Duty, pleasure or addiction? Study of workaholic behavior in bachelors with business administration degree

Roberta Mormello[a], Valesca Persch Reichelt[b]

[a] Bachelor in Business Administration - Lutheran University of Brazil (ULBRA). Business Analyst in Lutheran University of Brazil (ULBRA), Canoas, RS, Brazil. Email: rmormello@gmail.com
[b] Doctor in Business Administration - Getulio Vargas Foundation (EAESP/FGV). Professor in Lutheran University of Brazil (ULBRA), Canoas, RS, Brazil. Email: vpreichelt@gvmail.br

Abstract

The workaholic behavior means addiction to work and it is a poorly researched term academically, but in the praxis of companies it occurs very frequently, even more with the fierce competitiveness, global crisis and constant technological evolutions. Therefore, the principal objective was to analyze characteristics of the workaholic behavior in the bachelors with business administration degree of Rio Grande do Sul state. In the theoretical foundation, issues such as people management, quality of life at work and workaholic behavior itself were addressed. The methodology used for the construction of this research was applied nature and research of quantitative method, besides being a descriptive field research. Data collection was done through a Likert questionnaire which resulted in 233 respondents, all of them bachelors with business administration degree. The results of these data were presented in tables with average and standard deviation, subsequently these data were evaluated through univariate and multivariate analyzes of factorial type. Finally, the obtained results of the research allowed identifying characteristics that researchers have already mentioned and also note the emergence of new ones, combining also the consequences of this behavior in the personal and professional life of the bachelors in business administration of Rio Grande do Sul.

Keywords: Workaholic. Work addiction. Quality of life at work. Characteristics of workaholic behavior.

Introduction

In the pursuit of business success, some companies and organizations intend to search for people that are almost exclusively dedicated to them, resulting in psy-

chological and physical consequences to them. One of the terms that characterize a high present phenomenon lately is the *Workaholic* term. Deriving from English language, it is the combination of the words (Work and aholic = alcoholic), regarded as an addiction - but to work - , it is used to name people with an accelerated work pace, excessive workload and the incessant search for results.

The *workaholic* phenomenon has a higher increase in employees at management positions, entrepreneurs and administrators of Brazil due to the modern world fact: in order to meet the competitive and turbulent market, it is crucial that the person responsible for the decision-taking has integral dedication to the organization.

The main object of this work was to conduct a study in bachelors with administration degree in the state of Rio Grande do Sul, analyze the social and behavior influence of *workaholism* in the administration bachelors, identify recurrent situations of *workaholism* inside companies and perform comparative analysis of the obtained results. From these elements, the author sought to find the answer for the following question: which are the characteristics related to *workaholic* behavior in the bachelors with business administration degree of the Rio Grande do Sul?

To this end, the present study is divided in five sessions. The first one is the introduction itself. The theoretical context is shown in session two and it uses references to its base. In this session, it addressed the subject area itself, the *workaholic* behavior (combination of words work and aholic), clarifying the fine line between worklovers and *workaholics* and the importance of rest with the main authors: Salanova *et al* (2007), Carlotto (2011), Andreassen *et al* (2016), Serva and Ferreira (2006), De Masi (2000) and Stefaniczen, Stefano and Machado (2010), Hansen (2005), Lipp and Rocha (2007), Malagris (2013), Osso (2010), Martir (2013) and Marques (2016).

In the third session, the methodological procedures of the study were presented. The nature of the research was applied and a quantitative approach was adopted, followed by the field research design which had as target population the business administration bachelors that are active in the labor market. The sampling was of infinite population and not probabilistic in the quantitative method, counting on a sample of 233 administration bachelors, using convenience sample procedure. In the fourth session the data and results of the research were presented through their graphs and tables, besides the analysis through the multivariate technique of factorial type, followed by a general analysis of the characteristics.

The fifth and final session presented the final considerations and, subsequently, the bibliographic references that were used in this study and its appendices.

Theoretical Context

The current global reality in the workplace is based on competition and it has made companies seek to expand their business in order to become more competitive and become the best in the market (CARLOTTO, 2011). Based on this purpose, Carlotto (2011) still comments that organizations start to search for and select employees with certain profiles, profiles that tend to have a high commitment and dedication to work, always striving for excellence. Serva and Ferreira (2006) also comment that this integral dedication and lifestyle almost exclusively focused on work and/or

organization, becomes a kind of "rule of survival" and only way to leverage the career.

About this reality, Carlotto (2011) points out that it can produce negative conditions and consequences for individuals, such as dependence or job addiction. Serva and Ferreira (2006) expound that from these behaviors *workaholism* by the psychologist Wayne Oates, in which he reported his own experience when comparing himself to an alcoholic und thus an addict, but to work. Moreover Serva and Ferreira (2006) consider it was from 1975 that the phenomenon *workaholic* happened with intensity, marked mainly by the Fordist crisis. It is believed that it was in Fordism that the great manifestation of business competition took place in global scale. The term Addition to Work (AT), with the same meaning, is used in Brazil (CARLOTTO, 2011).

