

## ANTECEDENTS

### Dispositions

- Self-esteem
- Achievement-related traits
- Achievement-related values

### Socio-Cultural Experiences

- Stressful or dysfunctional childhood/family experiences
- Vicarious learning at home
- Vicarious learning at work
- Peer competition at work
- Self-efficacy in work greater than in non-work activities

### Behavioral Reinforcement

- Tangible and intangible
- Winner-takes all system
- Emphasis on input rather than output
- Organizational environment

## DIMENSIONS OF WORKAHOLISM

### Affect

- Joy in working
- Guilt and anxiety when not working

### Cognition

- Obsession with working

### Behavior

- Excessive workhours
- Mixing work and personal life

## CONSEQUENCE

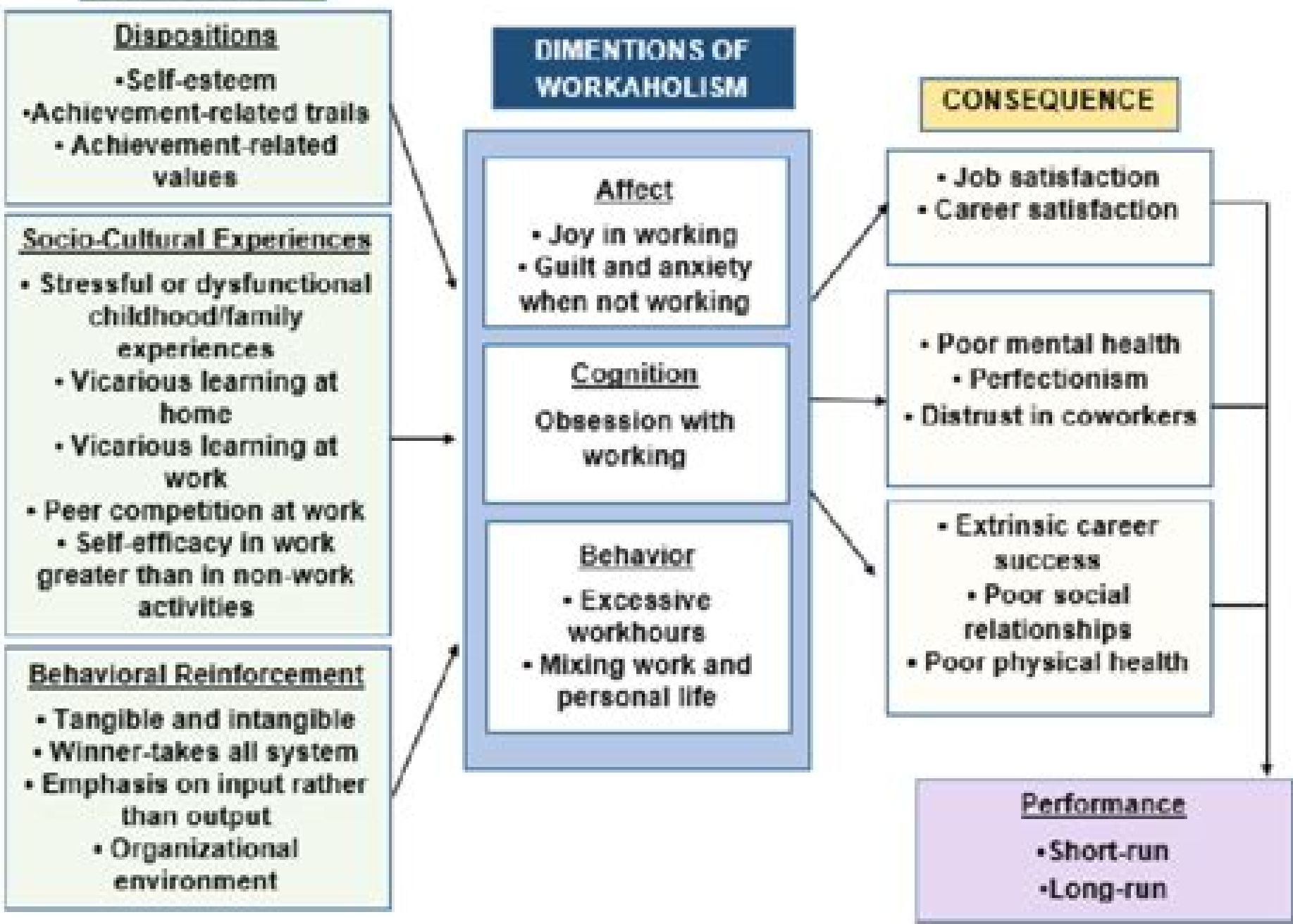
- Job satisfaction
- Career satisfaction

