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PEOPLE PERCEPTION ON FOUR DAYS WORK A WEEK

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Abstract: The aim of this paper is to show the impact This paper on impact of labor reform on 4 days work and labour-related laws on MSEs (micro and small enterprises) was prepared based on the different countries experiences. As a normative organization, the ILO is naturally concerned with the application of labour law on MSEs. Aside from legal and moral arguments, economic rationale is essential for wider compliance to labour law, particularly by the informal enterprises. This paper examines the economic effects of the labour law, and 4 days work in a week particularly on informal economy in selected countries.

The paper carries out a general review of labour law reforms with 4 days work in week in Asian and non Asian countries. Besides reviewing the studies carried out in seven countries, the report also discusses the topics of hiring and firing, organizing unions, collective bargaining, taxes and social protection and minimum wages in twelve countries. The economic effects of above labour-related provisions are analysed in the report by using various economic approaches, i.e., cross-section approach, before-after estimator, difference-in-difference estimator, structural estimation methods, etc. It also discusses the special labour regime in india and compares with exceptions in other Latin American countries. It then estimates the economic incentives for the transition of the informal economy to formality.

Index Terms - Component, formatting, style, styling, insert.

1. NEED FOR STUDY

A four-day workweek as a concept needs to be studied, as the pros far outweigh the cons. The main idea behind four-day workweek is to have a compressed workweek and to allow employees to have a proper balance between work and life. The main objective of a four-day workweek is to enhance the quality of life of employees. This is achieved through a reduction in overall working hours, allowing individuals to have three full days off and more time to focus on personal priorities.

- Spending meaningful and enjoyable moments with loved ones and furry companions is a valuable activity that can bring joy and strengthen relationships.
- Provision of
- Medical consultations with physicians, also known
- Individual growth and progress towards personal goals
- Education is the
- Traveling involves
- Leisure activities
- Maintaining and improving your home includes a variety of tasks that require regular attention
- Domestic engineering refers to the management

However, in order to incentivize employers, there must be a benefit for them as well. It is uncommon for companies to prioritize the well-being of their employees, with only 82 known to do so. These companies have strict criteria that include diversity/inclusivity, flexible work schedules, remote work options, and a standard workweek of 40 hours or less.

1.1 Statement of the problem

Moving from a two-day weekend to a three-day weekend provides a 50% increase in time off, which is great news. However, this also leads to a 20% decrease in workdays, which can bring negative factors that need to be addressed by companies and employees, according to Boston University. Although reducing workdays does not reduce required productivity, it can demand higher intensity levels and take some time to get back on track after a three-day weekend. When it comes to implementing a four-day change, BU advises that it is important for all parties involved to be aware of the amount of work that needs to be done, as well as collaborate on scheduling issues such as meeting frequency. It's also essential to be mindful of any potential cracks in camaraderie that may surface due to stress and ultimately lead to burnout.

1.2 Research questions

ARE YOU AWARE OF "FOUR DAYS WORK A WEEK SCHEME" ?

ARE YOU SATISFIED WITH YOUR CURRENT WORK SCHEDULE ?

HOW MANY DAYS IN A WEEK YOU WOULD LIKE TO WORK ?

HOW MANY HOURS IN A DAY YOU WOULD LIKE TO WORK ?

DO YOU THINK WORKING MORE THAN 9 HOURS A DAY AFFECT MENTAL HEALTH ?

WHICH DAY IN A WEEK YOU WOULD LIKE OFF IN A COMPRESSED WORK WEEK?

4 DAYS WORK A WEEK WILL NEGATIVELY IMPACT COMPANIES

WILL YOU STILL CHOOSE 4DAY WORK WEEK, IF YOUR SALARY IS REDUCED FOR DAYS OFF ?

1.4 Rationale of the student

Four -day workweek has gained importance in recent years as it enhances productivity, more work life balance and less burnouts. If implemented effectively, a four-day workweek can result in numerous benefits such as increased workplace diversity, improved balance between work and personal life, enhanced employee satisfaction, and higher retention rates.

On the other hand, such an action may result in a disruption of the ongoing work and negatively affect tasks with higher priorities.

