

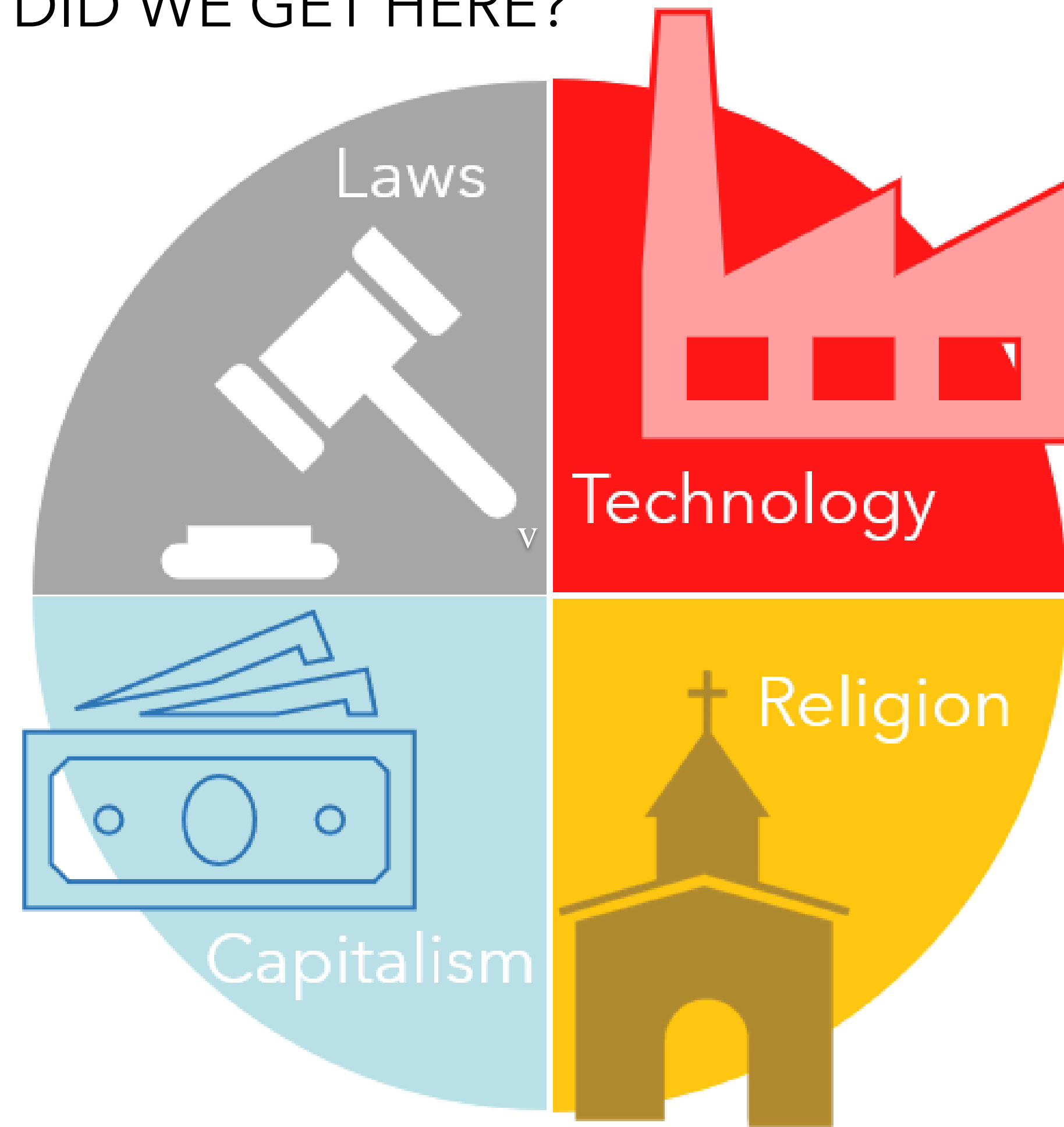
### INTRODUCTION

- No large country in the world as productive as the US averages more hours of work a year.
- Full time employees work an average of 47 hours per week.
- The relationship between work and time is conflated and socially constructed.

Research question:

How have cultural forces influenced views on time in the workplace, and what are the current attitudes about the intersection of work and time?

### HOW DID WE GET HERE?



### METHODS

A mixed method approach consisting of a quantitative survey and semi-structured qualitative interviews. All participants are non-exempt employees, meaning they are not eligible for overtime payments.

## SHAKING HANDS WITH THE CLOCK: TIME IN THE AMERICAN WORKPLACE

### AND WHERE IS HERE?

Beliefs about work and time:



### RESEARCH RESULTS

Overall participants agreed that:

- Time is a commodity.
- It is important not to waste time at work.
- Employees are responsible for managing their own time but cannot leave early.
- Time worked does not equate to dedication or productivity.
- Employees must work during core business hours but don't need to work 40 hours per week to be successful.

Most of the participants interviewed attributed perceptions about the importance of time in the workplace to an old-school mentality.

When asked why they don't leave work early when they have completed their tasks, one interviewee stated that there is always more to do and another relayed that leaving early might cause others to become upset.

Conclusions:

Participants demonstrated that they logically know that time is not a measure of worth in the workplace. However, they still seemed reluctant to alter their behavior by leaving early or working non-standard hours.

### WHAT NOW?

- The pandemic has catalyzed workers to reprioritize their lives and their relationship with work.
- The Great Resignation has led to a record number of workers quitting their jobs.
- The chief economist for LinkedIn, Karin Kimbrough claims that workers' current number one priority is work-life balance.

Recommendations for employers:

- Focus on the work itself, not the time.
- Grant flexible work arrangements to all employees and encourage employees to use them.
- Model these recommendations at all levels of leadership.

### FOR FURTHER INFORMATION

[jenmorgan@utexas.edu](mailto:jenmorgan@utexas.edu)

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Jen Morgan, Master of Arts Candidate  
Human Dimensions of Organizations,  
The University of Texas at Austin