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THE RELATION BETWEEN "WORKAHOLISM" and "OCCUPATIONAL STRESS": A CASE STUDY ABOUT "WELFARE ORGANIZATION PERSONNEL" OF KERMAN, IRAN

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ABSTRACT
"Workaholism" is a psychological dependency which could be satisfying or problematic for the people. This difficulty is called "Karoshi" in Japanese culture that means fatality because of too much working (Oates, 1971). The main objective followed by the present study is to verify the Relation between "Workaholism" and Occupational Stress among Welfare Organization's Personnel of Kerman. The research method is composed of Data Correlation and Accumulation type through "Workaholism" and "Occupational Stress" questionnaires. The statistical population of the study was randomly selected among the personnel who had BA degrees or higher University Degrees. The volume of the sample has been extracted through "Kokran" relation and reported as 174. The data accumulation tools were two questionnaires in which the "Workaholism" questionnaire contained 28 questions with the validity of 0.93% and Stability of 0.98 % and the "Occupational Stress" questionnaire contained 23 Questions with the validity of 0.95 % and the stability of 0.86 %. Generally, the results of the study show a significant relation between "Workaholism" and "Occupational Stress" among Welfare Organization's Personnel of Kerman, and also it was found a meaningful relation between "Occupational Stress" and related aspects of "Workaholism" (as; Pleasure of Working, Working Enthusiasm, Molding in Work, Idealism). But, there was seen no considerable relation between the feeling of "Working Enthusiasm" and "Occupational Stress".

Keywords: *Workaholism, Pleasure of Working, Molding in Work, Working Enthusiasm, Idealism, Occupational Stress*

INTRODUCTION
In the society of today, personnel are more involved in their occupational life than the past were. The people work for many reasons; some of them are interested in working, while some others do not like their job and prefer staying at homes and taking some rests. Some people worship their work and believe they can only achieve excellence and maturity through working. In the competitive world of today, it has been common to combine companies and institutes, hand over to private sectors and dealing the companies by the cooperators, whilst releasing the personnel. And also it is not out of expectations (as it is seen) that some companies encourage workaholic people, but they are really unaware of the problems which threaten the life of these people. These problems could be initialized by the lack of assurance and would be progressed to personal troubles, excessive stress and other individual problems like "Divorce" or "Resignation".

These prototypical conditions could make too much stress and tension on the people and cause confusion and disorder in working environment which could easily affect the Physical and Mental health of the personnel, then. On the other hand, the matters of "Collective Pressure" or "Stress and its Effects in Organization" have been developed a lot in organizational behavioral studies. Although, the matters about "Stress, its effects and complications" have long been studied in medical science, but the discussion is novel in organizational behavior and the scholars of this field have recently analyzed the stress and its difficulties in organizations as well as the members of the organizations. It should be noted that there are some benign and useful stresses which are necessary for actuating the human beings, but generally the

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"Stress" is proposed to the harmful and disturbing types of Stress. Anyway, stress has significant effects on the function and activities of an organization. The managers, personnel and the clients would be affected by nervous stress and involve in specific psychological conditions that would be resulted in some special behaviors and attitudes which are reflected to the efficiency of an organization. And also, these stresses have physical effects which harm the organization in considerable mode.

The acute stresses damage the organizational-human force and make instable aims to the organization. The stress infected personnel lose their confrontation capability and they are mentally, physically and behaviorally hurt. Thus, the stress would infect and deplete the forces of an organization as well as frustrating its activities and struggles (Alvani, 2009).

The word "Workaholism" was first stated by "Wien Oates" and developed in 1971, but there is no unique agreement about its description (Robinson, 2009). In the 1990s, Oates used to describe "Workaholism" as "Obsessive working or uncontrolled necessity to continuous working", but, Spines and Robins (1992) believed that a "Workaholic" person is "the one who has too much commitment about the job or allocate too much time for the job". Nevertheless, Workaholism is something that initializes a man to work and it is possible that this obsession is motivated by the clients for reaching to a professional position, although it is not the result of Pleasure of Working, but the internal pressure of the man arise anxiety, distraction and guilt feeling to him. The workaholic people compared to the other people have 3 distinguishable characteristics: first, these people are more involved in their jobs. The Second is that they are aroused by their internal pressures to work. The last is that they take a little pleasure of working. Although these three characteristics are independent, but it might that they are not simultaneously found in a workaholic person.

