to 2019. The results showed that workers were less stressed or burnt out while having more time for family activities.

Thomas Roulet(2022)Several trials are being conducted on the four-day workweek, including by Spain, where the government said it would pay companies to try it out. Unilever in New Zealand ran a year-long four-day workweek program that ended last year. The U.K. is launching a four-day workweek trial from June to December 2022 (a six-month period where participating employees will see no loss of pay). U.S.-based Kickstarter will also run a four-day workweek trial in January 2022. The company will be part of a pilot program in the U.S., called the 4 Day Week U.S. Buffer, the social media software company, started implementing a four-day workweek in 2020.

Richard D. Tellier (2021)Many companies are rethinking how they work due to coronavirus (COVID-19), and some are considering implementing a four-day workweek. Andrew Barnes, the author of *The 4 Day Week*, said, "By focusing on productivity and output rather than time spent in a workplace, the four-day week allows for better work-life balance, improved employee satisfaction, retention, and mental health." Employers who implement a four-day workweek might require each workday to be ten hours long, rather than the standard eight hour day. Each plan is unique to each organization and its policies, so there isn't a one size fits all solution. The concept of the four-day workweek has become increasingly popular among top companies. Organizations like Shake Shack and Basecamp have reported testing a four-day workweek, and others are following suit.

Fontinha (2021)It should also be taken into consideration that the possibility of a four-day/ eight-hour work week will decrease employees' fatigue and lower their burnout rate from over-working. This results in both better concentration and productivity. In this current era, employees tend to get excessively tired at work which reduces their focus and causes harmful effects on their performance. As the job gets more demanding and stressful, employees tend to accumulate fatigue, eventually causing them to burn out. Supporting the fourday workweek will benefit employees in giving them more opportunities to rest and allowing them to stay energetic during their shifts while improving their focus and productivity and helping them work more efficiently.

Meah, (2021) Employees who work four days a week can boost their self-esteem and job satisfaction after gaining the same salary as when they work five days a week (). These benefits tend to highly improve their performance as their goal in work is to provide the necessary needs and wants for the employees themselves or for the family that enables them to live comfortably. Due to decreased fatigue, as compared to a five-day workweek, employees can gain more work-life balance from working and benefit from the quality of life, which is a measure of a combination of income, life expectancy, lower corruption, freedom, social support, and generosity.

Rudy Hung (2021) Introducing the four-day workweek enables both the company and its workers to save their resources. This is because working one day less means that the utility bills, which include electricity and water usage, for the fifth day of work are not needed. This idea enables the company to save considerably, especially when the company experiences financial difficulties in situations like COVID-19. Workers also benefited from these four-day workweeks as they spend 20percent less time per week getting to work and returning home if they only must go to work four times a week rather than five. Their transportation expenses are reduced as well. Overall, both the company and its workers can save their resources during the four-day workweek instead of five.

Caroline Castrillon(2021)A 4 day week can lead to happier and more committed employees. Employees are less likely to be stressed or take sick leave as they have plenty of time to rest and recover. As a result, they return to work feeling ready to take on new challenges. Many confused the concept of a 4 day work week with compressed hours. Employees who are expected to still work 35 hours, but across 4 days will actually show decreased levels of productivity and it can also impact employees' engagement, work-life balance and overall happiness. To achieve the desired effects a 4 day work week should consist of standard 7 hour work days. A 4 day work week is one viable option as technology would make it possible for business to continue as usual while humans can still have meaningful careers with a better work/life balance.

Ben Laker(2021)Many companies and workers have succeeded with a condensed workweek and enjoyed benefits such as increased productivity and more time to pursue personal interests and goals. However, a four-day schedule does not work for all industries, businesses, or individuals. Furthermore, it won't fix a toxic workplace or an unpleasant job. The reevaluation of work forced upon the world by the COVID-19 pandemic has driven

increased interest in the idea of a four-day workweek. But making it the new normal will require making a cultural and mindset shift that deemphasizes work; taking a hard look at work activities that can be automated, deprioritized, or dropped; and overcoming discomfort and inertia around change.

Jeffrey P. Bialos (2020)In addition, it may not be possible to increase productivity enough in service or logistics jobs to achieve the same results in fewer hours just by working smarter. There's a physical limit to how many items Amazon Warehouse employees can pick per hour or how many delivery locations a UPS driver can hit in a day. However, one study did find that call center agents became less productive as their hours increased—it took them longer to handle calls. There are also practical and cultural barriers to working fewer days. If working five days a week (or seven in some industries) remains the norm, then the companies that have a shorter workweek may cause frustrating delays at the companies that work longer weeks. It takes a mindset shift to accept these delays, knowing that they are supporting workers' well-being.

