



The Effect of Gender on Correlation between Workaholism and Job Stress (Among management faculty members of Azad Islamic University, Northern Tehran Branch)

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Abstract: The objective of this survey is to study the relationship between work a holism and job stress among Management and Social Sciences Faculty members of Azad University. Additionally, this research is going to study the effect of gender as a moderator variable. Total population of this survey is 223 people and 141 people were selected as the sample of the population. To test the sampling adequacy we used Kaiser- Meyer- Olkin- Bartlett Measure of Sampling Adequacy. To measure the correlation between work a holism and job stress, Spence, Robbins, and Ahmad's Questionnaire was used. Reliability for all questioners is eighty five percent (85%), and the validity of the questioner was confirmed by the supervisor and other committee members. We used descriptive statistical method such as drawing diagram and index for data analysis, and inferential statistics. The results show that the correlation between work a holism and job stress is significant at the 0.1 level and their relationship is positive. It also has been shown that at 0.5 level, gender variable still doesn't have significant effect as a moderator on the relationship between job stress and workaholism. Consequently, the first hypothesis of the research is confirmed and the second hypothesis is rejected.

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1. Introduction

We are now living in a century when most countries of the world are experiencing industrialization, development of urbanism, and immigration. Changing the industrial habits and adopting new lifestyles is the necessary condition of such evolutions. Due to such changes, the human witnesses some illnesses created by his own conditions. To get rid of such illnesses is very difficult and currently, there is no sign of stop or decrease of such disorders. The factors like population growth, problem of settlement, drug addiction, economic crises, etc. are not compatible with the human nature and spirits. Such factors play a vital role in nurturing mental diseases such as stress. Today, stress and its relation consequences are completely evident in the organizations; and the organizations face several problems in fulfilling their goals due to their involvement with different human groups (Dolatyar and Khodadai, 2007, 5). At the other hand, another new phenomenon is being increased in the societies, i.e. work addiction. This phenomenon which is known as workaholism is a new disorder which threatens the organizations. The

studies have shown that there is a correlation between job stress and workaholism. The same results have revealed that work- addicted people experience stress and its related disorders (e.g. chronic fatigue and anxiety) more than the normal people (Aziz and Cunningham, 2008, 553).

2. Literature Review

Several decades ago, Robbie Kaplan had stated in a paper that human beings are slaves of 3 things. First they are slaves of themselves, their passions and their foul and wicked traits. Secondly, they are slaves of their chattels and properties; they do anything wrong or right in order to achieve them. Finally, they are slaves of their prejudices. Kaplan's paper was written in 1940, but if he was alive up to now, he would add a fourth thing to his list: being slave of the one's own work (Kohsari, 2008, 43).

The term "work addiction" or "Workaholism" was coined by Wayne Oates in 1971 in his book entitled *Confessions of a Workaholic: The Facts about Work Addiction*. The term gained widespread use in the 1990s. Based on Heritage Dictionary, "workaholic" is a person "who has a

compulsive and unrelenting need to work" (Kohsari, 2008, 43). Later in 1992, Spence and Robbins offered a more comprehensive and general definition for the term: "workaholic is a person with high job and work involvement" (Kilroy, 2007, 22). Most researchers believe that person's economic and social backgrounds are significant factors in workaholism (personality traits similar to type A, which is a person who is obliged to work- are also effective) (Bonebright, 2001, 33). Type-A people assign too many hours of the week to their work and mostly face physical problems. Therefore they are highly consistent with workaholics, (Chamberlin, 2001, 24). Previously individuals who were committed to work for too many hours were labeled as work addicted or workaholic. Working time can be a measurement scale for assessing the workaholism, but this concept seems to be deeper, (Aziz and Cunningham, 2008, 554). Machlowitz considers those who assign all to work as workaholic (Burke, 1999, 333). Previous studies on workaholism show that such behaviors significantly affect the organizational units. For example Aziz and Cunningham (2008, 553-556) investigated probabilistic differences between workaholic men and workaholic women in relation to anxiety and imbalance in working life. They also applied gender test as a moderator between workaholism and job stress and imbalance in working life. 199 men and women from U.S. south eastern factories had been attended in this research. Spence and Robbins' 25-item questionnaire for workaholism as well as Stanton's 16-item index for stress were applied in this research. The obtained results are as follows: Job stress and workaholism are directly related and have significant effect on each other. Imbalanced working life is also related to workaholism. According to observations, gender cannot be a moderator between workaholism, job stress and imbalanced working life. Furthermore, Burke, et al. (2008, 353-366) conducted a research on Turkish professors. Their objective was to study and test the background of workaholism-related factors and to verify the correlation between these factors and professors' work satisfaction and health. Using 406 questionnaires, workaholism factors were determined as: Enjoying the work, high