Oates[1] (1971, apud SERVA and FERREIRA, 2006) defined *workaholism* as a compulsion, necessity and uncontrolled addiction to perform work relentlessly. Salanova *et al* (2007) adds that psychosocial damages can arise through this accelerated work rhythm, as well as Andreassen *et al* (2016) complements that through this uncontrollable motivation to work, the individual devotes so much time and effort that it ends up harming other important areas of life. According to Hansen (2005) it is important to emphasize that overworking cannot be confused with *workaholism*. Those who work too hard know the boundaries between work and personal life and they feel good when they are not at work. Pereira *et al* (2012) define as an excess of work when it is extrapolated 45 hours per week, but it is not possible to measure the relevance of work in the life of the individual, since other issues also have importance, such as: the intensity of tasks in their working hours and physical and psychological exhaustion.

About social and emotional damages, Salanova *et al* (2007) defines as social damage once the worker does not feel well when presenting this phenomenon, he manifests high stress and psychological malaise. Besides it affects other environments, such as personal relationships in the workplace - clash with co-workers and reduction in income - and out of work with conflicts with family and friends. The author still comments that the addition to the work goes beyond the traditional daily journey. It is common for *workaholics* to take work home, to work on weekends, during vacations and even when they are sick. All of these traits are categorized as "extra work," and therefore, many times, even without a visible and effective task, the *workaholic* is likely to be mind-connected in work matters.

In the purpose of establishing characteristics and a profile for *workaholic* individuals, Salanova *et al* (2007) determine some common characteristics between them. The great importance of work: the addicted individuals express a great significance to work. Everything revolves around work and it is the most important thing in his life, more than family, friends and free time. Intensity and vitality: *workaholics* have a lot of energy and vitality, often driven by competitiveness. They also constantly compare themselves with others. Excessive habits: they work harder than you are asked for. They have a good short-term performance, but the high expectations of

---

[1] OATES, W. **Confessions of a workaholic:** the facts about work addiction. New York: World Publishing, 1971.

themselves lead to increasingly difficult and unattainable goals, which lead them to long-term problems, resulting in a sense of failure shortly after this process. Control: they need to be in control over everything they do and their work environment. When this does not happen they feel extremely uncomfortable, therefore the difficulty in delegating tasks, since they prefer to personally control the situation. Difficult interpersonal relationship: they care about their own work, but not with the relationship with others at work. This lack of communication leads to the inability to relate to others and delegate tasks, so working as a team becomes only an obligation.

The existence of self-esteem also appears as a characteristic, since it is a relation of interdependence: favorable self-esteem results in a good job, when there is the opposite, frustration appears and begins to erode self-esteem. Health problems: due to excessive hours of work, they become constantly exhausted, resulting in high levels of stress and illness. Many of these individuals do not have the chance of a continual recovery from their excessive psychophysical efforts. "Presentism": term that conceptualizes the worker that even sick does not leave his tasks aside. Work is of the utmost importance not to carry it out. Problems outside work: having family conflicts is one of the first consequences of overwork. Those individuals show dissatisfaction when outside of work environment.

It is believed that *workaholics* behave in this way for financial reasons, or for particular concerns, in addition to low self-esteem and emptiness feeling. (STEFANICZEN; STEFANO; MACHADO, 2010). Evolutionary characteristics impact on the change between genders; also generating different ways of behaving in relation to the *workaholic* behavior, both female and male brain, over time, have been modified in order to meet these pressures of the modern world. As for example, the masculine gender manifests more its competitive side, while the feminine gender, the communication. (MACIEL, 2016). Generation also has a great impact in a certain way, since the generation Y (those born between 1980 and 1995) is born with the greatest mastery of performing multiple tasks simultaneously. (CALLIARI, MOTA, 2012). In addition to these characteristics mentioned before, *workaholic* individuals have mostly a pattern of behavioral type. Lipp and Rocha (2007) discuss the pattern of behavior type "A": at this behavior prevails hurry, anxiety to return to work, engagement in various activities and lack of patience with others. Lipp and Rocha (2007) also point out that this type of behavior is very common within the work environment, so the person does not realize that is developing a level of stress and thinks that only with this behavior will be able to achieve success. Limongi-França and Rodrigues (2007) emphasize that this type of behavior is not exclusive to *workaholics*, but is widely seen in executives and leaders.

According to Stefaniczen, Stefano and Machado (2010) there are three types of *workaholics*:

1.　Compulsive-dependent: the person has as characteristic the compulsion to work and shows dependence of the work. The individual works excessively and irrationally, and even when he realizes the excess, he is unable to control himself or allow himself to reduce his workload.

2.　Perfectionist: the individual has as main characteristic to remain in control, in a rigid and non-flexible way. Always searches the power to master entire working environment and he presents detailed profile.

128

3.   Performance oriented and/or enthusiastic: he/she has a speculative character and an entrepreneurial spirit. The characteristics are the willingness and motivation to wait for rewards, a forward look to a great professional growth at any cost and a lot of patience to deal with these questions and with the competitiveness.

As well as "A" type of behavior, these characteristics do not exclusively comprise the "*workaholic profile*", since, they must be analyzed as continuous and combinable variables, between one or more types already mentioned.

Stefaniczen, Stefano and Machado (2010) conclude that *workaholism* causes the individual to lose the balance between personal and professional life. Although, according to some studies, there is a term that represents this balance, called worklover.

Fine Line: *Worklover* X *Workaholic*

People who are passionate about what they do at work have a definition: worklover. The origin of this word comes from several studies that defend work as a way of doing good to body and soul. Those who love their work feel pleasure in what they do and know how to manage their time, so that they know how to put work in its proper place, rest and fun at its right time, so that it's not allowed that one aspect interferes in another (BHERING, 2015).

