DISCUSSING WORK ADDICTION AMONG THE EMPLOYEES OF WEST AZERBAIJAN'S SOCIAL SECURITY ORGANIZATION

Najmeh Kazeroun[1] and *Mehran Molavi[2]
[1]*Master Degree of Public Administration, Payame Noor University*
[2]*Department of Public Administration, Mahabad Branch, Islamic Azad University, Mahabad, Iran*
***Author for Correspondence**

ABSTRACT
The focus of this research is at discussing the work addiction among the employees of West Azerbaijan's social security organization which was performed under a descriptive-survey method. The population of this research project includes the entire employees of West Azerbaijan's social security organization as 75 individuals; as a result of limitation of the population, the entire population is selected as the sample. For the purpose of data collection, the Spence and Robin's questionnaire of work addiction (1992) was implemented. This questionnaire includes 20 questions. The validity of the questionnaire was approved by expert professors; the reliability was also determined through Cronbach's alpha as 0.82. For the analysis of data, the indexes of descriptive statistics in addition to one sample t-test were used. Results revealed that all three dimensions of work addiction including involvement with work, enthusiasm for work and enjoyment of work are effective on work addiction among the employees of West Azerbaijan's social security organization (P= 0.05).

Keywords: Work Addiction, Involvement with Work, Internal Tendency at Work, Enjoyment of Work

INTRODUCTION
During more than three decades, work addiction has become a popular expression which is being used for addressing someone who is addicted to work. Since Outs (1971) for the first time used the expression of addiction to work for addressing people whose extreme interest for working prohibits their life's multi-functionality, this expression propagated among the public and is increasingly being utilized in public media such as the internet and empirical research papers (James and Aziz, 2008). It should be considered that all the problems that are caused by addiction in fact are a threat to the interests of the organization and its fellow employees and such problems must be recognized and eliminated by the managers of human resources.

Nowadays, employees think about their life more than they did in past and wonder, they seek secure, long-term and satisfying jobs, most employees usually start their career at organizations with the hopes and special expectations for reaching the highest level of the organization and most of them care about their progression, reaching power, obtaining highest responsibilities and rewards. Work addiction is a type of addiction which might be joyful but boring and problematic at the same time; in a way that even some people recognize it as a kind of illness. They are not necessarily lovers of the work but they cannot pass their time without working. They imagine that they are the only people who are capable of performing a special work and as a result of extremism in work they are recognized as addicted to work (bright, 2000).

Although, in most cases work addiction is accompanied by high income in every career but this situation can also include people who extremely put time on sports, music, arts and likewise. In some cases this expression is mistakenly addressed to people who are energetic active who in addition to having a good relation with other employees, enjoys benefit-free activities, gets enough rest and has adequate presence among the family. These people are normal individuals whose only difference with others is in their appropriate planning in their personal and career life; while people who are addicted to work behave in a way that their efforts are dangerous to themselves, their families and his social life (Brook, 2001).

On the other hand, work addiction also bears positive results and causes the employees of an organization to manifest behaviors higher than the formal description of their tasks as a result of their addiction to

Research Article

work. Although this characteristic feature results in non-compensable consequences for the person, therefore the authors of this research paper have endeavored to investigate and discuss the relation between addiction to work and positive behavioral consequences such as organizational citizenship behavior (OCB) among the school teachers of the city of Shooshtar regardless of its negative consequences.

Outs (1971) believed that work addiction is a type of acclimatization to something. He considers the addicted to work as a person who has extreme needs to work which cause several interferences and conflicts in physical health, happiness and personal weaknesses, inter-personal relations and the spirit of sociality. Robins (1992) has introduced the first academic definition of the expression of work addiction. In his view, work addiction is rooted in a series of individuals' perspectives and perceptions. They consider an addicted work as a person who has high involvements with work and extreme internal interests for work and slightly enjoys his work. In another reference, Machlowitz (1980) writes: different perspectives and views toward work do not refer to the hours that the person puts on working.

In contrast, Scott *et al.,* (1997) express that work addiction cannot be a type of perspective; rather it's a behavioral pattern. It means that the person spends too much time for his or her working tasks and even while he or she is not present at work, he continuously thinks about work.

Robinson (2000) also points out that giving a clear and specific definition for work addiction is truly difficult. He considers work addiction as an obsessive disorder which is occurred by self-made needs accompanied by a lack of ability in controlling working habits or a kind of extremism in work and considering work as something exceptional compared to other life activities (robins, 2004).

Sneer and Herpes (2004) defined work addiction as extreme expenditure of time on physical and mental activities that are related to work. McMillan *et al.,* (2001) have also defined work addiction as individual's resistance for freeing himself from the work he is always entangled with.

In general, by the definitions which have been proposed during the last few decades it could be stated that at least two factors are recognized as the main symptoms of addiction to work which include internal interest for work and extreme expenditure of time on work (even important life activities) (NJ, 2007).

The basic and fundamental purpose of human resource management is to ensure that the organization always recruits appropriate people for each specific job in order to obtain continuous high efficiency. Therefore, this research tries to discuss the status of work addiction among the employees of West Azerbaijan's social security organization.