A healthy work-life balance can also assist professionals maintain a positive attitude towards their professions by allowing them to return to work rested. "A shortened workweek could make employees happy. Companies should be aware of this because happy employees are more likely to suggest the company to others, which can aid in talent acquisition initiatives," said Nakul Mathur, MD, Avanta India. Employers' productivity can increase when employees work fewer days per week. A four-day work week, according to Ridhima Kansal, Director, Rosemoore, can save money by lowering operational and other costs. Companies quickly save money on variable overhead expenditures like power and energy use.

1.5 OBJECTIVES OF THE STUDY:

- Impact of labour reform with special reference scheme 4 days working a week.
- Impact of 4 day labour scheme on employees.
- To simplify the maze of existing labour laws.
- Improve india's ranking in the ease of doing business index.
- Preservation of the health, safety and welfare of workers.

1.6 Operational definition

A four-day workweek is a form of workweek wherein full-time workers operate four days instead of the conventional five. Employees on this schedule typically work Monday through Thursday. This modern style of work schedule is gaining popularity in various nations and businesses. A four-day work week does not imply a shortened work schedule, but rather fewer hours. As a result, the individual would work around 28 hours across four days and have a three-day weekend. It is a labour or educational arrangement in which workers or students work or attend classes, college, or university four days per week rather than the more traditional five. This approach is sometimes utilised to minimise costs and might be part of flexible working hours.

Most proponents of a four-day work week argue for a set work plan that results in shorter weeks (e.g. four 8-hour workdays for a total of 32 hours). This is based on the 100-80-100 model: In exchange for a pledge to maintain at least 100% productivity, you will receive 100% salary for 80% of the time. Several businesses, however, have implemented a four-day week based on a shortened work schedule: In the so-called "4/10 work week," the commonly used 40 weekly work hours are divided into four days rather than five, resulting in 10-hour workdays.

Due to the multiple potential benefits, the campaign to establish the four-day week has remained loosely relevant in the modern workplace. Although largely untested, these advantages primarily relate to greater cost-cutting, productivity, and work-life balance. Employees or students who work or attend school one less day per week will have more time to pursue hobbies, spend time with family, get more sleep, and boost general morale.

1.7 Hypothesis

The general assumption behind the adoption of a four-day workweek is that a better work-life balance for employees, better health, more productivity, etc. The four-day workweek is growing more common as businesses seek out novel ways to promote their employees' mental health and happiness. A shortened workweek has several advantages, including higher productivity, lower corporate expenses, and a lower carbon impact.

Perpetual Guardian, a New Zealand-based corporation, performed a four-day work week pilot study. Employees not only retained the same production level, but they also gained in employee satisfaction, teamwork, work/life balance, and organizational loyalty. Workers also reported decreased stress, with a drop from 45% to 38%.

Another study found that A four-day work week can result in happier and more engaged employees. Workers are less likely to be anxious or to take sick absence since they have ample time to rest and recover. As a consequence, they return to work eager to tackle new problems.

Sweden performed a trial study on a shortened work week from 2015 to 2017. Nurses in a nursing home worked only six hours each day, five days a week. The results were mostly favourable, with nurses reporting fewer sick days, improved health and mental well-being, and increased involvement as they scheduled 85% more appointments.

2. REVIEW OF LITERATURE

Business Today on Tuesday, October 19, 2021 –

Employees will soon be able to work four days a week in the country. The Ministry of Labor has decided to allow companies to offer flexibility by incorporating changes into labor codes. The government has clarified that companies may have the option of choosing a four-day week, but employees will have to accommodate longer shifts. Labor Secretary Apurva Chandra said many companies wanted to offer a four-day shift. He said unions would only oppose the move if companies did not give employees consecutive three-day leave. Experts say this will make the future uncertain for employees.

India TV News Desk on February 10, 2021 –

The government is considering introducing new rules to give companies the option of having four working days instead of five or six. According to reports, the 48-hour working hour limit for a week will not be changed. "If the daily working hours are increased, you will also have to give workers similar leave. There will be 5 or 4 working days if the hours of service are increased." He indicated that the issue of flexible working days is under discussion. "This debate has started in Germany, which already has the lowest weekly working time at 34.2 hours. As the reduction in working days will be reflected in the number of increased working hours, it will put additional strain on employees."

