

JOB BOREDOM PRONENESS AND JOB INVOLVEMENT IN SMALL AND MEDIUM ENTERPRISES OF TABRIZ

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Abstract

Small is beautiful. The main focus of this study is on SMEs and its purpose is surveying the relationship between Jobs boredom proneness and job involvement. The population of this study was SMEs employees of Number one industrial city in Tabriz. The statistical sample is 92 of these employees which have been selected through the simple random sampling method. Gathering of data had done by a questionnaire that its stability has tested by Cronbach Alfa and it was 0.87. The descriptive statistics i.e. frequencies, valid percents, the means, and standard deviations were used to describe data. Spearman correlation test was also employed to determine whether or not relationships between independent variables and the level of Jobs boredom proneness as dependent variable. The findings showed that there was a meaningful relationship between job boredom proneness and job involvement.

Key Words: Job boredom proneness - job involvement - SMEs

1 INTRODUCTION

The SMEs sector is the backbone of the developed economies throughout the world. They form the backbone of the private sector, make up over 90 percent of enterprises in the world, and account for 50 to 60 percent of employment. These shares are even higher in the manufacturing sector, and in developing economies, where such enterprises typically account for 90-95 percent, or more, of all industrial enterprises, 70-75 percent of industrial employment, and 50-60 percent of industrial output. The definition of SMEs varies depending on nation and region. There is little unanimity regarding the definition of SMEs in Iran. In the present study, enterprises between 10 and 49 employees are regarded as small enterprises. For developing economies SMEs often offer the only realistic prospects for increases in employment and value added. In Iran SMEs having only four percent of the total numbers of enterprises create almost 15.5 percent of national employment. But large enterprises constituting 13 percent of total enterprises contribute to 0.2 percent of national employment [1].

A job is a small miscellaneous piece of work undertaken on order at a stated rate Jobs with variable requirements, such as monitors or guard positions, present a difficult staffing problem. Most of the time, they are characterized by reduced stimuli, social isolation, extreme repetitiveness, and low skill requirements. Yet, under emergency conditions, they require high levels of training, rapid decision-making, and alertness to produce the appropriate response. Staffing them with the caliber of person needed to respond to emergencies may result in boredom for most of the workers much of the time. Such boredom, however, may be detrimental to overall work performance, particularly those tasks requiring vigilance. The term boredom is used to refer to a wide range of experiences. In general, the term boredom refers to an aversive subjective state of dissatisfaction attributed to an inadequately stimulating environment [2].

Although definitions of boredom vary slightly in content, most definitions incorporate the concepts of environmental monotony and constraint. In order to examine the theorized relationship between boredom and inattention, the current study utilizes the following definition of boredom: A state of dissatisfaction resulting from a combination of an uninteresting environment and attention to constraint [3]. Some researchers believe that the problem of concentration is one of the major characteristics of job boredom proneness [4] [5].

In this study, we showed that workers were not able to keep concentrating on their duties or at least they have to try hard to keep their concentrations up.

2 LITERATURE REVIEW

2.1 Job Boredom

Boredom can occur under most any circumstances and it happens to most all of us. Although boredom may exhibit many shared elements, culturally specific attitudes do exist. Much research indicates that individuals differ in their susceptibility to distraction and boredom; and, hence, might, differ in their reactions to the experimental manipulations [6].

There are three types of boredom, all of which involve problems of engagement of attention. These include times when we are prevented from engaging in some wanted activity, when we are forced to engage in some unwanted activity, or when we are simply unable, for no apparent reason, to maintain engagement in any activity or spectacle [7]. Boredom proneness is a tendency to experience boredom of all types. This is typically assessed by the Boredom Proneness Scale [8]. Consistent with the definition provided above, recent research has found that boredom proneness is clearly and consistently associated with failures of attention [4]. Boredom and boredom proneness are both theoretically and empirically linked to depression and depressive symptoms. Nonetheless, boredom proneness has been found to be as strongly correlated with attention to lapses as with depression [9]. Although boredom is often viewed as a trivial and mild irritant, proneness to boredom has been linked to a very diverse range of possible psychological, physical, educational, and social problems.

Damrad-Frye and Laird (1989) explained that the main reason for job boredom proneness is the effort the make to keep their concentration up. Job boredom proneness is composed of five components. The very first components are named "External stimulations". In this area the person's boredom is so high that environmental stimulations can't stimulate him or her. In this case, the person feels indifferent toward the environmental stimulations soon. It becomes really difficult to find job stimulations for this group of workers , and in general we can say they need a lot more challenging stimulations. This group of workers cannot easily deal with their repetitive duties, and to keep their emotions high and feel happy they need lot of changes. The second component is called "internal Stimulations" which deals with the problem of having difficulty in paying and keeping attention on one's duties , and this group of workers also have problems with finding their interesting activities , and the lock of innovative ideas and disability in self – stimulating are of other problems that these workers suffer . The third component is related to emotional reactions. Among these reactions, we can name anxiety, apathy, being bored from repeating actions, and resistance to stimulations and excitement. The forth component is named "Time understanding". This component deals with the use of time. To these kinds of people time passes too long. They can't use the time properly and also are unable to focus on their duties in due time. The fifth or the last component is "anxiety". These people are mostly impatient, and in the situations that need them to be patient become anxious. However there are facts that show boredom at work has serious and really suffering consequences. These workers have problem with their concentration, sleep and in long run they experience more job events [10], [6], [11]. Among the important consequences of boredom proneness at work we can name emotional boredom, stress, hostility, decrease in risk taking and alcohol or drug abusing [5].

