**Behind the desperate money distribution of Internet companies: overtime culture has been questioned, and weeks have been cancelled one after another**

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Inf news

Since July, no one has mentioned 996 and big and small weeks. Internet companies have reversed operations and began to generously send money to their employees.

First, Xiaomi announced to grant more than 70 million shares to 3,904 employees. Xiaomi's stock price is not high, about 390,000 yuan per capita. Although the money is not much, Xiaomi's family is weak and it is all hard money. Boss Lei's intentions are also counted.

Then Jingdong decided to raise the salary from 14 to 16 in two years. They are all hardworking brothers, and they cannot let everyone be wronged in the remote Yizhuang.

And Tencent, which has always been lavish, finally couldn't hold it back. On the evening of July 14, Tencent announced that it would grant a total of 2.403 million shares to at least 3,300 employees. It seems that the number is not as large as Xiaomi, but Tencent's stock price is high, equivalent to 340,000 yuan per person.

When Internet giants began to send money to employees at the same time, it made the outside world very curious, what do they mean?

**Big factories are sending money, who will be next?**

Of course, big companies pay attention to it.

On July 2, Lei Jun announced that Xiaomi had granted more than 70 million shares to 3,904 employees. According to Boss Lei, these stocks are used to reward outstanding young engineers, outstanding fresh graduates and outstanding employees in the core positions of the team, as well as the winners of the annual technology award.

Among them, about 700 outstanding young engineers selected for the "Young Engineer Incentive Program", Xiaomi's latest talent incentive project personally responsible by Mr. Lei, will receive 16.042 million shares (about 350 million yuan) in total. Among these 700 outstanding young engineers, the youngest is even 24 years old.

But within a few days, Lei Jun came again with money. This time he is going to reward the company's core backbone. It's not a trivial matter to send money to the leaders. 122 core employees received 119.65 million shares of Xiaomi stock awards, with an average of 24 million yuan per capita. In Lei Jun's words, “give them similar to the early days. The rewards of entrepreneurs."

Xiaomi has a total of 15,000 people, and if you see it, it becomes a big pot of rice, which is not conducive to maximizing efficiency. So, there are three main directions, the premise is to encourage advanced, secondly to encourage young people, and finally to take the big picture by the leaders. This approach leaves everyone speechless, and it rewards technicians in an all-round way. It also highlights the company's corporate culture that values ​​technology and talents.

After sending it to Xiaomi, Mr. Lei did not forget that he was still the chairman of Jinshan. Although Xiaomi is his own son, Jinshan's brothers have worked hard with Boss Lei for many years. Therefore, in the early morning of July 5, Lei Jun announced that he would send 4.8 million shares to all regular employees of Jinshan who served as the chairman of the board, of which 600 shares per employee, about 22,000 yuan per capita. It's a little bit less in comparison, but it's estimated to have arrived.

After Lei Jun gave three rounds of money, Liu Qiangdong also brought money bags to send money to the "brothers". Jingdong's approach is to raise salaries and raise salaries for all employees, which is more powerful. According to the plan, from July 1, 2021 to July 1, 2023, JD.com will gradually increase the average annual salary of employees from 14 to 16 in two years.

The news came out that "beating up workers" was boiling, and the topic of JD's salary increase quickly topped the hot search list. The layman looks at the excitement, the insider looks at the doorway.

In fact, most Internet companies implement a 16 salary, and Jingdong's salary is one of the most criticized in the circle, so Jingdong's salary increase this time can be regarded as returning to normal. However, there may also be many JD employees who are not satisfied because the adjustments this time have not been in place, but have gradually increased within two years, and the carrots hanging in front of them cannot be given in place.

But almost no one complains that Tencent's salary is not high. However, Tencent took advantage of this enthusiasm and announced that it would grant a total of 2,403,200 shares to no less than 3,300 employees. Tencent has 89,200 employees, that is to say, about 3.7% of the employees will be the target of the "money" of Xiao Ma.

However, Tencent's requirements for the award recipients are relatively general, "the purpose is to recognize the contributions made by the awardees and attract and retain the talents needed for the sustainable operation and development of the group."