The workaholic can be a dull and boring habit to someone. Some specialists consider it as an obsessive disorder. The problem is that these people think the world would be deteriorated without their struggle. They are not interested in their job, nor do they try to occupy special positions. But if the man thinks that he is the only person who can do the special task, he is probably a workaholic man.

Many of human methodologists believe that the "Workaholism" is one of the terrible types of dependencies which are not only criticized by others, but it is also encouraged by them, a lot. In the conditions while many people disapprove Addiction and Alcoholism, the Workaholism or the dependency to too much working as a concealed disease can disintegrate the family/ individual life of a workaholic person (Jamshidi Kahsari, 2008).

Still, there is no unique idea about the types of Workaholism. Many theorists express their own opinions about the issue, but there is a common belief among them which states that there are different workaholic people whom some of them have overlapping characteristics, while some other might have differentiated characteristics. Some authorities call a workaholic man who works more than 50 hours/week (Burke, 2006). Rehrlege introduced thirteen workaholic types of people and believe that the furious and hostile workaholic person shows his aggression through working, instead of expressing it in a better mode. The ashamed workaholic person is of the least self-esteem and tries to attract the acceptance of others by working. A competitive workaholic man would try to gain power through working and the defensive task workaholic would react in transient and hard-working conditions. The alone and friendless workaholic person seeks social acceptance by other personnel through working. The workaholic man, who feels guilty about himself, deserves himself to be punished, so he handles severe working activities. The concealed homosexual workaholic one enjoys being controlled by the other homogeneous people. The sexually unable workaholic person enjoys the imaginations which happen in the working environment. The fascinated workaholic person is always feeling as inefficiency and tries to decrease the feeling through working. The obsessive-compulsive workaholic man works tidy and orderly and he is interested in the same working conditions. The passive and dependant workaholic person feels dependency in his current duties. The before/after asking workaholic man uses the working structure to organize a messy life and finally the unrealistic and deceitful workaholic person uses working to keep stalling of his undesirable life.

There are so many parameters which affect the stress of personnel and in the competitive world of today, various techniques are used to take more advantage of personnel. Since the Workaholism is considered as

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a positive provision by the organizations, so this disorder is worldly accepted and approved by the organizations. Because, the organization makes profit of plentiful and excessive working of personnel and the side effects of this type of working is often ignored or justified through some prizes and encouragements (Fassel, 1998). The stress phenomenon is the acute problem of current organizations and it would endanger the physical and mental health of the personnel and impose unduly costs to the organizations, then. Most of the organizational behavioral scientists have called the occupational stress as the spread disease of the present century. It might that our time is the age of stresses in which the people are more exposed and surrounded by stressful elements than any other period (Khenifar, 2008). On the other hand, Workaholism can result in more special behaviors such as; Absence, Isolation, low efficiency, high stress, occupational faults and accidents (Marko *et al.,* 1991). Spence and Robbins also found that the workaholic people compare to the other people, complain a lot about their health and like the other stressful people, they also experience anxiety disorder more than the mentioned people (McMilan, *et al.,* 2001).

A workaholic person who works in a stressful environment is completely exposed to stress, so the defined aims and working volume would suffer him, instead of motivating him. And also the study handled by "Bone bright in 2000" defined that the apathetic workaholic people experience severe depression than the normal workers (Talebi, 2008). Morgan (2006) believes that excessive work in the organizations has caused mental and spiritual stresses on the personnel. In accordance with the study he developed in the supreme court of the United States, he found that excessive working is the main cause of Workaholism, which results in negative consequences as blood pressure, mental and spiritual stresses, occupational stresses, etc, as well as the external consequences like; postponement of the collateral programs, unbalances between work and life, the loss of individual control. These matters would happen while the organizations oblige their personnel to work more to gain their prospects and this issue causes the organizations to custom to extra working which has problematic consequences for them. Morgan calls these organizations as Addictive organizations.

Pitero and Pinto (1986) believe that the families of workaholic people inevitably experience the social maladjustment, because their families think that they are their followers. And also Robinson and Post found that the families of workaholic people believed that their families had inappropriate relations, defined family roles, the least effective replies, the least emotional participations and overall low family performance (Talebi, 2008).

