

POSITION AS A FACTOR OF WORKING TIME FLEXIBILITY

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Abstract

The number of working hours is one of the indicators of personnel activity, which is often established by law. In fact, the working hours may differ from the standard ones. One of the factors that potentially affect it is the position of an employee. The information base of the study is microdata of sample surveys of the labor force for 2019, which is representative for Russia. The hypotheses were tested by analyzing the ANOVA modulus averages and the Chi-square test. The study revealed statistically significant differences in the number of working hours for different categories of personnel. Workers are the most "busy", and specialists work the least relative to the standard time. There were identified three groups of employees by the number of actual working hours compared to the standard number of working hours. The largest group of employees (93.5%) are those whose actual working hours coincide with the standard ones. The group with overemployment is 5.2%. The group with less than the standard number of working hours was 1.3%. There was analyzed spread of deviations of working hours. The hypothesis about the influence of the position on the flexibility of the employee's working time was confirmed.

Key words: line managers, working hours, overemployment, underemployment, flexible working hours.

JEL Code: J22, J24

Introduction

The flexibility of working hours is one of the directions of employment flexibilization. Most often, the flexibility of working hours is understood as the availability of flexible start and end time of the working day. In this article, we will use the term working time flexibility in a slightly different sense. By flexibility, we will understand the presence of deviations from the standard operating hours (Reynolds & McKinzie, 2019).

In this case, the flexibility will be identified both in the presence of deviations in the larger direction (the employee works more than the set working time), and in the presence of deviations in the smaller direction (the employee works less than the set working time) (Bluestone & Rose, 1997; Bryan, 2007). Thus, the idea of our article is to analyze the ratio of actual and standard working hours.

At the same time, the influence of official status on non-compliance with the standard working hours is of research interest. It is traditionally considered that the executive work is associated with overwork, and the work of specialists and workers is less flexible in terms of working hours. Therefore, the assessment of practices of using working time and its deviation from the standard duration is of research interest.

Research on working time flexibility is not new (Berg, Appelbaum, Bailey, & Kalleberg, 2004; Golden, 2015). Typically, such studies examine the impact of globalization, industry, children and gender on the flexibility of working hours (Angrist, 2001; Blundell, Pistaferri & Saporta-Eksten, 2018; Lundberg & Rose, 2002; Paull, 2008; Sparreboom, 2018). In our opinion, the job status (position) should also have an impact on the flexibility of working time. Functions of workers, middle managers and top managers differ and it is logical to assume that the way they spend their working time will also differ.

In addition, functions of workers are easier to normalize compared to the middle managers and top managers. Therefore, it is possible that the flexibility of working time (the deviation of the actual working time from the standard) will be different for these categories of employees.

1 Research

The information base of the study is microdata of sample surveys of the labor force for 2019, which is representative for Russia. The study is aimed to assess the use of working time by various categories of personnel – top managers, middle managers, specialists and workers. There were identified and evaluated factors influencing underperformance and overperformance of standard working hours. The following assumptions were tested as hypotheses.

The deviation between the actual working hours and the standard working hours is determined by the following factors: gender of employee (men are more likely to work more than the standard time than women), presence of children (the more children the employee has, the more often he underperforms the standard time), age (the younger the employee, the more

often he works more than the standard working day), type of settlement (city employees will overwork more often compared to employees from the village), availability of additional work (employees with additional work will underperform at the main place of work).

The described hypotheses were tested taking into account the position of employee. The hypotheses were tested by analyzing the ANOVA modulus averages and the Chi-square test.

2 Results

Table 1 shows the differences in the job status of employed people in Russia in 2019. At the same time, the average normative and actual number of working hours for these four categories of employees differed. The average normative and actual number of hours statistically significantly (F-criterion) differed by groups of official status.

Tab. 1: Characteristics of employees by official status

	Top managers	Middle managers	Specialists	Workers	F-criterion	p-value
Share in the structure of employed, %	3,1%	2,2%	24,3%	70,4%	-	-
Average standard number of working hours, hours	39,44	39,43	38,45	39,60	5866,77	0,000
Average actual number of working hours, hours	39,64	39,70	38,53	40,05	3587,89	0,000
Gender (Male)	42,9	57,6	34,7	55,8	-	-
Age	45,52	45,92	41,63	42,36	761,673	0,000
Type of settlement (City)	71,2	73,9	76,8	64,5	-	-
Availability of additional work	2,3	2,2	2,2	2,6	-	-
Number of employees' children under the age of 18	0,61	0,6	0,6	0,6	2,620	0,049
Informal employment	6,2	5,1	4,6	18,2	-	-
Volunteering	2,9	2,1	2,2	1,2	-	-

Source: authors

Thus, we conclude that in the context of the job status, the normative and actual number of working hours differ. In addition, Table 1 shows that there is employment flexibility for all groups (the actual length of working hours exceeds the standard).

Next, we analyzed the flexibility of employment in the context of job status (Table 2 & Fig.1).

Table 2 and Fig.1 show that job status affects employment flexibility. So, the workers work above the norm the most, and the specialists the least. These differences are statistically significant according to the Chi-square criterion (Chi-square = 1155,135, p = 0.000).

Next, we analyzed the impact of job status on the flexibility of working hours, taking into account gender, the presence of children, age, type of settlement, and the availability of additional work (Table 3).