- Poor mental health
- Perfectionism
- Distrust in coworkers

- Extrinsic career success
- Poor social relationships
- Poor physical health

### Performance

- Short-run
- Long-run



# Positive Workaholism

**Zinta S. Byrne**



## **Positive Workaholism:**

### **The Positive Side of Occupational Health Psychology** Marit Christensen, Per Øystein Saksvik, Maria

Karanika-Murray, 2017-11-26 This book serves as an introduction to the Nordic approach to Occupational Health Psychology and illustrates how this perspective can be transferred to a global audience. It discusses a joining of attitudes from Positive Psychology accompanied by experiences drawn from the Nordic work life context. Over the decades Nordic countries have gathered a great deal of experience on the meaningfulness of work, work engagement, presenteeism, absenteeism, job crafting, work family balance, intervention and reorganization. These experiences are explained and offered as a different approach to Occupational Health Psychology while avoiding the more traditional detrimental topics such as stress, conflict, burnout and poor well being. Instead the authors discuss subjects such as engagement, healthy change, prosperity and welfare and are applied to the current ideas on Occupational Health Science. This book shows that using interdisciplinary observations can help our understanding of modern worker health. It offers gives readers an opportunity to consider how a combination of good work and good health can be stimulated in theory and in practice.

**Heavy Work Investment** Itzhak Harpaz, Raphael Snir, 2014-07-17 The book deals with the concept of Heavy Work Investment (HWI) recently initiated by Snir and Harpaz. Since its introduction the interest in the general HWI model has increased considerably. The book illustrates the development of HWI conceptualization theory and research. It deals with the foremost HWI subtype of workaholism. However it also compares workaholism as a negative HWI subtype with work devotion, passion, engagement as a positive HWI subtype. Most importantly it addresses HWI in general including its possible situational subtypes. In view of Snir and Harpaz's claim that the study of situational heavy work investors is relatively scarce, this certainly constitutes a promising step in the right direction. Finally it deals with timely and important topics examined by prominent international researchers on Heavy Work Investment and such issues as personality factors of workaholism, work life balance, cross cultural similarities and differences in HWI, work addiction and technology, HWI and retirement and intergenerational similarity in work investment.

*The Oxford Handbook of Positive Organizational Scholarship* Kim S. Cameron, Gretchen M. Spreitzer, 2013-05-02 An ideal resource for organizational scholars, students, practitioners and human resource managers, this handbook covers the full spectrum of organizational theories and outcomes that define, explain and predict the occurrence, causes and consequences of positivity.

