



A STUDY ON EXPLORING THE EFFECTS OF EXTENDED WORKING HOURS ON EMPLOYEE PRODUCTIVITY IN THE INFORMATION TECHNOLOGY SECTOR, WITH A SPECIFIC FOCUS ON CHENNAI

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Abstract : The IT sector in Chennai is characterized by demanding productivity expectations and long working hours. This study investigates the impact of these extended work hours on employees' productivity in the IT sector in Chennai. To gather data on the topic, a survey was administered to IT employees in Chennai, seeking information about their work hours, productivity, and factors that affect their performance. The findings of this study indicate that long working hours adversely impact employees' productivity, resulting in suboptimal and lacklustre work. Factors such as work pressure, lack of breaks, and poor work-life balance were found to be contributing factors to decreased productivity. As a result, the study recommends that employers should establish policies to reduce working hours, ensure that employees take regular breaks, and promote work-life balance to enhance employees' productivity and well-being.

IndexTerms - IT sector, Chennai, extended work hours, productivity, survey, work pressure, lack of breaks, poor work-life balance, policies, regular breaks, work-life balance, enhance, well-being.

INTRODUCTION

This article presents research on the impact of long working hours on employee productivity in the information technology sector in Chennai. The study reveals that extended work hours lead to increased stress and decreased efficiency among employees. Despite attractive remuneration and benefits, employees struggle to maintain a work-life balance. Factors like work pressure and limited breaks further contribute to lower productivity. To enhance employee well-being, it is recommended that companies implement policies to reduce working hours and avoid expecting productivity beyond regular work hours. The findings of this study provide valuable insights into the relationship between extended work hours and productivity in Chennai's IT sector, with implications for employers and policymakers aiming to improve the well-being and productivity of IT professionals.

OBJECTIVES:

- To examine the relationship between extended working hours and employee engagement in the IT sector in Chennai.
- To analyze the impact of extended working hours on employee productivity in the IT sector in Chennai.
- To explore the specific challenges faced by IT professionals in Chennai due to extended working hours.
- To understand the experiences and perceptions of IT professionals in Chennai regarding the effects of extended working hours on engagement and productivity.
- To identify the factors that contribute to employees' willingness or reluctance to work extended hours in the IT sector in Chennai.

LITERATURE REVIEW:

- Research by Albrecht et al. (2017): Explored the effects of extended working hours on employee job attitudes and job stress in the IT sector. Results showed that longer hours were associated with higher levels of job stress and lower job satisfaction, indicating the need for work-hour policies that promote employee well-being.

- Research by Härmä et al. (2018): Examined the effects of extended working hours on employee sleep patterns and alertness in the IT sector. Results indicated that longer hours were associated with decreased sleep duration and impaired alertness, potentially leading to reduced productivity and increased risk of errors.
- Research by Karunanithi and Venkatesh (2019): Investigated the impact of extended working hours on employee creativity and innovation in the IT industry. Results indicated that longer hours negatively affected creative thinking and innovative behaviors, emphasizing the importance of managing work hours to foster a conducive environment for creativity.
- Study by Allen et al. (2015): Investigated the relationship between extended working hours and employee engagement in the IT sector. Findings revealed a negative correlation between increased working hours and employee engagement, emphasizing the importance of managing workload to maintain high levels of engagement
- Study by Lim et al. (2016): Examined the role of organizational support in mitigating the negative effects of extended working hours on employee engagement and productivity. Findings highlighted the significance of supportive work environments and effective communication channels in maintaining engagement levels despite long working hours.

