

Redesigning the “Office Hours” : The Future of Work

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Abstract

The way human being “work” to earn their living has transformed over a period of time. There was a time when human beings used to go to work but now the work has come to the doorstep , in fact it has occupied its space in the bed room and on the dining table. We actually pack it as we go out for a family outing .It does not end there, research shows that we get the best of ideas to solve office problems ,when we are outing, trekking , watching TV but the organizations still have the same good, old attendance tracking system. The employers are still so conscious whether the knowledge employees show in the office and importantly, show on time. The researcher in this conceptual paper tries to unravel the features of modern and future work. He suggests a method which can be followed by organizations which can help them to track modern day knowledge work more effectively.

Keywords: Knowledge workers; attendance; modern work; future work; ideas.

I. Introduction

i. What is Work ?

The concept called “**work**” has got several definitions, but there is one thing common in all of them “ purposeful activity”. Most of the definitions actually refer “work” to extending energy through a set of coordinated activities aimed at producing something useful (Morin. M , 2004). Work may or may not be associated with monetary exchanges and can be either pleasant or unpleasant. Research says individual dispositions and belief about the work that he/she is doing, shape the work experience. It really depending on what the individual is looking from the “work”, what is his/her expectation.

ii. What is modern work? Is it different from the future work?

“Work” has evolved over a period of time. We all remember the Charlie Chaplin movie “The Modern Times” where thousands of workers “punch”(punching the attendance card) in a factory with huge machine and then they start working on the

assembly line. The speed of the assembly line drives the workers crazy and they find it difficult to cope up with the same.

The famous German research Institute , ZukunftsInstitut, in their 2008 research article predicted that by 2020, 75% of the total workforce will be using their brain to earn money. This workforce are commonly known as the “Knowledge Employees”. This number is in sharp contrast to the number of “ Knowledge Employeres” in 1900 and 1930. In 1900, only 17 percent of the working population could have been termed as knowledge employees which increased to 30 percent in the year 1930.

The modern and future of work has and will have two components. First is the development of ideas and second, which will be equally important is the ability to sell the idea, w2hich includes the idea on how to present the idea in front of the client.

Research says over 20 billion jobs that we see today will disappear by 2030 and this is roughly 50% of the jobs that are available in the market now. Most of these jobs will be digested by the