



AN EXPLORATORY STUDY ON EMPLOYEE MONOTONY AND ITS IMPACT ON THEIR PRODUCTIVITY IN EDUCATION SECTOR WITH SPECIAL REFERENCE TO TEACHERS

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Abstract:

The research paper explores employee monotony and its impact on their productivity with special reference to teachers. The study investigates the potential impact of monotonous jobs on work satisfaction and productivity. The repetitive tasks, no career advancement opportunities, and unchallenging work, lead to poor mental health, reduced morale, and increased absenteeism of employees in the education sector. The findings are that employees should come up with an innovative teaching style, different methods to engage class, or use different pedagogy to give themselves a challenging task; it also gives students an opportunity to learn from different methods rather than the theoretical class. It also focuses on the methods that can be used to mitigate the impact of monotony and increase productivity.

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Introduction:

The term monotonous is defined as being uninteresting, lack of variation or change. It characterizes a state in which activities, events, or tasks become monotonous and predictable, resulting in emotions of disinterest, discontent, or boredom. Monotony is frequently linked to a lack of excitement, novelty, or challenge and can arise in a variety of contexts, such as the workplace, daily routines, or personal pursuits. This feeling of repetition frequently results in discontent, decreased motivation, and disengagement. Employees at all levels are susceptible to monotony, which can result in burnout, decreased productivity, and increased turnover rates if left unchecked. It was found that simply reducing the time and/or number of repetitive tasks is not enough, and that the balance between variety and specialisation should also be taken into consideration. A job becomes monotonous when

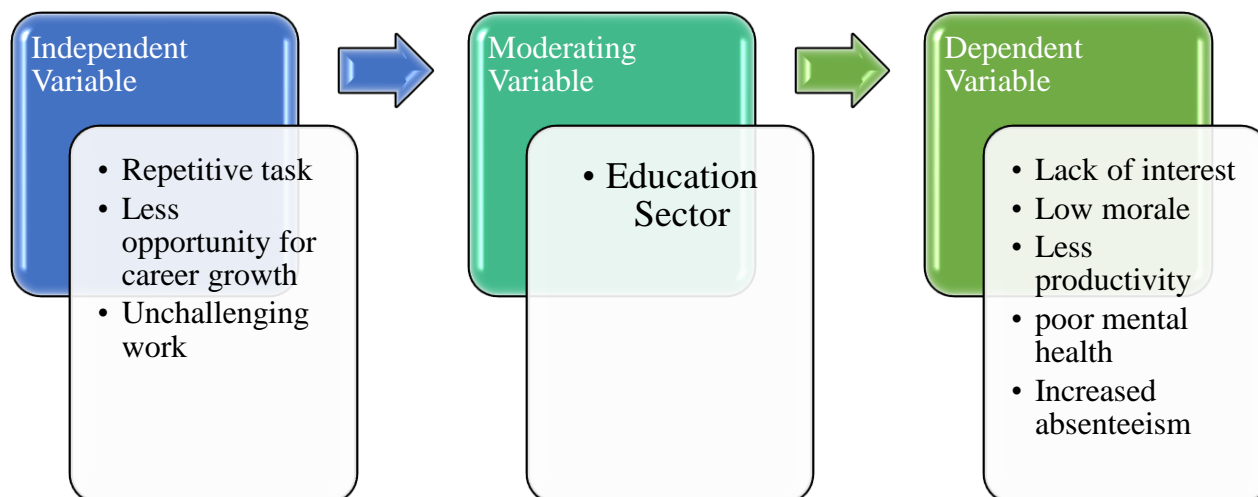
employee is not willing to do their work. Monotony is a characteristic, not of a particular job, but of the relationship between the job and the worker at a particular time.

Employee monotony in education sector:

Teachers perform these tiring and monotonous tasks of grading, writing lesson plans, assessment, preparing of lessons. Gradually, repetitive activities wear them out, eventually leading to a state of emotional, physical & mental exhaustion, which affects their enthusiasm for teaching and the overall quality of education. The absence of different teaching methods or perhaps subjects, the teachers see their creativity being stifled. Active engagement of students in learning requires different ways of presenting lessons, and monotonous styles in teaching can take away from the dynamism in a learning environment.