DIMENSIONS OF THE STUDY:

- **Work-Life Balance:** This dimension investigates the connection between long work hours and workers' capacity to keep a positive work-life balance. Long work hours' effects on personal life, leisure time, and general wellbeing are examined.
- **Productivity of Employees:** This component examines the impact of long work hours on employee productivity. It looks at things like how well a task is performed, how quickly, how well the work is done, and how satisfied the employee is with their employment.
- **Employee Health and Well-Being:** This component investigates how long work hours affect workers' health and wellbeing. It looks into issues like stress, exhaustion, burnout, and the prevalence of work-related disorders that could have an impact on one's physical and mental health.
- **Organisational Culture and Policies:** This dimension looks at how policies and organisational culture affect the use of overtime. It looks into things like workplace norms, managerial procedures, flexibility policies, and the accessibility of resources and assistance programmes for workers.
- **Job Satisfaction and Engagement:** This dimension investigates the connection between employee job satisfaction and engagement and overtime work. It looks at how it affects employee engagement, motivation, dedication, and general job satisfaction.
- **Performance Outcomes:** This component examines how long workdays affect organisational performance results. It looks at things like staff churn, absenteeism, job errors, customer happiness, and the organization's overall financial performance.

RESEARCH METHODOLOGY

This research study involved a sample size of 550 participants, and data was collected using a questionnaire. The questionnaire served as a self-report instrument where research participants provided their responses. Both primary and secondary sources were utilized to gather data for this study. The main objective of this research was to assess the influence of extended working hours on employee productivity. For primary data collection, a Likert's five-point scale was employed, featuring response options such as agree, disagree, strongly agree, strongly disagree, and a neutral option.

FINDINGS:

ANOVA – ‘Monthly Income’ Vs. ‘The effects of extended work hours on the productivity of employees working in the IT sector in Chennai.’

Factors	Monthly income	N	Mean	SD	F Value	Sig. Value
Employees working hours	Below Rs. 25,000	92	4.1263	0.49873	0.365	0.817
	Rs.25,000 to 50,000	227	4.1187	0.53731		
	Rs.50,000 to 75,000	137	4.1153	0.57032		
	Above Rs.75,000	59	4.1817	0.65215		
	Total	518	4.1248	0.55259		

Employees working beyond the office hours	Below Rs. 25,000	91	3.9349	0.49141	1.217	0.299
	Rs.25,000 to 50,000	227	3.9264	0.6415		
	Rs.50,000 to 75,000	138	4.0149	0.47459		
	Above Rs.75,000	58	4.0762	0.5389		
	Total	517	3.9682	0.56473		
Employees experiencing work obligations have had to forgo personal occasions.	Below Rs. 25,000	91	3.8624	0.62489	2.102	0.089
	Rs.25,000 to 50,000	228	3.9562	0.66618		
	Rs.50,000 to 75,000	137	3.945	0.59583		
	Above Rs.75,000	58	4.1473	0.42323		
	Total	517	3.9615	0.61993		
Employees frequently engage in weekend work.	Below Rs. 25,000	91	4.0751	0.37373	4.663	0.002
	Rs.25,000 to 50,000	227	4.2388	0.51614		
	Rs.50,000 to 75,000	138	4.1884	0.53526		
	Above Rs.75,000	56	4.4114	0.43927		
	Total	519	4.2187	0.49747		
Employees' duration of sleep on a work night.	Below Rs. 25,000	91	3.9048	0.57908	0.91	0.451
	Rs.25,000 to 50,000	227	3.9756	0.61981		
	Rs.50,000 to 75,000	138	4.0038	0.642		
	Above Rs.75,000	58	4.0555	0.5932		
	Total	518	3.972	0.61769		
Employees' struggle to sleep due to work occupying their minds.	Below Rs. 25,000	91	3.712	0.61477	2.705	0.02
	Rs.25,000 to 50,000	227	3.7648	0.63428		
	Rs.50,000 to 75,000	129	3.8076	0.56718		
	Above Rs.75,000	58	4.0202	0.47706		
	Total	519	3.7963	0.60111		
	Below Rs. 25,000	91	3.9854	0.45648		

Work encroaches upon employees' leisure activities and free time.	Rs.25,000 to 50,000	227	3.9407	0.48874	2.523	0.03
	Rs.50,000 to 75,000	138	3.992	0.5751		
	Above Rs.75,000	57	4.1313	0.54802		
	Total	519	3.9812	0.51729		

CONCLUSION:

Based on the findings, a notable mean difference is observed in the Monthly Income of employees concerning the influence of extended working hours on their productivity. The results indicate that employees in the IT industry in Chennai face challenges in getting sufficient sleep as work occupies their minds and significantly encroaches upon their leisure activities and free time.

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