2.2 Job Involvement

Other variable studied in this investigation as standard variable we can name job involvement. There are many definitions of job involvement. Job involvement is defined as the degree to which a person psychologically identifies with. Job involvement is related with the work motivation that a person has with a job [12], [13]. Job involvement is the internalization of values about the work or the importance of work according to the individual. IT related with the detailed knowledge about the profession, working conditions, the wages, the characteristic of job, gender supremacy at work, the level of joblessness in the career and the major age group in the occupation Athanasius (2003). Job involvement for teachers based on motivational aspects like transparent employment mechanism, performance and merit based promotions and unbiased administration [14].

Job involvement calculated by employee's abrupt responses to the work and these responses generated by norms, structures and policies of the organization, it also enhanced the satisfaction, loyalty and motivation towards organization [15]. Organization's point of view for Job involvement is the major factor to encourage employees and retain and create competitive advantages. So, for the growth and development of organizations, the employee's involvement with job is very valuable to put all energies and capabilities at work [16].

Therefore, organizations have to allocate resources and time to enhance job commitment and involvement to keep employees as diligent workers [17]. On the other side employee's view is the working conditions must match with their life patterns and it enhanced the quality of work and life as well. Motivational factors for job involvement push people to dedicate themselves for workplace [16].

3 METHODOLOGY

This study was aimed at exploring the relationship between Job boredom proneness and job involvement at SMEs of Number one industrial city in Tabriz. The nature of the study is co-relational. Population of the study is all workers of small and medium size enterprise in Tabriz city. The statistical sample is 92 of these employees which have been selected through the simple random sampling method.

The gathering has down by two standard questionnaires. Job boredom proneness questionnaire has been prepared by Vodanovich and Kass (1986)[18]. The questionnaire includes 28 items. This questionnaire covers all the five components of job boredom including "External stimulation, internal stimulation, Emotional reactions, time understanding, and Anxiety". In this study the stability of questionnaire through cronbach alpha method for the questionnaire has been reported 87%, for External stimulation 87%, internal stimulation 85%, for time understanding 89%, Emotional Reactions 89% and for Anxiety 92%. Also, to evaluate the level of job involvement, we used job Involvement questionnaire prepared by Edwards & Clipatrick (1984) [19] this questionnaire includes 20 items. The stability of this questionnaire in the current study has been computed by Crobnakh alpha Method equal to 86%. Questionnaire was made on 5 point likert scale to verify the impact of variables.

The descriptive statistics i.e. frequencies, valid percents, the means, and standard deviations were used to describe data. Spearman correlation test was also employed to determine whether or not relationships between independent variables and the level of Jobs boredom proneness as dependent variable.

4 VARIABLES

There are two variables in present study, independent variable is job involvement and dependent variable is Job boredom proneness. This study will find out the relationships between Job boredom proneness and job involvement.

5 HYPOTHESES

- 1- There is a negative meaningful relationship between job boredom proneness and job involvement.
 - 1.1 There is a negative meaningful relationship between external stimulation and job involvement.
 - 1.2 There is a negative meaningful relationship between internal stimulation and job involvement.
 - 1.3 There is a negative meaningful relationship between emotional reactions and job involvement.
 - 1.4 There is a negative meaningful relationship between time understanding and job involvement.
 - 1.5 There is a negative meaningful relationship between anxiety and job involvement.

6 ANALYSIS AND CONCLUSION

6.1 Descriptive Analysis

The mean statistical characteristics and also the SD (Standard Deviation) of all the studied variables have been shown in table1.

Variable Statistical characteristics	mean	SD
Job boredom proneness	56.24	12.04
External stimulation	12.10	4.42
internal stimulation	15.00	5.02
Emotional Reactions	13.78	4.53
Time understanding	11.09	3.14
Anxiety	7.21	2.05
Job Involvement	71.38	15.86

Table 1: The mean and SD of the test variables

6.2 Data Analysis

The results obtained from survey and testing the research hypothesis have come below. In table 2, we can find the correlation coefficients between job boredom proneness and job involvement

We can say that, there is a negative meaningful relationship between proneness and job involvement. Table 2 shows that the relationship between job boredom and job involvement is -0.35, moreover the relationship between job involvement and external simulation is -0.31, Internal simulation -0.23, Emotional Reactions -0.34 Time understanding -0.27, and Anxiety is -0.16.

Predictor variables Standard variables	Job Involvement	
	r	P
Job boredom proneness	-0.39	0.001
External stimulation	-0.31	0.001
internal stimulation	-0.23	0.002
Emotional Reactions	-0.34	0.001
Time understanding	-0.27	0.001
Anxiety	-0.16	0.005

Table 2 shows that the relationship between job boredom and job involvement

In This study, we have worked on one main and 5 subsidiary hypothesis about the relationship between boredom proneness at work with job involvement at Tabriz SMEs. The results showed that there was a meaningful relationship between job boredom proneness indexes and job involvement.

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