MATERIALS AND METHODS
This research is carried out under descriptive-survey methods and is performed also under a field method. The population of this research project includes the entire employees of West Azerbaijan's social security organization as 75 individuals.

Since the population was limited, the entire population was selected as the sample. For data collection, Spence and Robin's (1992) work addiction questionnaire was used. This questionnaire includes 20 questions adjusted on a 5 degrees Likert scale and evaluates three dimensions of addiction to work including involvement with work, enjoyment of work and enthusiasm for work. This questionnaire is standard and its validity was previously approved by expert scholars, but for increased assurance, its validity was re-tested by expert professors. Also the reliability of this questionnaire was calculated as 0.82 through the Cronbach's alpha solution.

Indexes of descriptive statistics and the one sample t-test were used for analysis of data. It is worth mentioning that the entire statistical operations were performed via the SPSS 20.0 software.

RESULTS AND DISCUSSION
In this section, the hypotheses are tested via Kolmogorov-Smirnoff test and the one sample t-test. First, beforehand to performance of one sample t-test, the non-parametric test of Kolmogorov-Smirnoff was executed for determining the normality of data distribution. Results of this test indicate the normality of data distribution for all three studied variables (table 1).

Research Article

Table 1: Kolmogorov-Smirnoff test for research variables

P – Value	Z	variable
0/432	0/873	Work addiction
0/502	0/826	Involvement with work
0/204	1/069	Enthusiasm for work
0/173	1/106	Enjoyment of work

With respect to table 1, and the obtained significance level for each variable which is larger than the significance level, the data for all variables are larger than 0.05 and consequently, they are normal. Therefore the one sample t-test is used for testing each research variable.

First Hypothesis Test

H1: involvement with work is effective on work addiction among the employees of West Azerbaijan's social security organization.

H0: involvement with work is not effective on work addiction among the employees of West Azerbaijan's social security organization.

Table 2: One sample t-test for first hypothesis

Test value - 3						First hypothesis
95% level max	confidence min	mean	Significance level	Freedom degree	T statistic	**Involvement with work**
0/783	0/215	0/499	0/001	75	3/633	

With respect to the upper table, the value of T is 3.633 and the value of freedom degree is 75. Since the value of calculated T larger than the critical level of 1.96, the H0 hypothesis is denied and instead, the main hypothesis is accepted. Therefore, under a confidence level of 95% it can be stated that involvement with work is effective on work addiction among the employees of West Azerbaijan's social security organization.

Second Hypothesis Test

H1: enthusiasm for work is effective on work addiction among the employees of West Azerbaijan's social security organization.

H0: enthusiasm for work is not effective on work addiction among the employees of West Azerbaijan's social security organization.

Table 3: One sample t-test for first hypothesis

Test value - 3						First hypothesis
95% level max	confidence min	mean	Significance level	Freedom degree	T statistic	**Enthusiasm for work**
0/775	0/127	0/451	0/008	75	2.860	

With respect to the upper table, the value of T is 2.860 and the value of freedom degree is 75. Since the value of calculated T larger than the critical level of 1.96, the H0 hypothesis is denied and instead, the main hypothesis is accepted. Therefore, under a confidence level of 95% it can be stated that enthusiasm for work is effective on work addiction among the employees of West Azerbaijan's social security organization.

Third Hypothesis Test

H1: enjoyment of work is effective on work addiction among the employees of West Azerbaijan's social security organization.

Research Article

H0: enjoyment of work is not effective on work addiction among the employees of West Azerbaijan's social security organization.

Table 2: One sample t-test for first hypothesis

Test value - 3						First hypothesis
95% level max	confidence min	mean	Significance level	Freedom degree	T statistic	Enjoyment of work
0/919	0/284	0/601	0/001	75	3/880	

With respect to the upper table, the value of T is 3.880 and the value of freedom degree is 75. Since the value of calculated T larger than the critical level of 1.96, the H0 hypothesis is denied and instead, the main hypothesis is accepted. Therefore, under a confidence level of 95% it can be stated that enjoyment of work is effective on work addiction among the employees of West Azerbaijan's social security organization.

Discussion and Conclusion

In this paper, there have been several definitions provided for addiction to work. Also the views of different psychologists towards this subject are provided. In the final section we have also provided you with psychologists' suggested solutions for eliminating work addiction. Results have indicated that all three dimensions of work addiction including involvement with work, enthusiasm for work and enjoyment of work are effective on work addiction among the employees of West Azerbaijan's social security organization.

Fassel and Schauf (1989) have proposed their personal ideas regarding decreasing behavioral levels of people addicted to work. They believed that organizations' managers should pay extra attention to their employees' performance and habits and recognize the symptoms of work addiction.

You should not reward addictive behaviors (although you should identify highly active employees who create a balance between work and life).

You should ensure that employees' off times are separated from their work.

Job insecurity, working too much, limited opportunities in work and lack of control can persuade employees towards more working.

It should be considered that in case of presence of any of these symptoms, there should be efforts for minimization of this atmosphere within the organization.

