

## Case Analysis of a 70-Hour Work Week and Its Associated Cost-Benefit Outcomes

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### Abstract:

The phenomenon of a 70-hour work week has become increasingly prevalent in certain industries, raising concerns regarding work-life balance and employee well-being. While specific sectors, such as finance, technology, and healthcare, often necessitate extended hours due to high-pressure environments and stringent deadlines, this practice is not universally accepted or sustainable. Generational differences in perceptions of work ethic contribute to this issue, with older generations occasionally equating prolonged hours with dedication. However, there is growing awareness of the potential adverse effects on mental and physical health. Recent reports, including those from NVIDIA employees, highlight the challenges associated with such demanding schedules. To address this issue, organizations should prioritize employee wellness and implement policies that promote work-life balance. This may include flexible scheduling, mandatory time-off, and productivity measures that focus on output rather than hours worked. It is important to note that work pressure is not exclusive to any single generation, including Gen Z, but rather a systemic issue that affects employees across age groups. Addressing the 70-hour workweek phenomenon requires a multifaceted approach involving corporate cultural changes, policy reforms, and a shift in societal attitudes towards work and success.

Keywords: 70-hour work, work-life balance, sustainable, work ethic, Gen Z.

### Introduction

A 70-hour work week refers to a schedule in which an individual engages in professional activities for approximately 10 hours per day for seven days or slightly more than 14 hours per day for five days. Such an extensive workload is prevalent in specific industries such as finance, technology, healthcare, and entrepreneurship, where high demands and deadlines frequently necessitate labor beyond traditional 40-hour work weeks.

*The following are key aspects of this demanding schedule:*

1. Duration: 14 hours per day for 5 days, or approximately 11.5 hours daily for 6 days.
2. Common industries: Finance, law, technology startups, medicine, and consulting.

3. Potential impacts: - Enhanced productivity and output - Increased earnings potential (overtime compensation or bonuses) - Accelerated career advancement opportunities.
4. Health concerns: - Elevated stress and burnout risk - Disrupted sleep patterns - Potential for physical health issues (e.g., cardiovascular problems).
5. Work-life balance challenges: - Limited personal time - Difficulty maintaining interpersonal relationships - Reduced time for self-care and leisure activities.
6. Legal considerations: - May contravene labor laws in some jurisdictions - Overtime regulations vary by country and industry.
7. Productivity concerns: - Diminishing returns on productivity after extended hours - Increased likelihood of errors due to fatigue.
8. Workplace culture implications: - Can foster a high-pressure environment - May lead to competition among employees.
9. Long-term career effects: - Potential for accelerated skill acquisition and experience gain - Risk of early career burnout or job dissatisfaction.
10. Strategies for coping: - Efficient time management - Regular breaks and proper nutrition - Clear delineation between work and personal life.
11. Employer considerations: - Higher employee turnover risk - Potential for increased operational costs - Need for robust support systems and resources for employees.

### **What is the 70 Hours Work a Week Controversy?**

Mr. Narayan Murthy, the renowned Indian entrepreneur and co-founder of Infosys, has proposed a 70-hour work week, emphasizing India's low productivity. He urged youth to adopt the mindset, "This is my country. I am willing to work 70 hours per week." Murthy shared his own work habits, working 14-hour days, six and a half days a week, from 6:30 am to 8:40 pm, expressing pride in this routine. He highlighted Prime Minister Narendra Modi's 100-hour workweeks, suggesting emulation of Modi's dedication. Murthy cited post-World War II Germany and Japan, recommending India adopt a similar intensive labor approach for national reconstruction.

### **What International Labor Organization says?**

Indian workers average 47.7 hours per week, surpassing the United States (36.4), the United Kingdom (35.9), Germany (34.4), China (46.1), Singapore (42.6), and Japan (36.6) (International Labor Organization). Those collaborating with international teams often respond outside of conventional business hours. Many young adults (16-25) are engaged in gig economy jobs such as taxi driving, motorcycle rentals, or delivery services, which typically offer limited career advancement and inadequate pay. Workers such as laborers, electricians, plumbers, and those employed by platforms such as Urban Company, Swiggy, Zomato, Ola, and Uber often work 11-12 hours

daily, totaling over 70 h per week. This situation is particularly concerning for employees in the Information Technology and corporate sectors and necessitates further examination.

### **What Motivates Certain Individuals to Support a 70-Hour Workweek?**

Murthy's perspective garnered support from industry leaders such as Ola Cabs' co-founder and CEO Bhavish Aggarwal and JSW Group's Chairman Sajjan Jindal. Aggarwal concurred with Murthy on social media, asserting: "We need to intensify our efforts and reject leisure to achieve in one generation what other nations did in several." The fundamental issue is the lack of empathy in leadership. Leaders should cultivate a compassionate work environment, but often function as supervisors, evaluating contributions based on billable hours, which leads to problems. Furthermore, generational differences play a significant role. Baby boomers associate diligence with extended work hours, with a limited understanding of the mental and physical consequences. Currently, despite increased awareness, the demand for 70-hour workweeks is inequitable and severe.

