

Working Hours in Educational Institution: A Case Study

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Abstract

The connection among work and time is illustration changed consideration connected with the common tendency towards reduced hours of work and an improved flexibility in working time preparations. Traditionally, collective customs and work demands have been the prime factors in determining a work calendar. Thus specific work schedules succeeded within certain industries or occupations. However, no clear objective for working time seems to exist. Recently, vociferous demands for flexibility in working hours have given rise to many new proposals. A review of modern working structures reveals plans to stretch operational hours outside of regular workdays, with flexible possibilities for workers.

In direction to promote a more systematic choice of elastic 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 version limits and risks to safety and health; and (iii) Inspire informed consultations with workers, so as to meet local needs. This paper describes an overview of Working Plan in educational institution. For this study we selected students as our respondents from science, commerce and arts background.

Key words: Education, Class, Academic, Teachers, Students

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Introduction

Traditionally, it is believed that a five-day work per week is more productive as compared to six-day work per week. The six-day work per week emphasizes students and does not give them enough time to spend with their own hobbies. But the argument between the five-day work per week and the six-day work per week does not have the right answers still. It depends on many other factors such as fixed hours compared to flexible hours, classes timing, the option to attend classes from home, facilities available at university, subjects (theoretical or practical) etc.

The industrial revolution made it possible for a bigger segment of the population to work year round, because this labour was not tied to season an artificial lighting made it probable to work longer each day. Pleasants and arm laborers moved from rural areas to workshops and working time during the enlarged significantly. Before collective negotiating and worker protection laws, there was a financial inducement for a firm to maximize the return on lavish equipment by having long phases. Records indicate that work rosters as long as twelve to sixteen hours per day, six to seven days per week were practiced in some industrialized sites.

The automobile maker, Henry Ford was an ardent proponent of shorter work hours, which he presented unilaterally in his own industrialized works. Ford stated that he pursued this policy for business rather than charitable reason. He believed that employees needed adequate freedom time to consume goods and thus discriminate a need to purchase them.

Some articles supporting a four-day week have maintained that reduced work hour would increase feeding and energize the economy. Though other objects actually state that feeding would decrease. Other opinions for the four-day week include improvements to worker's level of education and improvements to worker's fitness. Condensed hours also save money on day care costs and transportation, which in turn benefits the environments with less carbon-related discharges. These benefits increase workforce efficiency on a per hour basis.

Over the 20th century work hours dropped by almost half, mostly due to rising nets brought about by renewed financial growth, with a supporting role from trade unions, collective bargaining and broad minded and legislation. The workweek, in most of the industrialized world, dropped gradually to about forty hours after World War II. The limitations of working hours is also proclaimed by the universal declaration of human rights, international covenant on economic, social and cultural rights and European social charter. The decline continues at a quicker jump in Europe for example France adopted a 35 hours work week in 2000. In 1995 China adopted a 40 Hour Week, eradicating half day work on Saturdays. Working hours in industrializing thrifths like South Korea though still much higher than the foremost industrial countries are also falling steadily.

The new economics foundations have endorsed moving to a 21-hour standard work week to address problems with unemployment, high carbon radiations, low wellbeing, rooted inequalities, overworking, family care, and the general lack of free time. Actual work week lengths have been dropping in the developed world. Factors that have subsidized to lowering average work hours and increasing standard of living have been:

Need of the study

A standard working hour refers to the law to limit the working hours per day, per week, per month or per year. If a worker needs to work overtime, the employer will need to pay overtime payments to employees as required in the law. The workers cannot work more than the level identified in the extreme working hours' law. Flexible functioning hours allows your workers to work around obligations and responsibilities outside of their job. Whether your employee is a caregiver, parent, or

moonlighting, flexible work helps these individuals balance their work-life schedule better which reduces stress.

Decades of research supporting a five-day work per week as compare to a six-day work plan per week and shows that studying long hours can lead to serious consequences for health, family life, and productivity. Also, studying long hours can have serious health consequences. In the absence of free time, students may abandon good habits that fight the negative effects of a high-stress lifestyle and overwork reduces the amount of time you spend with family and friends. In this study researcher want to know students point of view regarding six-day work plan per week. Also include their opinion and suggestion for how we improve these work plans.

Objective of the study

The main objective of the survey is to know the view of respondents about six-day work plan per week of B.H.U.

1. To study the view of student on six-day work plan per week of BHU.
2. To examine the development role of six-day work per week plan in BHU.
3. To analyze the students view on six-day work plan per week.