Time Magazine on February 20, 2023 –

Four-Day Work Weeks Are Good for Your Health, a Large Study Finds:

A four-day work week improves employees' health in numerous ways, from reducing anxiety and stress to enabling better sleep and more time for exercise, according to a large new report. "It genuinely has, even with our academic skepticism, been a really positive outcome," says report co-author Brendan Burchell, a social sciences professor at the U.K.'s University of Cambridge who studies work's effects on psychological well-being.

3. RESEARCH METHODOLOGY

The three methodological approaches to conducting exploration are quantitative, qualitative styles and mixed systems. In qualitative exploration, one can explore stations, actions, and guests with the use of similar styles as interviews or concentrate groups the yield of qualitative exploration consists of in-depth opinions from the actors who generally number far smaller than in quantitative studies, but the contact tends to last much longer. By discrepancy, in quantitative exploration, one can quantify stations and actions or measure variables. Unlike qualitative exploration, quantitative exploration uses measurable data that calculate, data, and patterns. And comprehensions using numerical data the quantitative methodology also allowed me to test multiple variables of client behaviour reported by the sample to determine which variables have an important effect one-waste reduction.

3.1 PRIMARY DATA COLLECTION

- We will be targeting a total population of 100.
- Data are collected through questionnaires.
- We will be targeting a population of the age group 18 to 60
- And with a different demographic profile such as based on Gender, profession etc.

SECONDARY DATA COLLECTION

- From records such as Books, Journals, websites
- Past research papers etc

RESEARCH METHOD

- Quantitative
- Descriptive and analytical in nature
- Evaluation with the help of percentage analysis

- In the current study, we will use a quantitative design. Quantitative exploration designs fit two introductory types experimental and Non-experimental designs correspond to descriptive exploration and correlational studies, whereas experimental designs include trials and unproductive- relative or quasi-experimental exploration. The descriptive exploration involved the collecting of data that describe events, and also the data collection association, tabulated, and depicted. The alternate design and the system used in this study is correlational exploration. A study qualifies as non-experimental and correlational if the data advance themselves only to interpretations about the degree to which certain effects tend to co-occur or relate to each other. The major advantage of a correlational design is that the collected data were easy to interpret. The major disadvantage of the correlational designs was that the reason for in doing so, the experimenter attempts to determine or prognosticate what might do. Formulating suppositions and concluding the consequences, constructing an experimental design that represents all the rudiments, conducting the trial, collecting raw data and reducing it to usable forms, and applying an applicable test of significance

3.2 OBJECTIVES OF THE STUDY:

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3.3 SCOPE OF THE STUDY:

The study is conducted in Centre for Management Studies, Jain University and has been conducted within a period of 30 days. It has been conducted using questionnaires and is conducted mainly to know the impact of cybercrime on society.

3.4 RESEARCH TECHNIQUES:

The research conducted is descriptive research.

3.4.1 Descriptive study:

Descriptive research is a wide variety of research method which uses one or more variable. It describes populations, situations or phenomena accurately and efficiently. It also helps in finding investigations with adequate interpretation and is designed to gather descriptive information for formulating more sophisticated studies. Descriptive research answers the questions of who, what, where, when and how.

But there are always restrictions to that. Research must have an impact on the lives of the people around you. For example, finding the most frequent diseases that affect the children of a town. The reader of the research will know what to do to prevent that disease thus; more people will have a healthy life.

3.5 THE SOURCE OF DATA COLLECTION

3.5.1 PRIMARY SOURCE

Primary source of data is original source. The data is collected firsthand by the researcher for a specific project. It can be collected by various methods such as questionnaires etc.

The primary data was collected by conducting a survey. We even wanted to know if they feel the 4 days of work a week was beneficial for them.

First-hand data help us better understand and it is free from bias. We could get to know if the respondents had faced any problems at their workplace are they were being given all the freedom and rights.

3.5.2 SECONDARY SOURCE

Secondary data is collected by someone other than primary users. It includes data which is already collected in the past. Some common sources of secondary data collection are books, magazines, journals, articles, websites etc.

The secondary data was collected from published information. The data was collected from various articles, magazines and various websites.

3.6 TYPES OF SAMPLING TECHNIQUE:

3.6.1 RANDOM SAMPLING:

A simple random sample is a subset of a statistical population in which each member of the subset has an equal probability of being chosen. A simple random sample is meant to be an unbiased representation of a group.

