



**ORIGINAL RESEARCH PAPER**

**Management**

**A STUDY ON EMPLOYEES MONOTONY AND BOREDOM TOWRDS JOB SATISFACTION OF WOMEN NURSES OF HOSPITALS IN TIRUNELVELI CITY**

**KEY WORDS:** Monotony, Boredom and satisfaction.

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**ABSTRACT**

The purpose of this study is to investigate a study on employee's monotony and boredom towards job satisfaction in Tirunelveli city. The number of the respondents is 176 from the multispecialty hospitals, judgmental sampling method was used to select the respondents, and census survey was adopted to collect data from having three or more years of experience to the selected hospitals. From the findings of the study in nature of employment doing same shift arising monotony and some of the personal variables like hours of work, getting sleep each night, beds of working hospitals, salary, family situation are making boredom, and dissatisfied in their job.

**INTRODUCTION**

Monotony of work mentioned basis for low industrial morale. A job is monotonous or boring when it is not interesting. Monotony is a characteristic, not of a particular job, but of the relationship between the job and the worker at a particular time. A job that may look very monotonous to a by stander may have considerable interest for the man who is doing the work the situation and the meaning of the work determines to a large extent whether or not monotony. The primary cause of monotony in jobs is repetition, or lack of variety. There is no case known where a job with variety is monotonous. There are situations in which repetitions work is not considered monotonous. During wartime, for instance workers were doing routine, repetitive jobs which were considered interesting because of their meaning.

Monotony is boredom is commonly referred to as mental fatigue or psychological fatigue which leads to work decrement. Monotony is an important aspect of industrial unrest and work decrement. It may be responsible for the increase of nervous disorders in modern life. Monotony and freedom referred to the undesirable effects or repetitive work. This is actually a state of mind caused by repetitive work. According to Maier, Monotony and boredom are influenced by the way a person views this task from time to time causing the output to fluctuate rather than to fall off progressively.

**REVIEW OF LITERATURE**

Naomi Dunn et al. (2011) Indicated that monotony and fatigue are issues that many drivers face on a regular basis and they are issues that can have a detrimental effect on drivers' train management skills. Drivers highlighted various factors they felt contributed to their experiences of monotony and fatigue, as well as the coping strategies they utilized. Results from study 2 clearly showed the effect of task demand on the performance of an otherwise monotonous task, with superior driving performance exhibited by those in the high demand condition. There was also a clear indication of a time-on-task effect in all conditions, as performance deteriorated towards the end of the test session.

- Sunil gupta (2015) that, monotony is associated with repetitive work, this is especially so when the work becomes automatic and semi automatic. Break the monotony is possible by person should be connect to life, doing work according to well plan manner, focus the goals and per day some exercise.
- Stephen .J. Kass et al. (2001) identified that attempts to enrich jobs and reduce boredom may be beneficial in the reduction of absenteeism and dissatisfaction, perhaps human factor techniques aimed at reducing boredom (or) monotony by increasing. Such dimensions may be effective in improving various work outcomes. He also suggested that, if may be beneficial for organization to devote greater attention to the systematic assessment and the tendency to be bored.

Measuring employee perceptions of the extent of boredom within their jobs assist in the use of job design techniques where they are most needed.

- Nils Falletin et al. (2002) found that, a task based exposure-assessment strategy can be successful in solving some of the main problems associated with the assessment of physical workplace exposures. The large within group's variance in exposure to non neutral shoulder postures may eventually require individual assessment (or) the inclusion of groups with maximal contrast in exposure (or) both.
- John .W. White oak(2014) points out that the importance of group dynamic that support individual engagement through better boredom coping, those enabled with the ability to recognize and join functional groups are ultimately more likely to cope effectively with monotony at work , these results provide implications for individuals who want to engage more effectively in their workplace.
- Dr. S. Gomati et al. (2015) concluded that, job rotation practices have positive effect on motivating nurses in performing the tasks, the positive effects on decreasing monotony, increases in knowledge , skills and competence and development of social relationships among nurses will results in motivation and it will leads to employee development.

**OBJECTIVES OF THE STUDY**

- To study the opinion towards working environment in nursing job.
- To know the individual perception towards their work in routine nature.
- To identify the factors influencing boredom at work in nursing profession

**STATEMENT OF THE PROBLEM**

Monotony is boredom is commonly referred to as mental fatigue or psychological fatigue which leads to work decrement. Monotony is an important aspect of industrial unrest and work decrement. It may be responsible for the increase of nervous disorders in modern life. Monotony and boredom referred to the undesirable effects or repetitive work. This is actually a state of mind caused by repetitive work. According to Maier, Monotony and boredom are influenced by the way a person views this task from time to time causing the output to fluctuate rather than to fall off progressively, so in this research focus on the how monotony and boredom affects the women working nurses in Tirunelveli.