Some studies show that the performance of workaholic people in lonely conditions is much better than group working, because in a group environment they are not ready to share their works with the other people and in fact they don't enjoy of the process of working. The motivating parameter is the fear of failure or losing their job opportunity, which cause them to have the least efficiency and avoid risking while being self-complained and impatient about their faults (Robinson, 1998). This matter is seen to be correlated with the weak physical, mental and emotional health of the people (Burke, 2000; Chamberlin, 2001). In the research handled by Spence and Robbins, it was found no significant differences between men and women about the aspects of Workaholism, but from the occupational stress point of view, it was reported that women showed more occupational stresses than the men did (Burke, 2001).

The following hypotheses are designed in accordance with the effect of Workaholism on occupational Stress:

Major hypothesis;
−There is a significant relation between Workaholism and Occupational stress among Welfare Organization ☐ Personnel of Kerman Province

Minor Hypotheses;
−There is a significant relation between Molding in work and Occupational stress among Welfare Organization Personnel of Kerman Province.
− There is a significant relation between working enthusiasm and Occupational stress among the State Welfare Organization Personnel of Kerman Province.

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−There is a significant relation between the Enjoyment of working and Occupational stress among Welfare Organization's Personnel of Kerman Province.

−There is a significant relation between Idealism and Occupational stress among Welfare Organization Personnel of Kerman Province

−There is a significant relation between Workaholism and Occupational stress among Welfare Organization Personnel of Kerman Province, while considering the mediator variables (such as; Sex, Marital status, Education, age and working precedence).

The following comprehensive model is designed in accordance with the above mentioned Hypotheses:
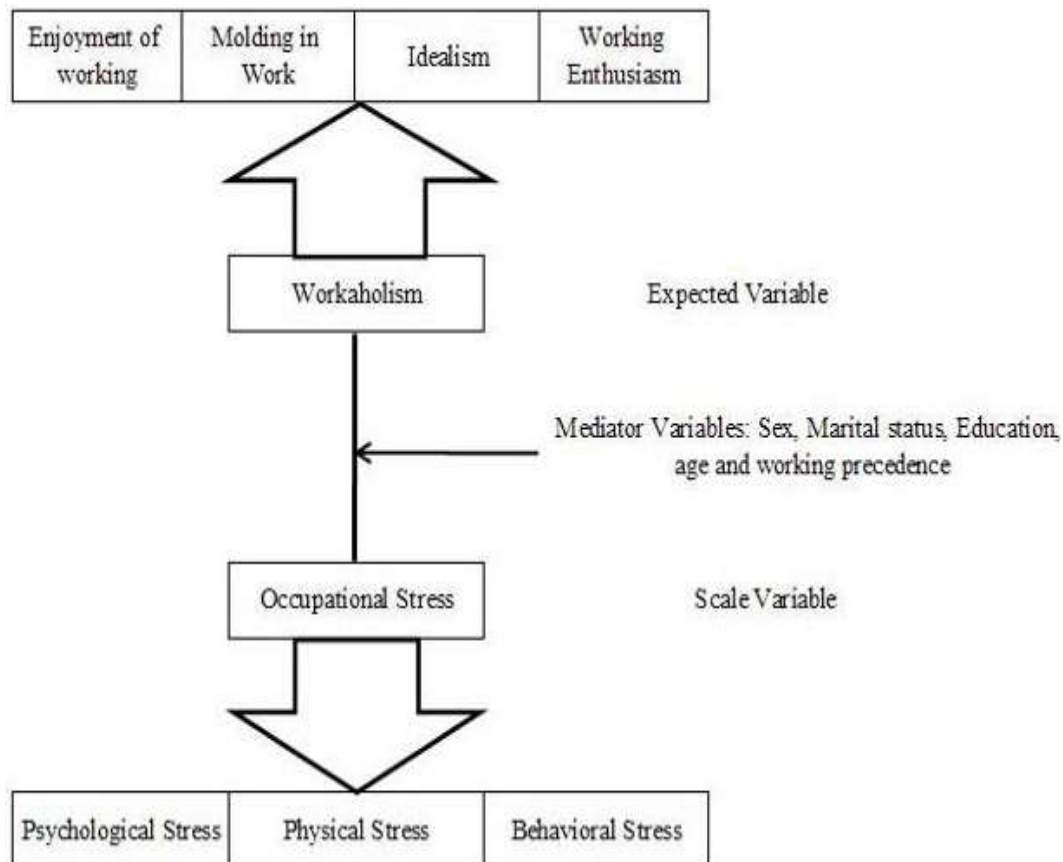
Research Method:

