



Analyzing the Role of Workaholism in Predicting the Human Workforce Effectiveness in Agriculture Banks from Sistan and Baluchistan Province

Mohammad Mostafa Dahmardeh^{1*}, Ahmad Sanadgol², Hashem Tavakoli², Hamid Tajdar², Kazem Agoshi²

¹Young Researcher and Elite Club, Zabol Branch, Islamic Azad University, Zabol, Iran, ²Department of Public Management, Zabol Branch, Islamic Azad University, Zabol, Iran.*Email: m.dahmardeh@gmail.com

ABSTRACT

Nowadays, working has become the integral part of the human life. Individuals spend much of their time in the organizations every day. The unlimited pressures imposed and wants asked for by the organizations compel the individuals to be constantly at work. Therefore, they will be more likely to develop workaholism and it can leave positive or negative effects in the related organization. On the other hand, according to the fact that in this era of competition and change, employing committed and effective human force is proposed as a unique competitive advantage for every organization, concepts such as organizational efficiency can be effective on the enhancement of the qualitative and quantitative levels of the employees' organizational performance and align the employees' organizational relations in a direction towards stability and comfort. Thus, the present study aims at analyzing the workaholism role in predicting the human workforce efficiency in Agriculture Banks from Sistan and Baluchistan Province. The study adopts a descriptive-correlation approach to the survey of a 419-people population comprised of Sistan and Baluchistan Province's Agriculture Banks staff. The study takes advantage of a regression correlation coefficient technique to investigate the study subject matter. The results of the study indicated that workaholism and its components influence the human workforce effectiveness.

Keywords: Workaholism, Organizational Effectiveness, Agriculture Bank

JEL Classifications: C32, O13, O47

1. INTRODUCTION

Nowadays, having an occupation is a necessity of the life and the human beings work for many reasons, whether be it an internal reason, or external. Attending work environments and spending a considerable amount of one's daily time on getting the tasks done and mental preoccupations regarding the work-related issues have all made the individuals voluntarily and arbitrarily spend much of their time on work-related activities without them giving themselves enough time for appropriate resting and recreation and dedicating specific times for their families and friends. Therefore, they are mostly incurred with a high rate of stress and their jobs bring them physical and mental problems. These individuals are recounted as working addicts and this feature is called workaholism (Ahmadi et al., 2013).

Workaholism is an important concept incorporating a vast spectrum of the notions. Due to the same reason, creating a certain cliché to exemplify workaholism is deemed as difficult because of the various types of such individuals and different environments where workaholics are seen. Workaholism embraces individuals from different genders, as well as various age groups, races and ethnicities. Working addicts are seen in various classes of people from educated individuals to illiterates as well as from laborers (construction workers and servants etc.) to the ones holding high positions. The term "work addict" is not just applied to refer to the men or women or the family breadwinners; rather, a workaholic can be a housewife. Generally, any type of individual at any position can be a work addict (Kashif and et al, 2011; Gholipour and et al, 2009).

Furthermore, according to the fact that the human force is introduced as the main assets of every organization and considered as a unique competitive advantage and, resultantly, the staff have been turned into the main operators of the work flow and organization partners, thus, besides having leadership skills, managers are required to employ employees with proper qualifications (Samandari, 2015). Based on this the managers are constantly looking for ways to maximally take advantage of their unique asset, that is the optimum human work force. In fact, it is the human force that can employ other resources through its competencies. Therefore, identification of the various aspects contributing to strengthening the human resources so as to better deploy them is one of the most genuine factors behind every organization's success. Moreover, human workforce effectiveness is a topic that has recently found its way into management knowledge and organizational behavior realm. As a consequence of the novel notions and research in management, organizational effectiveness has found increasingly higher rates of significance and it constitutes one of the main and focal discussions in management. Demographers, sociologists and recently psychologists and even economists have paid a special attention to this modern and important topic in management and they have conducted numerous studies and proposed a great many of theories in order to fully identify its role and importance. It has also been applied in solving the management problems and issues (McMillan and et al, 2001). In a survey performed by a group of thinkers in the science of management, organizational effectiveness has been recognized as one of the most effective factors behind the countries' progress and development. This has been in a way that many of the researchers believe that Japan's accomplishments in industries and management is laid upon the foundation of focusing greatly on organizational workforce effectiveness (Yilmaz and Tas, dan, 2009; Noura, 2015).