**RESEARCH METHODOLOGY**

The research type is descriptive research. The primary data was collected through structured questionnaire. Judgmental sampling method was used to select multispecialty hospital. Census survey was adopted to collect data from nurses having three or more

years of experiences in the selected hospitals. For the purpose of the study the research selected 176 samples from 10 multispecialty hospitals in Tirunelveli city. The study conducted for the period of 2016-2017.

**PERCENTAGE ANALYSIS**

DEMOGRAPHIC	CLASSIFICATION	FREQUENCY	PERCENT
Age	21-30	124	70.45
	31-40	44	25
	41-50	7	3.98
	Above 50	1	0.57
	Total	176	100.0
Nature of employment	Full time	17	9.69
	Part time	2	1.41
	Shift basis	157	89
	Total	176	100.0
Marital status	Single	57	32.39
	Married	119	67.61
	Total	176	100
Education	F.N.A	50	28.41
	G.N.M	95	53.98
	B.SC(Nursing)	31	17.61
	Total	176	100.0
Experience in profession	Below 5 yrs	94	53.41
	5-10years	40	22.72
	10-15 yrs	29	16.48
	15-20yrs	13	7.39
	Total	176	100.0
Salary	Less than 10000rs	158	89.77
	10001-13000rs	15	8.52
	13001-16000rs	3	1.70
	Total	176	100.0
Beds in nurses working hospital	Less than 50	11	6.25
	50-75	50	28.41
	75-100	53	30.11
	100-125	28	15.91
	125-150	34	19.32
	Total	176	100.0
Hours of work in a week	Above 35 hrs	176	100
	Total	176	100.0
Hours of sleep	Less than 4 hours	49	24.84
	5-7 hours	110	62.05
	8-10 hours	17	9.66
	Total	176	100.0
Family members	Two	16	9.09
	Three	43	24.43
	Four	41	23.29
	Five	39	22.15
	Above five	37	21.04
	Total	176	100.0

**ANALYSIS AND INTERPRETATION**

**CORRELATION ANALYSIS**

1. Showing the relationship between nurses nature of employment and monotony at work

H0 – there is no significant relationship between nature of employment and monotony at work.

H1- there is significant relationship between nature of employment and monotony at work.

**Correlations**

		Nature of employment	Monotony at work
Nature of employment	Pearson Correlation	1	-.206**
	Sig. (2-tailed)		.006
	N	176	176
Monotony at work	Pearson Correlation	-.206**	1
	Sig. (2-tailed)	.006	
	N	176	176

\*\* . Correlation is significant at the 0.01 level (2-tailed). P value is less than 0.05, Null hypothesis is rejected.

There is significant relationship between nature of employment and monotony at work. In this the researcher identified that, same working nature of shift are arising, monotony at the working environment.

2. Showing the relationship between experience in nursing profession and factors influencing boredom at work.

H0- there is no significant relationship between experience in nursing profession and factors influencing boredom at work.

H1- there is significant relationship between experience in nursing profession and factors influencing boredom at work

**Correlations**

		Exp. in nursing profession	boredom
Exp. in nursing profession	Pearson Correlation	1	-.173*
	Sig. (2-tailed)		.022
	N	176	176
Boredom	Pearson Correlation	-.173*	1
	Sig. (2-tailed)	.022	
	N	176	176

P value is less than 0.05, Null hypothesis is rejected.

There is significant relationship between experience in nursing profession and factors influencing boredom at work. In this the researcher note that, there is some significance relationship with women nurses having year of experience and arising boredom doing their work.

**REGRESSION ANALYSIS**

1. To Find The Relationship Between Hours Of Work, Salary, Beds In Hospital, Getting Sleep Each Night And Factors Influencing Boredom At Work.

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.294*	.086	.065	5.194

a. Predictors: (Constant), salary, beds, hrs, sleep

R Square is .086 (86%) strong positive regression

ANOVA<sup>b</sup>

Model	Sum of Squares	Df	Mean Square	F	Sig.
Regression	434.824	4	108.706	4.030	.004*
Residual	4612.398	171	26.973		
Total	5047.222	175			

a. Predictors: (Constant), salary, beds, hours, sleep

b. Dependent Variable: boredom

P<0.05, there is significant relationship between independent variable and dependent variable

Coefficients<sup>a</sup>

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	16.854	2.455		6.865	.000
1 Hrs	1.300	.342	.281	3.801	.000
Beds	-.384	.329	-.086	-1.166	.245
Sleep	.394	.777	.038	.507	.613
Salary	-.891	.659	-.100	-1.352	.178

a. Dependent Variable: boredom

The equation is  $Y = 16.854 + 1.3X_1 - 3.84X_2 + 3.94X_3 - 8.91X_4$ .

