



Benefits of a **4 day** working week



Introduction

A four-day workweek in theory allows you to work for 32 hours without sacrificing productivity, salary, or perks. 2 Everyone may work Monday through Thursday and have Fridays off, depending on the organisation and industry. Allowing each person to choose their extra day off or establishing a company-wide policy of a different third day off, such as Monday or Wednesday, are other options.

Each option has advantages and disadvantages. Keeping everyone on the same schedule, for example, promotes collaborative work prospects but leaves a company unstaffed on days when most others are working. Individual employees may benefit from a flexible third day off, but teams may struggle.



Increase in productivity

Sanford University conducted an in-depth investigation on relationships and productivity and discovered a clear link between the two. Employees that are overworked are less productive than those who work a normal or average week.

Perpetual Guardian, a New Zealand-based corporation, performed a four-day workweek pilot study. Employees not only maintained the same level of productivity, but they also improved job happiness, teamwork, work/life balance, and business loyalty. Employees were also less stressed, with a drop from 45 per cent to 38 per cent.



Employee Engagement



Employees who work a four-day week are happier and more devoted. Because employees have plenty of time to rest and recover, they are less likely to be anxious or take sick absence. As a result, they return to work feeling energised and ready to tackle new problems.

Sweden performed a trial study on a shortened work week from 2015 to 2017. Nurses in a care facility worked only six hours a day, five days a week. The results were mostly favourable, with nurses reporting fewer sick days, improved physical and mental well-being, and increased involvement as they planned 85 per cent more activities for the patients under their care.

Better recruitment and retention

Employees have demanded increased flexibility from their employers as a result of the rise in hybrid and remote working during the pandemic.

According to the CIPD, the majority of individuals believe that flexible working improves their quality of life, and 30% believe it improves their mental health. As a result, providing a flexible work schedule to potential new and existing employees is an excellent method to recruit and retain skilled professionals.

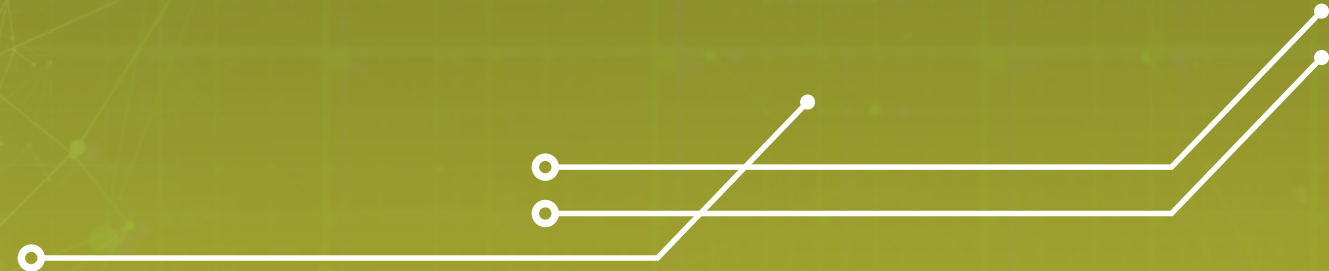


Fewer health issues



According to the mental health charity Mind, one in every six adults in England reports having a common mental health condition in any given week, and one in every five admits to calling in ill to avoid work.

Employees with four-day work weeks have more time to focus on personal development or spend time with family. This will not only make employees happier, but it will also help them burn out less, allowing them to be more focused and happy in their jobs



Want to learn more about how you can implement a 4 day working week?

Get in touch with us!

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