

**APPLICABILITY OF SPLITTING APPROACH FOR DECREASING
UNEMPLOYMENT AND INCREASING LIFE TIME**

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DOI: 10.5958/2249-7137.2024.00014.2

ABSTRACT

Unemployment, a persistent challenge in both developed and developing economies, represents more than just a statistic-it is a multifaceted issue with far-reaching social, economic, and individual consequences. At its core, unemployment reflects a mismatch between the supply of labor and the demand for workers within an economy. Unemployment is a pervasive and intricate global challenge that transcends borders, affecting nations of all sizes and economic standings, from developed powerhouses to emerging markets. Its tendrils extend deeply into the socioeconomic fabric of societies, casting shadows of uncertainty and disparity across diverse populations. It is imperative to embrace a multifaceted approach to address this pressing issue, recognizing its complexity and the diverse factors contributing to its persistence. Here this study discusses impact of 'splitting approach' to increase the job vacancies and to provide better life time for the workers. The study is conducted using an open questionnaire for workers from various sectors and through observation method by creating an artificial working condition.

KEYWORDS: *Splitting Approach, Unemployment, Life Time, Work Life Balance.*

INTRODUCTION

Unemployment stands as one of the most pressing challenges facing societies worldwide, with repercussions that transcend mere economic statistics, profoundly impacting individuals, families, and entire communities. At its core, unemployment represents a discord between the supply of labor and the demand for it within an economy, reflecting systemic inefficiencies, cyclical economic downturns, and structural shifts in industries. In the contemporary landscape, where globalization, technological advancements, and evolving labor market dynamics continually reshape employment patterns, understanding the multifaceted nature of unemployment and its far-reaching implications is paramount.

The impact of unemployment extends beyond economic parameters, permeating various facets of society and shaping individuals' livelihoods, aspirations, and well-being. Economically, high unemployment rates undermine consumer confidence and spending, dampen business investments, and strain government resources through increased welfare expenditures and reduced tax revenues. Moreover, unemployment engenders social dislocation, contributing to

heightened levels of poverty, homelessness, and social exclusion. Beyond material deprivations, prolonged unemployment can erode individuals' self-esteem, mental health, and social connections, exacerbating social inequalities and undermining social cohesion. As such, grappling with the complexities of unemployment demands holistic approaches that address not only economic factors but also social policies, education systems, and labor market dynamics to foster inclusive growth and mitigate its adverse impacts on society.

Here this study deals with a remedial measure for unemployment by way of increasing job vacancies by increasing working shifts (splitting) through decreasing working hours. The concept of decreasing working hours while increasing shifts involves a redistribution of labor hours to accommodate more workers within the existing framework of employment. This approach offers several potential merits, particularly in terms of increasing job opportunities, which can have positive implications for both individuals and society at large. By decreasing the number of hours per shift, companies can make part-time or flexible work arrangements more feasible. This allows individuals who may not be able to commit to traditional full-time employment due to personal responsibilities or preferences to participate in the workforce. For example, parents with childcare obligations, students pursuing education, or individuals with other commitments can find employment opportunities that fit their schedules. Consequently, this approach widens the pool of available workers and creates more job openings for those seeking non-traditional work arrangements. The increasing shifts within a given timeframe can lead to greater workforce participation and utilization. By condensing work hours into shorter shifts, companies can ensure that facilities and resources are operational for more extended periods, thereby maximizing efficiency and productivity. This can translate into higher output without necessarily increasing labor costs significantly. Moreover, with more shifts available, companies may need to hire additional staff to cover these expanded operating hours, thereby creating more employment opportunities and reducing unemployment rates in the community.

STATEMENT OF THE PROBLEM

This study deals with the splitting approach that tackle unemployment is crucial due to its potential to revolutionize labor market dynamics. By exploring innovative strategies like decreasing working hours while increasing shifts, employers can assess their viability in addressing modern workforce needs and economic challenges. This examination is particularly pertinent in the context of evolving employment preferences, technological advancements, and economic uncertainties. Understanding the applicability of splitting approaches offers insights into how labor market policies can be adapted to promote inclusivity, flexibility, and sustainable employment. It enables policymakers to develop targeted interventions that cater to diverse demographic groups, such as caregivers, students, and those seeking part-time work. Additionally, this study foster creativity and adaptation in labor market practices, driving progress towards more resilient and equitable economies. Ultimately, by examining the feasibility and outcomes of shifting approaches, researchers and policymakers can contribute to shaping a future where employment opportunities are more accessible, adaptable, and supportive of individuals' evolving needs and aspirations..

Objectives of the study

- Evaluate the practicality and effectiveness of implementing a splitting approach to address specific employment contexts and assess its potential applicability in diverse socio-economic settings.

- Investigate the advantages of implementing a splitting approach to address employment challenges.
- Examine the limitations and disadvantages associated with the adoption of a splitting approach in addressing employment issues.