Bhering (2015) also defines the main characteristics of worklovers individuals. Such features present completely different ways of seeing work from a *workaholic* individual. It starts by characterizing this professional as one who is pleased with what he does, that is based on his own motivation to carry out his works, which are not seen by him as "burdens" or "punishment", not even if they have great volume of work, but they're faced as opportunity to leverage and develop the career. These worklovers also recognize that their own motivation "comes from inside out," so they do not expect reward from their superiors.

Another very significant feature of worklovers is time: while some people inside organizations often find that the hours within the company slowly pass, to a worklover the day goes fast and he is even surprised when the worktime comes to an end. In interpersonal relationships, the worklover shows pleasure in sharing achievements and demonstrates the wish for continuous team learning. As for problems that can arise for the individual, related to diseases and syndromes, this person when he suspects that something is not right with his body, he does not hesitate to go after medical help.

Para Stefaniczen, Stefano and Machado (2010), the professionals who become passionate about work are those who are more autonomous in their tasks and know that they can positively modify their work environment. the professionals who become passionate about work are those who are more autonomous in their tasks and know that they can positively modify their work environment. In addition, this individual has great relationships outside the work environment. Therefore, if the *workaholic* leaves social and personal life, dedicating himself exclusively to his work, the worklover is perfectly capable of managing his time and effort between work and social life.

129

In comparison with generations, Osso (2010) explains that the generation Y is formed by both, worklovers and *workaholics*, since the whole problem is about how work is faced and used in life. However, the author says that there are 20-year-olds who present stress as well as 55-year-old professionals, reinforcing that this has more to do with personal than professional profile, even because there are those who work in big companies - denominated as generation Y style - and present the same profile as a *workaholic*.

Stopping is a Productive Act

Working hours are fixed, intervals are compulsory and so is remuneration for overtime, thus it is no wonder that the labor rights legislation requires workers to rest and non-compliance of those requirements can result in penalty and compensation. (MARTIR, 2013).

Martir (2013) also explains that the human body can be compared to a machine, in the sense of becoming more vulnerable and older, and the excessive use of this "machine" have devastating effects on the organizational climate, as well as the health of the worker. When the individual has no attention to nutrition, sleep and physical and mental energies recovery; the productivity falls and he becomes vulnerable and subjected to work-related illnesses.

The most well-known rest is vacations. Vacations are described and protected by law, through the Federal Constitution of Brazil, article 7, XVII: "enjoyment of paid annual rest with a payment of, at least, one-third more than the normal salary" (BRASIL, 1988) and also by the Consolidation of Labor Laws (CLT) according article 129:" Every employee shall be entitled annually to the enjoyment of a period of rest, without prejudice to the remuneration" (BRASIL, 1943). Another rest provided by law, not as spaced as vacation, is the so-called Remunerated Weekly Rest (DSR) supported by the Constitution, through article 7, XV:" weekly paid rest, preferably on Sundays; "(BRAZIL, 1988) and by the proper law 605/1949: "every employee is entitled to weekly paid rest of twenty-four consecutive hours, preferably on Sundays and, within the limits of the technical requirements of enterprises, on civil and religious holidays, according to local tradition." (BRASIL, 1949).

Also through the CLT, by article 71, the interval within the working time is protected by law: In any continuous work, whose duration exceeds 6 (six) hours, it is mandatory to grant a rest or feeding interval, which shall be at least 1 (one) hour and, unless otherwise agreed in writing or collective agreement, shall not exceed two (2) hours" (BRASIL, 1943). Martir (2013) comments that this interval is of great importance, so that the employee has time for his meals and to prepare the organism for the second time of work as well. Another important break is the interval between working days, according to the CLT: " Between 2 (two) workdays there will be a minimum period of 11 (eleven) consecutive hours for rest." (BRASIL, 1943).

At the end, Martir (2013) emphasizes the merit of rest, because it is an achievement of the worker over the time and that must be obeyed and exercised.

In addition, there are authors who create terms and actually strategies which there are rest and periods when the body and mind do not work. De Masi (2000)

130

created the term "creative leisure" and uses it to simplify the importance of concealing various parts of life, as well as freedom itself. Creative leisure serves as a raw material for the brain in the production of new ideas, just as steel and coal serve as raw material for durable goods. This idleness that De Masi (2000) comments does not mean "not thinking"; this idleness is the importance of not having mandatory rules, not having a definite time and not obeying rational resources and thus to let ideas flow.

Regarding the time and effort that is delegated to work, De Masi (2000) says that activities are more and more intellectual and that is why mental fatigue occurs, and the best way to compensate comes through this leisure. He also compares work as the possibility of gaining money and power, but free time brings the possibility of friendship, relationships, adventure and introspection. Therefore, De Masi (2000) in his theory suggests that creative leisure should be included in people's daily lives, since it would bring more balance, joy and personal satisfaction, which would increase the potential for imagination, productivity and a better performance in new ideas. As medical researches show, activities can relieve the stress of everyday life and result in better results at work. By knowing this, companies start off with this new strategy of putting new practices in their work environment. (LAZZARESCHI, 2009).

