Adjustment in Medical Specialist Workaholics

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1. Introduction

The goal of the present study was to exam the relationship between workaholic and adjustment in medical specialist. According to Mosier (1983) workaholic is a person who works at least 50 hours per week. Machlowitz (1980) defined workaholics are people who “always devote more time and thoughts to their work than the situation demand”. Researchers defined different dimensions for workaholic: work involvement, drive to work, and work enjoyment (Spence and Robbins, 1992). For workaholic, his/her work matters hold the most part of his/her thinking time. In the other words workaholics specify more time to challenge with their works’ tasks, have high level of motivation to do their tasks, and are more excited to involve with their job.

Previous researches showed that workaholism is associated with negative and positive outcome (Mirza, 2012).
According to Schaufeli, Shimazu, & Taris (2009) workaholism contributes with poor wellbeing and burnout. These researchers showed that workaholism leads to poor wellbeing and burnout indirectly via mediating role of “role conflicts”. They revealed that workaholism has a positive direct effect on role conflicts and role conflicts has a negative direct effect on wellbeing and a positive direct effect on burnout.


Clark, Livesley, Schroeder, & Irish (1996) showed that workaholism is correlated with Obsessiveness and compulsiveness. Bakker, Demerouti, and Burke (2009) in their study showed that there is a positive correlation between workaholism and work-family conflicts. Also the research revealed that spouses of workaholics have low marital satisfaction and poor positive feelings (Robinson, Carroll, & Flowers, 2001).

The positive outcomes of workaholism are high level of job satisfaction and production (Machlowitz, 1979). Workaholics have high performance in their organization. Liang and Chu (2009) revealed that achievement orientation and perfectionism are two indicators which are correlated with workaholism.

Some researchers exam the correlation between personality traits and workaholism. For example Zhdanova et al. (2006) found a positive relationship between workaholism and perfectionism and Type-A personality. Schwartz (1982) found a positive correlation between workaholism and Type-A personality.

The goal of the study was to exam the relationship between workaholism and adjustment. The main questions in this research were:

a) Is there a significant difference between workaholics and non workaholics group in individual adjustment?
b) Is there a significant difference between workaholics and non workaholics group in family adjustment?
c) Is there a significant difference between workaholics and non workaholics group in social adjustment?
d) Is there a significant difference between workaholics and non workaholics group in job adjustment?
e) Is there a significant difference between workaholics and non workaholics group in marital adjustment?

2. Method

The sample consisted of 101 (52 male and 49 female) medical specialists (aged from 28 to 70 years old) in Shiraz, Iran. The sampling method was accidental method. The sample was divided in two groups, workaholics (n=47) and non workaholics (n=54) group based on the time of work per week. Participants in workaholism group work more than 48 hours per week.

Multidimensional Adjustment Scale (MAS) was used in this study (Sohrabi and Samani, 2015). The MAS includes 15 items with a 7-points rating scale. The scale has five subscales: individual adjustment, family adjustment, marital adjustment, social adjustment, and job adjustment. Each subscale consisted of 3 items. The alpha coefficient for these subscales ranged between 0.80 to 0.89.

To compare the different dimensions of the MAS between workaholic group and non workaholic, MANOVA test was used.

<table>
<thead>
<tr>
<th>Adjustment subscale</th>
<th>Alpha coefficient</th>
<th>Test-retest reliability (n=40)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Individual</td>
<td>0.80</td>
<td>0.83</td>
</tr>
<tr>
<td>Family</td>
<td>0.83</td>
<td>0.87</td>
</tr>
<tr>
<td>Marital</td>
<td>0.81</td>
<td>0.80</td>
</tr>
<tr>
<td>Social</td>
<td>0.89</td>
<td>0.85</td>
</tr>
<tr>
<td>Job</td>
<td>0.81</td>
<td>0.75</td>
</tr>
</tbody>
</table>

3. Results

To compare different dimensions of adjustment between workaholic group with non workaholic group,
MANOVA test was used. Table 2 showed mean and SD of these two groups.

<table>
<thead>
<tr>
<th>Adjustment scale</th>
<th>Workaholic Mean</th>
<th>Workaholic SD</th>
<th>Non workaholic Mean</th>
<th>Non workaholic SD</th>
</tr>
</thead>
<tbody>
<tr>
<td>Individual</td>
<td>13.1</td>
<td>5.3</td>
<td>15.1</td>
<td>4.3</td>
</tr>
<tr>
<td>Family</td>
<td>14.8</td>
<td>4.6</td>
<td>16.7</td>
<td>4.6</td>
</tr>
<tr>
<td>Marital</td>
<td>14.4</td>
<td>6.9</td>
<td>17.0</td>
<td>5.4</td>
</tr>
<tr>
<td>Social</td>
<td>13.0</td>
<td>5.1</td>
<td>14.6</td>
<td>4.9</td>
</tr>
<tr>
<td>Job</td>
<td>15.1</td>
<td>5.0</td>
<td>16.2</td>
<td>5.0</td>
</tr>
</tbody>
</table>

Table 3 revealed the results of MANOVA test for the comparison. The MANOVA analysis revealed significant differences between these two groups in individual, family, and marital adjustment.

<table>
<thead>
<tr>
<th>Adjustment Scale</th>
<th>F</th>
<th>P&lt;</th>
</tr>
</thead>
<tbody>
<tr>
<td>Individual</td>
<td>4.7</td>
<td>0.03</td>
</tr>
<tr>
<td>Family</td>
<td>4.3</td>
<td>0.03</td>
</tr>
<tr>
<td>Marital</td>
<td>4.5</td>
<td>0.03</td>
</tr>
<tr>
<td>Social</td>
<td>2.7</td>
<td>0.10</td>
</tr>
<tr>
<td>Job</td>
<td>1.3</td>
<td>0.24</td>
</tr>
</tbody>
</table>

3. Discussion

Based on the results of the research, workaholism in medical specialists is associated with low adjustment in different areas (family functions, personal activities and marital performance). Indeed, workaholic people are not efficient to cope with family problems and they have problem to manage their relation with family members. Also these people have some problem to adjust with their marital conflicts that it is associated with marital dissatisfaction. In sum, the result revealed that workaholism is correlated with low adjustment.

Acknowledgements

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References


