
Workaholic behaviour in police professionals

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Abstract: Workaholism is nothing but working excessive hours beyond workplace or financial requirements, by thinking continually about work, with lack of work enjoyment, which are unrelated to actual workplace demands. This study emphasis on examining the impact of workaholism on work engagement. Convenience sampling method is used to collect the data from 58 police professionals. Multiple linear regression is used to analyse the data. The results prove that the work addiction has negative relationships with work engagement, work life conflict and work perfectionism have positive relationships with work engagement. This study provides suggestions for workaholic people in the police profession.

Keywords: workaholism, work engagement, innovation, work life conflict

INTRODUCTION

Workaholism is defined in various ways. In general, however, it is characterised by working excessive hours beyond workplace or financial requirements, by thinking continually about work, and by a lack of work enjoyment, which are unrelated to actual workplace demands. Workaholism may be seen as a condition for achieving and as a consequence, some may find it extremely difficult to release themselves from work, even when they are given the opportunity to do so. Workaholism is related with decreased actual wellbeing and with different mental problems, including tension. Although the term workaholism has become commonplace, there has been little empirical research and consensus into what it means when an individual is referred to as a workaholic. The modest amount of existing research has been done in a fragmentary manner. However, it becomes challenging to develop a holistic image of workaholism. A commonly held perspective is that workaholism is simply an extreme job involvement. Although the two constructs have been considered synonymous in the practitioner literature, job involvement is clearly distinct from workaholism in that job involvement has an attitudinal component regarding work, whereas workaholism refers to behavioural patterns and an overall outlook towards work. High job involvement does not necessarily relate to workaholism in that workers might be highly committed towards their jobs and consider work as a key element in their lives yet not be workaholics e.g., they can still leave work at the end of an eight-hour day and not think about it until returning to work the next day. Hence, workaholism is not merely an extreme case of job involvement of a person. While trying to characterise workaholism, a few scientists have set a quantitative necessity that the all out number of hours worked every week decides obsessive worker propensities. Studies have showed up, notwithstanding that number of hours worked isn't without any other individual a pointer of workaholism. on the other hand, may normally raise someone's spirits to work excess time frames because of a weakness to isolate from work. Other research has highlighted some extra factors, such as attitudes and value-based characteristics of workaholic people . Employees who have experienced high work involvement, high involvement, high drive to work and low work enjoyment together are more likely to be workaholics . In addition, a large stream of research has found that typical variables associated with workaholism include job involvement, work stress, and work-life imbalance. workaholics experience less job and life satisfaction than people who are not work engaged. Workaholism is detrimental to individual well-being, causing stress, burnout, anxiety, and health complaints. Additionally, workaholics are more prone to secondary addictions, such as alcoholism and excess eating . Workaholism may also affect the lives of individuals with whom the workaholic employee is associated. Excessive engagement in work is likely to disrupt work-life balance, such as balancing both personal and family needs with work demands and may hinder interpersonal relationships. Spouses and children of workaholics may feel lonely, unloved, and emotionally or physically abandoned. Workaholism can strain marital relations, leading to divorce. Finally workaholism can result in negative work outcomes (e.g., absenteeism, turnover). In fact, the high (and likely unrealistic) standards set by workaholic managers could lead to resentment, conflict, and low morale among their workers. One area that continues to spark debates is whether workaholism is a positive or negative phenomenon. One key distinction among workaholism and work engagement is the inspirations hidden by these practices. Though connected with workers are headed to work since they discover it to be pleasurable, obsessive workers are headed to work since

they feel an internal impulse to work emotions that they "ought to " be working . Professional life of policing workaholics is incredibly huge for people to keep up their lives and accomplish a spot inside the general public. In such a manner, work or occupation gives numerous favourable circumstances, for example, building up a personality, utilising one's latent capacity, self-acknowledgement, confidence, social help, budgetary profit and investing energy.

