

# Spirit of work: A Way to Reach the Desirable Destinations

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## Abstract:

Work, in common parlance, is an expenditure of energy to obtain income and recognition, on the one hand, and an art, science, and profession on the other. Depending upon the work delivered, a person is classified as a skilled, semi-skilled, or unskilled worker. Throughout the world, men and women do the work in the organised and unorganised sectors, and all are essential to the successful completion of planned products. The scientific meaning of work reveals that the transfer of human energy to certain goals, whether it is agriculture, industry, or any other kind of job. The concept of work reiterates that work is perishable, and it cannot be stored for the next day; the idea of work has come from the imagination of human beings who are consistently involved in it. The conceptual framework of *division of labour* developed in the world has created remarkable achievements in the production process. The thanks should go to the two eminent Social Scientists, the first one being Adam Smith, and the second being Emile Durkheim. The division of labour initiated the thinking process towards the separation of a [work](#) process into numerous responsibilities, with each assignment performed by a separate individual or a group of workers. The result has obviously created the base for increasing the level of production, and it was worked out within the organising theoretical principle of the assembly contour. Adam Smith, the Scottish Economist, is considered the Father of Economics and Father of Capitalism, way back to 1776, while working on *An Inquiry into the Nature and Causes of the Wealth of Nations*, emphasised that the specialised activities of a worker can bring more production, and cheaper the cost of labour as well. After him, Emile Durkheim, the French Sociologist, after 117 years further looked into the subject and influential scholarly work to get popularity. The impacts created by the division of labour on multifaceted work into tiny errands, leading to specialisation, increased efficiency, optimal productivity, and minimal expenses. In this process, the workers convert themselves into a masterclass categorisation to bring many laurels to the workplaces concerned. Some of the salient features of division of labour, such as skill development, enhancement of production, innovation, economic growth, and integrity, though some of the shortcomings cannot be ignored. Today, we are living in the era of several processes, which include liberalisation, privatisation, globalisation, and Artificial Intelligence, which accommodates the workers who have skills, are energetic, committed, and have crystal clear empathy at 360 degrees. Those who are ready to use their skills and efficiency, and who understand the nature of work through keen observation, certainly have the possibility of overcoming hurdles and leading their lives decently. However, more than 140 million people worldwide are responsible for the circular economy, which implies repair work, recycling, second-hand markets, and waste management (ILO, Circle Economy, the World Bank Group, and UN-UN Partnership for Action on Green Economy (PAGE), 2025). In this context, the paper highlights the workers who have creativity, innovations, and avoid boredom, fatigue, and monotony outside of their objectives.

**Keywords:** Human Energy, Optimal Productivity, Division of Labour, Wealth of the Nations, Circle Economy

## Introduction:

In common parlance, the word 'work' connotes an activity with a specific purpose, which is carried out either in the form of mental or physical work by an individual to get income, and

his or her energy is transferred to a completed product. Throughout the world, people use their labour in different sectors: primary, secondary, and tertiary sectors. According to the International Labour Organisation (2025), though the exact

number of workers unable to find out, but, 3.5 billion currently do their work around the globe in manufacturing units and are responsible persons to fulfilling the demands of consumers. Nonetheless, the ILO says that when compared to 2022, the size of the workforce has reduced, with only 53 million workers having been added to the existing workforce, when compared to it was 3.4 billion in 2022. The primary reason for the reduced number of workers within the three-year time duration may be the COVID-19, besides some other explanations. The polarisation of work insists upon a few important dimensions, which include the personal achievements of the worker, to satisfy the members of the family, and bring out the many positive aspects to the families concerned. Physics talks about the work, which is the energy transmitted during the manufacturing process. Sociology visualises the work as a decided action done by a labourer when he or she produces, doing a kind of service. The Sociological paradigm carves out the essence of work to relate with the **social structures**, which include roles and status, very much imbued. When Talcott Parsons, a Sociologist from the USA, discusses about role in a family the 'instrumental role' is meant for men who play the instrumental role as 'breadwinner'. The **social structure** is another dimension that connects by the Sociologists, to sketch out the contacts with the fellow workers, management, supervisors, foremen, the customers, and trade union office bearers is the key aspect of the work. Social order is another aspect connected by the Sociologists to the work beyond the level of a labourer shapes the family, educates the children, and provides security to the members in the family. The Economists understand that work is a human activity that is done intentionally, joining hands with the other related factors of production to reach the three dimensions of completed goods, satisfied services, and economic expansion. The work is being carried out in all human societies in the form of paid and unpaid work, as well, from gathering the food items, along with the other natural resources, for survival, to the present usage of high-end technologies.

