



JUNE 26-30
29th International Congress
of Applied Psychology
MONTREAL

Submission

Submission ID 30988

Grading Status Accepted

Abstract

Submission Type

Printed Poster

Nature of Submission

Scientific Abstract

Title

Distinguishing Workaholism and Work Engagement through Work-Life Conflict

Background

Workaholism and work engagement are described respectively as addiction to work and passion for work, leading to significantly different outcomes in employees' life. Nevertheless, since they seem to share some features, a useful distinction could be reached by focusing on work-life balance levels of workaholics and engaged workers.

Methods

The study was carried out by assessing levels of workaholism, work engagement and work-life conflict (work-to-life and life-to-work conflict) of 212 subjects, who completed a questionnaire. Data were analyzed through correlational strategy and structural equation modeling method.

Results

As hypothesized, workaholism and work-life conflict showed a positive relationship, while work engagement and work-life conflict were negatively related. In particular, workaholism showed a stronger positive correlation with work-to-life conflict, whereas work engagement showed a stronger negative correlation with life-to-work conflict. Workaholism and engagement were weakly positively related.

Conclusions

Workaholics and engaged workers have different levels of balance among their life spheres. The

“reversed symmetry” observed in the relations with the two directions of conflicts interestingly suggests new questions about the distinct way these two types of hard workers perceive interferences deriving from job and from personal life demands.

Action / Impact

Work-life balance practices in organizations can help to prevent negative impact of compulsive investment in and to maintain a healthy relation between job and personal life domains. Managers should be careful about the real nature of hard working of their coworkers and support a balanced working style.

Abstract Summary

Workaholism and work engagement are described respectively as addiction to work and passion for work, leading to significantly different outcomes in employees’ life. Nevertheless, since they seem to share some features, a useful distinction could be reached by focusing on work-life balance levels of workaholics and engaged workers.

The study was carried out by assessing levels of workaholism, work engagement and work-life conflict (work-to-life and life-to-work conflict) of 212 subjects, who completed a questionnaire. Data were analyzed through correlational strategy and structural equation modeling method.

As hypothesized, workaholism and work-life conflict showed a positive relationship, while work engagement and work-life conflict were negatively related. In particular, workaholism showed a stronger positive correlation with work-to-life conflict, whereas work engagement showed a stronger negative correlation with life-to-work conflict. Workaholism and engagement were weakly positively related.

Workaholics and engaged workers have different levels of balance among their life spheres. The “reversed symmetry” observed in the relations with the two directions of conflicts interestingly suggests new questions about the distinct way these two types of hard workers perceive interferences deriving from job and from personal life demands.

Work-life balance practices in organizations can help to prevent negative impact of compulsive investment in and to maintain a healthy relation between job and personal life domains. Managers should be careful about the real nature of hard working of their coworkers and support a balanced working style.

key1

Workaholism

key2

Work Engagement

key3

Work-Life Conflict

Check the primary Division/Section Thematic Area for which your submission is most relevant

Work and Organizational Psychology

Authors

Type	Presenter
First Name	Giovanni
Middle Initial	
Last Name	Di Stefano
Organization	University of Palermo
Email	giovanni.distefano@unipa.it
Phone	9123897766
Mailing Address	Viale delle Scienze, Ed. 15
Province	
City	Palermo
Postal Code	90128
Country	Italy
Plans to attend conference?	yes
Title	Prof
Student	no

Type	Additional
First Name	Maria
Middle Initial	
Last Name	Gaudiino
Organization	University of Palermo
Email	maria.gaudiino@community.unipa.it
Phone	9123897766
Mailing Address	Viale delle Scienze, Ed. 15
Province	
City	Palermo
Postal Code	90128
Country	Italy
IAAP Member or Affiliate	no
IAAP Membership number	
CPA Member or Affiliate	no
CPA Membership Number	
Title	Dr.
Student	yes

Submitted By

Giovanni Di Stefano

giovanni.distefano@unipa.it