

Impact of Subjective and Objective Job Monotony on Psychological Distress (With Special Reference to Apparel Sector Blue-Collar Women Workers)

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Job monotony is a flagrant issue and psychological distress is an ardent issue in present organizational context, especially for blue collar workers in labor oriented organizations. Apparel industry is one of the sectors, significantly contributes economic growth in Sri Lanka by involving in employment creation and foreign exchange generation. Job monotony and psychological distress are two emerging problems in the apparel industry. However, limited researches have been conducted on job monotony and psychological distress by combining dimensions of both subjective and objective job monotony. Therefore, this study is conducted in order to identify the relationship and impact of subjective and objective job monotony on psychological distress of women blue-collar workers in apparel industry. Researcher has considered above aspects and model was developed by combining dimensions of job monotony with psychological distress. Data were collected across six major high performing apparel companies in Katunayake KPZ, based on capability report and used convenient sampling technique. Data analysis was performed using Descriptive Statistics, Pearson Correlation Analysis, Simple Regression Analysis and Multiple Regression Analysis. Results of the analysis indicated that, subjective and objective job monotony significantly and positively affects to psychological distress and high contribution was observed from objective monotony. Outcomes of this study provided implications on enhancing available literature, to understand the existing level of job monotony to policy makers and to managers and thus help them to alter or enhance the policies. This study also suggests some further research areas for future research.

Keywords: Export processing zone, Job monotony, Objective monotony, Psychological distress, Subjective monotony.