### Workers in Circular Economy

More than 140 million workers deliver their labour in the unclassifiable repair works,

recycling, rag picking, waste management, and other tiny jobs for their survival in the category of circular economy (ILO-UN Partnership for Action on Green Economy (UN-PAGE, 2025). Around 6.00% of the workers not included in the farming jobs, belong to the total number of workers in the world as of date, as service providers. The system of circular economy, from a proactive nature protection dimension, reserves the materials and products towards the processes of maintenance, reuse, renewal, remanufacture, recycling, and composting. As one of the best practices in the world, it is in a position to solve the problems of climate change, biodiversity loss, different kinds of pollution, and develop economic activities positively. The circular economy tackles climate change and other global challenges, like biodiversity loss, waste, and pollution, by decoupling economic activity from the consumption of finite resources on the one hand and by a change to renewable vigour and resources, and it is one of the durable systems that is good for commercial activities, human beings, and the atmosphere.

### Dimensions of the Gig Economy:

Another kind of availability of jobs for people who are interested in income-generating activities is the gig economy, which is flexible in nature; freedom belongs to the interested persons, since it is self-possessed of corporate sectors, workers, and customers (Lutkevich, Ben, and Alexander S. Gills, 2023). Interestingly, this economy is a kind of commotion where the people get the income providing on-demand work, amenities, and products within the flexible digital platforms, mobile apps, and web portals, the earnings in the form of cash, property, goods, and virtual currency (Gig Economy Tax Centre, 2023). The digital business format associates the people who are in the service-providing jobs unswervingly with the concerned clients for a payment (Ombudsman, 2023). Though there are several compact mechanisms associated with the gig economy, the noteworthy points to be remembered are: stable finance positions for the persons who have been involved in it, online course of action, policies at different levels, employability, for those who show interest in the job performance, flexible working nature, and similar kinds of timings (Animesh Kumar, and

Rahul Sharma, 2025). The BBC's precise and profound observation points out that the gig economy can be characterised by short-term agreements. (Wilson, Bill, 2017). The concept of the gig economy was coined by Tina Brown, a Journalist and the former New Yorker Editor, in 2009. She could understand that many educated youth, when unable to get a job, find this kind of economy to be useful for their daily survival, which includes free-floating assignments, possibilities for part-time jobs, and making consultancies. While we discuss about the circular economy, still around 190 million people are unemployed in the world, roughly five per cent of the total workers without any jobs, and can be considered as vulnerable groups (ILO, 2025). Further, the ILO discloses that this proportion is a low global unemployment rate in 2025, balanced around 5.00%, with figures suggesting roughly 187.5 million people were unemployed. The Organisation for Economic Co-operation and Development (OECD) notes that in the region, there are 34.3 million people without a job. In G7 nations, in the corresponding period, the unemployment ratio is 4.4%, and in India has 5.2% of the people are unemployed. As per estimates, the employment scenario, unemployed, underemployed, discouraged, and persons seeking jobs were approximately 400 million in the previous year, 2004. When Mexico has the lowest unemployment rate, 2.6%, and the highest unemployment prevails in South Africa. To avoid unemployment and its resultant stress, the circular economy-related jobs may be a better choice for people seeking employment. In this context, the first global analysis of employment in the circular economy reveals that most circular economy activities are widely located in the Global South. The USA, Asia, and the Pacific states account for the maximum dividends of circular employment, at 6.4% and 5.8% respectively. More than 50.00% of all circular economy workers are obviously naturally employed in the informal economy, where jobs are not regulated and lack state protection. This is particularly prevalent in the Global South, where a commitment to customers on the one hand and a desire to help society coexist, although there are considerable disadvantages associated with this kind of job.

