



## A Study on the Influence of Employee Personality Traits on Work Boredom Among Government Employees

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### Abstract

The present study examines the relationship between work boredom and personality traits among government employees. The objectives of the study were to assess the level of work boredom, evaluate personality traits, analyze their relationship, identify differences based on demographic variables, and determine the influence of personality traits on work boredom. A descriptive correlational research design was adopted for the study. The sample consisted of 200 government employees working in various departments of the District Collector's Office, Tiruchirappalli, selected through purposive sampling technique. Standardized instruments, including the Boredom Proneness Scale developed by Farmer and Sundberg (1986) and the Ten-Item Personality Inventory (TIPI), along with a demographic data sheet, were used for data collection. Ethical considerations such as voluntary participation, confidentiality, and informed consent were ensured. Data were analyzed using statistical techniques such as mean, standard deviation, Pearson's correlation, independent sample t-test, one-way ANOVA, and regression analysis. The findings revealed a significant relationship between personality traits and work boredom among government employees. Furthermore, personality traits were found to significantly influence work boredom, and notable differences were observed based on selected demographic variables. The study underscores the importance of understanding employee personality traits in effectively managing workplace boredom and enhancing organizational effectiveness.

**Keywords:** Personality Traits, Work Boredom, Government Employees, Demographic Variables, Organizational Effectiveness.

## INTRODUCTION

In recent years, the phenomenon of work boredom has gained increasing attention in organizational research due to its significant impact on employee well-being and productivity. Work boredom refers to a state of low arousal and dissatisfaction arising from repetitive, unchallenging, or monotonous job tasks. It is particularly prevalent in structured work environments such as government organizations, where routine procedures and limited job variation may contribute to employees' disengagement and reduced motivation. Understanding the factors that influence work boredom has therefore become essential for improving organizational effectiveness and employee performance.

Among the various factors influencing workplace behavior, personality traits play a crucial role in shaping how individuals perceive and respond to their work environment. Personality traits, as relatively stable patterns of thoughts, emotions, and behaviors, influence employees' attitudes, coping mechanisms, and levels of engagement. Individuals with positive personality traits such as emotional stability, conscientiousness, and openness to experience are more likely to

adapt effectively to job demands, whereas those with less adaptive traits may be more prone to experiencing boredom and dissatisfaction at work.

Previous studies have highlighted a significant relationship between personality traits and job-related outcomes, including job satisfaction, stress, and engagement. However, limited research has specifically focused on the relationship between personality traits and work boredom, particularly in the context of government employees in India. This gap underscores the need for empirical investigation into how individual differences in personality contribute to the experience of boredom in the workplace.

The present study aims to examine the influence of employee personality traits on work boredom among government employees. Specifically, the study seeks to assess the level of work boredom, evaluate personality traits, analyze the relationship between these variables, and determine the extent to which personality traits predict work boredom. Additionally, the study explores differences in work boredom and personality traits based on selected demographic variables.

By addressing these objectives, the study contributes to the existing body of knowledge by providing insights into the psychological factors underlying work boredom. The findings are expected to assist policymakers, administrators, and human resource practitioners in designing effective interventions to reduce boredom, enhance employee engagement, and improve overall organizational performance in the public sector.

## **REVIEW OF LITERATURE**

Work boredom and personality traits have been widely studied in organizational behavior and psychology, as they significantly influence employee performance, satisfaction, and well-being. Work boredom is generally defined as a state of low stimulation, dissatisfaction, and lack of interest in work activities, often resulting from repetitive or unchallenging tasks (Fisher, 1993). It has been associated with negative outcomes such as reduced productivity, absenteeism, and decreased job satisfaction.

Personality traits, on the other hand, represent enduring patterns of thoughts, feelings, and behaviors that distinguish individuals from one another. The Five-Factor Model of personality, comprising openness, conscientiousness, extraversion, agreeableness, and neuroticism, has been extensively used to understand individual differences in workplace behavior (McCrae & Costa, 1997). These traits play a crucial role in determining how employees perceive and respond to their work environment.