RESEARCH METHODOLOGY

The present study designed as descriptive one based on primary and secondary data. A sample of 120 workers from various sectors such as IT, Mechanics, Medical and Services from Kerala state conveniently selected and the primary data collected from them using structured open questionnaire. The secondary data obtained through websites, journals etc. The observation method also used by creating an artificial working condition in PNP Pvt. Ltd., a call service centre in Kannur.

DISCUSSION

The description draws from both the open responses gathered through questionnaires and observations made in simulated work environments are as follows;

The splitting approach refers to a strategy where the total work time for a job is divided into two shifts, typically of equal duration, thereby effectively doubling the number of job vacancies available. In this approach, each shift covers a portion of the total work hours required for the job. By implementing the splitting approach, the number of working hours per shift is reduced by half compared to a single shift system. Consequently, the remuneration or wages for each worker are adjusted accordingly, reflecting the reduced working hours.

The splitting approach optimizes workforce utilization by dividing the total work hours into two shifts, effectively creating more job vacancies without increasing overall labor hours. Each shift covers a portion of the workload, allowing for greater flexibility in scheduling and accommodating a larger workforce. By halving the working hours per shift compared to a single shift system, employees benefit from improved work-life balance and reduced fatigue. However, remuneration or wages are adjusted to reflect the reduced hours worked per shift, maintaining fairness and equity within the workforce. This strategy fosters adaptability for businesses, enabling them to meet fluctuating demand without drastically altering their staffing levels. Additionally, the splitting approach can contribute to increased employment opportunities, reduced stress levels among workers, and potentially enhanced productivity due to better-rested and more motivated employees. Overall, by balancing the needs of employers and employees, the splitting approach offers a practical solution for maximizing workforce efficiency while prioritizing employee well-being.

Applicability of splitting approach

Workplaces implementing the splitting approach typically share common features such as shift-based operations to cover extended hours or fluctuating demand, flexibility in scheduling to accommodate individual preferences and needs, and a dynamic workforce consisting of full-time, part-time, and/or temporary employees. These workplaces often operate for continuous or extended hours, requiring coverage during evenings, nights, weekends, or holidays. They prioritize adaptability to demand fluctuations, necessitating quick adjustments in workforce structure without compromising productivity or customer service. Effective communication channels between management and employees are crucial to address scheduling concerns and

foster a positive work environment. Despite the non-traditional scheduling arrangements, these workplaces emphasize promoting work-life balance and employee well-being through support programs and resources.

The splitting approach is applicable in various situations across industries, especially where there's a need for flexibility in scheduling and managing workforce capacity. Here are some scenarios where this approach can be particularly beneficial:

Service Industries: Businesses such as restaurants, hotels, and retail stores often experience fluctuating demand throughout the day. Implementing split shifts allows them to align staffing levels with peak hours while avoiding overstaffing during quieter periods.

Manufacturing: In manufacturing plants with continuous operations, dividing the work into two shifts can ensure round-the-clock production without exhausting employees with long hours. It also facilitates maintenance and equipment downtime without interrupting overall output.

Healthcare: Hospitals, clinics, and emergency services require 24/7 staffing to provide continuous care. Split shifts enable healthcare facilities to maintain adequate staffing levels while accommodating staff preferences for flexible scheduling.

Customer Support: Companies offering customer support services may operate multiple shifts to provide assistance across different time zones. Split shifts allow them to cover extended hours efficiently while ensuring that employees have sufficient rest between shifts.

Transportation: Industries like logistics and public transportation often require operations around the clock. Split shifts enable companies to manage driver schedules effectively while ensuring compliance with regulations regarding driving hours and rest periods.

Education: Educational institutions, such as schools and universities, may offer split shifts for teachers and administrative staff to accommodate varied class schedules and extracurricular activities.

Merits of splitting approach

There are so many benefits with introducing the splitting approach in work place.

Increased Job Opportunities: By dividing work hours into multiple shifts, more job vacancies are created, providing opportunities for more individuals to gain employment.

Enhanced Flexibility: Split shifts allow for greater flexibility in scheduling, accommodating employees' preferences and personal commitments. This can lead to improved work-life balance and job satisfaction.

Reduced Fatigue: Shorter shifts can mitigate employee fatigue compared to long, continuous shifts, leading to higher productivity, better decision-making, and improved safety outcomes.

Improved Productivity and quality of outputs: With reduced fatigue and enhanced job satisfaction, employees may be more motivated and productive during their shifts, leading to increased overall efficiency and output.

Better Utilization of Resources: Split shifts enable businesses to better match staffing levels with demand fluctuations, optimizing resource allocation and minimizing idle time.

Cost Savings: While remuneration per hour may decrease due to shorter shifts, overall labor costs may remain stable or decrease due to potential productivity gains and reduced absenteeism.

Adaptability to Business Needs: The splitting approach allows businesses to adjust staffing levels more easily in response to changes in demand, helping them remain competitive and agile in dynamic markets.

