

Abstract

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Work intensity, work hours, satisfactions and psychological well-being among Egyptian managers.

This research examined the relationship of measures of work intensity and work hours on potential antecedents and work and well-being consequences. Data were collected from 242 male and female managers and professionals working in a variety of organizations in Egypt using anonymously completed questionnaires, a 48% response rate. Work intensity was significantly correlated with work hours, but weakly. Work hours and work intensity shared only one common personal demographic and work situation predictor (level of education) but it had opposite relationships with the work hours and work intensity measures. Work hours and work intensity also shared one common stable personality predictor, Non-required work, a workaholic job behavior. This measure however likely reflected the requirements of managerial jobs more than the addictive and negative aspects of workaholism. Work intensity was more strongly and consistently related to both work and well-being outcomes. Interestingly, work intensity was positively related to work outcomes and negatively related to indicators of psychological well-being