### **Review of Literature:**

Creative thinking behaviour is an action-oriented format that helps to increase a positive attitude towards understanding the world, people, work, and to sketch out the best from the people concerned. The human being's work style is influenced by several factors, including personal behaviour, commitment to ethics, interest in learning the process of work, goal attainment, and being proactive towards self-satisfaction. The present working phenomenon has crossed several stages, like hard work being shifted to smart work, and the digital economy has paved creativity (Schwartz et al., 2019). The thought-provoking ideas about creative work were considered as The Almighty's Gift to the individuals, nurturing the quality in work is the vision for the workers who are involved in it, and gender oriented positively to the men as breadwinners (Becker, 2011). Science plays a significant role in cutting across boundaries, and it does not develop a narrow lane. In this line of thinking, beyond the science, the socio-cultural factors also have a place in creativity (Florida, 2002, and 2012). When we focus on the workplace, the employee's creativity gets more commitment than others (Livingstone, et.al, Paper, 1997, and Petzinger, 1999). Throughout the world, the creativity in work is increasing in most fields (Anderson et al., 2014). The concept of creativity is not new; it consists of indigenous knowledge, updates what is happening in and around us, using the latest information, web portals, and beyond all of these matters, curiosity plays a significant role to bring much laurels to the individual. So-called smart work is associated with accepting the changes, autonomy prevails, performance of given tasks, and most importantly, job satisfaction (Bednar & Welch, 2020, and Ko et. al, 2021). According to McEwan (2013), work should be responsive, energetic, and developing, resulting in greater organisational effectiveness in customer-focused relationships and in creating value.

### **Theories of Sociology of Work:**

Work is an important part of a human's life journey. Sociology, through its subject matter, deals with the work in a systematic manner and style. Sociological theories narrate their role through different

perspectives: Functionalism observes that the work is vital for societal function, providing goods, and identity; Conflict Theory visualises that the work is unequal, creating inequality. Symbolic Interactionism focuses on micro-level communications, meanings, and insights within the workstation. Early theorists like alienation, social solidarity, anomie, and bureaucracy laid the foundation, while contemporary tactics, such as self-determination, discover motivation and meaning, linking work to identity, status, and power subtleties across dissimilar historical and cultural settings.

### **Creativity is the key to the best work: Works Work on butterflies' migration:**

Migration by human beings is a kind of research; there are plenty of studies being conducted across the world, and eliciting data from human beings with the help of a methodology domain is obvious. But the research on the migration of butterflies enhances the curiosity, innovative methods to learn, commitment towards the keen research of sixty-six-year-old Sylvain Cuvelier, Ieper of Belgium, who identified and counted all the fluttering butterflies. Other days, he helped the Scientists by netting butterfly samples. Then he records each sighting's location using the Global Positioning System (GPS), logs them in his Excel database, and sometimes sends the samples to his academic colleagues, who will analyse pollen grains clinging to the insects' bodies. Those tiny pollen grains, gathered by citizen scientists like Cuvelier, are helping researchers study a process that has been largely inscrutable until now: the migratory patterns of insects as they move around the globe over multiple generations. Using pollen, Scientists have been able to identify where individual butterflies began their journeys, and even infer the events that likely triggered their migration. The knowledge may help conservationists better understand some of the effects of climate change not only on the insects themselves, but on their migrations and the ecosystems they inhabit.

### **Role models to become rich:**

The sincere work can help people grow character, stimulate themselves, overcome adversities and attain their goals. Numerous

successful individuals have received or given helpful advice regarding hard work with smartness, and creativity, as their attainments are often the result of their work ethos. If anyone has decided to work with commitment, it can help them to maintain discipline and motivation as they aim to achieve success in their career and life. In this regard, all the times are the best, all the days are auspicious, and every work brings laurels without a second thought. As per the successful people's stories, disclose that either a better job, owning a business, or just wanting to experiment with a side boost, it's calmer and cheaper than keeping silent and blaming themselves and others. The prices to do nearly any creative jobs are essentially that no money is required, and there is no one pulling back or no individual is stopping to moving forward. The present situation in the world is amazing, countless chances, the internet brings as much as ideas and personalities who have won the business model in plenty of formats.

**Singer Justin Bieber** was discovered from videos of him singing on YouTube. Justin Drew Bieber, who was born in the year in 1994 in Canada, is a singer, and now he is one of the important people in contemporary popular music (Weatherby Taylor, 1<sup>st</sup> April, 2022, and Times of Israel, 2023). He started a YouTube Channel in late 2000, and became so popular since he delivered his best by finding his innovative My World in 2009. Currently, he is a recognised international Teen Icon. Many credits are associated with his albums, like: Under the Milestone in 2011, Believe in 2012, and in Billboard history to have 5 US number-one albums by the age of eighteen (Reuters, 2021).