There are numerous issues in the people's proficient life increasingly more significant at present social orders, which impact both their expert lives and family lives. Employment stress, incredibly bustling movement of work, weakness, burnout, mental issues emerging from work pressure for these people. Our research idea is based on the rich knowledge acquired by our peer teams across the university.(A.C.Gomathi, S.R.Xavier Rajarathinam, A.Mohammed Sadiq, Rajeshkumar, 2020; Danda et al., 2009; Danda and Ravi, 2011; Dua et al., 2019; Ezhilarasan et al., 2019; Krishnan and Chary, 2015; Manivannan, I., Ranganathan, S., Gopalakannan, S. et al., 2018; Narayanan et al., 2012, 2009; Neelakantan et al., 2013, 2011; Neelakantan and Sharma, 2015; Panchal et al., 2019; Prasanna et al., 2011; Priya S et al., 2009; Rajeshkumar et al., 2019; Ramadurai et al., 2019; Ramakrishnan et al., 2019; Ramesh et al., 2016; Venugopalan et al., 2014). The Primary objective of the study is the effect of workaholic behaviour on work engagement in police professionals. The Secondary objective of the study is to understand the level of workaholic behaviour in police professionals also to study the level of work engagement in police professionals .

REVIEW OF LITERATURE

(Snir et al., 2006) has studied the workaholic worker type differences in work-family conflict and they have examined the validity of the workaholism as compared to the workaholism. Secondly, they have tested the relationship between workaholism and Work family conflict. Third, to explore the three-way relationships between worker type, work family conflict (WFC) and supervisor support and flexible work schedules. The sample used for 169 workers respondent driven and questionnaires were self-administered Specifically it was found that the work involvement subscale had low internal reliability and an unreliable factor structure. Results demonstrated that worker type was significantly related to WFC.

(Taris et al., 2008) has researched about the entire day and the entirety of the evening. The general commitment of two components of workaholism to prosperity in independently employed specialists. This study inspected the relationship among workaholism and saw wellbeing.They defined workaholism as having two components: first, spending numerous hours on one's work and second, the failure to withdraw from work. We expected that both workaholism parts would be identified with medical affliction. They collected a sample of 477 Dutch self-employed workers. For testing they used ANOVA and regression. The investigations uncovered that this thinking was affirmed for one part , while the other segment was disconnected to the result factors.

(Bartczak and Ogińska-Bulik, 2012) has studied workaholism and Mental health among polish academic workers. The point of this investigation was to inspect the connection among workaholism and emotional wellness among 126 Polish scholastic laborers. The members finished 2 surveys, the work dependence hazard test and the overall well being poll. Despite the fact that 66% of the subjects were arranged in the gathering of moderate to high chance of workaholism, the general condition of psychological wellness was classified as normal. The outcomes uncovered that workaholism was related with less fortunate psychological well-being. Representatives with more elevated levels of workaholism had more awful conditions of wellbeing.

(Balducci et al., 2012)has studied about exploring the relationship between workaholism and workplace aggressive behaviour. This study leads to a better understanding of the interpersonal and organisational consequences of workaholism by investigating its relationship with workplace aggressive behaviour which also leads to interpersonal conflicts and high-arousal work-related negative emotion seems to mediate the workaholism–aggressive behaviour. They tested the hypotheses in two different samples of employees using hierarchical regression. Results were in predictions in both samples, suggesting that workaholism is an important factor as far as workplace aggression is concerned.

(Mcmillan et al., 2004) have studied the impact of workaholism on personal relationships. Workaholism involves propensity to work or consider work record-breaking and anyplace. Reasonable connections made with the value-based model of pressure propose that obsessive workers center around work to the detriment of individual connections. This examination tried the recommendation that compulsive workers deny their workaholism and experience more prominent unsettling influences in cozy connections than non-workaholics. The data also indicated that workaholics' self-ratings of their level of workaholism were similar to the ratings provided by their spouse and that satisfaction with their personal relationship was minimally affected by workaholism.

(Kravina et al., 2014) have studied workaholism and work engagement in the family. The study researched the connection between grown-up adults' degree of workaholism and their folks' degrees of workaholism and work commitment. A hundred and 46 families participated in the examination through types of a poll. Two theories were detailed: in any event one parent with undeniable degrees of extreme work or with significant degrees of work commitment are hazard factors.The results showed that fathers' scores has positive impact on workaholism in the children.

(Di Stefano and Gaudiino, 2019) has studied workaholism and work engagement how are they are similar, how are they vary from workaholism and work engagement can be represented respectively, as the healthy form of heavy work investment associations emerged between working excessively and absorption working compulsively, absorption and more dedicated. The findings suggest that further research is necessary to extend our knowledge of workaholism, work engagement and the relationship between the two in order to find commonalities and differences.

