

A study of appropriateness work and rest hours of construction industry employees

Boldbaatar Gotov¹, Batkhurel Gombodorj², Gunbileg Tsenden-Ish³, Ayush Andryei^{4*}

¹ Ulaanbaatar Erdem University, Ulaanbaatar, Mongolia

^{2,3} Graduate School of Business, Mongolian University of Science and Technology, Ulaanbaatar 13381, Mongolia

^{4*} School of Business administration and Humanities, Mongolian University of Science and Technology, Ulaanbaatar 13381, Mongolia

Abstract:

For any organization to achieve success, it is important to pay special attention to its many resources, including human resources, the only resource that can develop itself. In order to achieve the organization's vision and mission, the employee's working time and rest time will be optimally organized according to the characteristics of the organization, while ensuring legal rights within the framework of the labor law, the organization will not only benefit from the results of its employees' work, but also work satisfactorily and productively, and protect psychological health. It is a way to ensure the well-being and stable employment of our employees.

As a human being is a living organism, it has a natural pattern of working and resting for a certain period of time. Therefore, scientists have studied that a person, as an independent complex system, can suffer from pain and stress if he does not ensure the appropriateness of work and rest time. However, since there is a lack of research on this topic in Mongolia, we have chosen to study this topic and evaluate the appropriateness of work and vacation time.

The concept of the appropriateness of work and rest time and historical events from the 18th century to the 21st century were studied, and the regulation of modern work and rest time was studied in comparison with 9 countries in Asia, Europe, and the Americas. Taking into account the duplication of the indicators issued by 15 scientists and 3 organizations about the impact of vacation time, the results were calculated using the SPSS23 program.

The work and rest hours of construction industry workers greatly affect the well-being, work-life balance, stable employment, health, and work load, which is a problem that needs further attention.

Keywords: *well-being, health, sustainable employment, productivity, work-life balance*

1. Introduction

One of the goals and measures of the labor and social security sector, which is reflected in 2.3.9 of the long-term development policy of Mongolia "Vision-2050" is "Supporting working parents to balance work and family life (making parents' working time arrangements optimal and optional, supporting part-time employment and teleworking)" is defined as. The concept of Decent working hours is directly related to the concept of Decent Work (government., 2019).

Humans have always been engaged in work and labor. In the course of development, forced labor was used in some parts of the world, but now it is formal labor and more attention is paid to the rights and well-being of workers.

Working hours are being studied and used to make decisions about work and rest time, not only for the profound impact on the physical and mental health and well-being of the employee, but also for the employee's safety when coming to and from work. Working hours also have an important impact on the competitiveness, productivity and performance of the organization for employers (International Labour Conference, 2018). Rest is a legitimate issue if the employee has worked.

Break time is important in the working hours of employees. The organization of work breaks consists of the duration of work breaks and meal breaks. Skipping work breaks and taking too few meal breaks can affect the physical and health of the employee. Researchers found that 29 percent of employees skip breaks. However, employers should be aware that employee skipping or absenteeism is related to health (Laura Vieten., 2023).

Any problems related to employment have been studied from more and more angles during the development of society. The purpose of this article is to conduct a survey and evaluate the time off work of construction industry employees based on theoretical and methodological research on the appropriateness of work time off.

2. Theory and Survey Summary

In 1999, former ILO Director General Juan Somavia proposed the concept of decent work (Tania Ferraro., 2016). One of the main ideas of the concept of decent work is the question of appropriateness of work and rest time (ILO, Ensuring decent working time for the future, 2018).

The concept of decent working hours has evolved over the course of history and has been expanded by various factors such as the Industrial Revolution, industrialization, and government regulation in countries. Among these, the primary source of decent working hours is the concept of the eight-hour workday, which emerged as a result of the Industrial Revolution in the 19th century (Ferraro S. , 2016).

It is possible to calculate the effect of changes in the employee's daily working hours and weekly working hours on the productivity of working hours. Working hours vary greatly between countries. The number of hours worked affects productivity, and the regulation of working hours has important implications for management. An employee who works at fixed hours throughout the day is unproductive, while working longer hours leads to increased productivity. In the service industry, increasing working hours reduces fatigue for inexperienced employees, but on the contrary, fatigue for experienced employees is less (Marion Collewet., 2017). Working hours depend on many factors, such as the organization of workplaces and the supply and demand of qualified workers, in addition to their impact on productivity at the individual level. Therefore, it is advisable for the management of the organization to pay attention to the policy of regulation of working hours.