*The Psychology of the Recession on the Workplace* Cary L. Cooper, Alexander-Stamatios G. Antoniou, 2013-01-01 Two deep human needs are to master the world and to feel safe and secure. The Great Recession thwarted both needs for millions of people around the world. Cooper and Antoniou's global team of scholars address the psychological, economic, social and other dimensions of our current crisis while charting paths whereby we can again satisfy these needs. Let us rise above the crisis and follow Aristotle's path to living well and faring well. This book offers a plan for doing so. James Campell Quick, The University of Texas at Arlington, US. An economic recession can affect the aggregate well being of a population. This highly

regarded and timely book shows a significant increase in the mean levels of distress and dissatisfaction in the work place in recent years. In particular, increasing job demands, intrinsic job insecurity, and increasingly inadequate salaries make substantial contributions to psychological distress, family conflict, and related behaviors. The contributors reveal that the recession has fundamentally altered the way employees view their work and leaders. With employers and employees still facing a continued period of uncertainty, a severe impact on employment relations is a continuing reality. Given the difficult economic times, many people are feeling the pressure to work harder. This book will be valuable for undergraduate students and practitioners in the fields of organizational behavior and human resource management.

*Validation and Test of Central Concepts in Positive Work and Organizational Psychology* Marit Christensen, 2009

*Treatment Strategies for Substance Abuse and Process Addictions* Robert L. Smith, 2015-03-05

This distinctive and timely text examines the most prevalent substance and process addictions and focuses on current research and evidence-based treatment strategies. Major substance addictions discussed include alcohol, tobacco, marijuana, methamphetamines, and prescription drugs. Complete chapters are also devoted to the most frequently cited process addictions, making this text unique. Behavioral addictions covered in this text include pathological gambling, sex disorders, disordered eating, work, exercise, shopping, and Internet gaming. Each chapter contains a listing of student learning outcomes, a case study with reflective questions, techniques for assessment and diagnosis, inpatient and outpatient treatment approaches, and resources for further study. With its emphasis on treatment strategies, this text can be used by practitioners as well as by professors in the classroom in introductory courses in addictions or in subsequent courses that focus on treatment strategies. Requests for digital versions from the ACA can be found on [wiley.com](http://wiley.com). To request print copies, please visit the ACA website [here](http://www.aca.org). Reproduction requests for material from books published by ACA should be directed to [publications@aca.org](mailto:publications@aca.org).

*Research Companion to Working Time and Work Addiction* Ronald J. Burke, 2006

Ronald Burke has put together a collection of state-of-the-art research and writing about work hours and work addiction from around the world. This book is essential reading for academics, managers, human resource professionals, and anyone else interested in identifying types of work addiction, learning about antecedents and consequences of workaholism, as well as how to help people achieve work-life balance. The contributions from top-notch researchers and academics in the field provide a rounded view of how the interplay between career aspirations, work motivation, and working conditions contribute to health outcomes and effectiveness at work.

Astrid M. Richardsen, Norwegian School of Management, Norway

The *Research Companion to Working Time and Work Addiction* captures the essence and intricacies of an important and fascinating topic. It explores the body of writing on work hours that, until this book, existed quite separately from literature on work addiction. As can be expected from the breadth of his knowledge and the consistent quality of his work, Ronald J. Burke has done a terrific job of editing a book that presents work addiction and working time in a way that is both scientifically sound and engaging. The twenty-four contributors have done an excellent job of extending and

refining our understanding of work addiction and working time in this collection of excellent conceptual and empirical chapters This book is a must for all scholars and practitioners who are interested in this fascinating aspect of work life Ayala Malach Pines Ben Gurion University Israel This is an excellent and unique book which not only addresses the detrimental effects of long working hours and work addiction but also investigates the causes and treatment of workaholism An outstanding volume which includes both conceptual and empirical chapters from distinguished academics and practitioners from several countries This is essential reading for all those interested in health and well being in the workplace and the establishment of satisfactory home and work life balances The editor should be congratulated for this groundbreaking book Marilyn J Davidson University of Manchester UK This book is overdue Someone somewhere a long time ago should have put this book together because its value is incalculable The pace of change in the workplace has vastly increased and workers see their jobs as more complex and fragmented What is the prognosis Where is it all going What can be done about it If anything This book is more a handbook than a research companion on all those aspects of the workplace that touch on or represent change pace workload work addiction work life balance job satisfaction job involvement stress conflict values Type A behaviour and other personality disorders What s more it delves into some of the more unknown elements of these aspects of work in different countries Read it You ll not be disappointed Janice Langan Fox Swinburne University of Technology Melbourne Australia This is a timely and needed book for all professionals who have concerns about issues related to quality of life and well being This book is an original piece prepared by a team of international experts written in an informative and scholarly manner and presents in an effective form the accumulated wealth of knowledge on the theme This is a solid book that can satisfy both the academic readership and the professional community I truly and sincerely recommend it It is a must for people who are interested in this subject Simon Dolan ESADE Business School Spain This Research Companion examines the effects of work hours on individual and family well being and questions why people work hard and whether some can work too hard It integrates contributions from two areas of research work hours and work addiction that have historically been pursued separately Ronald Burke argues that while work hours have decreased