L. Erick Kanter (2020)Not all individuals like the idea of a four-day workweek, for a number of reasons. For example, they may enjoy the social aspects of their jobs or find their work so engaging that they don't want to do less of it. And some workers might find that a compressed week gives them a constant pre-vacation-type pressure to get more work done in less time—a level of stress that's unsustainable. Indeed, based on the results of a poll conducted in March 2020, Gallup concluded that while individuals working four-day weeks reported lower levels of burnout and higher levels of well-being compared to people working five- or six-day weeks, the percentage of actively disengaged workers was lowest among those who worked five-day weeks.

FINDINGS

- Majority (77%) of the respondents are male.
- Majority (45.5%) of the respondents are in the age group of 25-35 years.
- Majority (37.5%) of the respondents have completed UG degree.
- Majority (36%) of the respondents have Rs. 2, 50,000 - 5, 00,000 as their income level.

- Majority 77% of the respondents are married.
- Majority (38%) of the respondents said that strongly agree towards the feasibility to reduce the working days.
- Majority (36.5%) of the respondents said that agree towards the opportunities for flexible working time.
- Majority (37.5%) of the respondents said that strongly agree towards the possibilities to complete the tasks with reduced working days.
- Majority (35%) of the respondents said that neither agree nor disagree towards the employees achieve target performance with reduced working days.
- Majority (35.5%) of the respondents said that agree towards the concern can able to meet customer's expectations.
- Majority (33%) of the respondents said that strongly agree towards the no scheduling challenges.
- Majority 29% of the respondents said that agree towards the feasibility in balancing the shift pattern.
- Majority (25%) of the respondents said that disagree towards the minimum operating costs for the concern.
- Majority (35%) of the respondents said that strongly agree towards the possibilities for strong employees engagement.
- Majority (25%) of the respondents said that disagree towards the ensures employees wellbeing in concern.
- Majority (41.5%) of the respondents said that strongly agree towards the stress free environment for the concern.
- Majority (29.5%) of the respondents said that agree towards the employees less burnt out from long working hours.
- Majority (33%) of the respondents said that strongly agree towards the more fulfilled employees therefore more focused on job.
- Majority (29.5%) majority of the respondents said that strongly agree towards the triggering employees for more creative ways of doing things.
- Majority (28%) of the respondents said that agree towards the helps to cost saving for organization.

- Majority (36%) of the respondents said that neither agree nor disagree towards the opportunities for retain employees with organization.
- Majority (49.5%) of the respondents said that strongly agree towards the greater work life balance among the employees.
- Majority (36.5%) of the respondents said that strongly agree towards the satisfied employees leads to loyalty to the organization.
- Majority (40.5%) of the respondents said that agree towards the ensures employees mental health.
- Majority (39%) of the respondents said that agree towards the business expenses leads to maximise the profit.
- Majority (29.5%) of the respondents said that agree towards the ensures reduction in health issues.
- There is no significant difference between gender of the respondents and feasibility of reduced working days.
- There is positive relationship between these age of the respondents and productivity accomplishment in reduced week.

SUGGESTIONS

There must be feasibility to reduce the working days in the organization. It must be practices as trail mode and implement in later successfully. There must be opportunities for flexible working time in the organization. The organization must have the possibilities to complete the tasks with reduced working days. The organization must ensure to achieve their target performance with reduced working days.

The concern has the capability to meet customers' expectations with reduced working days. There must be scheduling possibilities in the concern. There must be feasibility in balancing the shift pattern in the concern. The 4 days work schedule must ensure to minimum operating costs for the concern.

There should be strong employees engagement in the concern to implement 4 days work schedule. There must be stress free environment in the concern. The organization must fill with trained employees since they can only perform the tasks with reduced working days.

The 4 days work schedule must ensure the concerns for cost saving or otherwise it must be reframed its effective work schedule. The concern must able to retain the employees and there must be reduced employees turnover in the business. The reduced work schedule must offer greater work life balance for the employees and increase loyalty towards the concern. There must be improved mental health of the employees and lead to productivity for the concern. The reduced work schedule must minimize the business expenses and lead to maximize the profits. It must reduce health issues for the employees since the employees are the assets of the concern.

CONCLUSION

Companies can also save money from using fewer resources when employees spend less time in the office. They won't have to pay for electricity and utility usage when no employees will be in the building. Office resources like paper and custodial services are also not used or needed on those off days, saving money. Companies also look for increased productivity from workers as they're more refreshed and ready to work from long weekends and better work-life balance. Though there is a lots of advantages for employees and employers both, there is few disadvantages. The organizations are not able to schedule properly and reduced works only able to provide for employees. The work must be compressed on the employees to accomplish at shorter duration which would add stress for the employees in the working place. The company has to plan twice and schedule properly for the employees in the same hand company goals must be achieved smoothly. It is concluded that the 4 days work schedule is not suitable for all IT companies and it must ensure to smooth flow of integration of employees and tasks carefully when implement the reduced work schedule.

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