Taylor introduced the theory of scientific management in 1911, changing the way management interacted with workers. He studied flexible work scheduling and activation and how it affected management practices. F. Taylor studied the importance of working hours per day and believed that reducing the working day can increase employee productivity. It has also been scientifically proven that working for a long time without a break has a negative effect on the employee, and that it is optimal to keep the working hours to eight hours with a break (Ferraro S. , 2016).

Increasing employee productivity and stable employment is one of the most important issues for organization management. Organizations overcome these challenges by focusing on employee productivity by creating optimal working hours and a happy work environment for work-life balance, and by creating favorable relationships between management and employees. Academic researchers have studied the impact of working hours on employee productivity, and suggest that future attention should be paid to re-evaluating employee engagement, incentives, and workweek schedules.

Research has shown that productivity increases with increased work hours, but stress and health effects can decrease productivity (Nerissa Vallo., 2020).

Based on a review of research on vacation time, the historical events related to decent working hours are as follows. It includes:

1. Industrial Evolution: As manufacturing developed, workers worked long hours, sometimes up to 16 hours a day (Michael Huberman, 2007).

2. Eight-Hour Workday Movement: The movement for the eight-hour workday began in the 19th century, and in 1871, Robert Owen proposed the motto of the eight-hour workday: "Eight hours for work, eight hours for rest and recreation, eight hours for other things" (Vranceanu, 2000)

3. International Labor Organization (ILO): Founded in 1919, the ILO has been instrumental in setting international labor standards, including guidelines for working hours and rest hours (Tania Ferraro., 2016).

4. Legislation: Many countries have adopted legislation to regulate working hours, provide overtime pay, and protect workers' rights (ILO, Decent working time, 2022). These laws vary from country to country, but are still aimed at promoting decent working conditions.

5. Modern trends: In the process of social development, great attention has been paid to work-life balance, flexible work arrangements, remote work, and the impact of working hours on the health, mood, and personal well-being of employees has been determined.

Working non-standard hours (overtime, evening shifts, night shifts) negatively affects the employee's personal well-being and worsens the psychological state (Song, 2021).

The attitude that the organization of working hours only affects work performance has changed in modern times. Organizations have started paying attention to employees' well-being, work-life balance, and protecting psychological health (Bosch, 2019).

Working hours are being studied for their profound impact on the physical and mental health and well-being of workers, as well as on the safety of workers when they come to and from work, and are used to make decisions about work and rest time (ILO, Ensuring decent working time for the future, 2018).

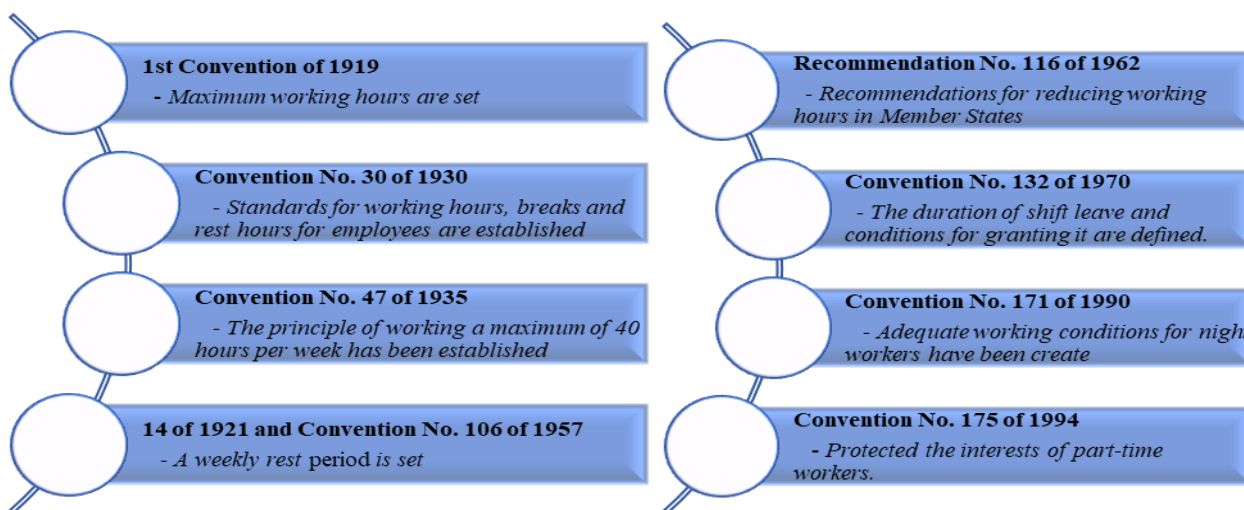
Therefore, it is necessary to study and evaluate the appropriateness of workers' work and vacation time.