*The Routledge Companion to Wellbeing at Work* Cary Cooper, Michael Leiter, 2017-05-18 Over recent years many companies have developed an awareness of the importance of an active rather than passive approach to wellbeing at work Whilst the value of this approach is widely accepted turning theory into effective practice is still a challenge for many companies The Routledge Companion to Wellbeing at Work is a comprehensive reference volume addressing every aspect of the topic Split into five parts it explores different models of wellbeing personal qualities contributing to wellbeing job insecurity and organizational wellbeing workplace supports for wellbeing and initiatives to enhance wellbeing The international team of contributors provide a solid foundation to research and practice including contemporary topics such as architecture coaching and fitness in the workplace Edited by two of the world s leading scholars on the subject this text is a valuable tool for researchers students

and practitioners in HRM and organizational psychology      **Entrepreneurship as Practice** Vanessa Ratten, 2022-09-08 Entrepreneurship as practice refers to the everyday way that innovation and futuristic thinking is incorporated into business ventures It refers to the actual implementation of entrepreneurship within any kind of market context that emphasises proactive change This edited book focuses on entrepreneurship as a practice as a management imperative This means highlighting the way entrepreneurship is a practice and requires active engagement Each chapter in the book discusses a different aspect of entrepreneurship as practice as a way of contributing to the broader discussion of what entrepreneurship is and means in today s global society      **Interpretive Research: Economics and Administration Sciences** Erkan USTAOĞLU, Serkan IŞIK, Gülay ÇİZGİCİ AKYÜZ, Mehmet KUZU, Ozkan HAYKIR, İbrahim YAGLI, Erol USTA AHMETOĞLU, Hilal ÖZTÜRK KÜÇÜK, İsmail Tamer TOKLU, Kadir nedim ÇELEBİ, Ebru YILDIZ, Hatice ÖZKURT ÇOKGÜNGÖR, Musa ATGÜR, Selçuk ALP, Tuğba KIRAL ÖZKAN, Tolga TUZCUOĞLU, Davut ELMACI, 2022-10-15 Interpretive Research Economics and Administration Sciences Livre de Lyon      Long Work Hours Culture Ronald J. J. Burke, Cary L. Cooper, 2008-08-22 Coming to grips with work hours requires difficult choices by individuals families organizations and society at large This title examines the effects of work hours on individual family and organizational health It also considers why some people work long hours and the potential costs and benefits of this investment      *Understanding Employee Engagement* Zinta S. Byrne, 2022-02-25 Understanding Employee Engagement is a comprehensive source for the science and practice of employee engagement This book provides a rigorous and objective review of scholarship and empirical research on engagement from around the world Grounded in theory and empirical research this book debates the definitions of engagement provides a thorough evaluation of empirical findings in the engagement field including a focus on international findings and offers practice implications for organizations The book is broad with references and research across disciplines and countries as well as new sections addressing current challenges such as virtual engagement engaging the aging workforce and perspectives on diversity and inclusion Employers can learn how to foster an engaged organization practitioners can learn how to measure identify and implement evidence based solutions to disengagement and researchers can master the existing engagement literature and begin to study the many propositions and new models the author proposes throughout the book This book is an essential read for scholars researchers practitioners and business leaders alike for understanding how to measure identify and implement evidence based solutions to foster employee engagement      *Flourishing in Life, Work and Careers* Ronald J. Burke, Kathryn M. Page, Cary L. Cooper, 2015-02-27 Happiness in one aspect of our life can positively impact our satisfaction within other domains of our life The opposite also rings true Today s generation of working people have often been called the generation who want it all But can we really      Research Companion to Organizational Health Psychology Alexander-Stamatios G. Antoniou, Cary L. Cooper, 2005-01-01 The rapid and sweeping changes in the economy technology work practices and family structures mean that organizational health psychology has never been so essential for