However, when Tencent finished paying out the money, the Internet workers were completely unable to sit still. They didn't expect that they would be able to roll in overtime, and everyone would start rolling in even the issue of money. Netizens began to go crazy with Ai Te boss, hoping to keep up with the pace of involution. "This damn capital home is so sweet", "The big guys are starting to give benefits to employees, and there is no news about Hangzhou horses at the moment", "Wages can also be rolled up? The Internet industry is not the same."

**The overtime culture of big factories behind making money**

Behind the salary increase and the money, it is actually the workers who "work hard and intensively work overtime for a long time" on Internet companies. As early as 2016, the overtime culture of major Internet companies triggered heated discussions. First, 58.com required all employees to implement the "996 work system" in September of that year, with daily working hours from 9 a.m. to 9 p.m., 6 days a week, without any subsidies.

Soon afterwards, Inspur was exposed to the "Endeavor Application Form (Discussion Draft)", which was suspected to require employees to apply for voluntary waiver of annual leave, implement a 6×12-hour work system, and voluntarily perform uncommanded overtime.

The topic of 996 is a social hot spot and a pain in the hearts of workers. On the one hand, Internet companies' "996 blessings" and the prevalence of overtime systems such as 007, large and small weeks, and super large and small weeks, on the other side are "996 in the first half of life, ICU in the second half of life" and others to resist and criticize Internet companies' overtime and oppressive culture The voice of the two sides remained deadlocked.

The consequence of the long-term overtime culture of large factories is that the bodies of workers in the workplace frequently light up "yellow lights", and cases of sudden death caused by overtime are not uncommon.

On December 3, 2020, a 27-year-old employee of Gome's Fuzhou branch died suddenly at the year-end oath meeting; only 6 days later, SenseTime's Shanghai company, a 47-year-old business system development manager, died suddenly on the sofa outside the company's gym. After another 20 days, a 22-year-old female employee of Pinduoduo's product, Duoduo, who bought food from Pinduoduo, died suddenly on her way off work at 1:30 am on December 29, 2020.

Frequent sudden death incidents have once again pushed the overtime system of Internet companies to "change life for money" to the forefront. The Internet has been lashing out at the "996" and "007" overtime culture of big companies. In March of this year, overtime issues related to large factories were even directly sent to the two sessions by the delegates, suggesting "supervising the 996 work system."

Obviously, the overtime and oppressive culture of major Internet companies has already provoked "public anger."

As a result, the wind direction has changed since June this year. First, Tencent Interactive Entertainment's Photonic Studio announced that it will implement a new work system from June 14th, requiring employees to leave work on time before 6 o'clock every Wednesday, and leave work before 21 o'clock on the rest of the week, and start to implement weekends and weekends.

And various big factories have also "abandoned the dark and turned to the bright" one after another, setting off internal discussions on anti-"996" and canceling "small and small weeks". First, Kuaishou announced on June 24 that it would cancel the seven-year-old work week. Then, Bytedance and Meituan also announced the cancellation of major and minor weeks on July 9 and July 14.

Prior to this, Bytedance had conducted a survey on "Should employees continue to implement the large and small week system", but the results showed that both support for canceling large and small weeks and those who did not support both accounted for 1/3, so that the byte beating degree He hesitated for a long time, but in the end, under pressure, the cancellation was announced.

It is worth noting that at the same time that major factories are issuing money and canceling large and small weeks, the CPPCC newspaper published an article from Ling Zhenguo, the former deputy director of the CPPCC Population, Resources and Environment Committee.

The article pointed out that “Platform economy should embody and implement the people-centered, people-oriented, and common prosperity ideas in the development, and resolutely prevent and avoid hoarding monopoly, cutting leek-style competition, and endlessly squeezing surplus labor and its high surplus value. , And even linked the employees' reckless flying and running minutes with the accurately calculated Yuanjiao points, ignoring the protection of employees' basic rights and life safety."

In fact, no matter whether it is cancelling big or small weeks, or suddenly starting to send money, the Internet giants did not suddenly discover it by their conscience, but were forced by the pressure of public opinion and out of helpless action to maintain their own image.

But after all, the distribution of money is something that the masses of people love to hear, as a netizen said when commenting on Tencent's stock issue: “Welfare and salary increases should be rolled up. Start with a big factory and don't stop.”