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SIX DAY WORKING PLAN IN EDUCATIONAL INSTITUTION: A CASE STUDY

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Abstract

The relationship between work and time is drawing renewed attention, concomitant with the general trend towards reduced hours of work and an increased flexibility in working time arrangements. Traditionally, social customs and work demands have been the principal factors in determining a work schedule. Thus specific work schedules prevailed within certain industries or occupations. However, no clear goal for working time seems to exist. Recently, vociferous demands for flexibility in working hours have given rise to many new proposals. A review of innovative working patterns reveals schemes to extend operating hours beyond normal workdays, with flexible options for workers. These new patterns have a considerable impact on job content and work organization; viz., more independent tasks, better communication and group work, multi-skilled work, work breaks, and enhanced worker participation. On the other hand, concern is growing about safety and health issues involved in working time options, such as fatigue, disturbed sleep, disrupted social life, and ill-health due to excessive hours of work or irregular schedules. In order to promote a more systematic choice of flexible work systems, it is essential to develop change strategies which (i) link working time options with efforts to improve work organization; (ii) present these options, together with information on adaptation limits and risks to safety and health; and (iii) Encourage informed consultations with workers, so as to meet local needs. This paper describes an overview of a Working Plan in educational institution.

Keywords: Working Time Arrangements, Flexibility, Safety and Health Issues, Change Strategies, Six Day Working Plan.