Multiple tasks are the key areas for **Elle Luna**, who is a painter, designer, and writer. In addition, she also runs a textile venture, the Bulan Project, a team between designers and master batik artists in Bali, and has previously worked as a designer at IDEO. The IDEO is a design and consulting organisation that operates in the USA, England, and China, specifically, a creative works are prioritised. The foremost important here is the core five hundred staff who are brilliant in designing the products, extending the needed services to the customers, developing the proactive, conducive working environments, and developing the highly demanded brands with



the expertise of digital format. Elle motivates the people around the world by explaining the story of *The Crossroads of Should and Must*, and lives in San Francisco. She is consistent in publishing books to build morale around the globe. In this connection, her new book, *Your Story is Your Power*, was published in March of 2018. She finds time, energy, and satisfaction, leading the team, reaching the maximum people in the world to develop in a multi-faceted direction.

**Dylan Redekop** is a professional marketer also the founder and author of Growth Currency, a weekly newsletter filled with tools, articles, and resources for creators. Using his own insights and new findings to help publishers start, grow, and monetise their newsletters. He shares about how he booked his first ad and how he's succeeded in raising his rates over time. The Growth Currency newsletter is written for the creator economy from a financial improvement standpoint and is trying to grow its followers. The resources that are shared in the newsletter help new creators navigate their way through content marketing, audience growth, and monetisation. His readers are a cross-section of marketing professionals, solopreneurs, and content creators. He consistently shares the short personal essay gained from the experience, and keen observation in the creator economy, along with the trends of financial growth, and a careful analysis from different resources. The way forward, move ahead, find the ways to enhance the financial position, is the compact mechanism of his newsletter.

Jay Yang, a nineteen-year-old student and his an income is a six-figure mark before completing his school education. He is a young entrepreneur, author, and content tactician familiar for achieving significant business success while still a student, largely by delivering his skills as a ghost-writer and content creator. His spirit of work speaks to many aspects, one among them he is known as Alex and Leila Hormozi's *secret weapon*, serving as their written media strategist. His style of writing helps the busiest industrialists, business owners, organisational proprietors, and Chief Executive Officers who need a strategist. To add to his credit, the recently published book entitled **You Can Just Do Things** brings many thought-provoking ideas to the needy entrepreneurs. He gains his knowledge by

thoroughly reading the CEOs' messages, statements, success stories, yardsticks developed by them, and how they carry out their businesses without any hurdles. He has developed the methods for many entities to cross the Annual Recurring Revenue beyond five million us dollars, which include organisations like App Sumo, which contributes to the **New York Times**. His content writing skills are obvious in the social media networks like Instagram, Twitter, and YouTube.

According to him, finding the way to achieve the goal is simple, and as a marketing intern, he can understand the issues involved in start-ups and companies. He has used one of the qualitative research methodologies, the observation extended, which helped Tyler Dank and the Beehive Team to increase the income to a level of 12.5 million us dollars, and get more than 120k followers, and the annual revenue of five million us dollars. He uses the timings precisely, approaching the industrial organisations that require experts in analytical skills, the trends, and the future challenges.

John Bardos works with clarity, cleverness, curiosity, and creativity. He is the author of the blog and the websites Jet Citizen and YouCanTeachEnglish.com. He has run the school located in Japan for more than a decade. His interest is in transforming the knowledge and information with the highly motivated young minds. Yet, he has sold more than one million us dollars through the online courses, organised several academic ventures across the world, and besides that, he extended his help to raise 1,49,571 us dollars for charities. His next innovative idea towards online games to encourage children to speak fluent English.

## Conclusion:

A work which is being carried out by an individual has multiple dimensions to fulfil the societies' needs. After the industrial revolution came into existence, the direction of the work has been changed tremendously because of cleverness, enthusiasm, and understanding about the machines, and materials used by the workers are concerned. The industry needs people with an industrious mentality who can deliver their best, whether he or she is a blue blue-collar or white collar workers. To bring many laurels to the

industry on the one hand, and to his credit, he has to understand the industry first. Industry is not only a system of production, but it also has a lot of consumers in society, and to satisfy them, the workers' perception is so important, regardless of their age, education, and other parameters. The above-mentioned individuals who use their knowledge, power, sincerity, and commitment towards the completed products or services provided. We can understand that they have sociological inputs since they represent the human society; they could learn the psychology, and social psychology as well, since the perception, leadership, and social construction are imbibed in them. Moreover over the economy is positively affected by them to keep aside the boredom, monotony, hindrances, and inhibitions as well. The country, like India, currently has plenty of youth to claim as the demographic dividend nation to learn the personal skills and temperament of the cases discussed.

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