

Forecast Workaholic Based on Personality Traits and Job Involvement among Employees Lorestan Province Blood Transfusion Organization

Fatemeh Alipourfard,

A Graduate Student in Psychology, Islamic Azad University of Boroujerd

Ali Farhadi, *Ph.D.*

Associated Prof. Department of Social Medicine, Lorestan University of Medical Sciences, Khorramabad, Iran

Hamid Reza Adinehvand

A Graduate Student in Psychology, Islamic Azad University of Boroujerd

ABSTRACT — *Purpose:* the purpose of this study is to predict workaholic based on Personality characteristics and job involvement of Blood Transfusion staff in Lorestan Province. *Method:* The research was descriptive and correlational. The statistical population in this study, includes all employees of blood Transfusion in Lorestan Province Organization in 2015 the total number were 70 people. And the whole community was selected as a sample; tools for data collection include: questionnaire of workaholic (Spence and Robbins, 1992) personality questionnaires NEO (McCrae and Costa, 1985) and questionnaires in career decisions Thomas Ladahl and kejner (1965). For data analysis, regression coefficient with the help of SPSS version 21 software is used. *Findings:* The results showed that work holism based on personality traits and job involvement is predictable in the staff agency of blood transfusion in Lorestan province. *Conclusion:* workaholic also has positive consequences, such as job and organizational involvement and will follow negative consequences such as burnout for employees. So managers must manage these phenomena to develop positive behavioral outcomes.

KEYWORDS: Workaholic, forecasts, job involvement, Blood Transfusion Organization, personality characteristics.

Introduction

Work is essential for life and human beings work for various reasons, it may be internal or external cause. Many people worship working and believe that it is life which gives them life, by working they reach to mature and die by working. But sometimes working become extremely important that placed as a person's God so that man cannot live without it. In other words he becomes workaholic. Work holism, is an addiction which can be enjoyable or frustrating and problematic for person (Zarei Matin, 2011). Some people consider this condition as a disease that is placed in the category of obsessive-compulsive disorder. The problem is that these people believe that if they do not work, the world will be destroyed over their heads. They do not necessarily love their work or do not show very much effort to achieve high degrees. If one would imagine that he is the only one that can do this, especially to do, probably consider as a workaholic (Metin. Baran, 2010). On the other hand, workaholic also bring positive results and makes the employees in the organization, according to the characteristics of workaholic, behaviors beyond the description of their official duties on a voluntary basis day. Although this character have irreparable consequences for individuals and cause burnout in long-term career path for him (Karampour, 2012). People who are working in organizations may be additionally motivated by external rewards and have internal motivation too, and that they may enjoy the job and thus their combine by their addiction to their work. Although the term workaholic is considered by specialists is working today, but little research has been done to improve the understanding of this phenomenon (Shaban Bahar, 2013). This term, in many cases is considered wrong about the character of energetic and hardworking person is used in addition to having a good relationship with colleagues, enjoy the activities without financial gain, enough rest and proper participation in family and society, a lot of time consider both for work (Zarei Matin, 2011). Without a doubt one of the major issues of the basic psychology is personality characteristics, since these features form the foundation of people's behavior, addressing this issue could certainly make clear aspects of their performance in various fields. One of the characteristics of workaholic is that makes a person to work harder every day of the day before till he reaches at more successfully and his work find more importance on the list of life issues. Experts' advice for supporting the behaviors associated with addiction to work in the corporate environment, these professional behaviors need to be rewarded, though personal and social costs of workaholic are widespread (Karampour, 2012). Existence of proportionality between personality and job and organizational characteristics will cause more people's satisfaction, a person inner motivation, increase efficiency, creativity and responsibility will be. But in case of incompatibility cannot be rectified with external incentives such as money, bonuses, etc. In other words, the fit between personality characteristics and job characteristics will cause to increases job satisfaction. Also, the fit may have a profound impact on individual job performance (MirHashemi, 2012).