Regarding the appropriateness of work and rest hours, lawyer Baasan. L said, "Adhering to the principle of time in any activity involving employees is aimed at meeting the goal of saving and protecting the labor of citizens, and thus creating conditions for citizens to work productively at the designated time and to work and live for many years to come." expressed the idea (Baasan L., 2015).

In the stages of social development, in addition to working hours, work and rest schedules protected by norms such as vacations, breaks, and shift breaks have been created, and as a result, independent studies are now being conducted on employee well-being and ensuring the balance between work and life of employees, and the appropriateness of work and rest time is covered range has expanded.

New economic trends in recent decades have had a significant impact on the working hours of business organizations (ILO, Ensuring decent working time, 2018). In this way, problems related to work-life balance of employees, personal and family well-being of employees are faced, which shows that there is a need for decision-making subjects to pay attention to ensuring the appropriateness of working hours (ILO, Decent Working Time, 2007).

The International Labor Organization has adopted international standards on various issues related to working and rest hours.



Source: Developed by the researcher

Figure 1: ILO Norms of Working and Rest Hours

Work is a sustainable process that not only satisfies biological needs such as rest, sleep, food, growth and reproduction, but also ensures the well-being of the employee's mood and life without disturbing the natural characteristics of a person (Baasan L., 2015). It is a matter of consideration how the nature of the appropriateness of work and rest time can affect the quality of human life in the context of various factors

such as employee well-being, satisfaction, workload, and work-life balance.

Working time is a conscious activity aimed at earning wages by fulfilling the duties agreed upon by the employee under the contract with the employer (Purevdagva Kh., 2021). The function of rest and break time is for temporarily reducing the load of the employee's body and mind, recovery, rest, toilet, eating, and sleeping (Purevdagva Kh., 2021).

3. Method

When looking at studies on work and leisure time, researchers from different fields are studying from different professional perspectives. Researchers in the field of law are carefully studying the rights and legal interests of employees, while researchers in the field of health have published more research reviews on employee health, psychology, stress, and ergonomic work environment. Researchers in the fields of sociology and psychology are studying the relationship between employee emotional health, stress, and employee family and social life.

Working hours were not only long during industrialization, but there were few opportunities for employees to rest and take breaks (Vranceanu, 2000), but if you look at the situation in the countries of the world now, working hours are regulated by law to be 40 hours a week in most countries of the world. In the study of modern work and vacation time trends, three countries each from Asia, Europe, and the Americas were selected and the regulation of work and vacation time was considered.

When examining holiday regulations in foreign countries, most countries have a 40-hour working week (table 1). However, the time of rest and break varies from country to country, some countries have rules for regular breaks of up to 1 hour every hour or every 4 hours.

Table 1: Regulation of working and holiday hours in some countries

№	Country	Working hours	Breaks (minutes)	Daily rest (hours)	7-day vacation	Vacation	Public holidays	More time
1	Mongolia	40	60	12	2 days	15 days + worked year	13	16
2	Korea	40	30/240	-	1 day	11-15 days + additional vacation	11	12
3	Japan	40	45-60	-	1 day	10 days + worked year	16	10
4	Estonia	40	30-60/4 every hour	11	1 day	28 days	10	8
5	Denmark	37	30	-	2 days	25 days	14	Up to 48 hours a week
6	Germany	40	30-45	11	2 days	20 days	10	10
7	USA	168	30-60	-	-	-	10	-
8	Brazil	40	15 – 120	11	1 day	12-30 days depending on attendance	9	10
9	Canada	40	30 / 300	8	1 day	14 days	10	8

Source: Developed by the researcher

In developing the model for assessing the appropriateness of work and rest hours, the "Guide to managing the risk of work-related fatigue" issued by the Australian government's Safe Work Australia agency (Safe work Australia, 2013) and the Labor Law of Mongolia were used as the main sources.