The selection of Research method is dependent to the aim, philosophy of the matter and the implementation. Thus, when we can decide about the verification and performance of a research that the quality of research matter, aims and the domain of evaluation is completely described (Naderi, Seif Naraghi, 2000). It was used the interrelationship method to analyze the relation between Workaholism and Occupational Stress. The interrelationship method is one of descriptive methods which are used in studying the variance between one/some parameter(s) in the effect of one/some other parameter(s). From the objective point of view, the present study is one of the applied studies, in which the data are collected through field and library studies. The Statistical population of the present study is 500 of university educated personnel of welfare society of Kerman province. The volume of the sample was obtained as 174 through Kokran formula and the simple random sampling was used in this study.

The required data were collected through 2 separate questionnaires, in which the first questionnaire contained 28 questions and assessed the Workaholism among personnel. The second questionnaire was designed to evaluate the occupational stress amongst the people. In order to acquire confidence about the

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validity of questions, it was applied the opinions of 5 university professors, to express their ideas about the suitability of questions in the papers. The validity of Workaholism questionnaire was evaluated as 0.93 and the validity of occupational stress questionnaire was evaluated as 0.95, after the performed calculations through content validity and mathematical hope methods. It was used the re-examination method to evaluate the stability of measurement tools. The questionnaires were distributed and collected in the period of 10 days among a 10-personnel group. Then, the correlation between the first and second scores of the personnel was calculated through "Pearson" correlative coefficient, in which the final stability of Workaholism questionnaire was 98% and the stability of occupational stress questionnaire was 86%.

RESULTS
Findings
In accordance to data analysis performed among the examinees, 47 personnel (27%) were more than 40 years old, 74 personnel (42.5 %) were 30-40 years old, 51 personnel (92.3) were 30 years old, and 2 people kept their age column blank. And also it was found that 135 (77.6%) women and 38 (21.8%) men participated in the examination. It should be noted that 1 of the examinees kept his sex column blank. It was seen that 37 (21.3%) of the examinee were single and 136 (78.92%) were married. And also 1 of the examinees kept his marital Status column blank. It was noted that 122 (70.1%) of the examinees had B.A degree, 38 (21.8%) had M.S and higher levels, and 14 (0.8%) of the examinees kept their education column as blank. Finally 50 personnel (5.7%) had less than 5 years of service, 63(36.2%) had 5-15 years, 57 (32.8%) had 16-25 years of service, and 4 ones of the examinees kept their service background as blank.

The variant scores of Workaholism about the personnel were achieved through calculating the sum of all questions in Workaholism questionnaires. To describe the variable, the scores were categorized into 5 levels as; "Much little", "Little", "Medium", "Much" and "Very Much". In the event of Workaholism verification among 174 examinees, it was found that 3 personnel (1.7 %) scored "Little", 99 personnel (56.9 %) scored "Medium" records and 72 personnel (41.4%) scored " Much" records.

The variant scores of Occupational Stress about the personnel were achieved through calculating the sum of all questions in Occupational Stress questionnaires. To describe the variable, the scores were categorized into 5 levels as; "Much little", "Little", "Medium", "Much" and "Very Much". In the event of Occupational Stress verification among 174 examinees, it was found that 27 personnel (12.1%) scored "Much little", 71 Personnel (40.8 %) scored "Little", 63 personnel (36.2%) scored "Medium", 17 personnel (9.8 %) scored "Much" and 2 personnel (1.1 %) scored "Very Much". Totally it was evaluated that 17 personnel (9.8 %) scored "Much" and 2 personnel (1.1 %) scored "Very Much" and 63 personnel (36.2%) scored "Medium".