(Girardi et al., 2018) have studied perfectionism and workaholism in managers and the moderating role of workload to analyze the relationship of workaholism and two possible dis-positional and situational antecedents, namely perfectionism, in terms of both self-oriented perfectionism and socially prescribed perfectionism and workload they have tested with 250 middle and top managers of an Italian service organization completed a self-report questionnaire. This study suggests that situational factors in terms of perfectionism and workload may interact in predicting workaholism in managers. Interventions pointed towards preventing workaholism could target cognitive elements of perfectionism such as irrational beliefs about performance demands and disappointment .

(van Beek et al., 2011) has studied workaholic and work engaged employees dead ringers or worlds apart the present study examined the nature, antecedents, and consequences of working hard (i.e., workaholism and work engagement) in a Dutch convenience with a sample of 1,246 employees. This analysis showed that workaholism and work engagement were two largely independent concepts. Crossing these two concepts yielded four types of workers: workaholic employees, engaged employees, engaged workaholics, and nonworkaholic / non-engaged employees. ANOVA and subsequent ANOVAs were used to compare these four groups regarding their motivation, working hours, and levels of burnout. This study results revealed that workaholic employees were driven by controlled motivation, where engaged employees were driven by autonomous motivation. Engaged workaholics were driven by both controlled and autonomous motivation. In addition, the results revealed that engaged workaholics spent most time on working as they work with more involvement doing their job .

(Schaufeli et al., 2008) have studied Workaholism, Burnout, and Work Engagement: Three Different Kinds of Employee Well being investigated in a sample of 587 telecom managers whether workaholism burnout and work engagement the supposed antipode of burnout can be distinguished empirically. These three ideas were estimated with existing, approved multi-dimensional questionnaires. Multiple regression analyses revealed that these three concepts retained unique hypothesised patterns of relationships with variables from five clusters representing. First, long working hours. Second, job characteristics. Third, work outcomes. Fourth, quality of social relationships and lastly, perceived health respectively. This analysis provided evidence that workaholism, burnout and engagement are three different kinds of employee well-being rather than others.

(Stoeber and Damian, 2016) has studied Perfectionism in Employees Work Engagement, Workaholism, and Burnout. This research has examined perfectionists associations with three key parts of people groups working lives that are firmly connected with worker's wellbeing and prosperity, work commitment, workaholism, and occupation burnout. Separating between perfectionistic strivings and perfectionistic concerns. The The discoveries recommend that perfectionistic strivings show positive associations with work commitment, though perfectionistic concerns show no connections or negative connections, (b) perfectionistic strivings and perfectionistic concerns both show positive associations with workaholism, and perfectionistic strivings show negative associations with burnout, while perfectionistic concerns show positive connections.

(Zincirkiran, 2014) made a study on the workaholism research on junior administrative police officers in the police department. The objective of this study is to find whether commissioners and deputy commissioners, who are junior administrative police officers in the police department are compulsive workers and most certainly not. The exploration likewise plans to test legitimacy and unwavering quality of the two-measurement workaholism scale, which was recently applied in our country according to workaholism. There were insufficient discoveries to distinguish police chiefs as compulsive workers toward the finish of the exploration. The result of the investigation expresses that there is shrouded workaholism in the are workaholic are not. The research also aims to test validity and reliability of the two- dimension workaholism scale, which was previously applied in our country in relation to workaholism. There were not enough findings to identify police managers as workaholic in the end of the research. The outcome of the study states that there is hidden workaholism in the organisation. A number of solutions regarding workaholic employees were made to the managers on the basis of the results in the end research.

RESEARCH METHODOLOGY

The data was collected using questionnaires. The questionnaire is measured using a five-point Likert scale. It is a type of psychometric response scale in which responders specify their level of agreement to a statement typically in five points such as 1. Strongly disagree 2. Disagree 3. Neutral 4. Agree 5. Strongly agree. Likert scale is a psychometric scale commonly involved in research that employs questionnaires with demographic profile and statement regarding workaholic behaviour . The questionnaire is circulated to 58 employees. The collected data is analysed using frequency, mean and regression.

The sample profiles of the respondents are represented through the following pie charts.

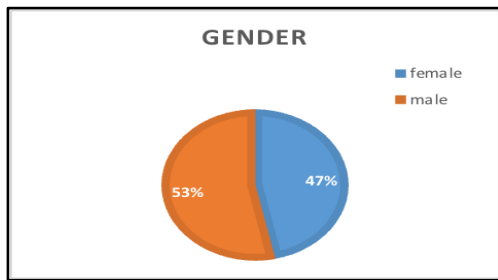


Fig.1: The pie chart depicts the percentage of gender of respondents. It is clear that the majority of the respondents are male (53.4%) and femal respondents are (46.6%).