According to the idea that effectiveness can be directly enhanced and it is rewarded by the organizations, thus the identification of the factors which influence it indirectly can be also of use for the organization (Korkmaz and Arpacı, 2009). Therefore, the present study revolves around the main pivot of surveying the workaholism effect on human workforce effectiveness in an organization.

2. THEORETICAL FRAMEWORK

The investigation of the study subject matter history is indicative of its being a rather novel topic among the studies and research conducted inside the country. Of course, there are numerous researches from foreign sources which are suggestive of the positive relationship between workaholism and organizational effectiveness (Senir and Harps, 2004). Thus, it is necessary to perform more studies regarding workaholism as an important issue within the framework of organizations. That is because the issue has not yet been so much recognized in our country and there are few studies inside the country which have dealt with the discussions thereon. Hence, identifying the existence of such a relationship is the main objective chosen for the present study and it has been proposed in the form of "investigating the effect of workaholism on organizational workforce effectiveness." In fact,

the present research deals with the identification of workaholism effect on staff's effectiveness in the study population while pointing to its significance (Fig 1).

3. STUDY HYPOTHESES

3.1. Main Hypothesis

Workaholism influences the human force effectiveness in Agriculture Banks from Sistan and Baluchistan Province.

Based on the main hypothesis proposed above, the secondary hypotheses are as below:

1. Immersion in work influences the human force effectiveness in Agriculture Banks from Sistan and Baluchistan Province.
2. Internal tendency influences the human force effectiveness in Agriculture Banks from Sistan and Baluchistan Province.
3. Enjoying working influences the human force effectiveness in Agriculture Banks from Sistan and Baluchistan Province.

4. STUDY METHOD

The present study is an applied research in terms of objectives and it is a descriptive-survey study in terms of the method of data collection and since we are seeking to investigate the relationship between the two variables the present study, quite similar to the other studies of the same type, is a correlation research. The study population included all of the employees working in Sistan and Baluchistan's Agriculture Banks, the total number of whom reached to 419 individuals. 250 individuals were selected as the study sample volume based on Morgan's table and they were administered with the related questionnaires based on a simple randomized method. A library method has been used to codify the study theoretical basics and the information pertaining to the study theoretical basics were gathered from Persian and Latin books and articles; furthermore, besides the library research, field studies have also been taken advantage of. The information pertaining to the study hypotheses tests have been gathered via performing surveys and distributing questionnaires and a standard questionnaire in so-doing. Cronbach's alpha coefficient, regarding workaholism and human work force effectiveness, were 0.84 and 0.78, respectively and the reliability of the questionnaires was also confirmed. The questionnaire validity was also confirmed by the professors and practitioners. SPSS software has been used in order to accomplish the statistical tests, estimate coefficients and obtain the required values and amounts for getting the statistical analyses done; as for the descriptive statistics, there is made use of methods pertaining to descriptive statistics. And, regarding the inferential statistics, Kolmogorov-Smirnov, correlation and regression tests were applied to evaluate the sample normality.

Table 1: Goodness of fit of regression model between Workaholism and human force effectiveness

R	R ²	Adjusted R ²	Standard error of the estimate
0/460	0/212	0/210	0/481

5. RESEARCH FINDINGS

5.1. Main Hypothesis

Workaholism influences the human force effectiveness in Agriculture Banks from Sistan and Baluchistan Province.

To determine the effectiveness, goodness-of-fit in regression model was analyzed which was discussed below. To propose the model of the relationship between Workaholism (Y) and Human force effectiveness (X) after investigating its adequacy indicators in below table, the model is presented.

