

THE GREATEST TRAGEDY IS THAT LABOUR WAGES ARE DETERMINED BY WORKING HOURS, NOT BY THE NATURE OF THE WORK POTENTIAL

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Introduction

In modern economies, wages are largely determined by working hours rather than the quality, skill, or potential of work. This system originated during industrialization when time became the easiest measure of labour. However, in today's knowledge-based world, this method undervalues productivity and creativity.

Two individuals working the same hours may produce different results, yet receive similar wages. This creates a gap between effort and reward, reducing motivation and innovation.

Objectives of the Study

- To examine wage determination systems
- To analyze limitations of time-based wages
- To study impact on motivation
- To highlight importance of skill and efficiency
- To suggest improvements

Analysis

Time-based wages create several issues such as lack of reward for efficiency, equal pay for unequal performance, and reduced motivation. Workers may focus on completing hours rather than delivering quality work.

This system discourages innovation and undervalues talent. In modern industries, productivity and creativity are more important than time, making the traditional system outdated.

Legal Framework

International laws promote fair wages and equal pay for equal work. In India, constitutional provisions and the Code on Wages, 2019 emphasize fairness and dignity in wage determination.

Conclusion

Paying wages based only on time is simple but flawed. It ignores differences in skill, productivity, and creativity. This leads to unfair compensation and reduced motivation.

Suggestions



- Introduce performance-based pay
- Reward skill and productivity
- Provide incentives and bonuses
- Encourage training and development
- Use a hybrid wage system

