



## **"Long Hours Working: Exploring the Impact of Extreme Work Hours on Productivity and Well-being"**

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### **ABSTRACT :**

This study investigates the implications of extreme work hours, particularly a long working hour workweek, on employee productivity, physical health, mental well-being, and organizational efficiency. Drawing from case studies, surveys, and industry reports, the paper highlights the short-term benefits of increased output versus the long-term risks of burnout, decreased performance, and attrition. Recommendations are provided to optimize work schedules while maintaining sustainable productivity.

**Keywords:** Extreme work hours , Work-life balance , Work stress , Physical health , Extreme work hours

### **Objectives**

Clearly state the goals of your research:

- To examine the impact of a long 90-hour workweek on individual productivity and overall physical and mental health

### **Introduction- "Long Hours Working:**

Exploring the Impact of Extreme Work Hours on Productivity and Well-being"

The idea of long work hours has generally been related with devotion, difficult work, and achievement. From the modern upheaval to the cutting-edge corporate world, working past standard hours has frequently been celebrated as a characteristic of responsibility and a way to accomplishing proficient greatness. In any case, the rising pervasiveness of outrageous work hours, like 90-hour long weeks of work, has ignited critical discussion about its impacts on the two people and associations. While some contend that extended periods are important to fulfil the needs of serious ventures like innovation, money, and medical services, others feature the significant cost such practices take on worker prosperity and by and large authoritative effectiveness. This paper dives into the ramifications of working 90 hours out of every week, investigating the harmony between efficiency gains and the dangers of burnout, medical problems, and declining execution.

In the present speedy, innovation driven world, work environment requests are at a record-breaking high. Businesses like tech new companies, speculation banking, and medical care frequently expect workers to devote extended periods of time to fulfil tight time constraints, send-off new items, or address squeezing difficulties. "Prominent innovators, such as Elon Musk, advocate for intense work schedules, arguing that transformational success often demands efforts beyond a traditional 40-hour work week. This outlook has energized the ascent of what is frequently alluded to as "hustle culture," where exhaust isn't just standardized yet celebrated. However, in spite of the social acknowledgment of broadened hours, research recommends that unreasonable responsibilities accompany consistent losses. Studies show that while efficiency may at first increment with longer hours, it levels and ultimately declines as labourers experience weariness, stress, and burnout.

The act of working 90 hours week by week suggests basic conversation starters about the manageability of such timetables. According to an efficiency point of view, defenders contend that outrageous work hours empower associations to accomplish quicker results, especially in high-pressure ventures. For example, tech new businesses frequently depend on "run" work cycles, where representatives devote serious hours over a brief period to accomplish huge achievements. Also, clinical experts and people on call often work expanded shifts during crises.

Notwithstanding, the drawn-out results of such practices can't be disregarded. Delayed work hours have been connected to a large group of pessimistic results, including actual medical conditions, emotional wellness challenges, and decaying relational connections. Constant lack of sleep, one of the promptest impacts of inordinate work hours, weakens mental working, direction, and imagination. Moreover, stretched out hours add to pressure, nervousness, and discouragement, prompting an expanded gamble of burnout — a condition portrayed by close to home weariness, negativity, and decreased proficient viability. After some time, these issues influence the person as well as the association, as worker separation, non-attendance, and turnover rise.

The standardization of outrageous work hours has likewise melded working environment culture in manners that subvert coordinated effort and advancement. Representatives working 90-hour weeks frequently need time for recuperation, reflection, and expertise advancement, which are significant for long haul development and innovativeness. Besides, the accentuation on extended periods over genuine result can cultivate a culture of presenteeism, where representatives feel constrained to be noticeably working as opposed to zeroing in on significant commitments. This lost centre can disintegrate trust and assurance, especially when representatives see that their prosperity is being forfeited for authoritative objectives.

From a monetary outlook, the expenses of outrageous work hours stretch out past individual wellbeing and authoritative efficiency. Medical services costs related with pressure related sicknesses, like cardiovascular illness and hypertension, put a huge weight on the two businesses and public medical services frameworks. Moreover, the turnover of talented experts due to burnout causes high substitution costs and disturbs authoritative progression. In enterprises where ability maintenance is basic, for example, innovation and medication, the drawn-out manageability of outrageous plans for getting work done is a squeezing concern.

Notwithstanding these difficulties, the way of life of exhaust continues, driven by both interior and outside factors. Inside, numerous representatives feel a sense of urgency to sort out extended periods of time of a longing to demonstrate their devotion and secure advancements. Remotely, cultural standards and industry rehearses propagate the conviction that achievement requires steady exertion and penance. Notwithstanding, a developing group of proof proposes that a more adjusted way to deal with work might yield more noteworthy advantages for the two people and associations. Organizations that focus on representative prosperity and take on adaptable work strategies frequently report more significant levels of commitment, development, and by and large execution.

This exploration paper expects to investigate the perplexing elements of working 90 hours every week, inspecting both the momentary benefits and the drawn-out results. By breaking down contextual investigations, industry patterns, and experimental information, this study tries to give a nuanced comprehension of what outrageous work hours mean for efficiency, wellbeing, and hierarchical results. Moreover, it means to propose noteworthy suggestions for accomplishing a maintainable harmony between proficient requests and individual prosperity. In a period where work-life joining is progressively perceived as fundamental for progress, this exploration highlights the need to reevaluate conventional ideas of difficult work and efficiency.