**Interpretation**

In this the researcher found that, to find the relationship between hours of work, salary, beds in hospital, getting sleep at each night with factors influencing boredom at work. In this R SQUARE are have strong positive correlation. In ANOVAs table shows that p value is less than 0.05, so there is some relationship with hours of work, beds in hospitals, salary, getting sleep at each night with factors influencing boredom at work.

2. To Find The Relationship Between Experiences In Hospital, Sleep, Hours of Work, Beds In Hospital and Monotony at Working Environment.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.227 <sup>a</sup>	.052	.030	41.610

a. Predictors: (Constant), experience in hospital , sleep, hours beds

R square is 0.52(52%) moderate positive regression.

ANOVA<sup>b</sup>

Model	Sum of Squares	Df	Mean Square	F	Sig.
Regression	16152.607	4	4038.152	2.332	.058*
1 Residual	296074.938	171	1731.432		
Total	312227.545	175			

a. Predictors: (Constant), experience in hospital , sleep, hours of work, beds

b. Dependent Variable: monotony

P<0.05, there is significant relationship between independent variable and dependent variable.

coefficients<sup>a</sup>

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
(Constant)	47.060	20.310		2.317	.022
1 Hours	-2.847	2.735	-.078	-1.041	.299
Beds	-3.556	2.639	-.102	-1.347	.180
Sleep	14.350	6.144	.176	2.336	.021
Experience in hospital	-3.187	2.854	-.083	-1.117	.266

a. Dependent Variable: monotony

The equation is  $Y = 47.060 - 28.84X_1 - 35.56X_2 + 1.43X_3 - 31.87X_4$ .

**Interpretation**

In this the researcher found that, to find the relationship between experiences in working hospital, getting sleep, hours of work, beds in hospital with monotony at working environment, In this R SQUARE are have moderate positive correlation. In ANOVAs table shows that p value is less than 0.05, so there is some relationship between experiences in working hospital, getting sleep, hours of work, beds in hospital with monotony at working environment.

**FINDINGS**

**DEMOGRAPHIC PROFILE**

- Majority of (70%) the respondents under the age group of 21 - 30 years.
- Majority of (89%) the respondents are work only shift basis in the hospitals.
- Majority (67.6%) of the respondents are married.
- Majority 53.98% of respondents are studied G.N.M. (General Nursing Midwifery).
- Most of the (53.41%) respondents are having work experience below 5 years.
- Most of the (89.77%) respondents are getting salary of less than Rs.10,000.
- Most of the (30.11%) respondents are having 75- 100 beds in their working hospital.
- Majority of the (24.43%) respondents are having three members in their family.
- All of the (100%) respondents are working more than 35 hours in a week.
- Most of the (62.05%) respondents are got 5-7 hours sleep in each night

In this study the researcher have some finding based on the objectives of the study

**Correlation analysis**

- Nature of employment and monotony working environment

In this the researcher identified that the relationship between nature of employment and monotony at working environment, most of employees are work in the shift basis, so uniformity of shift and doing the same nature of job its feels restless in their daily job,

- Experiences in Nursing profession and factors influencing boredom at work

In this the researcher found that most of the nurses having five years of experience in nursing profession, so some of the factors influence boredom like, feeling of restless and uncomfortable with balance between the work and personal life.

**FINDINGS**

**REGRESSION ANALYSIS**

- The researcher found that, the relationship between factors influencing boredom at work with demographic variables nurses are feel some of them are affected their daily work and

its makes boredom also, they need some changes to away from the getting boredom at their work.

- The researcher identifies that, relationship between monotony at working environment with demographic variables in their nursing profession daily work feels monotony at their routine job, and they need to job rotation in their daily work and want to balance between their personal life and routine job.

### CONCLUSION

In this study the researcher found that, monotony is arising due to repetitive work done by the organization, boredom is came due to the person is uninterested because of regular treatment. In women nursing employees' monotony and boredom are happened demographic factors only, they done the job in their personal interest but the nature of employment, hours of work, didn't get enough sleep, responsibility in family and imbalance between personal life and work, the null hypothesis is rejected, so when doing a particular job, personal interest not only important they must have good environment to work, and family support also helps them, to done their job happily.

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