

### Part 3

Read the article on A Workaholic Trend and answer Questions 26 - 45.

#### A Workaholic Trend

Workweeks decreased as productivity rose over the first century of the industrial revolution. Time on the job decreased from 12 hours per day to 10 hours per day and then eventually down to eight hours per week for employees who had previously worked 12-hour shifts. Before, social planners were concerned about what people would do with their extra free time, but it was a different period. At least in the United States, they didn't need to bother.

It appears that leisure time is mainly reserved for the jobless, even though productivity per hour of labor has quadrupled since 1945. Full-time employees are putting in the same number of hours as they were after World War II. In reality, the number of hours worked has grown significantly since 1970, maybe due to the stagnation in real income since that year. There are a plethora of books available in bookstores on time management and stress management.

Lost leisure time may be attributed to a variety of factors. According to Harvard economist Juliet B. Schor, as the economic environment has improved since 1979, corporations have reacted by having workers work overtime rather than by adding more staff Harvard economist Juliet B. Schor. As revenues rise, some companies are even reducing their workforces. Cornell University labor economist Ronald G. Ehrenberg says, "All things being equal; we'd be better off distributing about the job."

However, many variables force companies to recruit fewer workers for longer shifts while moving employees to work longer hours. For example, Ehrenberg refers to the pay structure as compensation quirks that make it more lucrative to ask 40 workers to work an additional hour apiece rather than recruit a single person who could perform the same job for the same 40-hour workweek.

In this regard, professional and management staff are the clearest examples of this. Once employees are paid a wage, it makes little difference how many hours a week they put in, whether it's 35 or 70. Overworked staff may ultimately lose their efficiency or depart for more fertile lands. Short-term incentives for the employer are evident, though.

Even hourly workers are entitled to benefits that are not connected to their hours worked, such as pension contributions and medical insurance. As a result, businesses stand to gain more if they put more significant pressure on their current staff.

There are several reasons why workers don't want to give up their jobs for a life of leisure. As Schor puts it, "those, who work fewer hours pay a substantial professional cost." "It's seen as a negative signal' about their devotion to the company," he says. When it comes to measuring the value of an employee's labor,

many managers find it challenging. Therefore, they use the number of hours worked as a proxy for production. It's a fact that employees are aware of, and they act following that knowledge.

However, Bailyn points out, "the idea of the ideal worker as a person whose life belongs to the corporation does not match the reality." Studies demonstrate that part-time employees are more productive because they manage their time more effectively and are less prone to exhaustion in demanding occupations. She claims that companies who employ more people for a shorter period also get redundancy benefits. In the event of unforeseen events, such as a crisis taking employees away from the office, the additional staff will be able to step in. According to Schor, some firms' "more-is-better" cultures have started to shift due to positive experiences with decreased hours.

Workplace flexibility is becoming more popular, especially among large corporations.

If employees are to swap higher productivity and money for a free time effectively, Schor believes that structural improvements in work's financial and cultural frameworks may not be enough. She contends that the American market for commodities is distorted by the assumption of full-time, two-worker families. Developers or automobile manufacturers no longer build small bungalows that serviced the first postwar generation of homebuyers. No home item is not equipped with a microprocessor. According to Schor, a strange reversal of the "suitable technology" ideal for developing countries: U.S. products are only fit for those with high salaries and long work hours.

### Questions 26 - 30

Read the statements below. Decide whether they are TRUE, FALSE or NOT GIVEN according to the text.

Mark a cross for the correct answer ☒. If you change your mind about an answer, put a line through the box ☒ and then mark your new answer with a cross ☒.

		True	False	Not Given
26	During the industrial revolution, the amount of work time was reduced by half for the employee who had worked for 12 hours.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/> (1)
27	According to Ronald G. Ehrenberg, it is advisable to distribute work.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> (1)

28	Because of many factors, the company is forced to cut down on the number of long-hours workers.	<input type="checkbox"/>	<input type="checkbox"/>	✓ (1)
29	Overworked employees may experience higher efficiency.	<input type="checkbox"/>	✓	<input type="checkbox"/> (1)
30	According to Bailyn, the ideal workers don't exist.	<input type="checkbox"/>	<input type="checkbox"/>	✓ (1)

(Total for Questions 26 - 30 = 5 marks )

### Questions 31 - 40

Complete the following sentences using no more than THREE words that must be taken from one point in the text.

31	Social planners raised criticism on the .....extra free time..... people had during a certain period of time.  (1)
32	According to Schor, in response to the booming economic activity, many companies forced their employees to .....work overtime..... Instead of hiring more workers.  (1)
33	According to Ehrenberg, the term .....pay structure.... is considered a wise solution for a company to make a profit.  (1)
34	While overworked staff lost efficiency, the employer gained ...short-term incentives..... in exchange.  (1)
35	Businesses are believed to gain a lot of profits as long as they can put some .....significant pressure..... on their existing staff.

		(1)
36	Devoting fewer hours to the company is a ...negative signal..... that has a huge professional drawback.	(1)
37	In demanding field of work, part-time employees show less .....exhaustion..... compared to regular ones.	(1)
38	Because of the reduced hours of work, the concept called ...more-is-better..... started to be less acknowledged.	(1)
39	Workers prefer more free time than financial rewards so the large corporation becomes more serious about .....workplace flexibility.....	(1)
40	Based on the strange reversal mentioned by Schor, those in developing countries who have .....high salaries..... and lengthy work shift are more suitable to US products.	(1)

(Total for Questions 31 - 40 = 10 marks)

Questions 41 - 45

Complete this summary of the text using words from the box below. Each word may be used once or not used at all

Historically it has shown that (41) .....leisure..... activities were thought to be more suitable for the (42) .....jobless..... despite a notable sign of productivity after WW2. More and more employees worked for a consistent number of (43)...hours..... In fact, a few decades after that the work hours (44)...significantly..... increased partly because of the stagnant economic activities, thus more difficulty in earning (45) ...income....

shift jobless leisure entirely employers  
significantly income poor hours living

(Total for Questions 41 - 45 = 5 marks)

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TOTAL FOR PART 3 = 20 MARKS