Employee Satisfaction and Retention: Offering split shifts can improve employee satisfaction and retention by providing more options for work schedules and accommodating diverse lifestyles and needs.

Ideal for Part-Time Job Seekers: Split shifts are particularly attractive to individuals seeking part-time employment or those with multiple commitments, such as students, retirees, or individuals with other part-time jobs. It provides them with the opportunity to earn income while still accommodating their other responsibilities.

Facilitates Work-Life Balance and Enjoyment: With more time available outside of work hours, employees on split shifts have greater opportunities to pursue hobbies, spend time with family and friends, engage in recreational activities, or simply relax and unwind, leading to improved overall well-being.

Supports Care giving Responsibilities: Split shifts can be advantageous for employees who are caregivers for children, elderly parents, or individuals with special needs. It allows them to fulfill their care giving duties while still maintaining employment, providing financial stability for their families.

Enables Educational Pursuits: For individuals pursuing further education or skill development, split shifts offer the flexibility to attend classes, workshops, or training programs during non-working hours. This enables employees to invest in their personal and professional growth without sacrificing their employment.

Demerits of splitting approach

Along with the benefits there are some struggles that attached to the splitting approach.

Increased Cost of Training: Implementing split shifts may require additional training for employees to adapt to new schedules, procedures, or responsibilities. This can result in increased training costs for employers, including expenses related to trainers, materials, and time away from regular duties.

Opposition from Trade Unions: Trade unions may oppose the implementation of split shifts due to concerns about potential negative effects on workers, such as reduced wages, disrupted work schedules, or increased work-related stress. This opposition can lead to conflicts between employers and labor representatives, affecting workplace harmony and productivity.

Opposition from Existing Workers: Existing employees who are accustomed to traditional work schedules may resist the introduction of split shifts, fearing changes to their working conditions, income, or job security. Resistance from these workers can lead to morale issues, decreased motivation, and interpersonal conflicts within the workplace.

Reduced Income: Since each shift covers only half of the total work hours, employees working split shifts may experience a decrease in their overall income compared to those working full-

time hours. This reduction in income can be challenging for individuals who rely on steady earnings to meet their financial obligations.

Limited Career Advancement: Split shifts may limit opportunities for career advancement or progression within the organization. Employees working part-time hours may have fewer chances for promotions, raises, or access to benefits compared to full-time employees.

Increased Commuting Costs: Employees working split shifts may incur higher commuting costs, as they may need to travel to and from work multiple times per day. This can lead to additional expenses related to transportation, such as fuel, public transportation fares, or parking fees.

Difficulty in Coordination: Split shifts can present challenges in coordinating work schedules and communication among employees, especially if there are different teams or departments working on different shifts. This can lead to inefficiencies, miscommunication, and difficulty in maintaining cohesive teamwork.

Impact on Work-Life Balance: While split shifts offer flexibility, they can also disrupt work-life balance by requiring employees to work non-standard hours, including evenings, nights, or weekends. This may affect personal relationships, social activities, and overall well-being.

Potential for Burnout: Working irregular or unpredictable shifts may increase the risk of burnout among employees, particularly if they are unable to establish consistent routines or sufficient rest periods between shifts. This can negatively impact employee morale, job satisfaction, and long-term retention.

Legal and Regulatory Considerations: Depending on local labor laws and regulations, employers may face compliance challenges related to scheduling, overtime pay, and employee rights when implementing split shifts. Failure to adhere to legal requirements can result in legal disputes, fines, or reputational damage.

CONCLUSION

The splitting approach is important in current scenario because it increases job vacancies, enhances workforce flexibility, and improves employee satisfaction. By dividing work hours into multiple shifts, it accommodates diverse scheduling needs, such as part-time employment and care giving responsibilities. This approach also optimizes resource utilization, allowing businesses to adapt to fluctuating demand and reduce labor costs. Moreover, it fosters a better work-life balance for employees, leading to increased productivity and retention. Overall, the splitting approach plays a crucial role in creating opportunities for employment, supporting employee well-being, and promoting organizational efficiency.

The splitting approach offers a viable strategy for increasing job vacancies, improving workforce flexibility, and enhancing employee satisfaction in various industries. However, it also presents several demerits and challenges that employers must carefully consider and address. While split shifts can provide opportunities for part-time job seekers, support work-life balance, and facilitate care giving responsibilities, they may lead to reduced income, limited career advancement, and increased commuting costs for employees. Moreover, implementing split shifts can incur additional training expenses, face opposition from trade unions, and meet resistance from existing workers accustomed to traditional schedules.

Despite these challenges, organizations can mitigate the negative impacts of the splitting approach by implementing effective communication strategies, providing adequate training and support, and addressing concerns raised by employees and labor representatives. By balancing the advantages and disadvantages of split shifts, employers can maximize the benefits of this approach while ensuring the well-being and satisfaction of their workforce.

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