The analyses show that the "Pearson Correlation Coefficient" was measured as "0.153" and the significance value was about "0.044" between Workaholism and Occupational Stress of the personnel, in which the significance factor is less than $\alpha=0.05$. Thus, there is a positive and significant relation with the assurance value about 95 percent, between Workaholism and Occupational Stress among the "Welfare Society" personnel of Kerman. As it is shown in table 1, the correlation coefficient between "Molding in work" and "Occupational Stress" was found 0.263, with the critical value 0.000 and less than $\alpha=0.01$, so the correlation factor with 99% of assurance is significant. The "Pearson" correlation coefficient between Occupational Stress and Working Enthusiasm was - 0.0055 with the critical value about 0.470 and the significance less than $\alpha=0.05$, so there is not a significant relation between Working Enthusiasm and Occupational Stress among the "Welfare Society" personnel of Kerman. The correlation coefficient between Occupational Stress and " working Enjoyment" was 0.287 with the critical value about 0.000 which is less than $\alpha=0.01$, so there is a significant correlation with the assurance percent about 99%. And also, since the correlation coefficient between Occupational stress and Idealism was 0.350, with the critical value about 0.000 which is less than $\alpha=0.01$, so the correlation coefficient is 99% significant.

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Table 1: Result Statistics about Pearson Correlation Experiment between Workaholism and Occupational Stress

		Idealism	Working Enjoyment	Working Enthusiasm	Molding in work	Workaholism
Occupational stress	Correlation Coefficient	0.350(**)	0.287(**)	-0.055	0.263	0.153
	Significance Number	0.000 174	0.000 174	0.470 174	0.000 174	%440 174
	Result	Positive and Significant Relation	Positive and Significant Relation	No Significant Relation	Positive and Significant Relation	Positive and Significant Relation

**all of these Correlation Coefficients in the level of 0.01 are significant ($p < 0.001$)
* all of these Correlation Coefficients in the level of 0.05 are significant ($p < 0.005$)

Table 2: The relation between Occupational Stress and Workaholism and the mediator variables such as; Education, age and working precedence of the personnel

		working precedence	Education	age
Occupational Stress	Correlation Coefficient	- 0.003	- 0.143	0.027
	Significance Number	0.966 170	0.030 160	0.247 172
	Result	No Significant Relation	Positive and Significant Relation	No Significant Relation
Workaholism	Correlation Coefficient	0.022	- 0.218(**)	0.058
	Significance Number	0.716 170	0.001 160	0.330 172
	Result	No Significant Relation	Reversed and Significant Relation	No Significant Relation

**all of these Correlation Coefficients in the level of 0.01 are significant ($p < 0.001$)

As it is comprehended by Table-2, there is not a significant relation between Workaholism and Occupational stress while considering the "Age" and "Working Precedence" variables. But, there is a Reversed and significant relation between Workaholism and Occupational stress, while considering the variable of "Education Level."

DISCUSSION
Discussion, Verification and Suggestions
It is understood by the study that there is a significant relation between occupational stress and Workaholism between the Welfare Organization Personnel of Kerman Province. The authors believe that the workaholic personnel are at the higher level of Idealism, Irresponsibility, Occupational stress, health and occupational deterioration (Spence and Robins, 1992). The studies show that because of intensive relation between occupational stress and Workaholism, the doctors would be quickly exhausted and this would affect their quality of service and result in dissatisfaction of the patients and their companions (Gholi, *et al.,* 2008). Spence and Robins (1992) found that the workaholic people complain a lot about their health, and also three one on the researchers has stated that the workaholic personnel, like the other

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people, reported increasing occupational stress and they might have experienced anxiety more than others. (McMilan, *et al.,* 2001).

In accordance with the results apprehended by the present study, it could be deduced that in accordance to Spence and Robins' categories, the type of jobs present in the State Welfare Organization's Personnel of Kerman Province are of the Workaholism- related jobs. On the other hand, direct relation with clients is stressful problem and increases the stress of the personnel, thus, the lack of its acquaintance and control and decreasing proceedings could cause irretrievable defects on the personnel of Kerman welfare society.

In addition, it was also found that there is a significant relation between "Molding in work" and occupational stress among Welfare Organization Personnel of Kerman Province. "Molding in Work" means that somebody is so involved in his work that he would not leave it until the job has finished. It might he verify the terminated tasks for several times. Although the "Workaholism" and "Molding in Work" are individual characteristics, but the organizational elements, also, affect these problems. Individual needs, proper organizational aspect, exterior prestige, job satisfaction and organizational commitment affect the "Molding in Work" and result in Workaholism (Gholi, *et al.,* 2009). The studies show that the Workaholism is the combination of "Molding in Work" and an obsessive character which would be resulted in metamorphosed characteristics, if it is not controlled in the proper way.(Moulark, 2004). Since, there is a significant relation between "Molding in work" and "occupational stress among the State Welfare Organization's Personnel of Kerman Province, it could be deduced that the type of job would gradually mold them in their work and make them workaholic. On the other hand, the these workaholic personnel compared to other people would be endangered to early death, because of erosive effects of Workaholism as Occupational Stress on physical, mental, spiritual and emotional health of the individuals (McMilan, *et al.,* 2001).