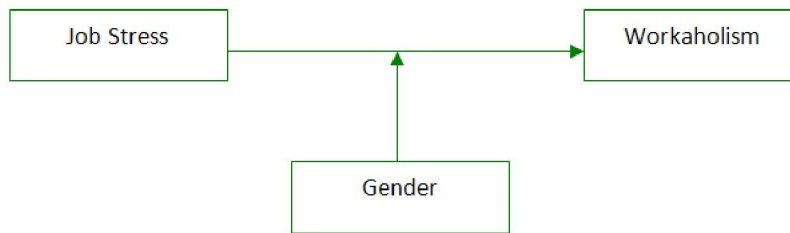
work involvement, and work-related feelings. It was also revealed that work-related feelings and enjoying the work would predict valid working behaviors. These results seem to be similar to results obtained in North America. These studies showed that workaholism affects personnel performances. It may also decrease the work quality or efficiency and therefore create organizational problems. Most of these organizational problems are the main cause of job stress, which can grow on to more complicated ones if they are not detected properly.

Nowadays, the category of stress is one of the top subjects, due to 21st century being a stressful era. Hans Selye, the founder of Mental and Nervous Stress, defines the stress as "non-specific response of body to any demand" (Conti, 2006, 10). Stress is caused by response to stressors, (Kleiner, 2003, 176). Today stress and its consequences can be felt clearly. To fulfill their goals, organizations have to be involved with different types of people. Such an involvement can create several problems for the organizations. (Khodadadi, Dolatyar, 2007, 43). Now the important point is to consider job stress as an interaction for which interactive approach can be useful, (Cooper, 2001, 11). Studies have shown that there is a relationship between workaholism and job stress. Some studies show that gender is independent of workaholism; while some other studies indicate the interrelationship between the two categories, though such results cannot be generalized to all nations, due to their cultural differences. This paper is to determine how gender can play role in workaholism and to study the relationship between workaholism and job stress (Aziz and Cunningham, 2008, 554).

3. Theoretical Foundation

In order to have a suitable framework, we will explain workaholism and we will rely on its variables. Additionally, we will refer to Ahmad's classification, among other available classifications in the literature (Ahmad, 2008, 135). Therefore, this research is going to find the relationship between job stress and workaholism, and also its effect on this relationship.

Fig 1. Conceptual model of the research: Job stress-workaholism relationship to gender



4. Research Hypothesis

Workaholism causes organizational problems and decrease the work quality and most of these problems are the main cause for job stress. If we do not know such factors properly, organizational disorders may easily. There are several theories which have discussed gender effectiveness as well as the relationship between workaholism and job stress. Burke (1999) believes that workaholics are more susceptible to stress and related disorders. Seybold and Salomone(1994) declare that work- addicted people experience more stress in work context than non-workaholic people. Spence and Robbins (1992) point to positive relationship between job stress and workaholism did. They observed that there is no gender impact on workaholism and its dependent variables. Machlowitz (1980) considered work competition among different genders and found that work competition strengthen workaholism in different genders (Aziz and Cunningham, 2008).

Based on available theories, some hypotheses are being considered in this research to be confirmed or rejected. Accordingly will test the following the hypotheses. The hypotheses of this research are the same as Aziz and Cunningham's hypotheses (2008) as follow:

1. There is a positive and significant relationship between job stress and workaholism.
2. The gender factor moderates the relationship between job stress and workaholism.

5. Methodology

Using opinion data, this research is going to conduct a field study on the relationship between job stress and workaholism and also the impact of gender on this relationship. Therefore we are going to answer this fundamental question: "Is there any significant relationship between job stress and workaholism?" which is going to be answered using applied and quantitative methodology. The other challenge of the research is to find an answer to the following question: "Does the gender have an effect on the relationship between job stress and workaholism?"

