

WORKAHOLISM



Behavioural

WORKING
EXCESSIVELY

Addiction to work, the compulsion or uncontrollable need to work incessantly (Oates, 1971)

Affective

WORKING
COMPULSIVELY

Those who work excessively hard and have a strong irresistible drive to work compulsively, regardless of satisfaction at work (Schaufeli et al., 2009)



WORK ENGAGEMENT

Healthy work - a psychologically beneficial type of heavy work investment

Hakanen et al. (2018); Schaufeli et al. (2002)

Vigour

High energy

Dedication

Working hard

Absorption

Involved, happily absorbed

HEAVY WORK INVESTMENT

The **EXTRA** amount of time and energy an employee allocates to their work.
HWI works on a continuum between health impairment (demands) and motivation (resources)

Job Demands-Resources (JDR)

- Emotional Exhaustion
- Cynicism
- Reduced Personal Accomplishment



Things that carry personal cost

More likely to lead to negative outcomes like **burnout**

Things that lead to positive outcomes such as increased work engagement, goal accomplishment, personal/professional growth

ORGANISATIONAL CULTURE

HWI proposed to be heavily linked to OC

Values, expectations, and practices that guide and inform the actions of team members

Overwork Climate

Norm is overwork, working to contract is not acceptable = **Workaholism**

Employee Growth Climate

Valued and supported = **Work Engagement** (plus commitment and psychological commitment)

OC can explain the difference between work engagement and workaholism
independent of dispositional factors

