

Transitioning To A Five-Day Workweek: A Scenario Analysis of Its Impact on Well-Being And Employee Retention In A Six-Day Work Culture At Xobo Technologies

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Abstract- *This study examines the impact of transitioning from a six-day to a five-day workweek at XOBO Technologies, where some employees already follow a five-day schedule while others work six days. Using a descriptive, scenario-based quantitative approach, data were collected through a structured questionnaire and analyzed using SPSS and Excel. The results show that although employees are generally satisfied with their jobs, many experience stress and poor work-life balance under the six-day system. Nearly three-fourths of respondents preferred a five-day workweek, believing it would enhance their well-being and retention. The study concludes that shifting to a five-day workweek is both feasible and beneficial, as it would reduce stress, improve work-life balance, and make the organization more employee-oriented.*

Keywords- Employee Retention, Five-Day Workweek, Productivity, Stress, Work-Life Balance

I. INTRODUCTION

The structure of the workweek significantly influences employee productivity, satisfaction, and overall well-being. While many organizations worldwide follow a five-day schedule, several Indian industries still maintain a six-day workweek due to operational and traditional reasons. Longer workweeks often cause fatigue, stress, and poor work-life balance, whereas shorter schedules promote higher motivation, satisfaction, and retention. At XOBO Technologies, both five-day and six-day systems exist, providing a suitable setting to study the effects of moving all employees to a five-day schedule. This study adopts a scenario-based approach to understand employee perceptions and outcomes, addressing the limited research on this transition in the Indian context. The findings aim to help XOBO Technologies make informed decisions that support employee well-being, retention, and sustained productivity.

Objectives of the study

1. To identify the current levels of employee well-being and retention under the existing six-day work culture
2. To analyze the influence of a five-day workweek on stress, work-life balance, and job satisfaction.

II. LITERATURE REVIEW

Turner, M., Lingard, H., & Pirzadeh, P. (2025), A scenario-based study in the Australian construction sector examined the shift from a six-day to a five-day workweek while maintaining total weekly hours. Interviews with 89 workers revealed that most maintained or improved productivity, felt more rested, and experienced better well-being and job satisfaction. The two-day weekend enhanced recovery and focus, with no decline in work quality, showing that a five-day schedule can sustain productivity effectively.

Mühl and Korunka (2024), A study in an Austrian construction company tested a four-day, ten-hour workweek while keeping total weekly hours and pay unchanged. After three months, employees reported lower time pressure and fatigue, along with better work-life balance, without any drop in productivity. Though not a six-to-five-day transition, the findings show that compressing the workweek can enhance well-being and satisfaction when employee expectations align with organizational changes.

Spicer and Lyons (2022) A pilot study in Zorra Township, Ontario, tested a four-day, ten-hour workweek for municipal employees while maintaining total weekly hours and pay. Surveys and feedback over eight months showed strong employee support, with 73% preferring the new schedule due to better work-life balance and flexibility. Productivity and service quality remained stable, though some employees faced challenges with longer days, showing that compressed

workweeks can improve satisfaction and retention without reducing performance.

Sugawa and Takeda (2020), A study conducted in several Japanese manufacturing firms examined the shift from a six-day to a five-day workweek while maintaining daily hours. Data from over 600 employees showed an 18% drop in minor workplace accidents, higher job satisfaction, reduced stress, and improved retention—especially among younger workers. Productivity remained stable, supported by better scheduling and management. The findings demonstrate that fewer workdays can enhance safety, well-being, and retention without reducing output.

Müller and Schmidt (2018), A case study in four German engineering firms examined the shift from a six-day to a five-day workweek to reduce fatigue, stress, and turnover while maintaining productivity. Over nine months, data from employee interviews, managerial insights, and surveys showed major improvements in work-life balance, mental recovery, and time management. Despite fewer weekly hours, productivity stayed stable, absenteeism dropped by 22%, and employee autonomy increased, proving the five-day model's effectiveness in demanding technical industries.

III. RESEARCH METHODOLOGY

Research Design: This study uses a descriptive and scenario-based design with a quantitative approach to analyze the impact of shifting from a six-day to a five-day workweek at XOBO Technologies, using a structured questionnaire to measure employee well-being, retention, and perceptions.

Data Collection:

Primary data: Primary data were collected from Xobo Technologies employees under the six-day schedule using a structured questionnaire covering demographics, well-being, retention, stress, work-life balance, and job satisfaction.

Secondary data: Secondary data were gathered from academic journals, research articles, reports, and credible websites to provide theoretical support and context for the study's findings.

Sampling Method:

This study adopted the census sampling method, covering all 50 employees working under the six-day schedule at XOBO Technologies. As the population was small and manageable, data were collected from every individual instead of selecting a sample.

Tools for data analysis:

- Wilcoxon Signed Rank Test

IV. DATA ANALYSIS AND INTERPRETATION

1.EMPLOYEE RETENTION:

AIM:

To compare employees' perceptions of retention between the current six-day workweek and a proposed five-day workweek.

HYPOTHESIS:

Null Hypothesis: There is no significant difference between employees' intention to stay in six-day and five-day workweeks.

Alternative Hypothesis: There is a significant difference between employees' intention to stay in six-day and five-day workweeks.

TEST STATISTICS

	-More Likely to Stay with Five-Day Workweek
	-Intention to Stay Despite Six-Day Workweek
Z	-2.011 ^b
Asymp. Sig. (2-tailed)	.044

- a. Wilcoxon Signed Ranks Test
- b. Based on negative ranks.

