

질문과 대답 9회: 야근

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More Like It

일상회화 편 2 출간

총 6권 완간(完刊)

Q: Why is working late considered normal in Korea? Many companies don't even pay for it.

A:

1.

This is the problem we really need to solve. What's important is high productivity, not long work hours. Most people stay in the office because their superiors are still there. Many people don't work so productively during the regular work hours because they know they're going to work late anyways. We need to work smarter, not harder. Except for work emergencies and tight deadlines, we should make it a point not to stay late in the office.

2.

Many people think that it's only Koreans who are working late, which is not the case. Anywhere in the world, there are people who are dedicated and work very hard. If you're only doing a simple and relatively less important work in an organization, you may work exactly from nine to five. But in this highly globalized business environment, most companies run 24/7 globally, and chances are you're going to have to stay late to communicate with partners located in different time zones.

3.

I'm okay with working late, but the issue is I'm not paid properly for overtime. My understanding is employees should be paid time and a half for overtime hours. Not to mention the 1.5 times rule, most companies don't even think about paying for overtime. When you are paid properly for extra hours, the companies won't take it for granted that their employees work past closing time.