

Put an end to overtime working

There are plenty of Chinese proverbs that emphasize the values of a balanced life. With sincerity and gratefulness, our company deeply appreciates the diligence and hard work of staff, especially those who sacrificed their time in order to work after working hours. However, there is no doubt that overtime working will adversely affect one's physical and mental health in multiple facets.

Among all the reasons contributing to the overtime working phenomenon, the foremost factor is the overloaded work. It is immensely difficult, if not utterly impossible, to find a subordinate who is not assigned with a whole basket of work in our company. Being arduous and increasing exponentially, the heavy workload has been the invisible hand to make the staff stressed if they do not finish them on time. Not only does leaving the company late make the superiors and peers feel tired, which is affecting the physical health, but it also drastically increases one's stress. As a matter of fact, overtime work may make people feel anxious. And they spend less time gathering with family—their interpersonal relationship is worsened. They have no choice but to work late until midnight. However, very often, we wait for the condition to become more and more unbearable until we decide to take a break for it, only to realize that the problem has grown too big to tackle. This acute problem in the company is devastating many poor subordinates. We provide solutions in the hope that you would follow them, or the catastrophic impacts will pose a threat to workers' livelihood and create detrimental effects.

First and foremost, aiming to relieve stress from the staff as mentioned above, team building and leisure activities after work should be made a mandatory feature in the company. It has been proven in numerous research that gathering with subordinates do help relieve stress—it is a fact that has been proven beyond doubt. It is part disheartening and part appalling to see our workers leave the company at midnight like zombies. In order to allay workers' stress, the company has to provide activities like casual dinner and karaoke events. Many pundits and critics have pointed out that not only can these leisure activities strengthen the bonding between the employees, but they also help alleviate the problem of being overstressed. It is therefore understandable how this plan makes workers arrive at a consensus on the unimportance of overtime work.

Besides the mental well-being, the physical health of workers is equally important. Therefore, another solution that should be scrutinized would be setting up a standard working time. Our staff do not feel euphoric working overtime, nor do they enjoy time spared with family members after work. Our employees are strongly advised to adhere to the scheduled working hours, leaving the company at 10:30pm. If a mere hypothesis is not persuasive enough, just have a look at real statistics. Look no further than an international survey conducted by the University of Harvard has pointed out that standard working time is not only a prudent way to prevent subordinates from being forced to stay at the company late, but also ensures that the employees are given more than enough private leisure time to relax themselves. In a nutshell, it is easy to comprehend why we are encouraging people to leave the company on schedule, enhancing our competitiveness.

All in all, a series of problems would surface if we continue to neglect the severity of overtime working in our company. Prescience should be shown to prevent the occurrence of the problem and we must pull the plug on overtime working. Never would rectifying the problems after they surfaced be a better option than preventing them from happening in the first place. Thus, we urge every worker to take prompt action to put an end to overtime working.