Scope of the study

The scope of the study covers various aspects of the university's educational work plan for students. Being a principle institution with other related activities, BHU has been making efforts contributing in the field of education development programmes, since 1916.

Area of study

According to the aim of survey, we had to collect information from B.H.U questionnaire regarding their view on six-day work plan per week of B.H.U.

Sampling techniques

Data were collected using convenient sampling technique to distribute questionnaires to 300 respondents. We received back 270 filled questionnaires with response rate of 90%.

Collection of data

The study is founded on primary data using questionnaire method. The survey has been carried out in BHU including three major faculties Faculty of commerce (90 students), Faculty of arts (92 students) and Institute of science (88 students). In this study I have taken both type of students those who are lived in hostel and out of hostel. The study has been conducted in BHU campus, focusing on role of education system.

Analysis and reporting

S.N.	Questions	Yes	No
1	Are you comfortable with the schedule and class timing under the six day work plan per week?	193 (71%)	77 (29%)
2	Do you get sufficient time for self-study while you under the six day work plan per week?	156 (58%)	114 (42%)
3	Do you agree that in six day work plan per week your study continue without any break?	170 (63%)	100 (37%)
4	Are you getting sufficient time for preparation of other competitive	96	174

	exams in six day work plan per week?	(36%)	(64%)
5	Are you able to avail the facilities like library, hobby center, diploma courses etc., more comfortably under the six day work plan?	209 (77%)	61 (23%)
6	Do you get enough time for interaction with your classmates and friends under the six day work plan per week?	198 (73%)	72 (27%)
7	Do you get enough time for discussion with your teachers and seniors under the six day work plan per week?	189 (70%)	81 (30%)
8	Do you feel better health during six day work plan per week?	187 (69%)	83 (31%)
9	Do you get sufficient time for sports while you under the six day work plan per week?	152 (56%)	118 (44%)
10	Do you get sufficient time for parents under six day work plan per week?	169 (63%)	101 (37%)
11	Do you get enough time for extracurricular activities under six day work plan per week?	125 (46%)	145 (54%)
12	Do you agree that six day work plan per week is good as compare to five day work plan per week for you?	157 (58%)	113 (42%)

Fig.1: Bar Chart

Question: According to you “which plan is more suitable for you?”

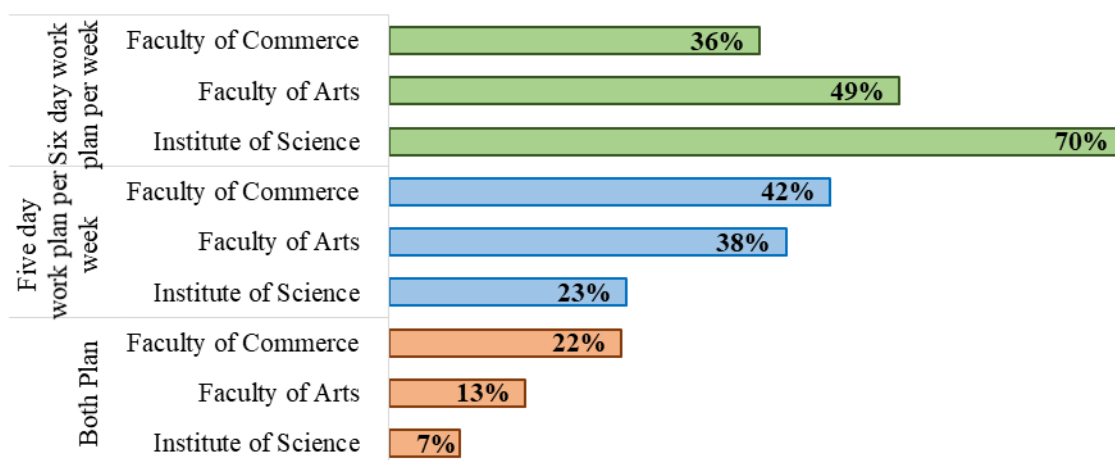
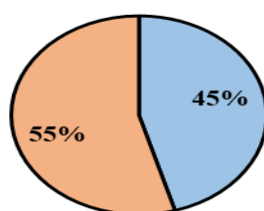


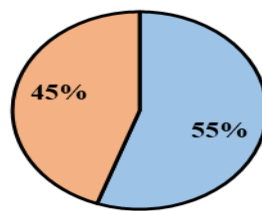
Fig.2: Percentage of Hostellers and Day scholar students in these three faculties

