

Bowley says last Friday she got everything done and nothing could get her down because the long weekend was looming. She says it's over, and the next one is not until March 10, Adelaide Cup weekend. She says if it increases productivity, employee morale and is a potential solution to the work life balance, why not bring holidays in more often. She refers to a study done by the University of Qld of Technology asked workers whether if they could squeeze the same number of hours into a shorter working week and have an extra day off would they do it? The response was 'yes'. She says a small handful of those surveyed indicated they would prefer extra money over time off of work. She says the study found people want more time to themselves. Hugh Kearns says there's no doubt parents work is changing radically and more people are entering the workforce, as is the way they work. He says the commitment on people's lives are increased from the past, the idea of the standard week is becoming less common for a lot of people. He says people relish long weekends as they can catch up on things they want to do. He says many people take less money so they can have more time off work. He says there's no doubt the demands on people now are so great it's hard to fit everything in. He says sometimes when people are efficient at doing things we punish them by giving them more work, instead of letting them leave early as an encouragement. He says employers should focus on what people are getting done if they can do their work faster that's fine, as long as the work is getting done. He says the benefit for employers is they will have happier employees and many staff are saying they need flexibility, and want jobs with flexibility. He says people over commit themselves with time and financially. He talks about the courses he runs for people, and how he gets people to focus on what their priorities are, when they have a clear idea, the less they do the more successful they become. He gives tips for reducing stress and commitment in the workplace.

Interviewee: Hugh Kearns, Head of Staff Development and Training, Flinders University

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