



*Thesis
Title:*

WORK-TIME REDUCTION: DOES A SHORTER WORKING WEEK IMPROVE WORK-LIFE BALANCE?

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ABSTRACT

Achieving a work life balance is every working person's goal, so, is reducing the number of an employee's working hours in a week enough to achieve this goal? In this thesis research we attempt to answer this question by analyzing if a shorter working week was proposed as a new Bahraini law would have an impact on a working employee's social life. As perceived by medical region 1 laboratory employees in the ministry of health at the Kingdom of Bahrain. This study explores the relationship between reducing working hours and employee social life balance to achieve maximum employee satisfaction and have better solutions in a fast moving society, community wise and economically wise if possible. The employees' view is vital in order to reach an objective conclusion. For this reason qualitative research interviews were selected as the best possible media to reach the desired goal.

In conclusion, the qualitative analysis has shown that according to the interviews, a shorter working hour week would be one of the factors that can lead to a work-life balance but not the only one and a shorter week hours can lead to a better health and increase productivity and performance of an employee.

KEYWORDS: working week hours, performance, structure, motivation, public sector, family and work balance.