The impact of work and rest time on employees spans many areas such as economics, workforce planning, and sustainable employment, and the sources of research above include workforce planning, including the need for employees to enjoy a period of rest after work, and the need for sustainable employment. has been considered. Therefore, by analyzing these sources, we aim to select and evaluate 12 indicators that affect employees' work time off. From this, it was determined that work and rest time affects the health and well-being of employees, work-life balance, government policy, legal issues, labor productivity, workload, and sustainable employment. Also, from these studies, 9 of the 12 indicators selected in the ILO research report

were studied.

4. A study of construction workers of work and rest hours

The impact of work and leisure time was evaluated by 5-dimensional Likert rating of 12 impact indicators from the results of research developed by 15 scientists and 3 organizations.

The survey was randomly selected from full-time workers in the construction industry, and a total of 288 people were collected using google form, processed using IBM SPSS statistics and Microsoft Excel programs, and the results were calculated.

The survey questionnaire was coded and entered into SPSS 23 software to check whether the sample was representative of the original population. In addition to the KMO indicator, check the Significance (Sig.) indicator, which is the result that determines whether the study made an error.

Table 2: KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.941
Bartlett's Test of Sphericity	Approx. Chi-Square	4209.600
	df	630
	Sig.	.000

Source: Developed by the researcher

KMO – 0.941 indicates that the sample size is adequate or compatible. Sig. .000 indicates that there is a relationship between the variables and shows that the analysis is feasible.

After checking the KMO indicator, the reliability analysis Cronbach's Alpha was determined in order to check the validity and reliability of the research. When calculating Cronbach's Alpha, two main parameters are considered.

Table 3: Reliability Statistics

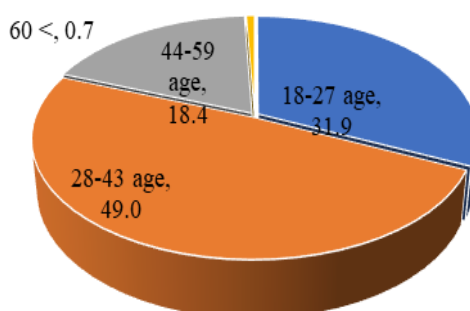
Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.965	.964	12

Source: Developed by the researcher

Cronbach's Alpha is greater than 0.7, which means that the 5-point rating of the questionnaire is suitable and well developed.

Considering the age of the employees who participated in the study by generation, 18-27 years old or generation Z is 31.9 percent, 28-43 years old or generation Y is 49.0 percent, 44-59 years old or generation X is 18.4 percent, and over 60 years old or the baby boomer generation is 0.7 percent. respectively. 47.7 percent of the employees are dominated by generation Y or 26-45 years old.

Y generation is called "Millennium generation". In this generation, it is important to work wherever you want and do what you really like when you enter the labor market. For them, success and career are a priority, they are organized, disciplined, and based on balance in their lives.



Source: Developed by the researcher

Figure 2: Age

In the factor analysis of factor correlation, factor analysis was performed on 12 factors of work time and rest, and the result or factorization was required to be the same. In the factor analysis, the effects of working hours and holidays were studied.

Table 4: Analysis of the effect of work and rest hours

Factors		Component matrix (a)
1	In the well-being of the employee	0.866
2	Work-life balance	0.910
3	In sustainable employment	0.921
4	Health	0.914
5	In a family dispute	0.826
6	Government policy	0.777
7	Law	0.787
8	Labor productivity	0.901
9	Salary and bonus	0.784
10	In diseases caused by work and occupation	0.900
11	In workloads	0.888
12	In management strategy	0.680

Source: Developed by the researcher

According to the results of the above research, it was considered that all the 12 factors affecting working hours and holidays are good.

Table 5: Aggregation of indicators for the impact of work and rest hours

<i>Nº</i>	<i>Factors</i>	<i>very less</i>	<i>less</i>	<i>average</i>	<i>lot</i>	<i>very a lot</i>
1	In the well-being of the employee	9.4	3.8	11.5	11.8	63.5
2	Work-life balance	8.0	8.0	11.5	8.7	63.9
3	In sustainable employment	9.7	4.9	11.1	11.8	62.5
4	Health	13.5	6.3	9.4	14.9	55.9
5	In a family dispute	13.2	8.0	21.5	17.0	40.3
6	Government policy	12.8	12.2	35.8	14.9	24.3
7	Law	6.6	15.3	35.1	19.8	23.3
8	Labor productivity	7.3	8.7	17.0	16.3	50.7
9	Salary and bonus	6.9	10.8	24.0	24.3	34.0
10	In diseases caused by work and occupation	9.4	10.1	14.6	18.8	47.2
11	In workloads	8.7	8.0	14.2	21.5	47.6
12	In management strategy	4.9	12.2	36.1	29.5	17.4

Source: Developed by the researcher

When considering the impact of vacation time, 55.9 - 63.9 percent believed that it greatly affects employee well-being, work-life balance, health, mental health, and family disputes. On the other hand, 35.8 percent believed that government policies and legal issues have an average influence. He also said that it greatly affects labor productivity, wages and incentives, occupational diseases, and workload. The following table summarizes the effects of work and rest hours.