Previous studies have highlighted the relationship between personality traits and work-related attitudes. For instance, Judge, Heller, and Mount (2002) found that personality traits significantly influence job satisfaction, with neuroticism negatively related and conscientiousness positively related to work outcomes. Similarly, Furnham and Ribchester (1995) reported that individuals with certain personality characteristics are more prone to experiencing boredom, particularly in monotonous work settings.

Research on boredom proneness has also provided valuable insights into workplace behavior. Farmer and Sundberg (1986), who developed the Boredom Proneness Scale, identified boredom as a stable individual difference that affects how people experience their work environment.

Individuals high in boredom proneness are more likely to perceive their jobs as unstimulating and disengaging. Vodanovich and Kass (1990) further emphasized that boredom proneness is associated with lower levels of attention and higher levels of dissatisfaction.

In the organizational context, studies have shown that work boredom is influenced by both situational and individual factors. Kass, Vodanovich, and Callender (2001) found that employees with higher levels of boredom proneness tend to report lower job involvement and organizational commitment. Moreover, van Hooff and van Hooff (2014) demonstrated that boredom at work can lead to counterproductive work behaviors if not effectively managed.

Despite the growing body of literature, there is limited research focusing specifically on the relationship between personality traits and work boredom among government employees, particularly in the Indian context. Most existing studies have been conducted in private sector organizations or Western settings, leaving a gap in understanding how these variables interact in public sector environments characterized by structured roles and routine tasks.

Therefore, the present study attempts to bridge this gap by examining the influence of employee personality traits on work boredom among government employees. By integrating insights from previous research, the study seeks to contribute to a deeper understanding of the psychological factors affecting employee engagement and organizational effectiveness.

## RESEARCH METHODOLOGY

The present study adopts a quantitative research approach to examine the influence of employee personality traits on work boredom among government employees. A descriptive correlational research design was employed to analyze the relationship between personality traits and work boredom, as well as to assess the predictive influence of personality on boredom levels.

### Research Design

The study is based on a descriptive and correlational design, which facilitates the systematic description of variables and the examination of relationships between them. This design is appropriate for identifying associations and determining the extent to which personality traits influence work boredom.

### Area of the Study

The study was conducted among government employees working in various departments of the District Collector's Office in Tiruchirappalli, Tamil Nadu.

### Population and Sample

The target population of the study comprised all government employees working in the selected departments. A sample of 200 employees was selected for the study.

### Sampling Technique

A purposive sampling technique was used to select respondents based on their availability and relevance to the study objectives. This method ensured that participants possessed adequate experience and exposure to the work environment under investigation.

### Data Collection Methods

The study primarily relied on primary data collected through a structured questionnaire. The questionnaire consisted of three sections: demographic details, work boredom scale, and personality traits scale. Secondary data were collected from journals, books, and relevant online sources to support the theoretical framework.

### Instruments Used

The following standardized instruments were used for data collection:

- **Boredom Proneness Scale (BPS):** Developed by Farmer and Sundberg (1986), used to measure the level of work boredom among employees.
- **Ten-Item Personality Inventory (TIPI):** Used to assess personality traits based on the Five-Factor Model.
- **Demographic Data Sheet:** Included variables such as gender, age, department, years of service, and educational qualification.

### Measurement of Variables

- **Independent Variable:** Personality Traits
- **Dependent Variable:** Work Boredom all items were measured using a Likert scale, ranging from strongly disagrees to strongly agree.

### Data Collection Procedure

Data were collected by distributing questionnaires to the respondents during working hours with prior permission from the concerned authorities. Ethical considerations such as voluntary participation, confidentiality, and informed consent were strictly maintained throughout the study.

### Statistical Tools for Analysis

The collected data were analyzed using Statistical Package for Social Sciences (SPSS). The following statistical techniques were applied:

- Descriptive statistics (Mean and Standard Deviation)
- Pearson's Product Moment Correlation
- Independent Sample t-test
- One-way ANOVA
- Simple Linear Regression Analysis

### Reliability and Validity

The study employed standardized instruments with established reliability and validity. Necessary steps were taken to ensure the accuracy and consistency of the data collected.

## Ethical Considerations

The study adhered to ethical research practices, ensuring that participation was voluntary, responses were kept confidential, and data were used solely for academic purposes.

## Data Analysis and Interpretation

The collected data were analyzed using SPSS to examine the relationship and influence of personality traits on work boredom among government employees. The analysis includes correlation and regression techniques to test the hypotheses of the study.