3.7 TOOLS OF DATA COLLECTION:

The main tools used in collecting primary data are:

- A Questionnaire is a research instrument consisting of a series of questions and other prompts for the purpose of gathering information from respondents.

The analysis was done and following steps were undertaken:

The data collected from questionnaire is presented in the form of tables and pie charts.

- Percentages are calculated for better understanding of the data collected.

- Data analysis and interpretation is done on the basis of primary data collected.

- Inferences are drawn to attain the objective of the study.

- Data was analyzed with the help of tables and charts.
- Summary and findings are recorded based on the data collected
- Secondary data is used for means for understanding the topic better and taking the definition from the article

3.8 LIMITATIONS OF THE STUDY:

Random Respondents:

The method used to collect data from the respondents is Random Sampling.

Scope of discussions:

There were not many years of experience of conducting researches and producing academic papers of such a large size individually, so the extent and depth of discussions in this paper was compromised as compared to the works of accomplished scholars.

Time constraints

The study is very time consuming as the questionnaire has to be filled by 100 respondents and the period to collect the questionnaire was limited. It was necessary to meet the deadline for submitting a research manuscript to a journal. Therefore, the time available to the research paper and to measure change over time is constrained by the deadline.

Lack of previous research papers on this topic:

To some extent we can even conclude that this research topic lacks previous studies because there was limited access to data.

Confidentiality:

Not all the information about the Impact of labour reform with special reference scheme 4 days working a week could be collected as some of it was confidential.

4. SAMPLING TECHNIQUE AND POPULATION

Sample size

A sample of 100 respondents collected both from male and female respondents.

Tools for sample analysis

Simple percentage analysis

Sampling technique

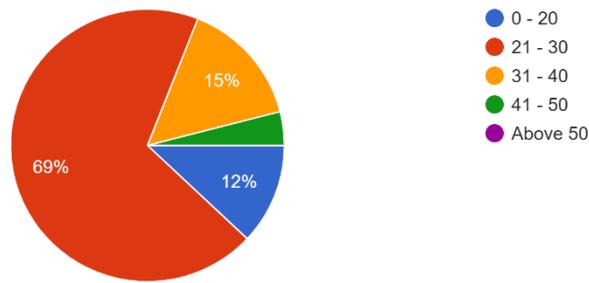
Non probability sampling technique is used for the analysis of responses that are randomly selected.

DATA ANALYSIS AND INTERPRETATION

Demographic profile		Number Respondents	of Percentage
AGE	0-20 years	12	12%
	21-30 years	69	69%
	31-40 years	15	15%
	41-50 years	4	4%
	TOTAL	100	100%
GENDER	Male	75	75%
	Female	25	25%
	TOTAL	100	100%
OCCUPATION	Organised	85	85%
	unorganised	15	15%
	TOTAL	100	100%

Pie chart 1.1 indicates the age group of the respondents

AGE
100 responses

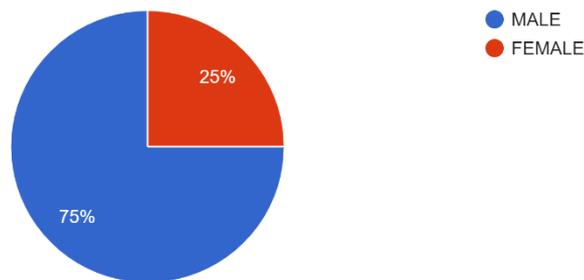


Inference:

From the above chart we can infer the maximum no. of respondents were between the age group of 11-30

Pie chart 1.1 indicates the gender of the respondents

GENDER
100 responses

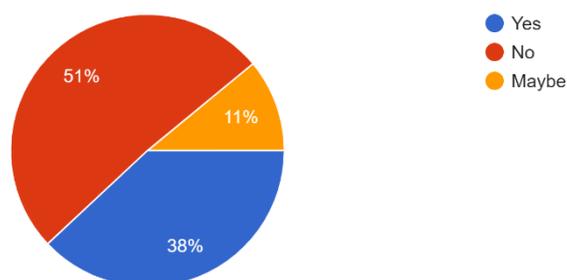


Inference:

From the above chart we can infer the maximum no. of respondents are male.