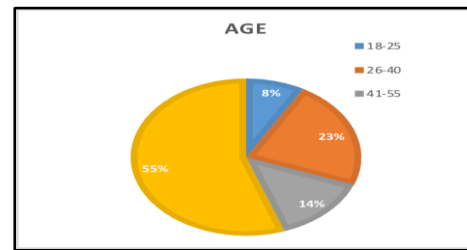


Fig.2: The pie chart depicts the percentage of the age group of the respondents. It is clear that majority of the respondents are of age group lies between 55- till retirement years old (55%) followed by the age group which lies between 26-40 years old (22.4%) and followed by the age group between 41-55 years old (13.8%)

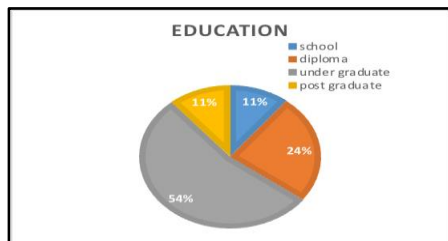


Fig.3: The pie chart depicts the percentage of education qualification of the respondents. It is clear that the majority of the respondents hold an undergraduate (41.4%) followed by school (31.0%) portion of respondents who have completed their diploma (19.0%).

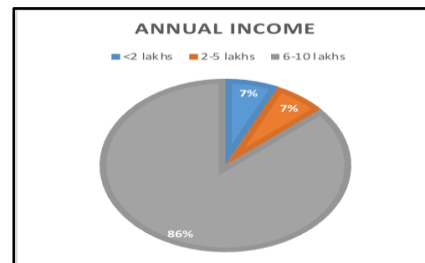


Fig.4: The pie chart depicts the percentage of monthly income of the respondents. It is clear that for the majority of the respondent's monthly income is Rs. 6-10 lakhs (86.2%) followed by the range Rs. 2-5 lakhs and < 2 lakhs (6.9%).

RESULTS

Multiple linear Regression analysis is used to identify the association between workaholism and work engagement. In this model, workaholism is the independent variable and work engagement is the dependent variable.

Table 1: Regression Coefficients of Independent variable

| | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|--------------------|-----------------------------|------------|---------------------------|--------|------|
| | B | Std. Error | Beta | | |
| (Constant) | 3.613 | .596 | | 6.062 | .000 |
| Work addiction | -.138 | .057 | -.030 | -2.405 | .020 |
| Work life conflict | .053 | .089 | .057 | .594 | .555 |
| Work perfection | .227 | .080 | .080 | 2.822 | .007 |

The R value represents the simple correlation and its value is 0.522, which indicates the degree of correlation. The R square value of 0.272 indicates 27.2% of variance in work engagement is explained by dimensions of workaholism. The table 1 indicates the regression coefficients of the independent variable and its significance. The 'p' value should be less than 0.05 (i.e good fit for the data). The results prove that work addiction (-138) has a negative linear relationship with work engagement. Work perfectionism (.227) has positive linear relationships with work engagement. Work life conflicts do not have a significant relationship with work engagement. When the police professional is highly addicted to the work, then he is negatively affected by work engagement. The engagement activities do not interest or motivate him in a positive way. When the individual seeks perfectionism in his work, then he gets motivated through engagement activities.

CONCLUSION

The purpose of the research is to find out the relationships between workaholics and the work engagement of police professionals. As being a workaholic can lead to work life balance and also negative outcomes such as stress, role conflict, work and non work conflict. Professional life of all individuals in this field makes certain positive and negative impacts towards their life. Also they might have conflicts in their profession with their senior officials while being ethical toward their work when few of them are not being ethical towards their profession. It is ensured that workers in this profession work more hours than any other field comparatively. They should keep up with their core values related to their profession being ethical, following legal laws, act constructively and regulatorily to their senior officers when they are workaholic in their suggestions. It is stated that most of the officers are workaholic in this profession because of their commitment towards their work. Workers can be job engaged as they can do their work with more involvement and have positive connections towards their work rather being workaholic they will have the urge of doing their work which could lead to negative impact and many more issues. It is concluded that work addiction has negative linear relationships with each other. work engagement and work perfectionism has positive relationships with work engagement.

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