When considering the impact of vacation time, 55.9 - 62.9 percent of surveyed employees felt that it greatly affects employee well-being, work-life balance, health, mental health, and family disputes. On the other hand, 35.8 percent believed that government policies and legal issues have an average influence. It is also estimated that it has a great impact on labor productivity, wages and incentives, occupational diseases, and workload.

Effects of work and vacation time are calculated by Means, Std. According to the results analyzed by Dev and ANOVA method, $P(\text{Sig}) > 0.05$, so the following parameters are different during work and rest hours.

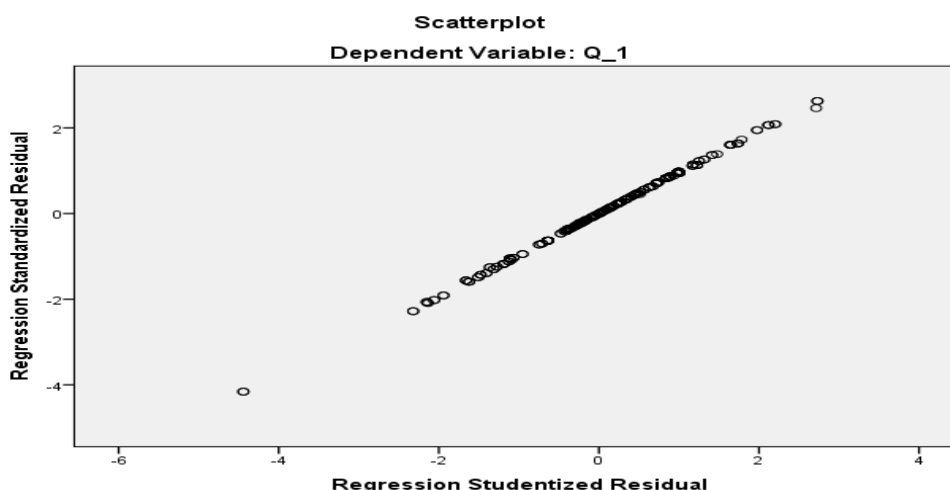
Table 6: Results of ANOVA analysis

	Sum of Squares	df	Mean Square	F	Sig
Between People	4219.833	287	14.703	52.767	.000
Within Between Items	302.840	11	27.531		
People Residual	1647.160	3157	.522		
Total	1950.000	3168	.616		
Total	6169.833	3455	1.786		

Grand Mean = 3.78

Source: Developed by the researcher

Looking at the F ratio from the ANOVA table, a positive probability value of 52.767 was obtained. In the study, it was hypothesized that there is a positive correlation between the indicators of influence on work and rest time. Hypotheses were tested at a significance level of less than < 0.05 . The result of the analysis is $\text{Sig} = 0.000$, which proves that the significance of the model is high. The results of the analysis show that the T-statistic significance is tending towards 0 and the statistical calculation is significant.



Source: Developed by the researcher

Figure 3: Regression, impact for work and at rest

After the regression analysis, the indicators of the influence of work and vacation time are on the same line, and they are all uniformly related.

Table 7: Correlation analysis

Correlations		Q	Q_1	Q_2	Q_3	Q_4	Q_5	Q_6	Q_7	Q_8	Q_9	Q_10	Q_11	Q_12
Q	Pearson Correlation	1												
	Sig. (2-tailed)													
	N	288												
Q_1	Pearson Correlation	.824**	1											
	Sig. (2-tailed)	.000												
	N	288	288											
Q_2	Pearson Correlation	.876**	.940**	1										
	Sig. (2-tailed)	.000	.000											
	N	288	288	288										
Q_3	Pearson Correlation	.887**	.877**	.936**	1									
	Sig. (2-tailed)	.000	.000	.000										