Said et al (2015) in a study to examine the relationship between demographic characteristics of nurses with their job involvement, findings showed that most nurses aged 40 to 31 years old. The mean score of job involvement is $02/10 \pm 07/36$ respectively. Among the demographic, gender, job involvement were higher in men than in women ($P=0.01$). The job involvement score nurses in military hospitals was higher than civilian hospitals ($P=0.001$). In terms of other demographic characteristics such as marital status, work experience, age and education, job involvement is score there was no significant difference ($P> 0.05$). According to workaholic components that include job involvement, feelings of work and the joy of work, we find that workaholic will follow job involvement because in job involvement we see that is a voluntary behavior outside the formal job description and person beyond the needs identified in the work involved This is achieved once the person goes beyond institutional economic need that include this behavior workaholics We also observe that the increase in salaries and social benefits regardless works (Yakin, 2015). Writings and research in this area shows that staff involvement at work is under the influence of various factors, personal, occupational and organizational. Under the new concept of job and organizational involvement in literature and generally in organizational research in this study, the job involvement is studied as a variable that can affect the labor-consuming workaholic. Given the importance and special place of workaholic and the importance and role of job involvement in today's organizations, doing study in this area is essential. Therefore, researchers are trying with using the new phenomenon of workaholic in the new era and the need for today's organizations, this issue addressed (Simon, 2015). Job involvement as an attitude is an important variable that can help to increase effectiveness of the organization, to succeed. The higher the level of involvement of employees of an organization, the effectiveness will also increase (Jamshidi et al., 2016). As time goes on and trade saved from recession damage, organizational employee job involvement concept becomes an important issue. Employee engagement has been the focus of many researchers and companies have started to appreciate it more Consulting (Olobgo andrewa & saudah (quotes from Jamshidi, 2016). The aim of this study is whether workaholic based on personality characteristics and job involvement in the staff agency of blood transfusion Lorestan province is predictable?

The empirical literature of research

- Mohkam kar Damghani (2014) in a study to examine the relationship between personality and workaholic in government agencies Damghan city, the findings showed a significant relationship between personality and workaholic and in the relationship between personality types and workaholic is the aim of this study that include a meaningful relationship between conscientiousness and also neuroticism workaholic.
 - Jerry (2015) conducted a study to examine the workaholic and work involvement; the results showed that there is a relationship between workaholic and job involvement.
 - Research results Burke et al (2014) showed that demographic variables and characteristics of personality and working conditions play a major role in the formation of workaholic.
 - Siner research results and et all (2012) showed that there is a relationship between workaholic and career decisions.
 - According to Burke (2008), little research was done on workaholic levels of labor between men and women, and very few examples of research about differences and distinctions between them are observed.
- Murdoch and Nafton (2001) have reported that job involvement has a positive correlation with scores on measures of Workaholic.

Research methodology

Characterization of Methodology

Since the purpose of this study was to predict workaholic based on personality characteristics and job involvement among employees of Department of Transfusion Medicine, Lorestan Province the Methodology is based on the purpose and method of data collection, descriptive and correlational. In this kind of research as the method of research was descriptive (non-experimental) study aims to investigate the relationship between variables and investigate based on research purpose. The population in this study consists of all blood transfusion service staff working Lorestan province in 2016 were more than 70 people. In these studies using the census method, the entire population was studied. The study population consisted of 70 subjects who were sent to all 70 people and was used in the analysis. Variables are such information collected by means of questionnaires, workaholic, personality characteristics, and job involvement.