Conceptual Framework:



Review of literature:

- Evangelia Loukidou, John loan-clark, kevin Daniels, July 2009: This study found that boredom is mostly associated with negative outcomes for both individuals and organizations. Additionally, boredom is influenced by personal traits. It has been demonstrated that people who are driven to acquire new abilities and develop their competence are less bored. The findings suggest that the correlation between labor and boredom has increased. Most of the research that was analyzed indicates that monotony has a detrimental impact on employee performance, health, and well-being.
- Dr. P. Ravi, M. Farhana Fathima, June 2017: This study states that monotony is arising due to repetitive work done by the organisation; employees get bored due to being uninterested in doing regular work. In women nursing employees, monotony and boredom happened due to demographic factors only; they did the job in their personal interest, but the nature of employment, hours of work, not getting enough sleep, responsibility in family, and imbalance between personal life and work results in monotony.
- Samuel, ben-Avi, Jair Luz, Manfred Green, Objective and Subjective Work Monotony: Effects on Job Satisfaction, Psychological Distress, and Absenteeism in Blue-Collar Workers, March 1995: The findings highlight the significance of considering both objective work conditions and workers' perceptions, as both independently predict important employee outcomes. Relying solely on subjective perceptions fails to capture the complete impact of the work environment. Notably, while the effects of objectively measured repetitive work and work underload were anticipated, this study is the first, to our knowledge, to demonstrate these effects in a large, diverse sample.
- PC Martin, the correlation between rapid change and monotony, 2006: It has been studied, and it has been found that when a work unit's management concentrates on creating an intrinsically motivating environment, the result is a less stressful environment with processes that can be enhanced in smaller planned increments without requiring constant massive change and avoiding rework.

- Ainayya Savitri, Noeroel Widajati, Correlation between Individual characteristics, work monotony and mental workload with work stress, 2023: This study states that there is a relationship between the monotony of crane operation and mental workload with job stress among crane operators. Monotony of work is highly connected to work stress whereas mental workload has moderate relationship with job stress. Recommendations are done to the company to provide work-related songs, varies work activities, and schedules for breaktime for its crane operators.

Statement of problem:

Employee monotony has become a major problem in modern organizations, negatively impacting overall organizational performance, job satisfaction, and productivity. Although monotony is acknowledged as a significant factor affecting employee engagement, its underlying origins, manifestations, and effects are not well understood.

Many institutions find it difficult to come up with creative ways to keep teachers from getting bored, which may result in more employee turnover, lower motivation, and a toxic work environment.

The purpose of this study is to investigate the elements that lead to workplace monotony, evaluate the effects of monotony on employee performance and well-being, and find solutions that can increase employee engagement and productivity. Organizations must comprehend these dynamics if they hope to have a workforce that is more driven and productive.

Need of the study:

- To examine the effects of monotony on work satisfaction and employee engagement.
- Employee engagement, mental health, and job happiness are all significantly impacted when workplace monotony is examined. Employees that

are bored tend to be less satisfied with their jobs and feel disconnected from their responsibilities. Organizations may improve job diversity, promote professional development, and create a more engaging work environment by identifying and treating boredom. This enhances overall organizational performance in addition to enhancing individual well-being.

- Organizations may better understand the impact of monotony on employee performance and overall productivity by recognizing its consequences.
- High levels of indifference may cause turnover. The output of the study can help enhance company culture and retention tactics.
- Creativity can be impeded by boredom. Investigating this connection might assist institution in creating an atmosphere that is more creative.
- Analysing the impact of monotony on cooperation and teamwork might shed light on how to strengthen working relationships.

Research methodology:
Objectives of the study:

1. To identify whether work satisfaction and productivity are impacted by monotony at work.
2. To study the methods that colleges/institutions can use to reduce monotony.
3. To measure the correlation between management support and monotony at work.

Hypotheses:

(H₀): There is no significant impact of monotony on work satisfaction and productivity.

(H₁): There is a significant impact of monotony on work satisfaction and productivity.