INTERPRETATION:

The test result ($Z = -2.011$, $p = 0.044$) shows a significant difference between employees' intention to stay under the six-day and five-day workweeks. Since the p-value is below 0.05, H_0 is rejected, indicating that retention is likely to improve if a five-day schedule is implemented.

2. EMPLOYEE WELL-BEING:

AIM:

To compare employees' perceptions of well-being between the current six-day workweek and a proposed five-day workweek.

HYPOTHESIS:

Null Hypothesis: There is no significant difference between employees’ stress levels in six-day and five-day workweeks.

Alternative Hypothesis: There is a significant difference between employees’ stress levels in six-day and five-day workweeks.

TEST STATISTICS

	-Lower Stress Expected in 5-Day Workweek -Exhaustion Due to Current Six-Day Schedule
Z Asymp. Sig. (2-tailed)	-2.424 ^b .015

- a. Wilcoxon Signed Ranks Test
- b. Based on negative ranks.

INTERPRETATION:

The test result ($Z = -2.424$, $p = 0.015$) indicates a significant difference in employees’ stress levels between the six-day and five-day workweeks. Since the p-value is below 0.05, H_0 is rejected, showing that employees expect lower stress under a five-day schedule.

3. EMPLOYEE WORK-LIFE BALANCE:

AIM:

To test whether employees believe a five-day workweek will improve their work-life balance compared to their current difficulty in managing personal life under a six-day workweek.

HYPOTHESIS:

Null Hypothesis: There is no significant difference between the current difficulty in managing personal life with a six-day week and the expected improvement in work-life balance with a five-day week.

Alternative Hypothesis: There is a significant difference between the current difficulty in managing personal life with a six-day work week and the expected improvement in work-life balance with a five-day work week.

TEST STATISTICS

	-Better Work-Life Balance with Five-Day Week - Difficulty Managing Personal Life with Six-Day Week
Z Asymp. Sig. (2-tailed)	-4.232 ^b .00023

- a. Wilcoxon Signed Ranks Test
- b. Based on negative ranks.

INTERPRETATION:

The test result ($Z = -4.232$, $p = 0.000023$) shows a significant difference in employees’ ability to manage personal life between the six-day and five-day workweeks. Since $p < 0.05$, H_0 is rejected, indicating that employees expect a much better work-life balance under a five-day schedule.

4. EMPLOYEE JOB SATISFACTION:

AIM:

To determine whether there is a significant difference in job satisfaction between the current six-day workweek and the expected five-day workweek.

HYPOTHESIS:

Null Hypothesis: There is no significant difference between job satisfaction in the current six-day workweek and the expected five-day workweek.

Alternative Hypothesis: There is a significant difference between job satisfaction in the current six-day workweek and the expected five-day workweek.

TEST STATISTICS

	- Higher Job Satisfaction in Five-Day Setup - Job Satisfaction Despite Six-Day Workweek
Z Asymp. Sig. (2-tailed)	-1.545 ^b .122

- a. Wilcoxon Signed Ranks Test
- b. Based on negative ranks.

INTERPRETATION:

The test result ($Z = -1.545$, $p = 0.122$) indicates no significant difference in employees' job satisfaction between the six-day and five-day workweeks. Since $p > 0.05$, H_0 is accepted, showing that overall job satisfaction remains similar under both schedules, despite some expecting improvement with a five-day week.

V. FINDINGS

- The Wilcoxon test ($Z = -2.424$, $p = 0.015$) shows a significant difference in stress levels between the six-day and five-day workweeks. Employees feel more exhausted under the current system and expect lower stress and better well-being with a five-day schedule.
- The test ($Z = -2.011$, $p = 0.044$) indicates a significant difference in employees' intention to stay. Many believe their likelihood of remaining with the company would increase under a five-day workweek, suggesting higher retention potential.
- The Wilcoxon test ($Z = -4.232$, $p = 0.000023$) reveals a major difference in work-life balance. Employees struggle to manage personal life under six days but expect strong improvement and a healthier balance with five working days.
- The test ($Z = -1.545$, $p = 0.122$) shows no significant change in job satisfaction between the two systems. While some expect better satisfaction with five days, overall levels remain similar across both workweek structures.

VI. SUGGESTION

- **Workload Redistribution:** The company should spread tasks evenly across the five-day schedule to avoid overload on any single day. This helps reduce stress and keeps overall productivity consistent.
- **Flexible Scheduling:** Allow employees flexibility at the start or end of the day while keeping fixed core hours. This helps them balance personal responsibilities and improves job satisfaction
- **Transparent communication:** clearly explain the shift to a five-day week through meetings, notices, and feedback sessions. Open communication builds trust and reduces employee resistance to change.
- **Outcome-focused productivity:** Evaluate employees based on results and project completion rather than hours worked. This approach encourages efficiency, innovation, and high work quality.

VII. CONCLUSION

The transition to a five-day workweek at Xobo Technologies shows great potential to improve both employee well-being and organizational performance. With effective planning and supportive policies, the company can achieve better balance, motivation, and efficiency. This shift will help employees feel more valued and committed, while enhancing Xobo's reputation as a modern and caring workplace. Over time, this change can lead to higher productivity, stronger retention, and a healthier organizational culture.

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