Another strategy that can be adopted by the individual or reposted to companies is the term "corporate athlete". Marques (2016) exposes the relationship of high level athletes with executives, great leaders and administrators to succeed, always looking for high performance and developing a true training to carry out their tasks. For the formation of a corporate athlete, Marques (2016) says that it is exactly to follow the training model that an athlete does: to combine moments of stress with moments of recovery and rest, and for this it is necessary to understand the internal abilities of each one and stimulate them with actions such as: adopt a balanced and healthy diet, health care, practice physical activities, and reconcile professional tasks with moments of relaxation with family and friends.

Lafley (2009) describes experiences that occurred with him as chairman of a renowned American company. He said that this program was applied "corporate athlete" to the company administrators and he decided to follow along, with that, he affirmed that some habits began to change: first, he began to feed well. The chairman commented that he did not eat breakfast and after the program, he began to eat five to six times a day in a healthy way. The second habit affected directly on his time devoted to work. He had a habit of waking up between 5 a.m. and 5:30 a.m. in the morning and at 7 a.m. was already at his desk; he used to spend twelve hours at work and when he returned home he continued to work from there. Lafley (2009) commented that in the first year on his position he worked every Saturday and Sunday mornings, but with the habit change he can work hard for a certain period of time and then take a break of fifteen minutes, which he walks around the company and chat with the people. Another change of habit was in a spiritual way, which Lafley began to meditate mainly on his work trips. Finally, Lafley (2009) concludes saying that the program made him get to know himself better and consequently he became more calm and peaceful when under pressure.

131

Finally, both legislation and psychology areas inform the need for rest and the need to respect periods of leisure for each person. This will not only be beneficial to the human being as a lucrative for the organizations, since they will count with healthy collaborators and promising results.

In order to study more about *workaholic* behavior and explain what techniques and methods were used, the methodology will be described as follow.

Methodological Procedures

The methodological procedures of the research that sought to find the social, sociodemographic and behavioral issues, the affective and professional relations of the *workaholic* individuals in general were approached. Thus, this topic describes the nature of the research, types of approach, design, definition of target audience, sampling, collection plan and data analysis.

Then the nature of the research will be described.

Nature of Research

This research is focused on the study of the *workaholic* phenomenon in the bachelors of administration and, thus, this research is classified as applied, since its objective is to deepen social and behavioral issues, besides the effects of this phenomenon.

Mascarenhas (2012) teaches that this type of research is aimed at studying the problem in some current situation.

Research Approach

The approach of this research had as method the quantitative research. It presents its results in quantities, since most of the time a calculation with a large number of samples is elaborated and then a truthful as possible picture of the studied target population is created (FONSECA, 2002).

Research Design

Lakatos and Marconi (2010) characterize field research as a way of obtaining information from a problem, which also seeks a response. In this way, the authors emphasize that new phenomena related to them can also be discovered.

The field research covers both exploratory and descriptive research, so that the descriptive was used for the study design, as well the cross sectional. The descriptive research, according to Gil (2010), shows the description of certain characteristics within a group / population, in order to discover and raise opinions related to the subject. Lakatos and Marconi (2010) point out that this type of research has the purpose of designing or analysing the characteristics of facts or phenomena, the evaluation of programs, or the isolation of key or key variables (2010). Therefore, they are statistical and accurate data, in order to collect data on populations and to be used in quantitative modes.

The research also had a cross sectional conception that is performed to capture the state at a specific moment (FLICK, 2012).

Target Population Definition

Lakatos and Marconi (2010) teach that the delimitation of the target population consists of specifying which people or phenomena will be searched, therefore, this population counted on business administration bachelors that were active in the labor market, in the state of Rio Grande do Sul, without distinction of gender or class.

Sampling Plan

The study had an infinite population sampling type, with a number of 233 respondents in the quantitative method, according to the calculation below:

Picture 1 - Sample Calculation for Infinite Population

$$n = \frac{Z^2 . P. Q}{e^2}$$

$$\frac{n = 1,96^2 . 0,5.0,5}{0,0643^2} = 233$$

Where:

n = population
Z = chosen confidence level,
P = estimated proportion of people,
Q = (1-P)
e = maximum allowable error margin

Source: Adapted from MATTAR, 2012.

The method of sampling was probabilistic for convenience, as Mascarenhas (2012) teaches this method does not generalize results and it is not necessary to make a random choice, making the type of target population easily accessible. Thus, the sample error obtained was 6.43% considering 95% reliability and Z = 1.96 (normal value of the variable in relation to the reliability level).

Data Collection Plan and Data Analysis

In order to collect data, the collection plan is the research stage in which the tools and techniques are used (LAKATOS; MARCONI, 2010). This topic explores how data were collected and analyzed.

Through the quantitative method, data were collected using a questionnaire by means of an online questionnaire tool called Google Forms from Google company and also, in person. It should be noted that through the contact of universities made available on their websites, messages were sent via e-mail in which it was possible to request assistance in the dissemination of the questionnaire to postgraduate students or undergraduate students in Business Administration. It is estimated the

sending of messages to approximately 30 universities in the state of Rio Grande do Sul.

Lakatos and Marconi (2010) still comment on the questionnaire technique: it consists of questions that must be answered and returned to the interviewer. The authors also add the importance of always informing the nature of the research and emphasize the importance of obtaining such answers, in order to encourage the receiver to complete and return the questionnaire in a good time frame. Therefore, the questionnaire had two open questions so that, in case the researched did not opt for pre-established cities and positions, could write their corresponding information. In addition to having a Likert scale, where respondents were able to specify the degree of agreement or disagreement in each statement (BECKER, 2015), with 1 = Strongly Disagree, 2 = Disagree, 3 = Neither agree nor disagree, 4 = Agree and 5 = Totally Agree.