understanding stress in the workplace This timely Research Companion is essential reading to advance the understanding of healthy behaviors within working environments and to identify problems which can be the cause of illness Containing both theoretical and empirical contributions written by distinguished academics working in Europe North America and Australia the book covers leading edge topics ranging from current theories of stress stress management and stress in specific occupational groups such as doctors and teachers to the relationship of stress with well being It provides systematic approaches towards practical actions and stress interventions in working environments and a solid theoretical framework for future research It will be an essential companion to research on psychology and medicine as well as stress

**Gender and the Work-Family Experience** Maura J. Mills, 2014-12-10 Conflict between work and family has been a topic of discussion since the beginning of the women's movement but recent changes in family structures and workforce demographics have made it clear that the issues impact both women and men While employers and policymakers struggle to navigate this new terrain critics charge that the research sector too has been slow to respond Gender and the Work Family Experience puts multiple faces male as well as female on complex realities with interdisciplinary and cross cultural awareness and research based insight Besides reviewing the state of gender roles as they affect home and career this in depth reference examines and compares how women and men experience work family conflict and its consequences for relationships at home as well as outcomes on the job Topics as wide ranging as gendered occupations gender and shiftwork heteronormative assumptions the myth of the ideal worker and gendered aspects of work family guilt reflect significant changes in society and reveal important implications for both research and policy Also included in the coverage Gender ideology and work family plans of the next generation Gender poverty and the work family interface The double jeopardy effect the importance of gender and race in work family research When work intrudes upon employees personal time does gender matter Work family equality the importance of a level playing field at home Women in STEM family related challenges and initiatives Family friendly organizational policies practices and benefits through the gender lens Geared toward work family and gender researchers as well as students and educators in a variety of fields Gender and the Work Family Experience will find interested readers in the fields of industrial and organizational psychology business management social psychology sociology gender studies women's studies and public policy among others

**Fostering Industry-Academia Partnerships for Innovation-Driven Trade** Joshi, Nishant, Malik, Firdous Ahmad, Gulati, Chanda, Dubey, Abhay, 2024-08-12 In the rapidly evolving environment of academia and industry a critical challenge emerges how to navigate the complexities of innovation driven trade and foster synergies between these two realms As industries grapple with the demands of innovation educational institutions seek avenues to bridge the gap and contribute meaningfully to economic development This challenge requires a comprehensive exploration of the profound and transformational terrain that is shaping partnerships between academia and industry The current situation poses multifaceted challenges from staying abreast of industry trends and fostering sustainable practices to

navigating legal complexities and ensuring organizational growth As industries strive for innovation academic institutions face the imperative to not only keep pace but lead the way The disconnect between these two realms hinders the realization of a future molded by their collaborative efforts impeding sustainable progress and economic development There is an urgent need to address these challenges acknowledging the intricacies of industry academia collaborations and their far reaching impact on effectiveness Fostering Industry Academia Partnerships for Innovation Driven Trade serves as a definitive solution to the identified problem offering an in depth exploration of pioneering work in industry academia collaborations Tailored for educational and research institutions as well as libraries of central and state governments it transcends borders to hold global importance Designed for specific courses across various academic programs delving into critical themes such as general management legal practices finance economics information technology artificial intelligence marketing international business and human resource management Each section of the book contributes to unraveling the intricacies of collaboration providing insights that are not only timely but universally significant Self-Hypnosis Brian M. Alman, Peter