Pie chart 1.1 indicates the awareness of the respondents

ARE YOU AWARE OF "FOUR DAYS WORK A WEEK SCHEME" ?
100 responses



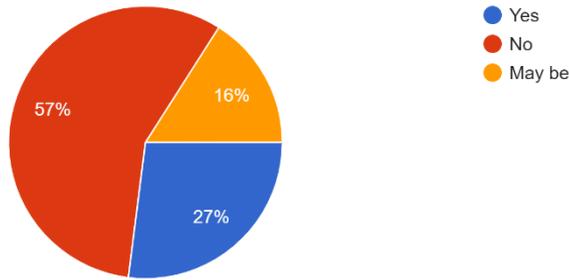
Inference:

From the above chart we can infer the maximum no. of respondents are not aware of 4 days work scheme

Pie chart 1.1 indicates the current satisfaction of the respondents with their job:

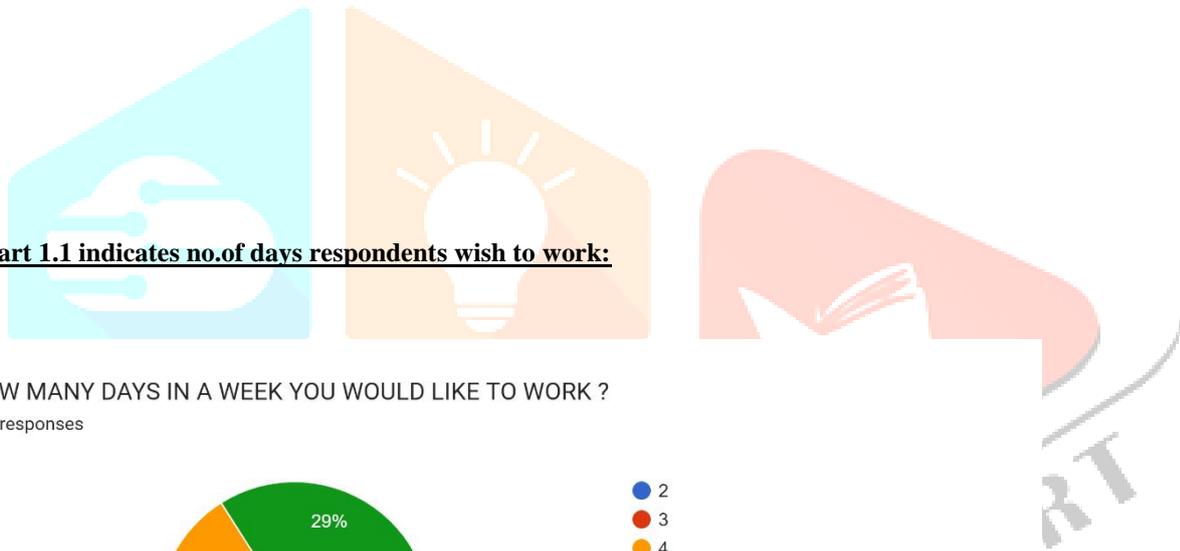
ARE YOU SATISFIED WITH YOUR CURRENT WORK SCHEDULE ?

100 responses



Inference:

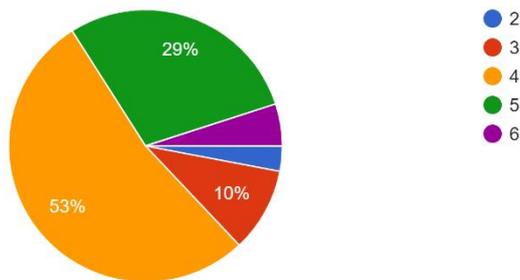
From the above chart we can infer the maximum no. of respondents are not satisfied with their current job.



Pie chart 1.1 indicates no.of days respondents wish to work:

HOW MANY DAYS IN A WEEK YOU WOULD LIKE TO WORK ?

100 responses



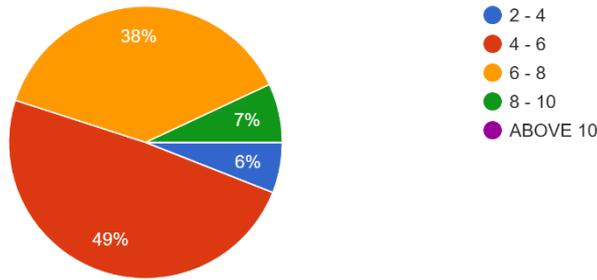
Inference:

From the above chart we can infer the maximum no. of respondents would like to work for 4 days.