Table 1.Demographic characteristics of the study sample

Variables	Index	Average	Percentage
Gender	Female	25	35.7
	Male	45	64.3
Precedent	1-5 Years	15	21.4
	5-15 Years	30	42.9
Work	15-25years	15	21.4
	25-30years	10	14.3

The process performance of the study

One of the most important parts of any research works on data collection forms. If this is done in the form of regular and accurate work and the results of the data analysis will be performed with speed and accuracy. At this stage, the researcher must in Methodology, sample selection, data collection methods and measurement tools, extraction and classification, analysis and examines the use of computers and statistics, then choose the appropriate methods to design and its implementation. In order to achieve groups of subjects that can provide statistical analysis, overall 70 employees for this project have been Lorestan province Blood Transfusion Organization. After the necessary coordination with the Department of Transfusion Medicine and permission from the authorities the necessary explanations were given to staff and their willingness to cooperate in the study were attracted. With regard to the trusteeship and privacy and data collection of the responses were analyzed. After making the initial communication by articulating the importance and objectives of the research and also create a sense of confidence in the confidentiality of information and the lack of mention, research questionnaires that include included three questionnaires (workaholic, personality characteristics, in making employment) staff were given the questionnaires were closed and there was no need to researcher's explanation; They also responded to the questionnaires individually and easily corporate. After a few days, the questionnaires were collected. At this point the data and were coding, collected and categorized, Calculation of indicators and statistical tests were performed and results were analyzed and interpreted till the researcher can judge about confirming or rejection of hypotheses.

Processing and data analysis

In the present study to analyze the data of the statistical methods are used:

- The descriptive statistics such as frequency, percentage, mean and standard deviation
- Regression Analysis
- Methods for calculating Cronbach's alpha reliability coefficient for the analysis of data

The significance level to test hypotheses was set 0.05 and analyze the data was done by using SPSS software version 20.

Research findings:

Table 2.Statistical indicators of research variables:

Statistic indicators variables	Average	Standard deviation	Maximum	Minimum	participants
Job Involvement	50.9429	19.7429	43.00	68.00	70
Work combination	4.46528	3.58615	14.00	28.00	70
Inner desire to work	50.9429	19.7429	13.00	29.00	70
Enjoy working	4.46528	3.58615	13.00	32.00	70
Total score of workaholic	50.9429	19.7429	51.00	74.00	70
Neuroticism (N)	4.46528	3.58615	4.00	29.00	70
Extraversion (E)	50.9429	19.7429	4.00	36.00	70
Flexibility (o)	4.46528	3.58615	4.00	32.00	70
Agreeableness (A)	50.9429	19.7429	4.00	35.00	70
Conscientiousness (c)	4.46528	3.58615	4.00	34.00	70

Stepwise regression was used to analyze data and the results are shown in the below table.

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Table 3.The correlation coefficient between personality traits, job involvement and workaholic

Variables	Multiple correlation coefficient	The square of the correlation coefficient	Significant level	F
Neurosis	.520 ^a	.271	.000 ^a	25.260
Flexible + neurosis	.643 ^b	.413	.000 ^a	23.572
Neurosis + involvement + flexibility	.716 ^c	.512	.000 ^a	23.086

As the above table also evident we can say that 51 percent of the dependent variable (workaholic) related to personality traits and job involvement is that the level of error is less than .01 significant so the results supposed to be confirmed.

Table 4. Stepwise regression analysis with regard to personal characteristics, job involvement and workaholic

	Standardized regression coefficients		Standardized regression coefficients	The amount of t	Significant level
	B	Standard error	Beta		
Fixed amount	20.056	6.467		3.101	.003
Neurosis	.424	.103	.369	4.099	.000
flexibility	.489	.126	.343	3.866	.001
Job Involvement	.453	.124	.327	3.660	.001

*It is $P \leq 0.01$ In significant level

As seen in Table 4, variables, personality traits, job involvement can significantly predict workaholic. Multiple correlation coefficients are equal with 0.716 which indicate that three variables are a positive and significant relationship between these three variables is very strong. Intercept fixed number is equal to 20.056, which represents the point where the regression line intersects the vertical axis.