The questionnaire was applied to 233 business administration graduates from the state of Rio Grande do Sul from April to early May 2017. It was previously applied to five individuals in order to compose the pre- Test. As basis for adaptation, the study had the questionnaire from Stefaniczen, Stefano and Machado (2010) and the scale of DUWAS Short-Version de Schaufeli (2006), based on the work of Del Líbano *et al* (2010), and Carlotto and Miralles (2010).

Soon after obtaining the data, the data analysis stage started. In this step, Malhotra (2012) teaches about univariate analysis: it is appropriate when there is a single measurement element in the sample or, if there is more than one measure, can be treated in isolated form. Hair *et al* (2009) explain the type of multivariate analysis, which simultaneously analyze multiple measures and then when there are more than two variables can be considered as multivariate. In this case, the type of analysis was a factorial, since this analysis provides the tools to analyze the structure of interrelationships (correlations) in a large number of variables (HAIR *et al*, 2009), starting to a definition of set of variables, titled as factors. In this research, these two types of analysis were used for the quantitative method, in addition to finishing with a general analysis exploring the characteristics resulting from the study.

Research Results

In this topic the results of the quantitative research will be presented, using the univariate and multivariate technique of the factorial type. The main objective of the research result is to answer the following question: "What are the characteristics related to *workaholic* behavior in the bachelors of business administration of the state of Rio Grande do Sul?".

Univariate Analysis

In this topic the questions are presented in insolated way and the data were analyzed from each variable. Thus, the questionnaire began with seven questions in order to define the profile of the respondent, the first two questions acted as a filter, questioning whether it was graduated in administration and active in the labor market. If the answers were negative, there was a message warning that there was no

need to proceed with the questionnaire, therefore, only individuals with this pre-established profile were analyzed, reaching 233 respondents.

The subsequent questions were related to age, gender, if they were registered in the CRA/RS (Regional Board of Business Administration Bachelors) or not, city of domicile and current position in company. After these, there were 27 questions on the Likert scale. Therefore, for a better understanding, a single table was developed that presents mean and standard deviation of each question. Sampieri, Collado and Lucio (2010) teach that the mean is the most used central measure for data analysis and comes from the sum of all values divided by number of cases. The result of the analysis arises from the differences of averages between each question.

Table 1 - Mean values and standard deviations for scale questions (order of issue)

	Question	Mean value	Standard Deviation
1.	The work I do brings me personal satisfaction	**3,66**	**1,09**
2.	I get more excited about my work than about anything else	2,83	1,10
3.	I work or read company documents during meals	2,71	1,28
4.	Some people find my work schedule unusual	2,95	1,33
5.	My work sometimes interferes on my free time	3,17	1,34
6.	I often think about my work outside the office	3,65	1,21
7.	I don't have lunch / dinner to continue working	2,49	1,30
8.	I rarely overload my schedule	2,82	1,13
9.	I keep working after my co-workers invite me to leave	2,86	1,26
10.	I feel that I cannot reduce my workload without compromising my career	3,00	1,20
11.	It is easy for me to delegate tasks to other people	3,50	1,10
12.	I feel guilty when I take time out of work	2,55	1,21
13.	I frequently cancel family and social events to meet deadlines	2,22	1,07
14.	I think of work while listening to other people talking or when I'm about to sleep	2,97	1,27
15.	It seems I'm always in a hurry and running against the clock	3,27	1,19
16.	It's easy for me to relax when I'm not working.	3,35	1,15
17.	I am not very competitive	2,61	1,17
18.	I work on average more than 9 hours per day	3,06	1,34
19.	I have already been sick because of work	2,92	1,39
20.	I often do 2 or 3 things at the same time, such as: eating, typing and talking on the phone	3,39	1,23
21.	I am happy with my work habits	3,20	1,08
22.	I am self-motivated about my work	3,41	1,12
23.	I am perfectionist in my tasks	4,00	0,98
24.	I have never given up any of my hobbies because of work	3,10	1,19
25.	It's important to me to work hard even when I do not like what I'm doing	2,97	1,23
26.	I arrive early at work and sometimes stay late and do more activities than my job requires	3,04	1,27
27.	My work isn't very relevant	1,99	1,07

Source: Research data (2017)

Multivariate Analysis – Factorialtype

This multivariate factorial analysis has as main objective to create new varia-bles derived from the originals, and thus to separate them between factors that pre-sent a relation between them. In this way, through the SPSS software and statistical

support, the group of questions that showed relation according to their factorial loads was performed, because as described by Hair *et al* (2009), the factorial load represents the correlation between an original variable and its factor. From these factor loads, the variables were classified into groups, where they were distributed in descending order.

According to table 2, in the first column, the statements contained in the questionnaire are shown in order of relevance of variables and the following columns are separated by six factors: time, stress, motivation, illness, obsession and control.

