

Work–Family Balance and Alternative Work Schedules: Exploring the Impact of 4-Day Workweeks on State Employees

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Abstract

In 2008, the State of Utah implemented a 4-day workweek for their employees. This article examines the impact on employees using a postimplementation survey. For employees on the 4-day schedule, there were no significant differences by gender on work–family balance or on the impact of the schedule. However, women did demonstrate slightly more positive attitudes toward the 4-day schedule. Employees with children at home reported lower work–family balance and greater impact of the 4-day schedule. In contrast, no difference in attitudes toward the 4-day schedule was found by age, although work–family balance differed among age groups. There were differences in work–family balance between employees on the 4-day schedule and those on traditional schedules; however, the more substantial factor was whether an employee selected his or her schedule. The current study highlights the importance of engaging employees when making significant organizational changes, such as transitioning from traditional work schedules to alternative schedules.

Keywords

work–family balance, alternative work schedules, compressed workweek

Introduction

Around the globe, employers in every sector of the economy are seeking strategies to improve employee productivity and work environments. This issue is especially

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The Impact Of Work Schedules On The Family

IM Harris



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