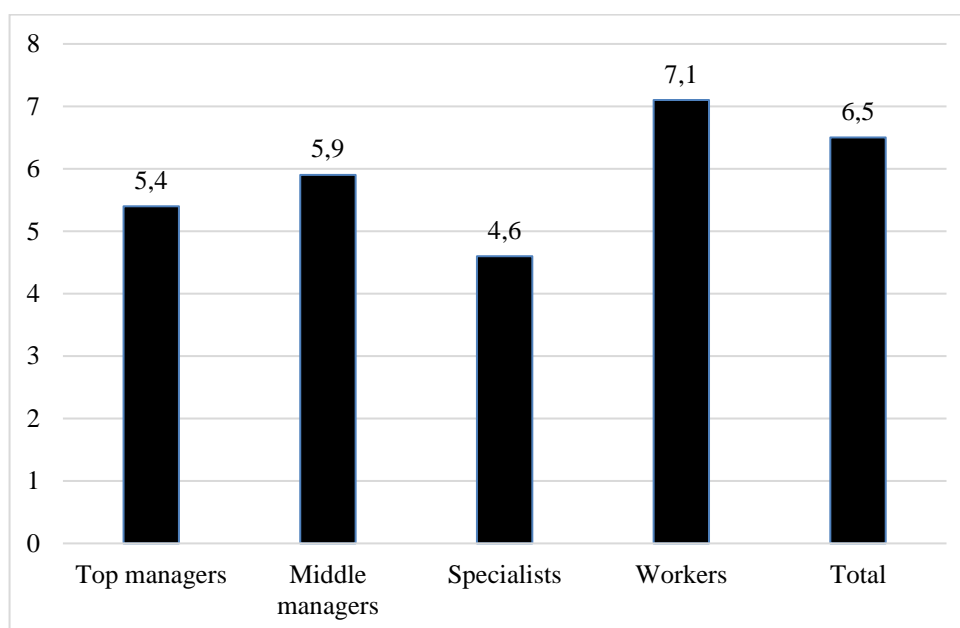
All the differences presented in Table 3 are statistically significant according to the Chi-square and F-criterion criteria.

Tab. 2: Distribution of employees by employment flexibility groups based on job status, %

	Group of deviations		
	actual hours are less than standard	actual hours are equal to standard	actual hours are longer than standard
Top managers	1,3	94,6	4,1
Middle managers	1,2	94,1	4,7
Specialists	1,4	95,3	3,2
Workers	1,2	92,9	5,9
Total	1,3	93,5	5,2

Source: authors

Fig. 1: Distribution of employees by employment flexibility based on job status, %



Source: authors

Table 3 shows that by gender, for all job status groups, women are more often represented in the underemployed group (the actual length of the working week is less than the standard), and men are more often represented in the overemployed group (the actual length of the working week is more than the standard). That is, regardless of the job status, men are more likely to work longer than the standard duration.

Living in the village contributes more to the flexibility of working hours than living in the city (for the total line, both pluses are in the Village column). At the same time, for different job status, the influence of the type of settlement is different. Thus, village top managers are more likely to work for less than the standard length of time than city top managers are.

For the other groups of the job status, the village acts as a marker of the flexibility of working time. That is, living in a village increases the likelihood of working time flexibility, despite the fact that for middle managers and workers, living in a city or village does not matter for overemployment (the same percentage of the share of overemployed).

Tab. 3: Demographic and socio-economic characteristics of working time flexibility

		Gender		Type of settlement		Availability of additional work		Age, years	Number of employees' children under the age of 18
		Male	Female	City	Village	Yes	No		
Top managers	Under		+ ¹		+	+		47,41	0,6
	Over	+		+		+		43,99	0,72
Middle managers	Under		+		+	+		46,14	0,58
	Over	+		+	+	+		44,91	0,69
Specialists	Under		+		+	+		42,82	0,6
	Over	+			+	+		41,62	0,65
Workers	Under		+		+	+		42,35	0,63
	Over	+		+	+	+		40,77	0,68
Total	Under		+		+	+		42,71	0,62
	Over	+			+	+		41,06	0,68

Source: authors

The availability of additional work for all groups of job status clearly leads to the flexibility of employment at the main place of work. Also from the table 3, it can be seen that for all groups of job status, the average age of employees working less than the standard time

¹ The " + " sign means that it is this group that dominates (is more represented) when comparing the two groups

exceeds the average age of employees working more than the standard time. At the same time, on average, middle managers are the oldest of those who work more than the standard time.

The number of children of an employee has a positive effect on overemployment. For all categories of employees by job status, the average number of children under 18 is higher among the overemployed.

Thus, it can be seen that the availability of additional employment, as well as gender, affect the flexibility of working hours, regardless of the job status. While the type of settlement, age, and number of children affect the flexibility of working hours in different job groups in different ways.

Conclusion

The conducted analysis allows to draw the following conclusions.

First, only 6.5% of employed people in Russia in 2019 had features of flexible working hours.

Second, depending on the job status, the flexibility of employment varies. Thus, workers have the most flexible working hours, while specialists have the least flexible working hours.

Third, the flexibility of working hours is positively affected by the availability of additional work (the hypothesis was partially confirmed).

Fourth, women are more likely than men to work less than the standard time, and men, in turn, are more likely than women to work more than the standard time (the hypothesis was confirmed).

Fifth, the influence of the type of settlement (the hypothesis was not confirmed), the age of the employee (the hypothesis was confirmed), as well as the number of children of the employee (the hypothesis was not confirmed) is differentiated depending on the official status.

Thus, the hypothesis about the influence of the position on the flexibility of the employee's working time was confirmed - it is certain that job status has an impact on the flexibility of working hours.

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