The results of Table 1 show that, the relationship between independent variables and the dependent variable equals to 0.460. R² is 0.212 which shows that 21.2% of variation in Workaholism is predicted by human force effectiveness. Because this measure do not consider the degree of freedom, adjusted R² was used which equals to 21 in this study. According to the indices, the model was adequate.

The inserted variable in regression equation is the core of regression analysis which can be seen in Table 2 the regression equation is provided by unstandardized coefficients.

$$\text{Human force effectiveness} = 0.824 + (0.762) \text{ Workaholism.}$$

It can be said that with increase of one unit of each independent variable depending on the written coefficient, the dependent variable is increased. In other words with increase of one unit in Workaholism, the standard deviation 0.762 unit of human force effectiveness is increased, so they have positive relationship. T-test relating to regression coefficients are displayed in the table for independent variable as well. The significance value equals to 0.000, so Workaholism has a meaningful effect on human force effectiveness.

5.1.1. Sub-hypothesis 1

Immersion in work influences the human force effectiveness in Agriculture Banks from Sistan and Baluchistan Province.

Table 2: Regression equation of human force effectiveness

Model	Unstandardized coefficients		Standard error	Standardized coefficients		T	Significance
	B			Beta			
1							
Constant	0/824		0/320	0/460		2/57	0.000
Workaholism	0/762		0/076			10/01	

Dependent variable: Human force effectiveness

Table 3: Goodness of fit of regression model between Immersion in work and human force effectiveness

R	R ²	Adjusted R ²	Standard error of the estimate
0/784	0/614	0/613	0/336

Table 4: Regression equation of human force effectiveness

Model	Unstandardized coefficients		Standardized coefficients		T	Significance
	B	Standard error	Besta			
1						
Constant	0/46		0/164	0/742		2/280
Immersion in work	1/023		0/042			24/35

Dependent variable: Human force effectiveness

To determine the effectiveness, goodness-of-fit in regression model was analyzed which was discussed below. To propose the model of the relationship between Immersion in work (Y) and Human force effectiveness (X) after investigating its adequacy indicators in below table, the model is presented.

The results of Table 3 show that, the relationship between independent variables and the dependent variable equals to 0.784. R² is 0.614 which shows that 61.4% of variation in immersion in work is predicted by human force effectiveness. Because this measure do not consider the degree of freedom, adjusted R² was used which equals to 61.3 in this study. According to the indices, the model was adequate.

The inserted variable in regression equation is the core of regression analysis which can be seen in Table 4 the regression equation is provided by unstandardized coefficients.

$$\text{Human force effectiveness} = 0.46 + (1.02) \text{ immersion in work.}$$

It can be said that with increase of one unit of each independent variable depending on the written coefficient, the dependent variable is increased. In other words with increase of one unit in Immersion in work, the standard deviation 1.02 unit of human force effectiveness is increased, so they have positive relationship. T-test relating to regression coefficients are displayed in the table for independent variable as well. The significance value equals to 0.000, so Immersion in work has a meaningful effect on human force effectiveness.

5.1.2. Sub-hypothesis 2

Internal tendency influences the human force effectiveness in Agriculture Banks from Sistan and Baluchistan Province.

To determine the effectiveness, goodness-of-fit in regression model was analyzed which was discussed below. To propose the model of the relationship between internal tendency (Y) and Human force effectiveness (X) after investigating its adequacy indicators in below table, the model is presented.

The results of Table 5 show that, the relationship between independent variables and the dependent variable equals to 0.349. R² is 0.122 which shows that 12.2% of variation in internal tendency is predicted by human force effectiveness. Because this measure do not consider the degree of freedom, adjusted R² was used which equals to 11.4 in this study. According to the indices, the model was adequate.

