Review Article

Workaholism-Approach in terms of behavioral addiction

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Abstract

Today, the concept workaholism is widely used term in literature. Despite this, it has not yet clarified the meaning and content of this concept, so there is a great need for further theoretical and methodological advancement. Workaholism is a form of behavior that is difficult to control and compulsive repetitive. Repetition and control difficulties components are also common in the behavioral dependency structure. I also demonstrate how psychological, emotional, and physiological aspects of the work experience reinforce a behavioral addiction. The important contribution will be provided in the treatment process by applying dependency-based psychotherapeutic interventions to individual struggling with workaholism.

Keywords: workaholism, addiction, mental disorders, personality

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1. Introduction

The term “workaholic” has become a popular term in the popular press, but the scientific side of workaholism has not been clarified yet. The most important feature of workaholism is the uncontrollable work motivation and strives to hard work although the effects on other living space [1]. Salanova et al., are defined as " workaholism is a negative
psychological situation characterized by excessive work and forced internal, irresistible” [2]. Accordingly dedicated to work is different from the workaholism, the much work is involved. It was observed that for workaholics, even if they do not want to work, unable to resist such force as an intrinsic [3]. In this context, while much working people are motivated to work, aim for success, workaholic person saw the „job as the one motivating factor „and „success is the ones who made the sole purpose of life” [5]. A few previous studies have applied a workaholism approach in the area of psychiatry. The present study contributes to the literature by workaholism adopting behavioral addicting approach [6]. The current study describes research findings that offer support for the concept of addiction, and conclude with recommendations for behavioral addiction on workers. Based on published literature in psychiatry, I created the article framework for assessing workaholism and personality, cognition, emotion, attitude. The study sought to answer two questions: [1] What is the status of psychiatry research in key areas of workaholic” personality, cognition, emotion, attitude and self? [2] What can we anticipate from future research about workaholics and addiction?

2. Methods

In this review, I identified published studies focusing on behavioral addiction and more specifically the assessment of workaholism. A systematic literature search was conducted on academic databases Pubmed, EBSCO, Science direct using the keywords workaholism, addiction, mental disorders or personality. No publication dates were imposed, but the final search was performed in February 2015. Looking under the key words “workaholism, addiction” 11400 web pages were indicated on Google Scholar [accessed 05-1-2016], article were indicated on science direct. Since 2005-2010, 10723 articles were indicated; and since 2011-2016, 13971 articles were indicated. That is, the increased number of studies in this field has been steadily growing interest in the indication field. I retained studies that provided information on how workaholism was defined, its prevalence, its predictors, and its relation to addiction. I used the search terms “workaholism addiction” in each search. I searched studies that appeared in the English and Turkish language.

Inclusion criteria; we only included manuscripts measuring behavioral addiction and work holism aspect of addiction, interviews or diagnostic criteria; those evaluating other aspects of addiction [substance, alcohol were not included given the focus of the present study on „addiction”.

Exclusion criteria; studies published before 2005 were excluded due to the previous review 54,998 covering this time period.

Figure 1. The Hypothesized Model for the Dimensional Structure of Addiction-Workaholism

3. Results

The concept for the workaholism has been describe extreme need to work although affecting the health situation, an individual's quality of life, social functioning, [1]. However, in previous publications for workaholism 'Sunday neurosis' [desire to work even on weekends] or 'craze work' [work-obsessed devotion] as definitions are made [7].

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**Workaholism predictors**

1. **Gender and Parenthood**: In literature on workaholism was found to be primarily a male phenomenon [8]. In the world dominated by industrialized societies, women are seen as an individual with greater responsibility for family life and her work can be seen as one part-time work. Male subjects is not concerned with the effective use of time, even if the home a long time with the family. In one study has determined that, even if women are forced to work long hours at work, it is expected from women to show the long-term effective parenting activities at home than men by family members. Men's spend with the majority of his time working outside the home is accepted as a state with more affordable indulgence [8, 10, 11]

2. **Workaholism and personality traits:**

In studies to create a theoretical framework on the causes of workaholism, insistently repeated is that this behavior may be related to social and cultural experiences of the individual or personality.

Burke, Matthiesen, and Pallesen have emphasized five personality traits [Neuroticism, extraversion, Conscientiousness, Openness to Experience, and Agreeableness] and three workaholism size [drive to work, joy in work, and worker involvement] in their work on workaholism. Neuroticism was related to feeling driven to work, a blocked-up with work will lead to hostility, extraversion and was related to worker involvement and joy in work [12].

Narcissism: Narcissistic people have a grandiose self-structure. They care about themselves and required very often tend to exaggerate their successes [13]. Narcissistic individuals to see themselves valuable and very important power to give, therefore succeed at work, to work hard for success, to exclude other experiences of success may include behavior that they adopt [14]. Narcissistic structure can lead to exhibiting aggressive behavior from time to time when they become stressed [15].

