Impact of Working Hours on the Health, Social Life & Performance on Centralized Operation Division (COD) Employees of Dubai Islamic Bank Pakistan

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Abstract. This study investigated the impact of late working hours on the health, social life and performance of the employees of Centralized Operations Division of Dubai Islamic Bank Pakistan Limited. More often than not, work weight and long working hours without representative’s consideration decrease worker’s occupation fulfillment furthermore gravely impact soundness of the workers, make reason of tiredness and work stress. They prompt remain efficiency of representatives lower than their potential and will likewise decrease long haul and transient profitability of workers and the association. The representatives who experienced to work long working hours concede a larger amount of anxiety, indications of gloom and lose of wellbeing. A very much organized survey was outlined and used for get-together the information. The results reported in this study, endorse that late working hours influence the health, social life and performance of the representatives. This result is widely unsurprising considering prior organization composing, keeping the deciding objective to secure specific data of working hours and effects on the example laborers, various request are acquainted with the respondents and appropriately dissected. Working late hours has negative effect on the execution of the representatives of COD and discussion of all the results demonstrates the speculations.

Introduction

Every employee of organization keeps desire to give better performance but his performance decline due to increase in working time. (Aasia Manzoor, Vol.2)[1]

Most of the time, work pressure and long working hours without employees care decline employee’s job satisfaction and also badly effect health of the employees, make reason of tiredness and work stress. They lead to remain productivity of employees lower than their potential and will also decline long term and short term productivity of employees and the organization. The employees who experienced to work long working hours admit a higher level of stress, signs of depression and lose of health. (Golden1, 2012)[2]

Employee stress level can be increased in result of extended working hours. Due to work load rational anxiety increases in the employees and in the result performance get affected. Employee’s performance, their families and community are badly affected because of long working hours. In the research, it is also highlighted that long working hours have more inflexible association with risk, as many factors are influenced by long working hours in which job, social life, non-working duties, employee control and performance of the employees. Many factors are commenced like insomnia, less time for the family and ignorance in other personal responsibilities due to the pressure of late working hours. All these factors have negative effect on human body i.e. tiredness, negative mindset, confusion and discomfort that tends to decline in the performance. (Muhammad Salman Qureshi, 2012)[3]
According to (Joanne White MSc, 2003)[4], long working hours tend to poor work life balance and adversely effect on family life. They also agreed that long hours working pattern are probably to have much more difficult relationship with health and safety.

Dubai Islamic Bank has a unique distinction of being the world first Islamic bank, a pioneering institution that has combined the best of traditional Islamic values with the technology and innovation that characterize the best of modern banking. Dubai Islamic Bank Pakistan Limited (DIBPL), commenced operations in 2006. Since then, DIBPL has undertaken major initiatives to expand its branch network across the country. The Bank is offering state-of-the-art Shari’a compliant products that effectively compete with those being offered in the market by conventional banks.

Dubai Islamic has comprehensive policy of work schedule, according to the policy of the working hours are as follows:

<table>
<thead>
<tr>
<th>Day</th>
<th>Time</th>
</tr>
</thead>
<tbody>
<tr>
<td>Monday to Thursday</td>
<td>09:00 am to 05:30 pm</td>
</tr>
<tr>
<td>Lunch Break</td>
<td>01:30 pm to 02:30 pm</td>
</tr>
<tr>
<td>Friday</td>
<td>09:00 am to 06:00 pm</td>
</tr>
<tr>
<td>Lunch &amp; Prayer Break</td>
<td>01:00 pm to 03:00 pm</td>
</tr>
<tr>
<td>Saturday</td>
<td>09:00 am to 01:30 pm</td>
</tr>
</tbody>
</table>

Note: During Ramadan office timing on all working days will be as per SBP directives.

**Literature Review**

A tremendous and multi fields writing focuses a considerable measure of key variables, for example, workplace, administration bolster, work load and so forth in deciding the upsetting the work can be and its impact on representative physical and emotional wellness. (Usman Bashir, 2010)[5]

In numerous associations, particularly in banks representatives are under over work weight and they have routine to stay in the workplace long time in the wake of shutting hours. All things considered, if the workload is over, it is essential that the associations ought to contract more competent hands as indicated by their associations’ interest for representatives so that their representatives can live push free and amicable lives. (Muhammad Rizwan, 2014)[6]

Reasons for anxiety are numerous like work burden, cuts in staff, change at work, long work hours, movement work, absence of supervision, deficient preparing, improper working conditions, too overwhelming obligations and poor relations with associates. Gigantic and multi fields writing focuses a great deal of key components, for example, workplace, administration bolster, workload and so on in deciding how distressing the work can be and its impact on representative physical and psychological wellness. (Muhammad Naem Shahid, 2012)[7]

City of the nation like Karachi being considered as exceptionally occupied and quick moving city and the work load and weight and long working hours influences the level of worker employment fulfillment. It is likewise found that work weight additionally has feeble connection with representative employment performance in banking sector of Pakistan. (Sobia Shujat, 2011)[8]

Worker performance is influenced by work-life strife and work over-burden in light of the fact that in banking sector working hours are draw out, it gets to be intense for the representatives to oversee time for their families and individual life. Representative performance can be enhanced by actualizing procedures (like employment sharing and partitioning an assignment). By separating an occupation workers will feel unwind will have the capacity to perform better in the organization. (Saira Ashfaq, 2013)[9]

Work over-burden is the most essential of the considerable number of determinants bringing on anxiety in the work settings that laborers tackle at their employments. The overwhelming task of assignments, inaccessible due dates and long working hours join in the idea of work over-burden. (Dr. Khalid Khan, 2013)[10]
Problem Statement

As working hours play an important role in the performance of the employees and also affect their health and social life. If employees adhere or do work according to the define policy of working hours, they can easily manage their social life and will be more fresh and motivated on work and also take care of their health. In this study, I am more anxious to know about the impact of working time on the performance, health and social life of COD employees of DIBPAK.