### **Interesting evidence for long working hours**

In a trial conducted at its Japanese offices, Microsoft implemented a four-day work week, which resulted in enhanced employee happiness and a significant boost in productivity. The Work-Life Choice Challenge Summer 2019 initiative took place in August and provided 2,300 employees with five consecutive Fridays off without reducing their pay. This shortened workweek led to more productive meetings, increased employee satisfaction, and a 40% increase in productivity. The program also offered subsidization of family vacations for employees of up to ¥100,000 (\$920). Takuya Hirano, Microsoft Japan's president and CEO, urged employees to achieve identical results with a 20% reduction in working hours. Furthermore, employees took 25% less time off, electricity consumption decreased by 23%, and paper printing decreased by 59%. An overwhelming 92% of employees expressed support for a shorter workweek. This experiment followed a comparable trial conducted by New Zealand's Perpetual Guardian in 2018, which demonstrated that a four-day work week improved work-life balance, enhanced focus, and lowered stress levels by 7%.

### **Takeaways from Nvidia**

*Big money, big stress:* The rapid increase in Nvidia's stock value, driven by its leadership in AI chip sales, has resulted in substantial financial benefits for its employees. The company's market capitalization has grown at an unprecedented rate, creating numerous millionaires. However, this lucrative environment comes with a demanding work culture. Staff members report extended work hours, high-pressure situations, and disorganized operations. CEO Jensen Huang's leadership style emphasizes stringent work expectations and a high-stress atmosphere. Huang believes in pushing employees to excellence rather than resorting to job cuts.

*Golden handcuffs:* According to the Bloomberg report, current and former Nvidia employees describe a challenging work environment. One ex-technical support worker was required to work every day of the week, often until late at night. Another former marketing employee attended multiple stressful meetings daily, despite generous stock options making it difficult to leave. Employees persevere due to the "golden handcuffs" - the promise of significant financial rewards. Nvidia's stock grants vest over a four-year period, helping to retain employees despite the intense work culture. The turnover rate decreased significantly after Nvidia's valuation exceeded \$1 trillion, dropping from 5.3% in 2023 to 2.7%, which is notably lower than the semiconductor industry's average turnover rate of 17.7%. The report notes that while Nvidia employees now own luxury vehicles, they are frequently seen at the office rather than enjoying their newfound wealth.

## What resists Certain Individuals accepting a 70-Hour Workweek?

While some corporate leaders applaud Murthy's perspective, Anna's untimely demise ignited widespread condemnation. Many social platforms contend that promoting excessive work hours results in exhaustion, health problems, and tragic incidents, such as Anna's. They pointed out that commutes in metropolitan areas such as Mumbai and Bengaluru make 70-hour workweeks impractical and detrimental. Detractors argue that overworked young professionals do not address India's productivity challenges. Ashneer Grover, previously managing director at BharatPe, challenged Murthy's stance, emphasizing that job performance should be evaluated based on results, not time spent. Anna, a young certified public accountant, passed away on July 20, just four months into her position at EY's Pune branch. Her mother, Anita Augustine, attributed her death to extreme work stress in correspondence with EY India's chairman Rajiv Memani. EY responded, stating that they are treating the matter with utmost seriousness and prioritizing employee welfare, aiming to enhance workplace conditions for 100,000 staff members in India. Anna's passing sparked discussions about harmful workplace environments and overwork in India's corporate sector. Social media users express sympathy, share distressing experiences, and demand accountability. Many call for reforms to improve mental health support and humane working conditions in companies such as EY. The conversation expanded when a social media user connected Anna's death to Narayan Murthy's remarks advocating a 70-hour workweek for India's advancement, underscoring the normalization of overwork in corporate culture.

## WHO report with Long Working Hours

An analysis of the economic implications of a 70-hour workweek in India demonstrated its lack of viability. Research by the World Health Organization on the psychological and physiological effects of prolonged work hours indicates that approximately 15% of employed individuals experience anxiety, depression, and other mental health disorders that adversely impact their daily functioning. These conditions result in a loss of 12 billion workdays and an annual cost of \$1 trillion in the global economy. Consequently, mandating extended working hours leads to diminished productivity and increased employee dissatisfaction. Excessive screen time, prolonged static postures, limited physical activity, and unhealthy habits arising from sedentary behavior contribute to various health issues across all age groups.

## Other supporting evidence with Long Working Hours

The Knowledge Chamber of Commerce and Industry (KCCI) and Onsurity released a 2024 report titled 'Burying the Burnout: Decoding the Health Challenges of India's Tech Geniuses', elucidating the detrimental effects of prolonged working hours on the mental and physical well-being of Indian technology professionals.

Key findings include:

Over 50% of technology professionals work an average of 52.5 hours per week, exceeding the national average of 47.7 hours, resulting in significant health implications. Nearly 45% of the respondents reported experiencing stress, anxiety, and depression due to demanding schedules.

Common physical ailments include back and neck pain, disrupted sleep cycles, gastrointestinal issues, and weight gain, with 55% attributing these to extended working hours.

Approximately 74% of family events were missed due to work commitments, indicating a poor work-life balance. More than half of the respondents reported sleeping only 5.5-6 hours per night, exacerbating both mental and physical health issues.

The report advocates employers to establish supportive environments, implement preventive health measures, and promote work-life balance to safeguard employee well-being. Bharat Patel, Secretary General of KCCI, emphasized the necessity of prioritizing health given the intense demands of the technology industry. This study urges companies to focus on employee wellness to ensure long-term productivity and job satisfaction.

### Questions for discussion

- 1) What Can Be Done for the issue of 70 hours work week?
- 2) Whether the work pressure is pursued by only Gen Z employees?
- 3) 'Big money comes with Big Stress? Comment.

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