This study analyses private sector working hours. The subject is approached from the point of view of work organisation. The research hypothesis was that so called proactive workplaces, i.e. the ones which delegate a considerable amount of responsibility and task-autonomy to their workers, are breaking the tradition of normal working hours. This is how they are re-shaping the working time reality of Finnish labour society and fostering a so called new working time paradigm. The implications of the process towards employees were studied.

Proactive workplaces do not adhere to the old ways of acting but are constantly reflecting and questioning. The transformation of the working time paradigm is seen as a part of a more general trend, so called reflexive modernisation. This conversation is sustained by Beck and Giddens among others. The pressure for change in the working hours comes from two sources: firstly, from the ever-increasing competition of the workplaces and secondly, from the more individualised needs of the employees. According to this analysis, the market pressure is a more powerfully determining variable.

The workplaces of the study were divided into proactive and traditional through a so called responsibility index. The research data consists of 614 answers by managers and 2958 answers by employees. The managers were interviewed by telephone during November-December 1999. The response rate was 89. The mail questionnaire was sent to 5001 employees of the workplaces studied in March 2000. The response rate was 59. Both the sample and the collecting of data was carried out by Statistics Finland.

The proactive and the traditional workplaces differed from each other as it was expected. The employees in proactive firms worked long hours more often than the staff in traditional firms. Especially unpaid overtime was significantly more common in proactive workplaces. More diversified working time variations were introduced in the proactive than in the traditional firms. Workers in the proactive workplaces had clearly more working time autonomy than their colleagues in traditional workplaces. Also their daily working time fluctuated a lot more. However, the differences of working time autonomy between men and women as well as between the different personnel groups were larger in the proactive than in the traditional workplaces. According to this analysis, proactivity does not mean a more equal working life. Furthermore, workers' increased autonomy in their tasks did not mean increased working time satisfaction. As a whole, there were no differences in working time satisfaction between the employees of the proactive and the traditional workplaces.

**Avainsanat-Nyckelord-Keywords**
- proactivity
- traditionality
- new working time paradigm

**Säilytyspaikka-Förvaringsställe-Where deposited**

**Muita tietoa-Övriga uppgifter-Additional information**