(H₀): There is no significant effect of institutional methods on reducing monotony.

(H₁): There is a significant effect of institutional methods on reducing monotony.

(H₀): There is no relation between management support and monotony.

(H₁): There is a relation between management support and monotony.

Research Methodology: The descriptive research study has been used in the study. The primary and secondary source of information is used to collect the data from the respondent. The secondary source such as various articles, published data, report, online open access journal etc. The key words such as education, monotonous job, management support, job satisfaction. The primary data is collected from the teachers teaching in various institutions from the Mumbai region. Based on the literature review in the study helped researchers to prepare the structured questionnaire which consists of demographic, age, designation, questions relating to monotonous work at workplace and various variables to get the data on the Likert scale which include strongly agree, agree, neutral, disagree, strongly disagree. The data received from the respondents are coded and run the reliability test in the spss software. The questionnaire circulated through the online mode via google forms amongst the teachers, from different institution in the month of December 2024. The total of 46 employees who respondent to the questionnaire and it was further

Data Analysis:

Compiling and organizing information to solve problems is known as data analysis. Understanding the entirety of research and decision-making includes both data interpretation and analysis. To find loops, trends, and other patterns, the raw data must also be analysed, sorted, and processed. This can be done statistically. This process is known as data analysis in practice. Large volumes of data are transformed into relevant and well-organized findings by these outputs, which are produced with the aid of software like spss & excel. Data interpretation, on the other hand, contextualizes analytics findings and turns them into practical insights that are pertinent to certain goals or circumstances.

Reliability Statistics:

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.952	.944	46

Summary Item Statistics

used to the analysis. The study examines the effects of monotony on teachers' job satisfaction and general involvement. It also analyses the relationship between teacher's productivity and monotony levels using both quantitative (such as output and efficiency) and qualitative such as (creativity and problem solving) metrics. The several approaches and measures that institutions may take to eliminate monotony (e.g., job rotation, flexible work arrangements, employee engagement efforts). Examine how various elements of the workplace (such as team involvement and leadership philosophies) may worsen or lessen feelings of monotony. The study completely focuses on the employee monotony and the ways to reduce.

Limitations of the study:

1. The limited sample size taken to collect the data from the various institutions in Mumbai region.
2. Being bored is a personal sensation that differs greatly from person to person. Because of this diversity, it may be difficult to draw firm findings or define monotony uniformly among people.
3. The results of the study may be complicated by extraneous factors that affect a teachers sense of monotony and job happiness, such as health problems or pressures in their personal lives

	Mean	Minimum	Maximum	Range	Maximum / Minimum	Variance	N of Items
Item Means	2.930	1.227	3.818	2.591	3.111	.337	46
Item Variances	1.827	.180	2.626	2.446	14.612	.349	46

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
134.795	1226.027	35.0147	46

Data Interpretation:

The current study has conducted the cronbach's test using spss software which show the value of 0.952 on the scale which indicate highly reliable.

ANOVA ANALYSIS:

ANOVA (Analysis of variance) is a statistical technique utilized in research to identify if there are significant differences among the means of three or more groups. It assesses the variance among groups in relation to the variance groups to evaluate the impact of one or more independent variables. A significant outcome indicates that at least one group means different. ANOVA is commonly employed in experimental research to analyze the effects of treatments or interventions.

Anova: Single Factor						
SUMMARY						
<i>Groups</i>	<i>Count</i>	<i>Sum</i>	<i>Average</i>	<i>Variance</i>		
PE	45	111	2.466667	1.709091		
V07	45	60	1.333333	0.227273		
ANOVA						
<i>Source of Variation</i>	<i>SS</i>	<i>df</i>	<i>MS</i>	<i>F</i>	<i>P-value</i>	<i>F crit</i>
Between Groups	28.9	1	28.9	29.84977	0.00	3.949321
Within Groups	85.2	88	0.968182		significant	
Total	114.1	89				

Table 1.1

The incredibly low p-value (0.000), which is far less than the 0.05 significance criterion, indicates that there is a significant difference between the two groups, PE and V07, according to the ANOVA test. The null hypothesis (H_0) is further supported by the fact that the F-statistic (29.84) is higher than the crucial F-value (3.95). Here the analysis rejects the null hypothesis and accepts the alternative hypothesis indicating that there is a significant impact of monotony on productivity and work satisfaction.