The results of the study state that there is no significant relation between "Working enthusiasm" and occupational stress among the State Welfare Organization's Personnel of Kerman Province. The "Working enthusiasm" is originated by the internal force and interest of the individuals which encourage him to work for a long period. The "Working enthusiasm" is the internal force that compared to the external pressures (like; occupational pressure) which direct the individuals to work (McMilan, *et al.,* 2001). Ovan and Roben (2006) believed that "Molding in Work" and "Working enthusiasm" means that the people seek for working motivations which is originated by struggling a lot to finish a job. The enjoyment of work is a level pleasure of working satisfaction. They believe that the "Working enthusiasm" is taken by the individuals to the working environment, "but the enjoyment of work" is something accessed by working experiences (Spence and Robins, 1998). Therefore, it is expected that the people who have more "Working enthusiasm", might not experience "Occupational stress".

There is also found a significant relation between the "enjoyment of working" and "Occupational stress" among the "the State Welfare Organization's Personnel" of Kerman Province. In accordance to Pamla Prive (2007), some authors have positive idea about "Workaholism". For instance, in accordance to Machlowitz (1980) findings on100 workaholic personnel, he found their life as enjoyable as their working. He considers the "Workaholism" as a positive aspect and perception in which those people are so interested in their jobs that while they are out of work, their mind is busy about working. Some other theorists have negative idea about the "Workaholism", for instance "Sherrington" (1980) stated that "Workaholic" people have unwise and abnormal interest to Work (Robins, 1989). Therefore, it is expected that the more the personnel enjoy of working, the more Occupational Stress would arise.

Furthermore, there is a positive and significant relationship between "Idealism" and "Occupational Stress" among Welfare Organization Personnel of Kerman Province. Scot and his Colleagues (1997) believed that the "Workaholic" people are obsessive, anxious and stressful people who their works cause them physical and mental problem and the rate satisfaction about life and work is low among them, whilst their working efficiency is low, also.

The "Workaholic" people are idealist, with high level of physical and mental problems. They locale unfriendly and ineffective individual relations and the rate of their voluntarily absences is a lot and also their working efficiency and satisfaction is low (Skafoli, 2009). These people have more overreaching

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behaviors than the others, and the sleep much little and experience every working issue to achieve succession. These managers and personnel prepare bunch of accountancies and balance sheets at the weekends to escape from idleness. In accordance with "Isaac Avisance", the "Workaholic" people are the challengers who can't trust on the other people to do the jobs and they are interested to do by themselves, consequently they sustain a lot of pressure about doing their jobs and they are affected with different diseases (Atash Pour, 2009). It is inferred from the achieved results that the more idealistic people are always anxious, competitive people who catch various diseases as; Headache, Asthma, Heart Palpitation and Digestive Problems, and they finally experience Occupational Stress.

Therefore, following the results of the study and the negative effects of "Workaholism" on the Health and Occupational Stress of the personnel, it is suggested that the managers of organizations pay much attention to the performance and habits of their personnel to keep healthy human resources, whilst, controlling and diagnosing the symptoms of "Workaholism". For instance, it is suggested to substitute the hardworking culture with the organizational culture based on proper performance and work/family evaluated balancing themes. Some special training courses as "Time management" and "Problem Solving Skills" are also suggested for the people who are exposed to "Workaholism". Robinson (1999) believed that to consult with family members and allocating time to be with family can mitigate the negative effects of "Workaholism". And also the development of interactive skills among the personnel can decrease the rate of "Workaholism" as well as "Occupational Stress". Personnel encouragement about taking rest after fulfilling too much works can replenish their power to redo the activities, the best. The Managers of organizations should acquire confidence about the holidays of personnel and their working plans, and also they could have effective function in decreasing the rate of "Workaholism" in the organizations via refusing awards to "Workaholic" behaviors.

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