

Causes of Boredom at Work in Brandix Essentials Hambantota

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Abstract

The purposes of this paper are to investigate whether boredom is in the organization, identify which are the factors cause to boredom and give the suggestions to mitigate the boredom. Every one can experiences of boredom at work from time to time as a one of episodes, regardless of the nature of their job. The article is focused to explore the factors affecting to the job boredom at work with special reference to Brandix essential Hambantota. With the industrial revolution many of organization began to use job specialization strategy. It leads to perform the same task in the job. Previous researchers emphasized that repetitive task may lead to job boredom as a main factor. This study is aimed to find out the broader view of causes of job boredom including task attributes like Repetitious task, Quantitative work load, Qualitative workload and Work environment, Mismatch between person and work, Lack of learning and development opportunities and lack of external benefits. The research is centered on 100 employees out of the 865 (n=100) employees in Brandix Essentials Hambantota The sample was selected based on convenient sampling. Quantitative techniques were used for analysis purposes. The results revealed that the four characteristics of boredom which are Angry during the work, Get tired with the job, Get drowsy during the work, Feeling of change the job could be identified in a significant way in this garment. When considering the factors affecting to job boredom, Dissatisfaction with salary and Other benefits affect to feeling of job boredom in significantly. The repetitive task, same job in the long period, Work load, Underutilization of skills, Supervisory and management control, Mismatch between job and person and Lack of skill development and promotion opportunities have affected to the feeling of job boredom in average ways. Proper solutions are also suggested by the authors like job rotation, adding stimulation factors to the work life, giving proper skill development and development opportunities. Further research can be done to identify the consequences of job boredom.

Keywords: *Boredom, Jobspecialization, repetitivetask, workload, work environment*

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