Table 5. With two independent samples t-test for the comparison of means

t-test with two Independent samples for the comparison of means										
		Levene's test						Significant level in 95 percent		
		F statistic	Significant level	T statistic	Degree of freedom	Significant level	The mean difference	Deviation from the mean error	Too low	Too high
workaholic	Equality of variance	.367	.546	-6.047	68	.001	-7.58222	1.25393	-10.08440	5.08005
	Lack of equality of variances			-6.001	48.598	.000	-7.58222	1.26357	-10.12198	5.04246

As you can see in Table 5 between the two groups in the level of error of less than .01 there is a significant difference ($P < .01$). According to the description of the two groups can be observed that more men than women have workaholic. In another term assumption is confirmed and the null hypothesis should be rejected.

As you can see in Table 6 between the two groups in the level of error of less than .01 There is a significant difference ($P < / 01$). According to the description of the two groups can be observed that men more than women have workaholic. In other words, the assumption is confirmed job involvement and the null hypothesis is rejected.

Table 6. One-way analysis of variance based on a history of the amount of workaholic

ANOVA					
addiction					
Significant level	F	Mean Square	Degree of freedom	Sum of squares	
Intergroup	46.286	3	15.429	.392	.759
Intragroup	2596.000	66	39.333		
Total	2642.286	69			

As you can see in Table 6 at the level of error of less than .05 the difference between groups was not significant. In other words, we can say something different between patients with history of addiction do not show a significant difference ($p > / 05$) One-way analysis of variance based on a history of the amount of workaholic

Table 7.One-way analysis of variance based on a history of the amount of workaholic

ANOVA					
addiction					
Significant level	F	Mean Square	Degree of freedom	Sum of squares	
Intergroup	100.738	3	33.579	1.738	.168
Intragroup	1275.033	66	19.319		
Total	1375.771	69			

As you can see in Table 7 Difference between groups in the level of error of less than 0.05 is not meaningful. In other words, we can say that the job involvement of people with different work experience did not show a significant difference ($p > .05$).

Discussion and conclusion:

- This study aims to predict workaholic based on personality traits and job involvement among employees Lorestan Province Blood Transfusion Organization was formed. Workaholic based on personality traits and job involvement among employees of Blood Transfusion Organization of Lorestan province is predictable and research results with research results of Miasmy nezhad and et al (2014) Poursadegh et al (2012), Fatahi. Et al (2011) Ahmadi et al (2011) Murdoch and Naftvn (2001) which conclude that workaholic based on characteristic personality and job involvement in staff is predictable is consistent.
- Personality characteristics, predict workaholic blood transfusion service staff of Lorestan province. The results of results research with research of Mohkam kar Damghani (2014), Poursadegh et al (2012), Fatahi. et al (2011) Ahmadi et al (2011) Gholipour et al (2009) are consistent.
- Job involvement predicts workaholic of a blood transfusion service staff of Lorestan province. Research findings with the research results of Murdoch and Naftvn (2001) are consistent.

Limitations

- Lack of available scientific resources and new in this field
- The lack of similar activities in the field, and giving same line to the research results
- Limited the result of research to a staff of Blood Transfusion in Lorestan Province, and thus generalizability of the results to staff in other provinces and city of caution, be stringent.

Research recommendation

- **Studying the statistical population in the more extensive review**
- Using qualitative methods and in-depth interviews in collecting data
- Studying research variables for more details
- Production and distribution of magazines with content and consequences of workaholic among people familiarity with its functions
- Find new hobbies: Try to play and exercise.
- Concede defeat: for people addicted to work, failure is very painful. Try to keep on the right track, assign tasks to friends and colleagues.
- Workaholic also has positive consequences and negative consequences such as burnout for employees will follow. So managers must manage these phenomena to develop positive behavioral outcomes.
- Due to the negative effects of a workaholic on different aspects of public health, it is recommended that organizations operate several strategies to get healthier.
- In addition, the organization can work for employees who are at risk of workaholic training programs with an emphasis on time management and problem-solving skills.
- The solution for workaholic people that often undertake tasks over than their ability and before the completion of a task go into another job can be helpful.
- Finally recommended organizations enjoying family counseling sessions, group or individual employee's returns more focused attention to their physical and mental health.

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