(1) Institute of Science



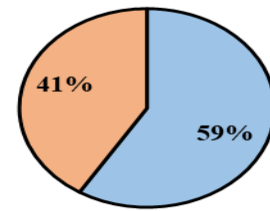
■ Hostler ■ Day Scholar

(2) Faculty of Arts



■ Hostler ■ Day Scholar

(3) Faculty of Commerce



■ Hostler ■ Day Scholar

Fig.3(a): “Which plan is more suitable for you”, percentage distribution of hosteller’s students according their faculties

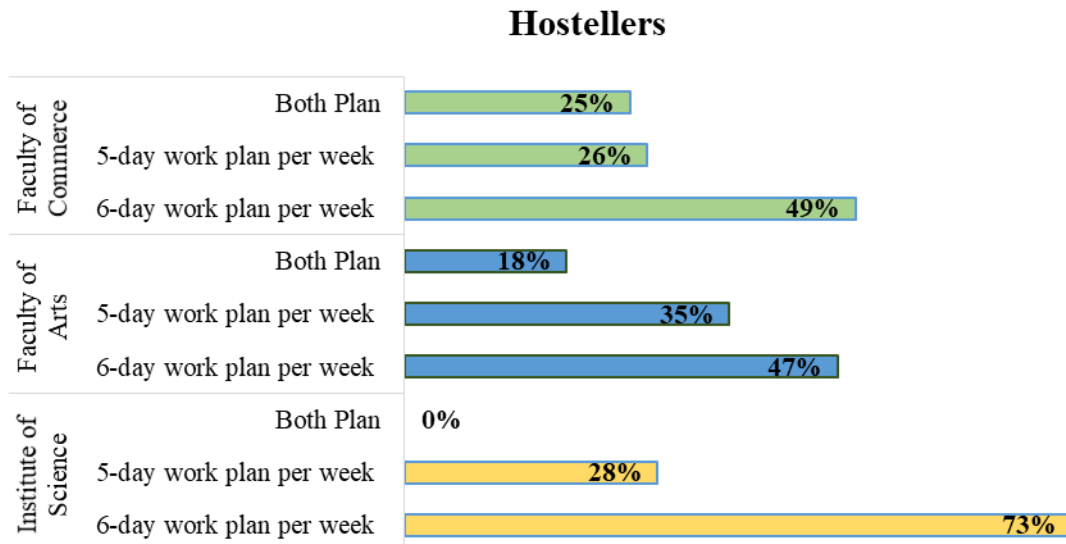
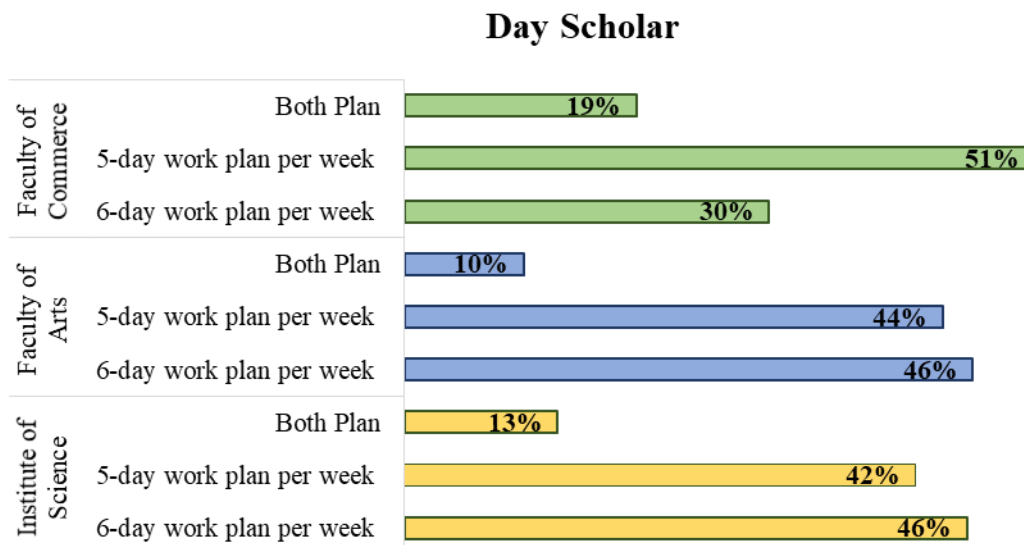


Fig.3(b): “Which plan is more suitable for you”, percentage distribution of day scholar’s students according their faculties



Justification of objectives with the help of chi square

Present analysis is based on the study of 270 respondents. Frequencies, percentage were computed and in some cases chi square test were applied to test the independency of two attributes in bivariate contingency table.