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## **Work-Life Balance Practices in Indian Companies**

A few Indian organizations have perceived the significance of balance between fun and serious activities and carried out drives to help their representatives:

### **1. Goodbye Consultancy Administrations (TCS)**

TCS advances a crossover work model, permitting representatives to telecommute parttime.

The organization has wellbeing programs, psychological well-being advising, and adaptable pass on arrangements to forestall burnout.

### **2. Infosys**

Infosys follows a "downtime" strategy, where workers can take paid pass on past normal excursion days to zero in on private prosperity.

Urges representatives to work brilliant as opposed to extended periods of time by underlining mechanization and productivity.

### **3. Wipro**

Offers "Undertaking Pallavi," a psychological wellbeing drive that gives directing and treatment meetings.

Executes decreased working hours for representatives took part in profoundly distressing tasks.

### **Zomato**

Presented a "10-day feminine leave" strategy for female workers to help wellbeing related needs.

Empowers an adaptable plan for getting work done to oblige individual and expert responsibilities.

### **HDFC Bank**

Permits workers to take holidays after a specific time of administration.

Carries out "No Work Refers to After Available time as" approaches to guarantee representatives can disengage.

While these organizations effectively advance balance between fun and serious activities, numerous associations actually stick to long working hours, adversely influencing representative prosperity.

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## Working Hours and Their Relation to Physical and Mental Well-being

Long work hours altogether influence representatives' wellbeing and mental soundness. That's what research shows

- **Physical Health Risks:** Working 90 hours seven days builds the gamble of cardiovascular sicknesses, weight, diabetes, and rest issues. Lack of sleep, normal among exhausted representatives, diminishes resistance and adds to persistent weakness.
- **Mental Health Concerns:** Representatives with long working hours experience more significant levels of pressure, nervousness, and sadness. The shortfall of individual time prompts close to home weariness and diminished work fulfilment.
- **Burnout and Work environment Separation:** A review directed by Deloitte India saw that as 77% of Indian representatives experience working environment burnout, prompting high wearing down rates.

Model: Specialists in Indian medical clinics, particularly during the Coronavirus pandemic, worked outrageous hours, prompting extreme burnout, stress, and, surprisingly, psychological episodes. The Indian Clinical Affiliation revealed that drawn out shifts caused wretchedness among numerous medical services experts.

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## Working Duration and Effective Performance

While long working hours are frequently connected with higher efficiency, research goes against this thought

- **Consistent losses:** Studies show that following 50-60 hours of work each week, efficiency begins to decline. A 90-hour long week of work prompts mistakes, unfortunate navigation, and diminished innovativeness.
- **Representative Fulfilment and Maintenance:** Organizations that focus on balance between fun and serious activities report lower whittling down rates and higher worker commitment.
- **Near Examinations:** A concentrate by Harvard Business Survey found that representatives working over 70 hours of the week committed 20% more errors contrasted with those functioning 40-50 hours.

Microsoft Japan's 4-day long week of work explore brought about a 40% expansion in efficiency while decreasing burnout.

Indian new companies, for example, Swiggy and Flipkart have perceived the significance of balance between serious and fun activities. Swiggy permits representatives to take limitless wiped-out leave, and Flipkart has a 30-day paternity leave strategy, further developing work proficiency and worker prosperity.

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## Findings

Based on research and case studies, the following key insights were identified:

- **Expanded Work Hours Lessen Efficiency:** Representatives working 90-hour weeks experience burnout, diminished proficiency, and higher mistake rates.
- **Negative Wellbeing Effects:** Delayed work hours lead to cardiovascular infections, wretchedness, and high feelings of anxiety.
- **Balance between fun and serious activities Further develops Execution:** Organizations with adaptable work strategies report higher efficiency and occupation fulfilment.
- **Representative Maintenance Increments with Better Arrangements:** Associations offering health programs, cross breed work, and sensible work hours experience lower wearing down rates.

New businesses and Tech Firms Have a Blended Methodology: While certain new companies advance outrageous work hours, prompting burnout, others like Zomato and Flipkart have presented balance between serious and fun activities drives.

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## Conclusion

A Long working hour workweek may initially seem like a way to maximize productivity, but the long-term consequences outweigh the short-term gains. Excessive working hours lead to burnout, decreased efficiency, and severe health problems. Research shows that **work-life balance is not just a personal preference but a business strategy that enhances productivity, job satisfaction, and talent retention.**

Indian companies such as **TCS, Infosys, and Zomato** are taking steps to introduce wellness programs, flexible work arrangements, and mental health support. However, many organizations still promote long working hours, leading to declining employee well-being.

To create a sustainable work culture, **organizations must shift from measuring success based on hours worked to measuring actual output and innovation.** Implementing balanced work policies will not only enhance individual performance but also contribute to long-term organizational success.

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**Recommendations:**

- **Execute a Cap on Week by week Working Hours:** Associations ought to put down a boundary (e.g., 50-60 hours out of every week) to forestall burnout.
- **Support Adaptable Work Approaches:** Half and half work, distant choices, and emotional wellness leaves ought to be advanced.
- **Advance an Outcomes Situated Culture:** Shift centre from hours worked to genuine commitments and effect.
- **Increment Familiarity with Worker Prosperity:** Present working environment wellbeing programs, ordinary wellbeing tests, and psychological well-being advising.
- **Implement Balance between fun and serious activities Guidelines:** Government approaches ought to restrict unnecessary work hours and guarantee representative privileges are safeguarded.

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