Picture 2 – Questions grouped in factors with greater relation between each other

	Factor 1	Factor 2	Factor 3	Factor 4	Factor 5	Factor 6
Some people find my work schedule unusual	**,741**	,056	,178	-,092	-,024	,055
My work sometimes interferes on my free time	**,723**	,293	,095	,069	-,186	,074
I work on average more than 9 hours per day	**,647**	,276	,049	,276	-,072	-,051
I keep working after my co-workers invite me to leave	**,621**	,535	,149	,177	,012	-,017
I arrive early at work and sometimes stay late and do more activities than my job requires	**,618**	,224	,043	,423	,029	-,135
I don't have lunch / dinner to continue working	**,576**	,475	,105	,189	-,007	-,031
I work or read company documents during meals	**,569**	,176	,250	,196	,104	-,186
I feel that I cannot reduce my workload without compromising my career	**,463**	,452	,303	,082	,128	,007
I feel guilty when I take time out of work	,108	**,783**	,087	,031	-,053	-,159
I frequently cancel family and social events to meet deadlines	,321	**,710**	,066	-,093	,116	-,006
I think of work while listening to other people talking or when I'm about to sleep	,262	**,702**	,034	,284	-,166	-,080
It seems I'm always in a hurry and running against the clock	,238	**,572**	-,053	,425	-,157	,096
I often think about my work outside the office	,399	**,439**	,224	,362	-,173	-,027
The work I do brings me personal satisfaction	,120	,056	**,836**	,050	-,141	-,069
I am happy with my work habits	,022	-,064	**,805**	-,085	,231	,132
I am self-motivated about my work	,215	,205	**,767**	,084	-,079	,157
I get more excited about my work than about anything else	,310	,135	**,669**	-,019	-,085	-,126
I am perfectionist in my tasks	,052	-,049	,265	**,707**	-,039	,174
I often do 2 or 3 things at the same time, such as: eating, typing and talking on the phone	,229	,295	-,144	**,629**	-,182	-,059
It's important to me to work hard even when I do not like what I'm doing	,086	,125	-,065	**,626**	,234	-,279
I have already been sick because of work	,316	,191	-,393	**,470**	-,171	,189
I am not very competitive	,153	,026	-,066	-,120	**,663**	,086
I have never given up any of my hobbies because of work	-,315	-,131	,140	,287	**,609**	,130
My work isn't very relevant	-,088	-,104	-,486	-,096	**,512**	,001
It is easy for me to delegate tasks to other people	,246	-,149	,080	,165	-,078	**,701**
I rarely overload my schedule	-,215	,148	-,152	-,142	,218	**,519**
It's easy for me to relax when I'm not working.	-,234	-,211	,148	-,090	,291	**,512**

Source: Research data (2017)

From this analysis, we established six factors that were determinant for the grouping of these information: time, stress, motivation, illness, obsession and control. The "time" factor was the one that most impacted through this analysis: it united very similar issues pertinent to the period that respondents spend at work and how this impacts on their personal and professional life, which can be observed through questions, such as: "Some people consider my work schedule unusual" or "I feel I cannot reduce my workload without compromising my career." Malagris (2013) emphasizes this issue of time as predominant in individuals who possess characteristics of extreme dedication, hurry and great competitiveness.

> "Time is money", " I do not like wasting time", "not enough time" are constantly spoken sentences by successful people who deep down feel that it is a waste of time to spend an hour talking to friends, going to a meeting at the

school of their children or simply spend a few minutes enjoying the beauty of nature. (...) The human side has to be put aside because "there is no time for these things". (MALAGRIS, 2013, p. 21)

Further, Malagris (2013) complains that these symptoms and this lifestyle lead to the belief that for the individual "this can be his own factory of stress" (MALAGRIS, 2013, p.26). This stress comes as the second factor of a set of variables and it is seen here as a consequence of this way of seeing and treating work, when questions such as "I think of work while I listen to other people talking or when I'm about to sleep" and "It seems that I am always in a hurry and running against the clock" represent a great workload in the individual, causing minor dysfunctions in the individual and/or causing feelings such as fear, depression, nervousness and irritation. When these feelings impact on the life of the collaborator, somewhat it ends up impacting on their motivation, representing the third factor found in this analysis. As Marras (2011) teaches, motivation is a force that stimulates people to find their satisfaction, while motivation endures, satisfaction follows constant, which is able to be satisfactorily noted in the results of the analysis, questions such as: "The work I do brings me personal satisfaction" and "I am self-motivated about my work" had a great combined agreement in this factor. As these criteria are shown in the opposite way, they end up generating unsatisfactory sensations.

Serva and Ferreira (2006) comment that this eternal dissatisfaction can characterize *workaholism* and be related to perfectionism. In this way, the fourth factor, illness, establishes a link with this characteristic, because questions "I am perfectionist in my tasks" and "I have already been sick because of work" presented a relation between them. When there is a great commitment to their tasks, with long hours of work, they end up leading to illness and high levels of stress. (SALANOVA *et al*, 2008).

Benevides-Pereira (2014) interprets this stress from work as occupational stress. When it becomes chronic, it eventually ends up becoming a syndrome, called *burnout*. This syndrome is closely linked to illness and has consequences in spheres of life: personal, family, social and professional. There is also a decrease in the quality of life of the worker, preventing the execution of his work to be well done, resulting in occupational accidents and a high turnover in the organization.

The penultimate factor analyzed was called an obsession, where questions such as "I am not very competitive" and "My work isn't very relevant" had low agreement of the interviewees. This factor can be linked to the high competitiveness in the labor market and the persistence in being the best professional, and it causes employees to exaggerate and end up looking at work as an obsession.