Lambrou, 2013-10-28 First published in 1992 Routledge is an imprint of Taylor Francis an informa company **How Normal is the New Normal? Individual and Organizational Implications of the Covid 19 Pandemic** Amelia Manuti, Alessandro Lo Presti, Beatrice Van Der Heijden, Peter Kruijen, Ans De Vos, Monica Zaharie, 2022-07-13 Risky Business Cary L.

Cooper, 2016-04-15 What are the financial and psychological costs of risky behavior in business to the individuals concerned and their organizations Risky Business provides a perspective on addictive behaviors such as gambling drug taking and even addiction to work criminal behaviors such as theft and corruption and behaviors such as aggression and violence The authors then look at their implications to employee and organizational health within the context of the workplace environment an environment that is often synonymous with psychological demands stress long hours overwork and shortages of staff or other essential resources An essential guide for occupational psychologists human resource specialists risk managers and for researchers in this field **Risky Business** Professor Ronald J Burke, Professor Cary L Cooper CBE, 2012-08-28 Risky Business provides a perspective on addictive behaviors such as gambling drug taking and even addiction to work criminal behaviors such as theft and corruption and behaviors such as aggression and violence The authors then look at their implications to employee and organizational health within the context of the workplace environment It is an essential guide for occupational psychologists human resource specialists risk managers and for researchers in this field



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## **Table of Contents Positive Workaholism**

1. Understanding the eBook Positive Workaholism
  - The Rise of Digital Reading Positive Workaholism
  - Advantages of eBooks Over Traditional Books
2. Identifying Positive Workaholism
  - Exploring Different Genres
  - Considering Fiction vs. Non-Fiction
  - Determining Your Reading Goals
3. Choosing the Right eBook Platform
  - Popular eBook Platforms
  - Features to Look for in an Positive Workaholism
  - User-Friendly Interface
4. Exploring eBook Recommendations from Positive Workaholism
  - Personalized Recommendations
  - Positive Workaholism User Reviews and Ratings
  - Positive Workaholism and Bestseller Lists
5. Accessing Positive Workaholism Free and Paid eBooks
  - Positive Workaholism Public Domain eBooks
  - Positive Workaholism eBook Subscription Services
  - Positive Workaholism Budget-Friendly Options

6. Navigating Positive Workaholism eBook Formats
  - ePub, PDF, MOBI, and More
  - Positive Workaholism Compatibility with Devices
  - Positive Workaholism Enhanced eBook Features
7. Enhancing Your Reading Experience
  - Adjustable Fonts and Text Sizes of Positive Workaholism
  - Highlighting and Note-Taking Positive Workaholism
  - Interactive Elements Positive Workaholism
8. Staying Engaged with Positive Workaholism
  - Joining Online Reading Communities
  - Participating in Virtual Book Clubs
  - Following Authors and Publishers Positive Workaholism
9. Balancing eBooks and Physical Books Positive Workaholism
  - Benefits of a Digital Library
  - Creating a Diverse Reading Collection Positive Workaholism
10. Overcoming Reading Challenges
  - Dealing with Digital Eye Strain
  - Minimizing Distractions
  - Managing Screen Time
11. Cultivating a Reading Routine Positive Workaholism
  - Setting Reading Goals Positive Workaholism
  - Carving Out Dedicated Reading Time
12. Sourcing Reliable Information of Positive Workaholism
  - Fact-Checking eBook Content of Positive Workaholism
  - Distinguishing Credible Sources
13. Promoting Lifelong Learning
  - Utilizing eBooks for Skill Development
  - Exploring Educational eBooks
14. Embracing eBook Trends
  - Integration of Multimedia Elements

- Interactive and Gamified eBooks

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