The inserted variable in regression equation is the core of regression analysis which can be seen in Table 6 the regression equation is provided by unstandardized coefficients.

$$\text{Human force effectiveness} = 2.75 + (0.399) \text{ internal tendency.}$$

It can be said that with increase of one unit of each independent variable depending on the written coefficient, the dependent variable is increased. In other words with increase of one unit in Internal tendency, the standard deviation 0.399 unit of human force effectiveness is increased, so they have positive relationship. T-test relating to regression coefficients are displayed in the table for independent variable as well. The significance value equals to 0.000, so internal tendency has a meaningful effect on human force effectiveness.

5.1.3. Sub- hypothesis 3

Enjoying working influences the human force effectiveness in Agriculture Banks from Sistan and Baluchistan Province.

To determine the effectiveness, goodness-of-fit in regression model was analyzed which was discussed below. To propose the model of the relationship between enjoying working (Y) and Human force effectiveness (X) after investigating its adequacy indicators in below table, the model is presented.

The results of Table 7 show that, the relationship between independent variables and the dependent variable equals to 0.852 R² is 0.726 which shows that 72.6% of variation in enjoying working is predicted by human force effectiveness. Because this measure do not consider the degree of freedom, adjusted R² was used which equals to 72.4 in this study. According to the indices, the model was adequate.

The inserted variable in regression equation is the core of regression analysis which can be seen in Table 8 the regression equation is provided by unstandardized coefficients.

$$\text{Human force effectiveness} = -0.533 + (1.129) \text{ enjoying working.}$$

It can be said that with increase of one unit of each independent variable depending on the written coefficient, the dependent variable is increased. In other words with increase of one unit in Enjoying working, the standard deviation 1.129 unit of human force effectiveness is increased, so they have positive relationship. T-test relating to regression coefficients are displayed in the table for independent variable as well. The significance value equals to 0.000, so enjoying working has a meaningful effect on human force effectiveness.

6. CONCLUSION

In the present study, based on posing a main question and three secondary questions it has been tries to survey the relationships between the three aspects of workaholism and organizational effectiveness in Agriculture Banks via taking advantage of statistical analyses techniques. The analyses results are reflective of an overall confirmation of such a relationship with a 95%

Table 5: Goodness of fit of regression model between internal tendency and human force effectiveness

R	R ²	Adjusted R ²	Standard error of the estimate
0/349	0/122	0/114	0/570

Table 6: Regression equation of human force effectiveness

Model	Unstandardized coefficients		Standardized coefficients	T	Significance
	B	Standard error	Beta		
1					
Constant	2.75	0.407	0.349	6.75	0.000
Internal tendency	0.399	0.098		4.09	

Dependent variable: Human force effectiveness

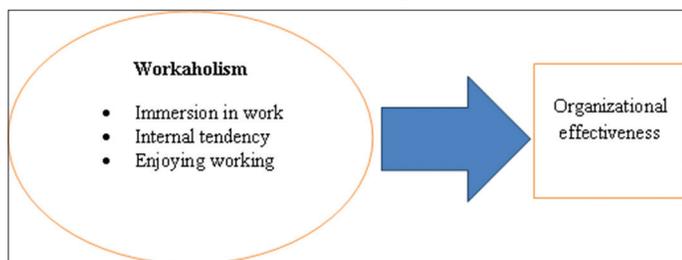
Table 7: Goodness of fit of regression model between enjoying working and human force effectiveness

R	R ²	Adjusted R ²	Standard error of the estimate
0/852	0/726	0/724	0/524

Table 8: Regression equation of human force effectiveness

Model	Unstandardized coefficients		Standardized coefficients	T	Significance
	B	Standard error	Beta		
1					
Constant	-0.533	0.277	0.852	-1.924	0.000
Enjoying working	1.129	0.063		17.91	

Dependent variable: Human force effectiveness

Figure 1: Study conceptual model

probability based on which the response to the main study question is positive.

A more precise survey of the analyses results obtained from correlation tests regarding the secondary study hypotheses is indicative of the existence of a relationship/difference between the aspects of workaholism and staff's organizational efficiency.