Finally, the last factor was titled as control, which means that employees always need to have control over situations, have difficulty delegating tasks and need to master the environment (SALANOVA *et al*, 2008; SERVA; FERREIRA, 2006). In the result of this research, little influence of these characteristics was observed, since the question "It is easy for me to delegate tasks to other people", for example, obtained greater agreement of the respondents.

General Analysis

In this session, a general analysis of the research results was performed, in order to contribute to the study of *workaholic* behavior. Thus, the results of the analyses showed that there were some characteristics already cited by the authors, but also other characteristics emerged, such as: versatility, fear, concern about global crisis, poor time management, passion for work and availability, which, according to the research and its results, were explained by the author. In general, these characteristics indicate a possible work addiction, not meaning in fact that when all these are found that determines that the individual will have a *workaholic* behavior, but rather end up characterizing this profile.

It was noticed that in the application of questionnaire, the majority of respondents have the work as a source of inspiration and personal motivation, but them often end up presenting characteristics of work addiction, allowing to affect their personal life and hours of entertainment. However, when the statements were very emphatic in relation to *workaholism*, there was disagreement in greater numbers, and we can then assume that work is sometimes confused with pleasure, affecting in a negative way and leaving aside their free time, time with family and recreation.

Conclusion

This study proposed an analysis of the general characteristics and occuring situations of *workaholic* behavior, both socially and professionally, in the bachelor of business administration in the state of Rio Grande do Sul, in order to respond to the problem situation: what are the characteristics related to *workaholic* behavior in the bachelors of business administration of the state of Rio Grande do Sul?

In this way, the general objective of this work was to analyze these characteristics of the behavior in bachelors in administration and in a specific way aimed to explore the influence of *workaholism* on the social and organizational life of individuals. The objective was also to apply a questionnaire[2] in order to identify recurrent habits of work addiction in the organizational environment. In order to reach these goals, to know and understand the theme better, the theoretical context focused on presenting details about the *workaholic* behavior itself, where concepts are compared and where a parallel is made with another term, *worklover.*

The research itself was elaborated in the quantitative method. In this method, the objective was reached through a questionnaire answered by bachelors in business administration that obtained results on more detailed issues of daily life, with recurrent situations and in a deeper way. What was noticed was a large majority agreeing on issues such as: " Some people find my work schedule unusual" and "My work sometimes interferes with my free time", which would characterize a possible work addiction, but, in addition, also disagreed on issues such as "My work isn't very relevant" and "I have never given up any of my hobbies because of work" which

---

[2] Based on the adaptation of the authors' questionnaire Stefaniczen, Stefano and Machado (2010) and the scale of DUWAS Short-Version from Schaufeli (2006). In addition, the works of Del Líbano *et al* (2010), and Carlotto and Miralles (2010).

means that there is a consensus among respondents that work is of great importance in their lives. In general, characteristics that had already been mentioned by some authors were found, and with the result of the research new characteristics were discovered, such as: priorities, fear and concern about the global crisis. These characteristics were evident in the two forms of analysis.

With this, it was possible to analyze that the result is uncertain about the answer if the work is a pleasure or an addiction, since the concept of work is in the subjective of each one: by necessity of financial resources, emotional issues, competitiveness and professional growth, among other issues. Through the study it was possible to observe that the severity is when the work exceeds the limits and the individual himself cannot see, generating consequences that come to affect interpersonal relations, leisure and family. The availability of the bachelors with business administration degree throughout Rio Grande do Sul for the application of the questionnaire was one of the limitations for this study.

Finally, the authors leave as a suggestion for future research a expanded national study, not only at the state level, and also, extend from the area of business administration to other areas of graduation. In addition, characteristics found in this study can be used in order to perform tests and observation in organizations, with the objective of identifying possible and/or future *workaholic*s, it may be possible to propose improvements in the process, attitudes and to search for a balance with these contributors' profiles.

References

ANDREASSEN, Cecilie Schou, et al. The Relationships between Workaholism and Symptoms of Psychiatric Disorders: A Large Scale Cross-Sectional Study. PLOS ONE/JournalPone. May - 2016. Retrieved June 13, 2017 from <http://journals.plos.org/plosone/article/asset?id=10.1371/journal.pone.0152978.PDF>.

BECKER, João Luis. Estatística Básica: Transformando Dados em informação. Porto Alegre: Bookman, 2015.

BENEVIDES-PEREIRA, Ana Maria T. "Burnout: o processo de adoecer pelo trabalho" in: BENEVIDES-PEREIRA, Ana Maria T. (org). Burnout: quando o trabalho ameaça o bem estar do trabalhador. 4 ed. São Paulo: Casa do Psicólogo, 2014.

BHERING, Marcia Maria. Gestão Eficiente do Tempo: Aprenda como usá-lo a seu favor. Minas Gerais: A.S. Sistemas, 2013.

BRASIL. Constituição Federal do. Brasília: 1988. Retrieved June 13, 2017 from <https://www.planalto.gov.br/ccivil_03/constituicao/constituicao.htm>.

BRASIL. Decreto-Lei n.º 5.452, de 1º de maio de 1943. Brasília: 1943. Retrieved June 13, 2017 from <https://www.planalto.gov.br/ccivil_03/Decreto-Lei/Del5452.htm>.

BRASIL. Lei n.º 605, de 5 de Janeiro de 1949. Brasília: 1949. Retrieved June 13, 2017 from <http://www.planalto.gov.br/ccivil_03/leis/L0605.htm>.