Since the objective of the research is to find the relationship between job stress and workaholism, so the research is a practical research from its objective point of view; and regarding the data collection method, this research is a descriptive one in which we are looking for the correlation. In our analysis, job stress is independent, and workaholism is dependent variable. Questionnaire is the main tool for data collection, which includes 30 and 25 questions for job stress and workaholism respectively, with likert's 5-item range. Ahmad's questionnaire, and Spence and Robbins' questionnaires have been used for job stress and workaholism respectively.

Participants of this research are the whole professors of the faculty of Management and Social Sciences in Azad Islamic University, Northern Tehran Branch which include 223 professors containing all full-time and part-time, fellowship and invited professors. To select the samples, 141 subjects(50 women and 91 men) were selected with limited population formula and simple random sampling method.

$$n = \frac{Nz_{\alpha/2}^2 PQ}{Nd^2 + z_{\alpha/2}^2 PQ}$$

$$n = \frac{223 \times (1.96^2) \times (0/25)}{223 \times (0/05)^2 + (1.96^2) \times (0/25)} = 141$$

Demographic description of the participants can be found in table 1.

Table 1. Demographic attributes

Domain	Age			Gender		Education		work experience				
	<40	41-50	>50	f	m	PhD	M.Sc.	<5	6-10	11-15	16-20	>20
Frequency	48	46	47	91	50	21	120	47	57	19	10	8
presentation	34	32.6	33.3	64.5	35.5	14.9	85.1	33.3	40.4	13.5	7.1	5.7

6. Findings

To assess the validity of the research, we have used re-testing method (Cronbach's alpha) in a 35-item sample for all the variables of the research. Then the coefficient of Cronbach's alpha was estimated for all parts of the questionnaire. The results are shown in table 2 in details.

Table 2. Validating pre-test questionnaire by re-test method (Cronbach's alpha)

#	Components	Cronbach's alpha
1	Work Enjoyment	0.814
2	Work Involvement	0.726
3	Work-related Feelings	0.733
4	Work Requirements	0.774
5	Authority	0.732
6	Work environment	0.735
7	Work Design	0.797
8	Management Changes	0.776

According to re-test method, the Cronbach's alpha coefficient was 0.85 whose value is higher than 0.7 and hence the questionnaire is acceptable and show the validity of the measurement toll for data gathering.

To analyze the internal structure of the questionnaire and to discover the components of each construct, the researcher tested the reliability of the construct by factor analysis. Kaiser- Meyer- Olkin- Bartlett Measure of Sampling Adequacy (KMO) was applied to test the adequacy of the sample size.

Table 3. The results of KMO for research's constructs

Variable	No. of questions	Explained variance presentation	KMO	P Value
Job Requirements	6	0.56	0.84	(0.000)
Authorities	6	0.58	0.83	(0.000)
Job Environment	6	%70	0.74	(0.000)
Job Design	6	%59	0.81	(0.000)
Management Changes	6	%63	0.83	(0.000)
Work Enjoyment	10	%59	0.91	(0.000)
Work-related feelings	7	%64	0.81	(0.000)
Work involvement	8	%55	0.79	(0.000)

It can be concluded that these data are proper for factor analysis, due to KMO number (larger than 0.7) and Bartlett's test's significant number (lower than 0.05).

7. Hypothesis Test

1. There is a positive and significant relationship between job stress and workaholism.

The regression analysis is applied to determine a linear relation between job stress and workaholism.

H0: There is no linear relationship between job stress and workaholism.

H1: There exists no linear relationship between job stress and workaholism.

Table 4. Results of job stress regression on workaholism

Model	Sum of Squares	Degree of freedom	Mean of squares	F	R	R ²	R ² _{adj}	Sig.
Total	61.803	1	61.803	109.385	0.663	0.440	0.438	0.000
Remaining	78.611	139	0.565					
Regression	140.414	140						

As it is obvious in the above table, Sig. value is less than %5 and so the regression is significant, thus the hypotheses of the relationship between job stress and workaholism is confirmed. In the model, R2 value is 0.440, and this means that the job stress can has %44 ability to predict workaholism. The remaining %56 related to the prediction error. R2adj value in this model is 0.438 (this coefficient shows the ability of predicting dependent variable by the independent variable in the population. Thus, job stress can has %43.8 ability to predict workaholism. Now if α and β are the fixed value and the slope of regression line respectively, then the test of hypotheses for these values can be shown as follow:

$$\left\{ \begin{array}{l} H_0 : \alpha = 0 \\ H_1 : \alpha \neq 0 \end{array} \right. \quad \left\{ \begin{array}{l} H_0 : \beta = 0 \\ H_1 : \beta \neq 0 \end{array} \right.$$

