

Time Off and Productivity

Trigger Question: Time Off & Productivity by Prof. Bholanath Dutta

Dear Esteemed MTCians,
Greetings.....

We had a fantastic discussion on the subject [beyond working hours] yesterday and today and it is definitely an eye-opener.

Now, on the same line, another question comes in our mind ; How time off is connected with productivity?

Now, if you look at the industry, any industry.... Everywhere there is curtailment of leave, number of holidays, stretching working hours etc. Vacation concept is slowly becoming obsolete from dictionary.....the idea is availability of the man power more on the job enhances one's productivity. Gone are those days, when people used to go on vacation with family and enjoy and get reenergised and rejuvenated. Ultimately, when they get back on the job they perform better. Time off has certainly linked with productivity. Request honorable member's opinion on this.....
Regards,

(i) Prof. Maya Salimath

Dear MTCians

I want to share two different experiences related to time off & productivity which are self explanatory.

1. I was reading the book titled "THE LEADER IN YOU" by my favorite author "Dale Carnegie" , where the author writes about Winston Churchill's secret behind working almost 16hours a day in his late sixties and early seventies. "During world war-II, Winston Churchill, in his late sixties & early seventies, was able to work sixteen hours a day, year after year, directing the war effort of the British empire. a phenomenal record. he worked in bed each morning until eleven o clock, reading reports, dictating orders, making telephone calls, and holding important conferences. after lunch he went to bed again & slept for an hour. in the evening he went to bed once more and slept 2hrs before having dinner at 8o clock. he dint cure fatigue, in fact he did not have to cure it instead he prevented it.because he rested frequently, he was able to work on, fresh and fit until long past midnight."

2. When I was working with Bapuji Institute of engineering and Technology -MBA Programme Davangere under Leadership of Dr R L Nandeshwar (Present Director of Oxford college- Bangalore University MBA Programme). Whenever VTU declared vacations for faculties. DR R L N used to tell every faculty in the meetings "Go enjoy your holidays, you time with your family, have lots fun & good time and come back

with new energy, new enthusiasm and new interest to work for your betterment and also the college"

(ii) Dr. Prabhakar Waghodekar

Dear All,

Time Off may help improve productivity, but with a different perspective in mind:

1. Time off is given to reduce the volume of production as the market is dull! But keep it aside.
2. Yogi Arvindo advocated "Total Evolution of Man"! This is expected to happen because of Time Off.
3. Barring a few situations, merely giving Time Off cannot improve the industrial productivity.
4. We talk of globalisation. Its one characteristic is presence of ICT everywhere. E-manufacturing, e-medical care, e-furniture, e-home and what not. We are heading towards a knowledge society, technology society. It means all processes/tools are complex, to be operated through ICT only. Man-less factory is the obvious outcome. It is happening, happening at a rapid rate.
5. This will provide lot of Time Off to everybody. 5 days a week, 2 days a week, flexible timing, working from home, many universities goes for 2 days/week face to face approach, etc.
6. The time-off utilization will be a big social and individual issue. The obvious path is one will start using the off time for his/her self-development, leading towards a quality life, excellent life and naturally many will turn to Total Evolution.
7. Probably globalisation will lead to:
 - High compensation with low working hours.
 - Man is relieved all manual or physical work, only a few moments of mental work keeping industrial productivity high.
 - The free man will not sit idle. He will adopt new ways of life, turning him more knowledgeable, scientific, and technologically capable ultimately taking him to total evolution.

With love.

(iii) Mr. Virender Goel

Universal goal of any human endeavor is to seek piece and happiness. Another important aspect is that quality of environment at home and at workplace have bearing on each other. And third important thing is that it is square responsibility of every individual to spend quality time with spouse and the children. Social life can be modified to suit the requirement at home front and at workplace. These needs can vary from person to person. So long as these above mentioned needs are satisfied, it doesn't matter whether one is going on holidays or not or one has time off or not or one is working beyond normal working hours or even one is taking work home.

Regards
Virendra Goel

(iv) Brig(Retd) P Ganesham, VSM

As a component of interdependent society, one has to balance three dimensions of one's life.

First, the Personal dimension - which seeks one's attention and time for the immediate family. Happiness at home is the prerequisite for a better performance outside the home. This is to be achieved on continuous basis and not once a month or during the week ends.

The second - Social dimension. Society expects you to play a role in building a harmonious society with "Samvedana" in heart towards the fellow humans, animals, birds, plants and insects. This should ensure a sustainable society, safe living and equitable share of resources to all members of the society. Our contribution is to play our role correctly and always.

Third and the last dimension of the life is the Professional dimension. Here one is to pay due attention, work hard, help in building and growing of the organization and attainment of its objectives. Your contribution is focused here and you have the requisite skills and ability to perform. Do your best. Your contribution will result in overall growth of the nation and the world.

All of us have to manage the obligations result from these three dimensions each day. We need to distribute the 24 hours accordingly. It is not necessary to spend equal number of hours on each dimension. It would depend up on the age, commitments, growth and the objective of one's life.

In my view, it is important to pay attention and sustain a good balance of all the three dimensions of one's life by a good balancing act. I am sure most of us do pay attention to all the dimensions.... But balancingdepends.

Members may try and share their experiences.....

May be we teach our students and children to do better by sharing our experiences of the balancing act.