CALLIARI, Marcos; Código Y: Decifrando a geração que está mudando o país. São Paulo: Evora, 2012.

139

CARLOTTO, Mary Sandra; MIRALLES, Mario Del Líbano. Translation, adaptation and exploration of psychometric properties of "Dutch Work Addiction Scale" (DUWAS). Contextos Clínicos, p. 141-150. Jul./Dez., 2010.

CARLOTTO, Mary Sandra. Adição ao trabalho e relação com fatores de risco sociodemográficos, laborais e psicossociais. Psico-USF, v. 16, n. 1, p.87-95, Jan./Apr., 2011.

DEL LÍBANO, Mario; LLORENS, Susana; SALANOVA, Marisa; SCHAUFELI, Wilmar B. Validity of a brief workaholism scale. Psicotherma – Espanha. Vol. 22, nº 1, p. 143-150, 2010.

DE MASI, Domenico. O Ócio Criativo: Entrevista a Maria Serena Palieri. Rio de Janeiro: Sextante, 2000.

FLICK, Uwe. Introdução à metodologia de pesquisa: um guia para iniciantes. Porto Alegre: Penso, 2012.

FONSECA, João José Saraiva da. Metodologia da pesquisa científica. Ceará: UECE, 2002.

GIL, Antonio Carlos. Como elaborar projetos de pesquisa. 5 ed. São Paulo: Atlas, 2010.

HAIR, Joseh F.; BLACK, William C.; BABIN, Barry J.; ANDERSON, Rolph E. TATHAM, Ronald L. Análise Multivariada de Dados. 6 ed. Porto Alegre: ARTMED, 2009.

HANSEN, Randall S. Are You — or Someone You Know — a Workaholic? Retrieved June 14, 2017 from <https://www.livecareer.com/quintessential/workaholic>.

LAFLEY, A.G. Segredos do sucesso dos grandes homens de negócios: as trajetórias das maiores empreendedores do mundo. São Paulo: Nobel, 2009.

LAKATOS, Eva Maria; MARCONI, Marina de Andrade. Fundamentos de Metodologia Cientifica. 7 ed. São Paulo: Atlas, 2010.

LAZZARESCHI, Noêmia. Sociologia do Trabalho. Curitiba: IESDE BRASIL S.A., 2009.

LIMONGI-FRANÇA, Ana Cristina; RODRIGUES, Avelino Luiz. Stress e trabalho: uma abordagem psicossomática. 4 ed. São Paulo: Atlas, 2007.

LIPP, Marilda; ROCHA, João Carlos. Pressão Alta E Stress: O Que Fazer Agora? São Paulo: Papirus, 2007.

MACIEL, Alcides. Por que homens e mulheres são tão diferentes? Retrieved May 25, 2017 from <http://www.administradores.com.br/artigos/cotidiano/por-que-homens-e-mulheres-sao-tao-diferentes/93416/>.

MALAGRIS, Lucia Emmanuel Novaes. "Correr, competir, produzir e se estressar." In: LIPP, Marilda. O Stress está dentro de você. 8 ed. São Paulo: Contexto, 2013.

MALHOTRA, Naresh. Pesquisa de Marketing: Uma orientação aplicada. 6 ed. Porto Alegre: Bookman, 2012.

MARQUES, José Roberto. Como se tornar um atleta corporativo? IBC Coaching: 2016. Retrieved July 1, 2017 from <http://www.ibccoaching.com.br/portal/como-se-tornar-um-atleta-corporativo/>.

MARTIR, Rogério. A importância do descanso no ambiente laboral. JusBrasil: 2013. Retrieved May 25, 2017 from <https://rogeriomartir.jusbrasil.com.br/artigos/112097516/a-importancia-do-descanso-no-ambiente-laboral>.

MASCARENHAS, Sidnei Augusto. Metodologia Científica.. São Paulo: Pearson Education do Brasil, 2012.

140

MATTAR, Fauze Najib. Pesquisa de Marketing. 5 ed. Rio de Janeiro: Elsevir, 2012.

PEREIRA, Sandro; CAMPOS, André; AMORIM, Brunu; GONZALEZ. SIPS – Sistema de Indicadores de Percepção Social – Trabalho e Tempo Livre. Brasilia: Ipea, 2012.

SALANOVA, Marisa; LÍBANO, Mario del; LLORENS, Susana; SCHAUFELI, Wilmar B. La adicción al trabajo. Notas Técnicas de Prevención (759), Espanha: Instituto Nacional de Seguridad e Higiene em el Trabajo, 2007.

SAMPIERI, Roberto Hernández; COLLADO, Carlos Fernández; LUCIO, Maria del Pilar Baptista. Metodologia de Pesquisa. 5 ed. Porto Alegre: Penso, 2010.

SERVA, Maurício; FERREIRA, Joel Lincoln Oliveira. O fenômeno workaholic na gestão de empresas. Revista de Administração Pública – RAP, Rio de Janeiro, v. 40 (2), p. 179-200, Mar./Apr. 2006.

STEFANICZEN, Josemara; STEFANO, Silvio Roberto; MACHADO, Roseli de Oliveira. Workaholic: Um novo modelo de comportamento nas organizações. In: XIII SEMEAD – Seminários em Administração, Paraná: UNICENTRO, 2010, ISSN 2177-3866.

141