There are also other solutions of elimination of inappropriate behaviors in Islam which include faith. Khaje Abdullah Ansari says: Faith is defined as a person who puts his complete trust in God and leaves all his work to him. But having Faith is difficult because by doing so, the person leaves all his works in the hands of the almighty.

First kind of faith is faith in God. When human is entangled with a hurricane of instincts for love of materials, through the help of great powers of faith he or she will be able to inhibit his or her selfishness. The outcome of ties faith will be the unity of Muslims and inability of invaders.

In another reference, Hass (1991) points to the bold role of managers. Managers are able to persuade addicted employees towards changing their behaviors. Employees must participate in employees' consultation programs and start their treatment with rehabilitating programs.

Along this time, managers should also perform supportive roles and consider long-term and short-term programs for them. In Hass's view, managers should meet their employees according to pre-defined plans and follow them up face to face. Some researchers have used Self-Help programs for rehabilitation of people addicted to work (Kiechel, 1989; Oates, 1971; Klaft and Kleiner, 1988; Franzmeir, 1988). These activities include recognizing a new option for the employee, creation of new hobbies and enjoying anything. Professional aids can be a good help for reduction of addiction (Noqton, 1987; Seabold and Solomon, 1994). A sample of Self-Help program has been performed in America and Canada in terms of 12 step programs.

Research Article

In Robinson's view (1998) allocation of time to family and consulting them can also heal the negative aspects of addiction. Increase of communicative skills can also be useful.

Also organizations can provide their employees with various programs in order to persuade their employees for spending more time with their families, even organizations can reward people who spend more times with their families and therefore, decrease and reduce work addiction among them. Some scholars believe that some of the behaviors of people who are addicted to work lead to reduction of job performance (Fassel, 1990; Scott, 1997; Spence and Robins, 1992).

An employee who is always entangled with his or her job or is always occupied with minor works will manifest a low efficiency level.

Creation of extra working tension, overworking in simple projects or creation of unnecessary crises for obtaining opportunities for doing more work leads to weakness in performance. In addition, experience has shown that increase in quantity of works sacrifices the quality.

Corn *et al.,* (1987) believe that positive behavioral patterns could be deployed among employees through training. Even doing so might decrease the negative effects of addiction to work especially health, welfare and stresses.

REFERENCES
Aziz Shahnaz and Cunningham Imie (2008). *Workaholism, Workstress, Work - Life Imbalance: Exploring Genders Role* **23** 553-66.
Bonebright CA, Clay DL and Ankenmann RD (2000). The relationship of workaholism with work-life conflict, life satisfaction, and purpose in life. *Journal of Counseling Psychology* **47**(4) 469-77.
Brown A (1997). Narcissism, identity and legitimacy. *Academy Of Management Review* **22**(3) 643-686.
Buelens M and Poelmans SAY (2004). Enriching the Spence and Robbins, Typology of Workaholism: demographic, motivational and organizational correlates. *Journal of Organizational Change Management* **17**(5) 440-458.
Burke RJ, Overlaid F and Burgess Z (2006). Workaholics among Australian women psychologists: antecedents and consequences. *International Journal of Management* **21**(3) 263-277.
Douglas EJ and Robyn JM (2006). Workaholic, or just hard worker. *Journal of Career Development International* **11**394-417.
Evan J Douglas and Robyn J Morris (2006). Workaholic, or just hard worker. *Journal: Career Development International* **11**(5) 394-417.
Haas R (1991). Strategies to cope with a cultural phenomenon – workaholics. *Supervisory Management* **3**(4).
Hamersh D and Slemord J (2008). The Economics of Workaholism: we should not have Worked on This paper, B.E. *Journal of Economic Analysis and Policy* **8**(1) 17-25.
Hodson Randy (2002). Management citizenship behavior and its consequences. *Work and Occupations* **29**(1) 64-96.
Ohnstone A and Johnson L (2005). The relationship between organizational climate, occupational type and Workaholism. *New Zeeland of Psychology* **34** 181-188.
McMillan LHW, Brady EC and O'Driscoll MP (2004). The Impact of Workaholism on personal relationships. *British Journal of Guidance And Counseling* **32** 171-178.
Thomas NG, Kelly WH, Sorensen L and Feldman DC (2007). Dimensions, antecedents, and consequences of workaholism: a conceptual integration and extension. *Journal of Organizational Behavior* **28** 111-136.
Porter G (2006). Profiles of Workaholism among high-tech managers. *Career Development International* **11**(5) 440-462.
Robinson BE (2000b). Workaholism: bridging the gap between workplace, sociocultural, and family research. *Journal of Employment Counseling* **37(**1) 31-47.
Schaufeli WB, Bakker AB, Van der Heijden F and Prins JT (2009). Workaholism, burnout and well-being among junior doctors: The mediating role of role conflict. *Work & Stress* **23** 155-172.

Research Article

Scott KS, Moore KS and Miceli MP (1997). An exploration of the meaning and consequences of workaholism. *Human Relations* **50**(3) 287-314.

Snir R and Hapaz I (2003). Workaholism: its definition and nature. *Human Relations* **56**(15) 292-320.