Immersion in work exerts a positive and significant effect on the organizational force effectiveness; that is to say a deeper involvement in work is concomitantly accompanied with higher rates of dutifulness in the organization. The individuals who are labeled as workaholics are the ones who voluntarily dedicate many hours to organizational activities.

Taking internal enjoyment of the work positively and meaningfully influences the organizational workforce effectiveness meaning that the workaholics pay more attention to the process of accomplishing a task rather than being attentive to their job outputs. In fact, positive approach to workaholism creates some type of internal inclination to performing a job taking long hours to be finished.

Finally, the study hypotheses indicate that enjoying working exerts a positive and significant influence on the organizational effectiveness of the employees meaning that the workaholics double their efforts and ambitions and stay loyal to the organizational objectives due to their love for their job and performing a task which is accompanied with pleasure for them.

Experts recommend that in order for supporting the behaviors accompanied with workaholism in organizational environment such behaviors should be rewarded in terms of the profession, although the personal and social expenses of being addicted to one's job are extensive.

According to the study findings, the following solutions are recommended in order to increase the possibility to improve the organizational workforce effectiveness:

1. The expression of workaholic behaviors which are envisaged as positive should be rewarded in order for an internal tendency (an aspect of workaholism) to be generated accordingly and

such an unfavorable characteristic can be practically applied in line with organizational objectives.

2. The occupations should be designed in such a manner that they internally look somehow attractive for the individuals and cause the employees to feel zealousness and enthusiasm in getting them done and this will eventually lead to the expression of citizenship behaviors. In doing so, two aspects pertaining to the internal tendency towards performing a duty and enjoying working will be corroborated and again instead of observing inappropriate behaviors displayed by workaholics, their energy and power can be directed towards demonstrating organizational citizenship behavior.
3. According to the fact that workaholism can impose adverse effects on the staff in long-run, therefore, such behaviors should be effectively managed in such a manner that they can bring about an enhancement in favorable behaviors and, at the same time, do not incur the employees' occupational and personal lives with negative effects.

REFERENCES

- Ahmadi, B., Gharaei, A.C., Babaki, R. (2013), Organizational citizenship behavior and organizational commitment. *Journal of Management*, 10(3), 11-21.
- Gholipur, A., Nargesiyani, A., Tahmasebi, R. (2009), Workaholism: A new challenge for organization's human resources management. *Management Knowledge*, 18, 9-11.
- Kashif, M., Yousaf, K., Muhammad, R. (2011), An exploration of the determinants of OCB in the telecommunication sector of Pakistan. *Asian Journal of Business Management*, 3(2), 91-97.
- Korkmaz, T., Arpacı, E. (2009), Relationship of organizational citizenship behavior with emotional intelligence. *Procedia Social and Behavioral Sciences*, 1, 1-15.
- Markoczy, L., Xin, K. (2004), The virtues of omission in organizational citizenship behavior. *University of California*, ???, 28-30.
- McMillan, L.H.W., O'Driscoll, M.P., Marsh, N.V., Brady, E.C. (2001), Understanding workaholism: Data synthesis, theoretical critique, and future design strategies. *International Journal of Stress Management*, 8(2), 69-91.
- Noura, A. (2015), The Survey of the Relationship Between the Organizational Effectiveness and the Creativity in Zahedan's Islamic Azad University Staff, MA Dissertation, Islamic Azad University, Zahedan Branch.
- Samandari, A. (2015), The Survey of the Relationship Between Workaholism and Organizational Citizenship Behavior Among Ardabil's Offices Employees, the First International Conference on Economy, Management, Accounting and Social Sciences, Rasht, Anzali Free Zone University Entrepreneur Company.
- Senir, N., Harps, B.M. (2004), The survey of the role of workaholism in staff job. *International Journal of Organizational Management*, 5(3), 121-130.
- Yılmaz, K., Tasdan, M. (2009), Organizational citizenship and organizational justice in Turkish primary schools. *Journal of Educational Administration*, 47(1), 108-126.