Objectives

Following are the objectives of the study:
1) To find out that the working hours affects the health of the employees.
2) To find out the impact of late sitting on performance of the employees.
3) To find out the working of late working hours disturb the social life of the employees.

Hypotheses

H₁: Employees social life disturbs due to late working hours.
H₂: Employees health is affected due to long working hours.
H₃: Employees performance decreases due to late working hours.

Research Methodology

Primary data was gathered through an all around organized questionnaire for this specific study. All out 30 questionnaires were filled by 30 officials of Centralized Operations Division of Dubai Islamic Bank Pakistan Limited. MS Excel 2010 was utilized with the end goal of estimation and investigation of the information.

Data Analysis

For dissecting the gathered Data and testing the Hypotheses, Chi – Square strategy was utilized.

Chi – Square Test

As chi square ($X^2$) measurement is utilized to explore whether disseminations of straight out variables vary from each other. Fundamentally clear cut variable yield information in the classifications and numerical variables yield information in numerical structure. The Chi Square measurement thinks about the counts or tallies of straight out reactions between two (or more) free gatherings. Chi- Square method is necessary and essential to use for finding out the relationship among late working hours, social life, health and performance of the employees.

Table 1.1. Impact of Working Hours on Social Life.
Table 1.2.

<table>
<thead>
<tr>
<th></th>
<th>Observed</th>
<th>Expected</th>
</tr>
</thead>
<tbody>
<tr>
<td>Do you work in the office more than 9 working hours regularly?</td>
<td>20</td>
<td>8</td>
</tr>
<tr>
<td>After office, do you spend time with your friends?</td>
<td>12</td>
<td>8</td>
</tr>
<tr>
<td>Total</td>
<td>32</td>
<td>32</td>
</tr>
</tbody>
</table>

Table 1.3.

<table>
<thead>
<tr>
<th></th>
<th>Observed</th>
<th>Expected</th>
</tr>
</thead>
<tbody>
<tr>
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<td>8</td>
</tr>
<tr>
<td>Total</td>
<td>32</td>
<td>32</td>
</tr>
</tbody>
</table>

Hypothesis 1

In Table 1.1, 1.2 & 1.3 Observed and Expected frequencies are stated and after computation Chi – Square, the values of P show that there is a significance relationship between working hours and social life of the employees of COD, in light of the fact that when the p-worth is less than the alpha than the null hypothesis is rejected and alternate hypothesis is acknowledged. Here, H1 is acknowledged and come into the decision that the working of late hours is disturbing the social life of the employees of COD of DIBPL.

Table 2.1. Impact of Working Hours on Health.

<table>
<thead>
<tr>
<th></th>
<th>Observed</th>
<th>Expected</th>
</tr>
</thead>
<tbody>
<tr>
<td>Do you work in the office more than 9 working hours regularly?</td>
<td>20</td>
<td>10.25</td>
</tr>
<tr>
<td>After office, do you feel fatigue?</td>
<td>21</td>
<td>10.25</td>
</tr>
<tr>
<td>Total</td>
<td>41</td>
<td>41</td>
</tr>
</tbody>
</table>
Hypothesis 02

In Table 2.1, 2.2 & 2.3 Observed and Expected frequencies are stated and after computation Chi – Square, the values of P show that there is a significance relationship between working hours and Health of the employees of COD, in light of the fact that when the p-worth is less than the alpha than the null hypothesis is rejected and alternate hypothesis is acknowledged. Here, H1 is acknowledged and come into the decision that the working of late hours is affecting the Health of the employees of COD of DIBPL.
Hypothesis 03

In Table 3.1, 3.2 & 3.3 Observed and Expected frequencies are stated and after computation Chi – Square, the values of P show that there is a significance relationship between working hours and performance of the employees of COD, in light of the fact that when the p-worth is less than the alpha than the null hypothesis is rejected and alternate hypothesis is acknowledged. Here, H1 is acknowledged and come into the decision that the working of late hours is affecting the performance of the employees of COD of DIBPL.

Conclusion

The importance of working hours in the Banking Industry has been highlighted in the past compositions. The reason for this study is to take a gander at the effects of working hours on the health, social life and performance of the representatives of Centralized Operation Division of Dubai Islamic Bank Pakistan Limited. Also, sub targets are created to energize an unmistakable achievement of the explanation behind the study. These included 1) to find out that the working hours affects the health of the employees 2) to know the impacts of late sitting on employee performance 3) to find out the working of late working hours disturb the social life of the employees.

The outcomes reported in this study, prescribe that late working hours affect the health, social life and performance of the employees. This outcome is extensively predictable with earlier administration writing, keeping in mind the end goal to acquire particular information of working hours and impacts on the specimen workers, diverse inquiries are introduced to the respondents and accordingly analyzed. Working late hours has negative impact on the performance of the employees of COD.

Discussion of all the results proves the hypotheses; H1: there is a significance relationship between working hours and social life of the employees means Employees social life is disturbing
due to working of late hours. H2: there is a significance relationship between working hours and health of the employees means that if employees do late sittings their health is affected. H3: there is significance relationship between working hours and performance of the employees means that if employees do work more than 9 working hours, their performance are decreased.

**Recommendation**

I recommend that Centralized Operations Division of Dubai Islamic Bank Pakistan Limited and all banks should follow the time schedule release by the State Bank of Pakistan. Because balanced working life has positive effects on productivity, worker self-rated performance, and worker satisfaction. The strongest force behind the spread of more decent working time arrangements is both productive and socially healthy. The performance of the whole organization is depended on the motivation, satisfaction and performance of the employees.

**References**