N		288	288	288	288									
Q_4	Pearson Correlation	.879**	.859**	.910**	.903**	1								
	Sig. (2-tailed)	.000	.000	.000	.000									
	N	288	288	288	288	288								
Q_5	Pearson Correlation	.792**	.680**	.693**	.696**	.753**	1							
	Sig. (2-tailed)	.000	.000	.000	.000	.000								
	N	288	288	288	288	288	288							
Q_6	Pearson Correlation	.693**	.598**	.603**	.630**	.626**	.686**	1						
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000							
	N	288	288	288	288	288	288	288						
Q_7	Pearson Correlation	.716**	.553**	.599**	.606**	.623**	.643**	.755**	1					
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000						
	N	288	288	288	288	288	288	288	288					
Q_8	Pearson Correlation	.912**	.776**	.815**	.834**	.814**	.707**	.623**	.636**	1				
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000					
	N	288	288	288	288	288	288	288	288	288				
Q_9	Pearson Correlation	.751**	.550**	.618**	.643**	.638**	.590**	.615**	.695**	.669**	1			
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000				
	N	288	288	288	288	288	288	288	288	288	288			
Q_10	Pearson Correlation	.903**	.723**	.775**	.814**	.804**	.747**	.662**	.638**	.839**	.723**	1		
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000			
	N	288	288	288	288	288	288	288	288	288	288	288		
Q_11	Pearson Correlation	.911**	.700**	.757**	.800**	.776**	.711**	.611**	.671**	.837**	.703**	.844**	1	
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000		
	N	288	288	288	288	288	288	288	288	288	288	288	288	
Q_12	Pearson Correlation	.630**	.462**	.522**	.550**	.515**	.485**	.573**	.682**	.558**	.588**	.536**	.589**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	288	288	288	288	288	288	288	288	288	288	288	288	288

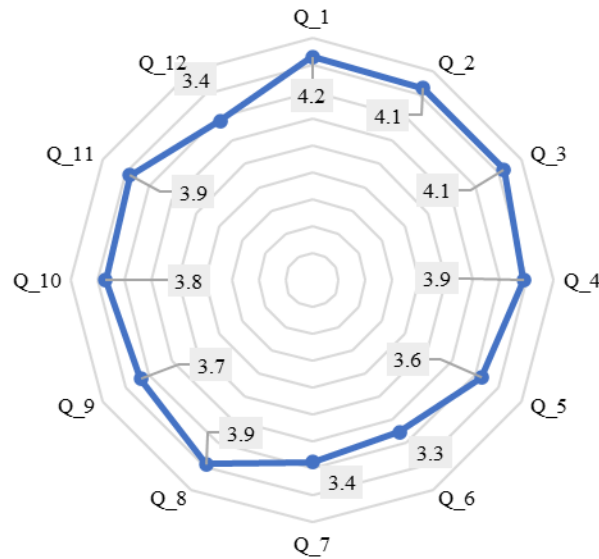
** . Correlation is significant at the 0.01 level (2-tailed).

Source: Developed by the researcher

According to the results of the study, employee well-being is 0.824 (Q_1), work-life balance is 0.876 (Q_2), sustainable employment is 0.887 (Q_3), health is 0.879 (Q_4), and family dispute is 0.792 (Q_5), government policy 0.693 (Q_6), law 0.716 (Q_7), labor productivity 0.912 (Q_8), salary and bonus 0.751 (Q_9), occupational disease 0.903 (Q_10), workload 0.911 (Q_11), management strategy 0.630 (Q_12) has a very strong correlation.

The following results are obtained by summarizing and ranking the evaluation of 12 indicators of the impact on employees of work and rest hours.

Employee well-being 4.2 points (Q_1), work-life balance 4.1 points (Q_2), sustainable employment 4.1 points (Q_3), health 3.9 points (Q_4), family disputes 3.6 points (Q_5), government policy 3.3 points (Q_6), law 3.4 points (Q_7), labor productivity 3.9 points (Q_8), salary and bonus 3.9 points (Q_9), work 3.8 points for occupational diseases (Q_10), 3.9 points for workload (Q_11), and 3.4 points for management strategies (Q_12) respectively.



Source: Developed by the researcher

Figure 4: An assessment of the impact of work and leisure time

Judging by the evaluations given by the employees who participated in the survey, it is considered that the lowest evaluations were given to government policies, law and management strategies.

5. Conclusion

After conducting a study on the appropriateness of work and rest hours, the following conclusions were reached.

