

Amendment of the Work and Rest Hours Law for managers and workers in trusted jobs (Amendment 14): Will limiting working hours reduce burnout?

Abstract

Modern society is characterized by more work than ever. Burnout is a fundamental risk that can happen to both workers and managers due to working long hours. Burnout is characterized by a state of emotional, mental, and physical exhaustion caused by continuous, ongoing mental load.

This article examines whether amendment number 14 of the Work and Rest Hours Law, offering to limit allowable working hours to 12 hours a day and to enforce payment for overtime for managers and workers in trusted jobs too, may prevent managers' burnout as well as their subordinates' burnout. The article also evaluates whether there are grounds for applying the law to all managerial levels or in relation to senior-level executives only.

The literature indicates that the relationship between working long hours and burnout in general and managers' burnout in particular is complicated. While overtime work directly exposes one to health problems and stress, which might cause the depletion of resources and burnout with its psychological and health problems, there are factors that moderate the expected negative effect of overtime on burnout. Concentrating on management, which is considered a high burnout occupation, illustrates the complicated relationship between the two variables even more.

In view of the potentially negative effects of a manager's working overtime on his/her employees, and because there is no productivity damage in reducing working hours, I recommend to act in favor of amendment number 14; namely, to leave intact section 30(a) (5), but to reduce the application by excluding senior level executives and workers in jobs requiring a special degree of personal confidence. Their exclusion stems from their job analysis. Other managers (junior and middle level) will be included under the proposed amendment in section (10)(A)(4).

The amendment will succeed only if it is accompanied by systemic, cultural, and educational change, and, of course, by uncompromising enforcement of the amendment.