Pie chart 1.1 indicates no.of hours respondents wish to work:

HOW MANY HOURS IN A DAY YOU WOULD LIKE TO WORK ?

100 responses



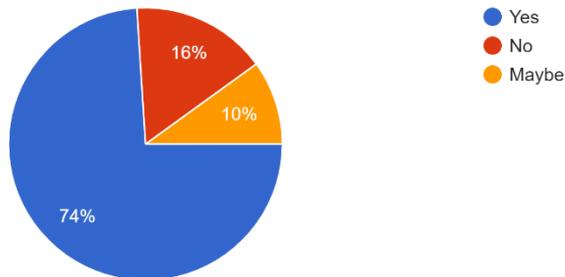
Inference:

From the above chart we can infer the maximum no. of respondents would like to work for 4-6 hours.

Pie chart 1.1 indicates thought of the respondents on mental health

DO YOU THINK WORKING MORE THAN 9 HOURS A DAY AFFECT MENTAL HEALTH ?

100 responses



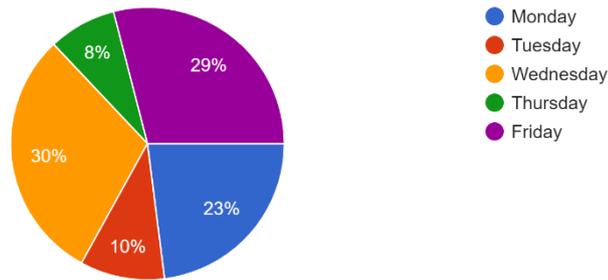
Inference:

From the above chart we can infer the maximum no. of respondents think that working more than 9 hours a day would affect mental health of employee.

Pie chart 1.1 indicates thoughts of the respondents

WHICH DAY IN A WEEK YOU WOULD LIKE OFF IN A COMPRESSEED WORK WEEK

100 responses



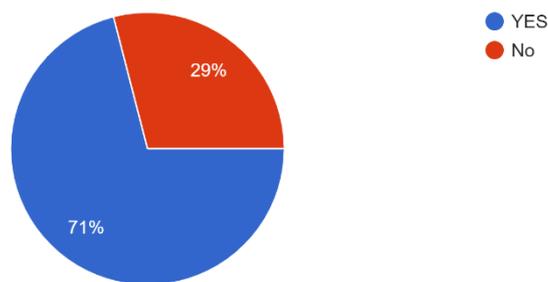
Inference:

From the above chart we can infer the maximum no. of respondents would like off on Wednesday and Friday.

Pie chart 1.1 indicates thoughts of the respondents

IS 4 DAY WORK A WEEK POSSIBLE IN INDIA ?

100 responses



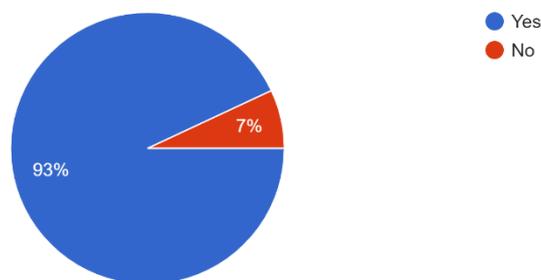
Inference:

From the above chart we can infer the maximum no. of respondents thinks 4 days work a week is possible in India.

Pie chart 1.1 indicates the support of the respondents

DO YOU SUPPORT 4 DASY WORK A WEEK ?

100 responses



Inference:

From the above chart we can infer the maximum no. of respondents support four days work a week .

5. CONCLUSION

Adopting a four-day workweek may require some level of flexibility, which may not be a problem for individuals without children. However, what would be the implications for working parents who are already used to the regular five-day work schedule and need to adapt to longer working hours during a four-day week? Furthermore, if the adoption of a four-day workweek becomes universal, what impact would it have on teachers and students? If four-day school weeks become more common, communities will have to deal with potential logistical issues that could cause problems for parents. This may not be fair to teachers, and it could lead to collective bargaining for shorter work weeks. There are many factors to consider before making the decision to switch to a four-day school week.