Anova: Single Factor						
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SUMMARY						
<i>Groups</i>	<i>Count</i>	<i>Sum</i>	<i>Average</i>	<i>Variance</i>		
PG	45	73	1.622222	0.240404		
V11.1	45	138	3.066667	2.518182		
V11.2	45	136	3.022222	2.113131		
V11.3	45	128	2.844444	1.816162		
V11.4	45	149	3.311111	1.946465		
V11.5	45	139	3.088889	2.037374		
V11.6	45	141	3.133333	2.163636		
ANOVA						
<i>Source of Variation</i>	<i>SS</i>	<i>df</i>	<i>MS</i>	<i>F</i>	<i>P-value</i>	<i>F crit</i>
Between Groups	86.90794	6	14.48466	7.899478	0.00	2.128061
Within Groups	564.7556	308	1.833622		significant	
Total	651.6635	314				

Table 1.2

The incredibly low p-value (0.00), which is far less than the 0.05 significance criterion, indicates that there is a significant effect of institutional methods on reducing monotony. The calculated F-statistics (7.899) is significantly higher than the critical F-value (2.1280). The analysis supports the alternative hypothesis (H1), indicating that these methods effectively reduce monotony.

Anova: Single Factor						
SUMMARY						
<i>Groups</i>	<i>Count</i>	<i>Sum</i>	<i>Average</i>	<i>Variance</i>		
PG	45	73	1.622222	0.240404		
V13.1	45	110	2.444444	1.525253		
V13.2	45	121	2.688889	1.673737		
V13.3	45	124	2.755556	1.643434		
V13.4	45	136	3.022222	1.976768		
V13.5	45	129	2.866667	2.027273		
V13.6	45	131	2.911111	1.764646		
V13.7	45	131	2.911111	1.764646		
ANOVA						

Source of Variation	SS	df	MS	F	P-value	F crit
Between Groups	64.48611	7	9.212302	5.841588	0.00	2.035619
Within Groups	555.1111	352	1.57702		significant	
Total	619.5972	359				

Table 1.3

Based on the Anova analysis, the calculated F-statistics (5.841588) is significantly higher than the critical F-value (2.035). The incredibly low P-value (0.00), which is far less than the 0.05 significance criterion, indicates that there is relation between management support and monotony. The analysis supports the alternative hypothesis (H1), indicating that management support is related to monotony.

Research Findings:

The monotony at work leads to less participation and interest, reduced productivity and importantly lack of creativity. Additionally, no change in the teaching pedagogy, no changes in the study environment or reading materials are the one of the more of the reason. Repetitive tasks bring overburden on teachers ultimately leading to be less productivity and participative. The ultimate solution to mitigate the monotony is to balance the predictability of routine with elements of innovation that keep the professors engaged and creates a sense a belongingness towards work and institutions. Balancing routine with innovation allows professors to maintain enthusiasm and deliver impactful lessons, fostering a dynamic and productive learning environment. The institution or college has a positive impact on overcoming monotonous work; the V18 group's average score is 3.07, significantly higher than the PG group's average of 1.62.

Suggestions:

- There should be variety in incorporating in lessons plans, teaching methods to keep teachers engaged in long period of time.
- Promoting collaboration and participation among colleagues to boost teamwork and foster a sense of community in work.
- Providing professional development to keep pace with changing education system and be updated on best practices

Conclusions

The study underlines the aspect of monotony which has a major impact over the productivity of college faculty because of lower job satisfaction and increases chances of burnout, thereby affecting teaching quality. Such repetitive tasks, which lack variety in the roles assigned, develop the

disengagement situation losing the ultimate effect on the students. This way, monotony makes most of the faculty members go through stress and fatigue leading them with higher chances of turnover. To counteract that, institutions need to present diversified roles, professional development opportunities, and a support workplace. Faculty would further be motivated through teaching effectiveness as well as retention, which would be beneficial for both faculties and institutions in the long run.

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