### 1. Correlation Analysis

**Table 1: Correlation Between Personality Traits and Work Boredom**

Variables	Personality Traits	Work Boredom
Personality Traits	1	-0.157*
Work Boredom	-0.157*	1

\*Significant at 5% level ( $p < 0.05$ )

### Interpretation

The above table shows the correlation between personality traits and work boredom. The correlation coefficient ( $r = -0.157$ ) indicates a negative relationship between the two variables. This implies that as personality traits improve the level of work boredom decreases among government employees. Since the p-value is less than 0.05, the relationship is statistically significant. Therefore, the hypothesis stating that there is a significant relationship between personality traits and work boredom is accepted.

### 2. Regression Analysis

**Table 2: Model Summary**

R	R <sup>2</sup>	Adjusted R <sup>2</sup>	Std. Error	F	Sig.
0.157	0.025	0.020	1.53	5.01	0.026

**Table 3: Coefficients**

Variables	B	Std. Error	Beta	t-value	Sig.
Constant	3.210	0.245	-	13.10	0.000
Personality Traits	-0.157	0.070	-0.157	-2.24	0.026

### Interpretation

The regression analysis was conducted to determine the influence of personality traits on work boredom. The model summary indicates that the correlation coefficient ( $R = 0.157$ ) shows a weak relationship between the variables. The coefficient of determination ( $R^2 = 0.025$ ) reveals that personality traits explain 2.5% of the variation in work boredom. The F-value (5.01) with a significance level of 0.026 ( $p < 0.05$ ) indicates that the model is statistically significant.

The coefficient table shows that personality traits have a negative beta value ( $\beta = -0.157$ ), indicating that personality traits negatively influence work boredom. The t-value (-2.24) and significance value ( $p = 0.026$ ) confirm that the influence is statistically significant. This implies that employees with stronger personality traits experience lower levels of work boredom.

Therefore, the hypothesis stating that personality traits have a significant influence on work boredom is accepted.

### Summary of Analysis

The results of correlation and regression analysis consistently indicate that personality traits play a significant role in influencing work boredom among government employees. The negative relationship suggests that enhancing positive personality traits can help in reducing boredom levels in the workplace.

## DISCUSSION

The present study examined the relationship between personality traits and work boredom among government employees and assessed the extent to which personality traits influence boredom levels. The findings of the study revealed a significant negative relationship between personality traits and work boredom, indicating that employees with stronger and more positive personality traits tend to experience lower levels of boredom in their work environment.

This finding is consistent with earlier research conducted by Furnham and Ribchester (1995), who reported that individuals with certain personality characteristics are more prone to experiencing boredom, particularly in monotonous

work settings. Similarly, the results align with the work of Farmer and Sundberg (1986), who conceptualized boredom proneness as a stable individual difference influencing how individuals perceive and respond to their environment. Employees with higher levels of boredom proneness are more likely to experience dissatisfaction and disengagement in routine job roles.

The study also supports the findings of Judge, Heller, and Mount (2002), who emphasized the significant role of personality traits in shaping job-related attitudes and outcomes. Traits such as conscientiousness and emotional stability have been positively associated with higher job satisfaction and engagement, while neuroticism has been linked to negative work experiences. In the context of the present study, employees possessing adaptive personality traits may be better equipped to cope with repetitive tasks, thereby reducing the likelihood of experiencing work boredom.

Furthermore, the regression analysis indicated that personality traits significantly influence work boredom, although the explanatory power of the model was relatively low. This suggests that while personality traits are an important predictor, other factors such as job design, organizational climate, and work environment may also contribute to the experience of boredom. This observation is supported by Kass, Vodanovich, and Callender (2001), who found that both individual and situational factors play a role in determining levels of boredom at work.

The study also identified significant differences in work boredom based on demographic variables. This finding is in line with previous research suggesting that factors such as age, work experience, and job role can influence employees' perception of boredom. Employees with more experience or higher levels of responsibility may experience lower boredom due to greater job involvement and autonomy.

