

# Abstract

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## **Workaholic job behaviours among managers in Egypt: Potential antecedents and consequences**

Purpose - This research considered the relationship of two workaholic job behaviors proposed by Mudrack (2006) with potential correlates in a large sample of Egyptian managers. Design/methodology/approach - Data were collected from 242 respondents, 146 males and 96 females, using anonymously completed questionnaires, a 48% response rate. Measures included two workaholic job behaviors, personal demographic and work situation characteristics, stable individual difference personality factors, job behaviors, work outcomes, after-work recovery experiences, indicators of quality of life (e. g., work-family conflict, life satisfaction) and psychological well-being. Findings –The two workaholic job behaviors, Non-required work and control of others, were significantly and positively correlated, but modestly. One both were related to job demands and to perfectionism and difficulty delegating.. Managers scoring higher on workaholic job behaviors tended to report poorer psychological well-being. But managers scoring higher on workaholic job behaviors also tended to be more job satisfied and work engaged, the latter being contrary to expectations. Research limitations/implications –The sample, though large, may not be representative of Egyptian managers. In addition questions of causality could not be addressed. . Practical implications – Workaholic job behaviors, as measured by the Mudrack scales, may not capture the negative connotations of the workaholism concept. Findings point out the difficulties in reducing workaholic job behaviors if they are associated with perceptions of job and career satisfaction. Originality/value - This study adds to our understanding of workaholism in Egypt. Human resource management and worker attitudes have not received much research attention in Egypt. Key words: Workaholism, Egyptian managers, work outcomes, psychological well-being Paper type –Research paper Purpose - This research considered the relationship of two workaholic job behaviors proposed by Mudrack (2006) with potential correlates in a large sample of Egyptian managers. Design/methodology/approach - Data were collected from 242 respondents, 146 males and 96 females, using anonymously completed questionnaires, a 48% response rate. Measures included two workaholic job behaviors, personal demographic and work situation characteristics, stable individual difference personality factors, job behaviors, work outcomes, after-work recovery experiences, indicators of quality of life (e. g., work-family conflict, life satisfaction) and psychological well-being. Findings –The two workaholic job behaviors, Non-required work and control of others, were significantly and positively correlated, but modestly. One both were related to job demands and to perfectionism and difficulty delegating.. Managers scoring higher on workaholic job behaviors tended to report poorer psychological well-being. But managers scoring higher on workaholic job behaviors also tended to be more job satisfied and work engaged, the latter being contrary to expectations. Research limitations/implications –The sample, though large, may not be representative of Egyptian managers. In addition questions of causality could not be addressed. . Practical implications – Workaholic job behaviors, as measured by the Mudrack scales, may not capture the negative connotations of the workaholism concept. Findings point out the difficulties in reducing workaholic job behaviors if they are associated with perceptions of job and career satisfaction. Originality/value - This study adds to our understanding of workaholism in Egypt. Human resource management and worker attitudes have not received much research attention in Egypt. Key words: Workaholism, Egyptian managers, work outcomes, psychological well-being Paper type –Research paper