

Impact of Workaholism on Work-Family Conflict and Subjective Wellbeing among Corporate Employees

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Abstract: *The aim of the present study is to focus on Workaholism, Work-Family conflict and Subjective wellbeing among the 108 Corporate Employees age ranged from 21 to 35 years working in and around India. Workaholism Battery, Work-family conflict, PANAS and Life satisfaction scales were used to collect the data. The results indicate that there exists a significant relationship between Work-Family Conflict and Subjective Wellbeing with respect to Workaholism and a significant gender difference in Workaholism, Work-Family Conflict and Subjective Wellbeing among corporate employees.*

Key Words: *Workaholism, Work-Family conflict and Subjective wellbeing*

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I. INTRODUCTION

The term ‘workaholism’ may lead to bias because the name suggests a relationship with alcoholism, a term that has definite negative connotations and is associated with pathology. The approach to workaholism that is adopted by Spence and Robbins (1992)⁶ should also be considered to be derived from Oates perspective. According to Spence and Robbins, workaholism is composed of three indicators – feeling driven (internally) to work, involvement in work, and enjoyment of work – that produce two types of workaholic. The level of satisfaction derived from work is the criterion that differentiates workaholics from enthusiastic workaholics. The perspectives presented above indicates that workaholism is a complex and ambiguous phenomenon.

According to Greenhaus and Beutell (1985)⁴, work-family conflict is a form of inter role conflict in which the role pressures from the work and family domains are mutually incompatible in some respect. That is, participation in the work (family) domain is made more difficult due to participation in the family (work) role. Arguably, the most consistent outcome of workaholism is impaired interpersonal relationships (Piotrowski & Vodanovich, 2006)⁵, specifically work-family relationships. The long-term strains associated with workaholism highlight its debilitating effects on personal health and Wellbeing. Specifically, this work addiction has been linked to numerous negative outcomes including, stress, work-family conflict, work-life imbalance, burnout, anxiety, and poor emotional adjustment. The direct relationship between workaholism and Wellbeing has also been investigated, and an increasing amount of evidence suggests that a negative correlation exists between these two variables (Clark et al., 2014)³. Workaholism even appears to be negatively related to the primary component of subjective Wellbeing, namely, life satisfaction the results of Bonebright et al. (2000)¹ also showed workaholics to have lower life satisfaction scores compared to their non-workaholic counterparts. Similarly, Burke (2000)² found workaholism to be negatively associated with happiness or subjective Wellbeing.

II. METHODOLOGY

Objective

To determine the relationship between Workaholism, Work-Family conflict and Subjective wellbeing.

Hypothesis

H1: There will be a significant relationship between Workaholism and Work-Family Conflict among Corporate Employees.

H2: There will be a significant relationship between Workaholism and Subjective Wellbeing among Corporate Employees.

H3: There will be a significant difference among Corporate Employees in Workaholism, Work-Family conflict and Subjective Wellbeing.

Population

The sample are collected from Corporate Employees of various parts of Indian I.T. sector age ranged from 21 to 35 years.

Sample

The sample consists of 108 Corporate Employees (Male = 49 and Female = 59).

Tools used

- Workaholism Battery (Work Bat) developed by Janet Taylor Spence & A S Robbins (1992)
- Work-Family Conflict Scale developed by Richard G. Netemeyer, James S. Boles & Robert McMurrian (1996)
- Subjective Wellbeing
 - Positive Affect and Negative Affect Schedule (PANAS) developed by Watson, Clark, and Tellegen (1988)
 - Life Satisfaction Scale developed by Edward F. Diener, Robert A. Emmons, Randy J. Larsen and Sharon Griffin (1985)

Statistical Analysis

The data was coded for SPSS 20 analysis. Karl Pearson Product moment correlation and t-test was used to examine the relationship between study variables.

III. RESULTS AND DISCUSSION

TABLE 1: Shows the product moment correlation coefficient between Workaholism and Work-Family Conflict Corporate Employees

Variables	WFC**
Work Bat**	0.788*

**Work BAT – Workaholism Battery, WFC – Work-Family Conflict
*Correlation is significant at the 0.05 level.

Table 1 shows the product moment correlation coefficient for Workaholism and Work-Family Conflict of Corporate Employees. The correlation score between Workaholism and Work-Family Conflict is **0.788** which shows that there is a relationship between Workaholism and Work-Family Conflict. The relationship between Workaholism and Work-Family Conflict is positively correlated i.e., if Workaholism increases Work-Family Conflict also increases or vice versa. This indicates that increase in workaholic behaviour influences the amount of interpersonal conflict between the employees and their families as a result of their work, which in turn results in work-family conflict.

Hence, the hypothesis 1 stated, “There will be a significant relationship between Workaholism and Work-Family Conflict” is accepted.

TABLE 2: Shows the product moment correlation coefficient between Workaholism and Subjective Wellbeing of Corporate Employees

Variables	Subjective Wellbeing	
	Life satisfaction	PANAS**
Work Bat**	-0.234*	-0.508*

**Work BAT – Workaholism Battery, PANAS – Positive Affect and Negative Affect Scale
*Correlation is significant at the 0.05 level.

Table 2 shows the product moment correlation coefficient for Workaholism and Subjective Wellbeing of Corporate Employees. Subjective Wellbeing is measured using Life satisfaction and Positive and Negative Affect. The correlation score between Workaholism and Life satisfaction is **-0.234** which shows that there is a relationship between Workaholism and Life satisfaction, whereas the correlation score between Workaholism and PANAS** is **-0.508** which shows that there is a relationship between Workaholism and PANAS**. It indicates that there exists a relationship between Workaholism and Subjective Wellbeing among Corporate Employees. Life satisfaction and PANAS** is negatively correlated with Workaholism.

Hence, the hypothesis 2 stated, “There will be a significant relationship between Workaholism and Subjective Wellbeing” is accepted.

TABLE 3: Shows the t-value in terms of gender for the study variables.

Variables		t-test Score	Significant
Workaholism		0.954	Significant
Work-Family Conflict		0.158	Significant
Subjective Well-being	PANAS*	0.847	Significant
	Life Satisfaction	0.262	Significant

Table 3 shows the 't-value' in terms of gender for the study variables. The 't-value' for workaholism is 0.954, for work-family conflict is 0.158 and for PANAS and life satisfaction are 0.847 and 0.262 respectively. It shows that there is significant difference exist in the terms of gender in workaholism, work-family conflict and subjective wellbeing.

IV. CONCLUSION

- There is a significant relationship between Work-Family Conflict and Subjective Wellbeing with respect to Workaholism among corporate employees.
- There is a significant gender difference in Workaholism, Work-Family Conflict and Subjective Wellbeing among corporate employees.

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