1. Concepts and approaches to the appropriateness of work and rest time are historically studied in chronological order in connection with historical events. The appropriateness of work and rest time was first created due to the beginning of expressing opinions for the working conditions and rights of employees, and developed over time, and now modern approaches such as employee well-being, work-life balance, and sustainable employment have been developed.

2. By comparing and summarizing the study of the effects of work and rest time developed by 15 scientists and 3 organizations, 12 effects were selected to be used in the study. The results of the study were calculated using SPSS23 software, and it was proved that the influence elements were strongly related to work and leisure time.

3. When considering the impact of work and rest time of employees in the construction industry, 55.9 - 63.9 percent assessed that work and rest time greatly affect employee well-being, work-life balance, stable employment, health, and family disputes. On the other hand, 35.8 percent assessed that they have an average influence on government policies and legal issues. It is also estimated that it has a great impact on labor productivity, wages and incentives, occupational diseases, and workload.

References

1. Baasan L. (2015). Labor law of Mongolia. Ulaanbaatsr: Edmon Co., Ltd.
2. Bosch, C. &. (2019). Should I take a break? A daily reconstruction study on predicting micro-breaks at work. *International Journal of Stress Management*, 26.
3. Ferraro, S. (2016). Frederick Taylor's other Principles. *International Journal of Business and Social Science* Vol. 7, No. 11,; 24-27.
4. government., M. (2019). VISION – 2050. Long-term development policy of Mongolia. Ulaanbaatar.: Ulaanbaatar.
5. ILO. (1919). Hours of Work (Industry) Convention, 1919 (No. 1) . International Labor Organization. Washington.
6. ILO. (2007). Decent Working Time. ILO Publication (pp. 1-27). Geneva: ILO Publication.
7. ILO. (2015, 5). Rest periods: definitions and dimensions. Working Conditions Laws database.

8. ILO. (2018). Ensuring decent working time. International labour conference 107th SESSION (pp. 1-9). Genev: ILO.
9. ILO. (2018). Ensuring decent working time for the future. ILO (p. 3). Geneva: ILO.
10. ILO. (2022). Decent working time. Genev: ILO publisher.
11. International Labour Conference, 1. S. (2018). Ensuring decent working time for the future. ILO (p. 3). Geneva: ILO.
12. Kaori Sato, S. K. (2020). Mental health effects of long work hours, night and weekend work, and short rest periods. *Social Science & Medicine* , 246.
13. Kim S, McLean GN and Park S. (2018). The cultural context of long working hours: Workplace . *New Horizons in Adult Education and Human Resource Development*, 36-51.
14. Laura Vieten, A. M. (2023). Employees' work breaks and their physical and mental health: Results from a representative German survey. *Applied Ergonomics*. Volume 110, <https://doi.org/10.1016/j.apergo.2023.103998>.
15. Lonnie Golden, M. A. (2008). Why Do People Overwork? Oversupply of Hours of Labor, Labor Market Forces and Adaptive Preferences. In M. A. Lonnie Golden, *The Long Work Hours Culture* (pp. 61-63). England: Emerald Group Publishing Limited.
16. Marion Collewet., J. S. (2017). Working hours and productivity. *Research Centre for Education and the Labour Market*. . *Labour Economics* 47: Vol 4. DOI: 10.1016/j.labeco.2017.03.006 , 96-106.
17. Michael Huberman, C. M. (2007). The times they are not changin': Days and hours of work in Old and New Worlds, 1870–2000. *Explorations in Economic History* 44, 538-567.
18. Nerissa Vallo., P. M. (2020). The impact of working hours on employee productivity: case study of SABERTEK LTD, South Africa. . *Academy of Entrepreneurship Journal*. Volume 26, Issue 4, 1528-2686-26-4-420.
19. Purevdagva Kh., e. a. (2021). *Human Resource Management*. Ulaanbaatar, Mongolia: MUST.
20. Safe work Australia. (2013). *Guide for managing the risk of fatigue at work*. Canberra: Safe work Australia Publishing.
21. Song, Y.-J. (2021). Work hours, work schedules, and subjective well-being in Korea. *International Sociology*, 36.
22. Tania Ferraro., N. R. (2016). Historical landmarks of decent work. *European Journal of Applied Business Management*, 2 (1), 77-96.
23. Vranceanu, F. C. (2000). *Working time (Theory and Policy Implications)*. UK: Edward Elgar Publications.