Perfectionism: Many people express that there are three dimensions of perfectionism. Three sizes: high standards [high performance expectations from him], inconsistency [perceived gap between people's expectations of performance and its assessment of current performance], and projections [choice of person for the organization and order]. While to have high standards and predictions is adaptive, it is maladaptive to have higher inconsistency. Associated with perfection workaholism is associated with highly motivated individuals [14,16].

According to the Sullivan ' perfectionism is developed after inappropriate parent child relationship. Bowlby has mentioned the two types of bonding: safe [independent] and non-safe [anxious and dependent]. Inappropriate relationship between parent-child leads to non-safe bonding. It expressed in literature „parental criticism leads to both non-safe attachment and maladaptive perfectionism this way [ 17,18 ].

3. **Workaholism and addiction**

It is too much work makes you sick? Yes, it can patient but this disease is an addictive. When it is mentioned in a dependency, it is considered quite devastating negative consequences for the addicted individual. Addiction brings many physical and mental problems; memory, decision-making and it influence the learning capacity. Addictions devastating effects can also be seen in the long term. In addition, long working hours has been reported to cause severe
disruption on health and health-related behavior. In one study, it has been reported that in individuals with musculoskeletal disorders and psycho-vegetative complaints with prolonged working hours and an increase in. [19]. Workaholic was determined to become more sensitive to stress, faced with burnout, they live domestic conflict, decrease in life satisfaction [10]. But it is not so much work addiction; some experts have described the job as sweet addiction [20,21]. Traditionally, the term dependence is defined for the use of psychoactive substances such as cocaine, alcohol or nicotine. Dependency is a complex a structures that contains a number of features to decrease in interest in environmental destruction and neglecting other aspects of life, show withdrawal symptoms when the uptake is low or absence. Dependence is maintained in a persistent manner despite the many negative effects such as loss of control, repetitive behaviors associated with reward [22,23,24].

Especially recently „gambling, sex, spending, shopping, eating, exercising, watching television, playing computer games can be as addictive as a wide range of behavior”", such as opinion is growing. The way to determine whether non-addictive causing chemical dependency is to compare the clinical criteria identified for alcohol and drug addiction [25-27].

Workaholism is considered as a syndrome, or a behavioral addiction, or a working attitude. Some believe that workaholism is incomprehensible many-dimensional structure [16]. This form of abuse is so high in some people that often are not even aware of this dependence. More work is a necessity for them. The work place is the only place that defines him/herself for workaholics. Therefore, he/she should always work. He/She feels destroyed, unhappy and restless when does not work or prevented from working. In fact, pace of this operation will prevent the job quality and productivity [11].

Another factor supporting depression in these individuals is that dissatisfaction and discomfort heard from life outside work. These people are dissatisfied and meaningless with their lives outside work. They have not any hobbies or leisure activities outside of work. The time spent at work is like a holy place for such people.

The impact in the development of behavioral sensitization addiction:

Usually, some tolerance develops to the effects of these substances that has pharmacological effects during repeated use. However, in some cases, an effect of a substance may increase during repeated use. In this case "sensitization [sensitization]" or "reverse [reverse] tolerance" is called. Sensitization is like a mirror image of tolerance. Sensitization concept is relatively new compared to tolerance. Most of the information associated with sensitization is based on data obtained from substances such as morphine, cocaine, amphetamine, nicotine, alcohol, phencyclidine [28]. Sensitization formation generally can be created with intermittent and sub effective doses injections substances on locomotor activity. As in the development of tolerance, sensitization also develops in conditioned type and in particular conditioning takes place in a manner dependent on the environment. Environment-dependent conditioned sensitization has two aspects: First, if sensitization is formed by with continuous drug/agent administration, drug [substance] is taken out of this special place; sensitization may disappear completely or partially. Second, sensitization that is developing intake of the substance continuously in a special place, the special place can help sensitization such as developing sensitivity by providing conditioned warning. For example, in the developing addiction using a special space, even an ineffective agent been given to the individual on this same place , it can be observed similar to the symptoms of sensitization of agent [29,30,31].

4. Conclusion
Studies related to workaholism would appear an important topic of future work. Current study examples provide some direction [18,32]. In this study, workaholism is discussing the current situation with the current literature that is believed to provide a comprehensive psychological perspective. Workers with some of workaholism characteristics could be targets for interventions with addicting approach. It will work in the prevention of workaholism.

References


Figure 1. The Hypothesized Model for the Dimensional Structure of Addiction- Workaholism

- **ADDICTION SYMPTOM**
  - increased time spent with dependent substance
  - increased anxiety in dependence
  - agitation when the use of the substance dependent
  - agitation in communication with the environment during dependence
  - high perceived stress, low self-esteem, low life satisfaction, difficulty sleeping

- **WORKAHOLISM SYMPTOM**
  - excessive time spent working
  - the increase in anxiety during and after a job, and the difficulty of resignation
  - frustration and agitation when it interferes with work
  - disruption of communication with those around him/her with an inelastic or compelling study
  - high perceived stress, low self-esteem, low life satisfaction, difficulty sleeping