The null hypothesis is taken as:

H₀: Regarding goodness of six-day work plan per week are independent from student’s faculties?

H₁: Regarding goodness of six-day work plan per week are dependent on student’s faculties?

Class	Do you agree that six day work plan per week is good as compare to five day work plan per week for you?		Total
	Opinion		
	Yes	No	
Institute of Science	52	36	88
Faculty of Arts	41	51	92
Faculty of Commerce	29	61	90
Total	122	148	270

Here a frequencies are arranged in the form of 3*2 contingency table. Hence the degree of freedom are $(3-1)*(2-1) = 2$

Contingency Table

O _{ij} -	E _{ij}	(O _{ij} - E _{ij}) ²	(O _{ij} - E _{ij}) ² / E _{ij}
52	39.7630	149.7451	3.7659
41	41.5704	0.3253	0.0078
29	40.6667	136.1111	3.3470
36	48.2370	149.7451	3.1044
51	50.4296	0.3253	0.0065
61	49.3333	136.1111	2.7590
Total = 270			

Then the test statistics under H₀ is given by:

$$\chi^2 \text{ calculated} = (O_{ij} - E_{ij})^2 / E_{ij} = 12.9906$$

Tabulated value of χ^2 for $(3-1)(2-1) = 2$ degree of freedom at 5% level of significance is 5.9915.

Calculated value of χ^2 is less than the tabulated value of χ^2 therefore, null hypothesis is rejected at 5 % level of significance with two degree of freedom on the basis of observations.

Thus we conclude that, according to view of respondents regarding goodness of six-day work plan per week is dependent on student's faculties.

If we visualize the data than we can easily see the difference between these three faculties in Bar Chart (Fig. 1). Students belonging to Institute of Science, they (70%) thought six-day work plan per week is most suitable for them as compare to five-day work plan per week.

BHU follow a six-day work plan per week, usually Saturday being a half day. Mostly have one or two classes scheduled for Saturday, which means students who live far away walk all the way to university in just one-hour class. Researcher asked to students if they thought a five-day week could be better or not as compare to six-day work plan.

In fig.3(a) and (b) shown percentage of respondents according to their residence (hosteller or day scholar) 53% of respondents in this study are from hostel and 47% of them are day scholars. If we compare hostellers with day scholars, our analysis showed that the hostellers support six-day work plan per week in faculty of commerce is 49%, faculty of arts is 47% and institute of science is 73% of respondents from hostels they supported six-day work plan per week and day scholars supported five-day work plan per week in faculty of commerce is 51%, faculty of arts is 44% and institute of science is 42% of respondents.

Declaration

The authors declare that they have no personal relationships that could have appeared to influence the work reported in this paper.

Conclusion

There are Number of students feel comfortable in six days working plan regarding schedule and class timing, our analysis shown that 71% of the respondents agree with this statement and 29% of them denied with this statement. Analysis indicate that where is Practical classes is compulsory their students supports Six days' plan. 70% of the respondents from institute of science they said six-day work plan is more suitable for them. There are number of students avail the facilities like library, hobby centre, diploma course etc., more comfortably under the six-day work plan per week, our analysis showed that 77% of the respondents supported this statement and 23% of them did not agree with this. There are only 36% respondents who said they getting sufficient time for preparation of other competitive exams in six-day work plan per week but mostly (64%) respondents oppose this. There are number of students get enough time for interaction with your classmates and friends under the six days working plan, our analysis showed that 73% of the respondents supported this statement they have enough time for discussion but 27% of them did not agree with this. Only 56% respondents agree that they get sufficient time for sports with six-day work plan per week. According to survey, 58% of the total respondents agreed that six-day work plan per week is good as compare to five-day work plan per week but 42% of the respondents do not agree with this statement.

Suggestion

The solution is that the Banaras Hindu University try to take initiative for six-day work plan per week, as France has done, numbers of Indian private educational institute & private sector should start implementing work life balance policies for different working plan such as: -

- Offering student care financial assistance like earn by learn wheel.
- Different type educational help like coaching remedial classes etc.
- Giving student free membership of a health club, coupon for canteen.
- Compelling student to take an educational holiday in different areas.
- Flextime for time table.
- Offering flexible start and finish times provided the student works the core hours.
- Job share/part -time working.
- Paid Token of money.
- Replacement in absence of teachers.
- Smart classes & Good facilities in different educational aspects.
- Self-managed working.

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