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**A STUDY OF LEVEL OF AWARENESS OF WORKAHOLISM
BETWEEN PUBLIC AND PRIVATE AGENCIES: A CASE
STUDY OF PUBLIC AND PRIVATE WORKERS**

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THE ABSTRACT

Abstract

The growing interest in workaholism, its prevalence in the workplace, and conflicting opinions, observations and conclusions about workaholism and its impact on organisations, on the workaholic, and on the families, present a convincing case for directing more research effort towards investigating this phenomenon. (Bonebright et al., 2000, Buelens and Poelmans, 2004, Burke, 2000, McMillan et al., 2002, McMillan et al., 2003). Because there are conflicting opinions and conclusions about the impact of workaholism, our study has purposes to create awareness among the workers of workaholism so that they may prevent themselves from becoming a workaholics. In doing this study we have distributed 100 sets of questionnaires to both public and private agencies to see whether there is any differences of level of awareness of workaholism among them. Based on our findings, there are differences of level of awareness of workaholism between public and private agencies especially in term of job post. Different level of job post has different level of awareness of workaholism. There are six ways to overcome workaholism that have been proposed by the respondents from both public and private agencies. It also found that most of the respondents have give their opinion on the effects of workaholism in the working environment. Besides, they also have give opinions that the private agencies tend to experience more workaholic symptoms compared to private agencies. The level of awareness of workaholism does not have much influence from the demographic factors but it is more influence by the office culture that being practice differently by the public and private agencies. It can be concluded that the level of awareness of workaholism is moderate. Future researcher is recommended to explore more topics or issues related to workaholism.

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CHAPTER 1

INTRODUCTION

1.1 Introduction

Workaholic is generally defined as a person who works very hard and finds it is difficult to stop working and do other things. Workaholism is a work addiction in which a person is unable to regulate his work habits and gives priority to his works rather than his other life activities (Bryan E. Robinson, 1998). The problem of workaholism often carried into the workplace: their rigid thinking, their compulsive work habits and their way of relating to people. This work habit not only can hurt the workaholics but also the company.

When workaholic is over concentrate on his work, the possibility of doing a mistake is higher. This is because, many workaholics are less efficient in doing their works compared to the other coworkers in their company. Lack of efficiency in works may lead to high rates of errors and more accidents may occur. Non workaholics have less possibility in doing mistakes because they put in fewer hours in planning and working toward a job goal. They are also an optimal performer who have warm, outgoing relationships and good collaborative sense and are a master at delegating (Bryan E. Robinson, 1998).

In the company, the problem of workaholism is causes by the company that promote work addiction for example, on the production line, in boardrooms or in sales meetings. Firstly, the company is aim to make a lot of profit that may become a driving forces for the workaholic to work harder to achieved its goal. Since the workaholics exist in a company, the working environment is more on self-centered

CHAPTER 2

LITERATURE REVIEW & CONCEPTUAL FRAMEWORK

2.1 Introduction

Though the concept of workaholism was first introduced in the beginning of the 1970s, there is little information available concerning helping techniques and methods that counselors can use to work with workaholic clients. Such information is in great need for helping professionals and help-seekers alike given that workaholism has become one of the main health threats to people's work life and personal life (Burke, 2001; Struhl, 1998). The negative impact of workaholism on people's lives is alarming as research evidence shows that up to 25% of the working population are enduring symptoms of workaholism (Robinson, 1998). This calls for the utilization of pertinent helping approaches in dealing with workaholism. The core for professional helping aims to achieve a balanced relationship between work life and other aspects of one's life. That is, career and mental health practitioners need to help workaholics to achieve a balance between meaningful productive work and healthy leisure activities for life satisfaction, and for maintaining well being (Caproni, 1997; Naughton, 1987; Seybold and Salomone, 1994).