Overall, the findings of the present study reinforce the importance of considering personality traits as a key factor in understanding and managing work boredom. By linking the results with existing literature, the study highlights that both individual differences and organizational factors must be addressed to effectively reduce boredom and enhance employee engagement. The findings contribute to the growing body of knowledge in organizational behavior, particularly in the context of government employees, where structured work environments may increase the risk of boredom.

## FINDINGS

**The major findings of the study are presented as follows:**

1. The study found that there is a significant relationship between personality traits and work boredom among government employees.
2. A negative correlation was observed between personality traits and work boredom ( $r = -0.157, p < 0.05$ ), indicating that employees with stronger personality traits tend to experience lower levels of boredom.
3. The regression analysis revealed that personality traits have a significant influence on work boredom ( $\beta = -0.157, p < 0.05$ ).
4. The coefficient of determination ( $R^2 = 0.025$ ) indicated that personality traits explain a small but meaningful proportion of variation in work boredom.
5. The overall regression model was found to be statistically significant ( $F = 5.01, p < 0.05$ ), confirming the predictive ability of personality traits on work boredom.
6. The findings suggest that employees with positive personality characteristics such as emotional stability and conscientiousness are less likely to experience work boredom.
7. Significant differences in work boredom were observed based on selected demographic variables such as age, gender, department, and years of service.
8. The study highlights that both individual factors (personality traits) and demographic characteristics contribute to variations in work boredom among employees.
9. The results emphasize the importance of personality traits in managing workplace boredom and improving employee engagement in government organizations.

## SUGGESTIONS / RECOMMENDATIONS

Based on the findings of the study, the following suggestions are offered to reduce work boredom and enhance employee engagement among government employees:

1. Government organizations should design jobs that are more engaging and challenging by incorporating task variety, autonomy, and opportunities for skill utilization to minimize monotony and boredom.
2. Regular training and personality development programs should be conducted to strengthen positive personality traits such as emotional stability, adaptability, and conscientiousness among employees.
3. Job rotation and job enrichment strategies may be implemented to provide employees with diverse work experiences and reduce repetitive task performance.
4. Supervisors and administrators should adopt supportive leadership practices that encourage employee participation, motivation, and involvement in decision-making processes.

5. Employee counseling and stress management programs should be introduced to help individuals cope with boredom and improve their psychological well-being.
6. Periodic assessment of employee satisfaction and boredom levels should be carried out to identify issues early and take corrective measures.
7. Flexible work practices and opportunities for professional growth should be provided to enhance motivation and reduce disengagement among employees.
8. Special attention should be given to demographic groups that exhibit higher levels of boredom by designing targeted interventions based on age, experience, and job role.
9. Organizations should promote a positive work environment that encourages creativity, innovation, and active participation to reduce boredom and improve overall productivity.
10. Policymakers should incorporate psychological factors such as personality traits into human resource policies and employee development initiatives to improve organizational effectiveness.

## CONCLUSION

The present study examined the influence of employee personality traits on work boredom among government employees. The findings revealed a significant negative relationship between personality traits and work boredom, indicating that employees with stronger and more adaptive personality traits tend to experience lower levels of boredom in their work environment. The regression analysis further confirmed that personality traits significantly predict work boredom, highlighting their importance as a psychological factor in workplace behavior.

Although the explanatory power of personality traits was found to be modest, the results suggest that individual differences play a meaningful role in shaping employees' experiences of boredom. In addition, the study identified significant variations in work boredom based on demographic variables, emphasizing the need to consider both individual and contextual factors in understanding workplace dynamics.

The study contributes to the existing literature by providing empirical evidence on the relationship between personality traits and work boredom in the context of government employees, an area that has received limited attention in previous research.

The findings underscore the importance of integrating personality assessment and development into organizational practices to enhance employee engagement and reduce boredom.

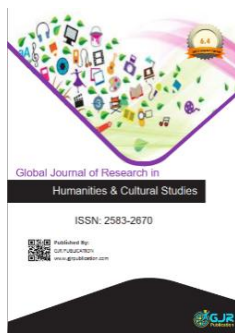
In conclusion, addressing work boredom requires a comprehensive approach that combines individual-level interventions, such as personality development, with organizational strategies, including job design and supportive work environments. By adopting such measures, government organizations can improve employee well-being, increase productivity, and achieve greater organizational effectiveness.

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