Table 5. Standardized and non-standardized coefficients, T-value, estimation error, and significance value of the variable in the regression equation

Model		Non-standardized coefficients		Standardized coefficients		Sig.
		B	Std. Error	Beta	t	
1	Fixed value	0.24	0.073		3.281	0.001
	Job stress	0.428	0.023	0.709	18.217	0.001
2	Fixed value	0.271	0.071		3.816	0.001
	Job stress	0.448	0.028	0.712	16	0.001
	Gender	0.084	0.109	0.063	0.770	0.464

Since in the above table, Sig. of the test of equality of regression coefficient and fixed value with zero is less than %1, and the t-value is placed at the edge of hypothesis rejection (not in the interval between -1.96 and +1.96), thus the assumption of the equality of these to coefficients with zero is rejected and we have not to exit them from the regression equation. Finally, the regression equation is as follow in which Y is the dependent variable (workaholism) and X is the independent variable (jpb stress).

$$\hat{Y} = 0.240 + 0.428X + \varepsilon$$

2. The gender factor moderates the relationship between job stress and workaholism.

In this part, variable of gender has inserted to the regression equation as the moderator. The summary of this model can be found in table 6.

Table 6. Results of job stress regression with moderator variable of gender

Model	Sum of Squares	Degree of freedom	Mean of squares	F	R2	R2adj	Sig.
Regression	68.803	1	61.803	109.385	0.440	0.438	0.000
Remaining	78.611	139	0.565				
Total	140.414	140					
Regression	64.434	2	32.217	58.576	0.464	0.461	0.000
Remaining	75.980	138	0.550				
Total	140.414	140					

Model 1: Predictor: Job stress

Model 2: Predictor: Job stress and moderator variable of gender

As shown in table 6, in the first model the independent variable of job stress is in the equation. This variable is able to predict 44% of workaholism variations, which is significant at the level of 1%. The value of R2adjnamely corrected determinant is equal to 0.438, which investigates the strength of model for prediction in the society.

The gender variable appears as moderator variable in the regression equation, in the second model, where it is not significant at the level of 5%. The value of the multi-variable determinant (R2) shows that these two variables were able to predict 46.4% of the workaholism variations. R2adjor corrected determinant is 0.461 which investigates the strength of model for prediction in the society. R-square change obtained as 0.021, with the appearance of gender moderator variable, which is not significant at the level lower than 5%, as mentioned above. The reason is that the value of F-change was not significant. The value of sig of this test was obtained as 0.243 which is larger than 0.05, so it can be concluded that the second hypothesis is not significance.

8. Conclusion

Among different occupations, jobs like judging, teaching and engineering are prestigious in all societies and thus it is likely that the people who are involved in such occupations are being addicted to their work for both external awards and internal motivations (Gholipour, et al., 2008, 52). This situation can be joyful and yet exhausting and problematic, so that some researchers consider this status as an illness. Such people are not necessary in love with their work but without working, they cannot spend their time. At the other hand, since the employees start their work in a specific environment till a day when they leave there for any reason, they

may feel stress more or less. This status will finally lead to decrease in their working abilities and motivations and to increase in their work absence, accidents, and other work-related damages and finally leads to a considerable decrease in their efficiency.

The objective of this research is to study the relationship between work addiction and job stress; and to study the gender test as a moderator of the relationship between work addiction and job stress. Findings show that the job stress has relationship with work addiction regardless of the gender. Moreover, it was found that the gender does not moderate the relationship between work addiction and job stress. Additionally, in supporting Burke, Roso, and Walter's studies, the findings of this research show that the relationship between job stress and work addiction is no longer dependent on the gender because in our times, men and women are equal in the field of such relationship (Aziz and Cunningham, 2008, 553). Moreover, since work addiction is a status in which the suffered people behave in a manner that is harmful for his/ her family and social life (whether in or out of the working environment) and can reduce the work quality or efficiency and subsequently cause problems for the organizations, it can be suggested that the experts and consultants of mental health who are willing to minimize the work tensions and the harmful effects of work addiction, use interventions like baby-care centers and flexible working time, or re-prioritize work goals and reform working schedules so that they can help reducing the work addiction behaviors of the employees.

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