

# Work and Social Life Interaction: The Link between Marriage Satisfaction and Workaholism

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**Abstract:** *Workaholism has been discussed with many different approaches and it is still a controversial issue. Studies on workaholism generally show that it mainly affects the attitudes towards work adversely. In this respect, many researchers are trying to reduce the possible negative consequences of workaholism for individuals, organizations and society. A number of studies have been carried out recently on the causes of workaholism but little is known about its relationship with private life. The aim of this study is to examine the association between marriage satisfaction and workaholism. In this context, a survey was conducted with the participation of married employees of a large-scale private sector company operating in Sakarya (Turkey). The questionnaire form included the workaholism scale, marriage satisfaction scale and personal information form and it was distributed to the employees by hand. A total of 107 valid questionnaires were obtained and subjected to the relevant analyzes. According to the findings of the study, a significant negative relationship was found between marriage satisfaction and workaholism. The findings of the regression analysis supported the interaction of workaholism and marriage satisfaction.*

**Keywords:** *Workaholism, Marriage Satisfaction, Social and Work-Life Interaction*

## 1. Introduction

Studies on workaholism have been increasing since the 2000s [1], [2], [3], [4], [5]. When studies related to workaholism are examined, it is seen that studies are carried out to examine the causes, results, measurement of workaholism and its relationship with certain variables. Since workaholism expresses work addiction, it is predominantly considered as a negative attribute [6]. When the factors triggering workaholism are examined, it is possible to state many individual, organizational and environmental factors [7]. However, in literature it is seen that there is not enough study that examine the association between the social life of the individual and workaholism. In particular, employees who are not happy with family life can be expected to exhibit more workaholic tendencies. If the happiness level expectation of an individual in his/her home, marriage, and social life cannot be achieved, the individual can be expected to build some means of happiness. At this point, it is important to examine the marital satisfaction and workaholic tendencies of married employees. With this justification, this study aimed to investigate the relationship between marriage satisfaction and workaholism. In the current study, firstly, the concept of workaholism was introduced briefly, then the theoretical and empirical background of the research was built based on the studies carried out on the subject and the findings obtained within the scope of the research were shared.

Since the introduction of the concept of workaholism, many studies have been carried out on workaholism. Particularly in recent years, interest has increased. Workaholic employees are tend to to continue to work even if they do not enjoy. In this direction, workaholics are overworked, but this does not always result in high performance and efficiency. Workaholics tend to be physically and mentally engaged in work, even in their spare time [8], [9], [10], [11], [12].

There are different approaches to workaholism. Some view workaholic as positive and some researchers view it as a negative feature. However, empirical studies on the subject show that workaholism causes mainly negative consequences [13], [14]. In this respect, all possible factors affecting workaholism should be examined. Although there are a number of studies on the relationship between social life and workaholism [13], [15], [16],

[17], [18] a limited number of studies have examined directly the relationship among marriage satisfaction [18], family satisfaction [19] and workaholism. In this respect, many studies are needed in order to better understand the relationship between workaholism and marital satisfaction and to obtain comprehensive findings on possible causes of workaholism. There is no study examining the relationship between workaholism and marital satisfaction in Turkey sample. Theoretically, employees who are not satisfied with their marriage can be expected to work harder to have joy in life. In addition, marital satisfaction is expected to be low as of workaholic employees because they tend to spend their free time with work-related activities. Depending on these theoretical and empirical basic it is expected that there will be a negative correlation between marriage satisfaction and workaholism. Thus research hypothesis is postulated as follows;

**Hypothesis:** There is a negative relationship between marriage satisfaction and workaholism.

## 2. Methods

### 2.1. Data Collection and Procedure

In order to obtain the data needed in the study, a questionnaire was prepared by bringing together the questions of work satisfaction and marriage satisfaction scales and personal information form. After that the questionnaire forms was distributed to the employees of a large-scale private sector company operating in Sakarya by hand. After eliminating the missing and sloppy questionnaires, a total of 107 valid questionnaires were analyzed. In this context, descriptive statistics, reliability analysis and correlation analysis were used. Bergen Work Addiction Scale [20] was used to measure workaholism level of participants. In order to measure marriage satisfaction, marriage satisfaction scale developed by [23] was used. Both scales were used on a five point Likert type.

### 2.2. Participants

52.5 % of the participants were male; all of the participants were married. 8.4 % holds primary school degree, 29.9 % holds a high school degree, 19.6 % have an associate degree 42.1 % have a bachelor's degree.

## 3. Findings

### 3.1. Descriptive Statistics

Descriptive statistics, internal consistency scores are presented in Table 1 and correlation analysis finding are shared in Table 2. Independent Samples T Test findings are presented in Table 3.

TABLE I: DESCRIPTIVE STATISTICS AND INTERNAL CONSISTENCY SCORES

Variables	Mean	SD	$\alpha$
Workaholism	2.97	0.73	.75
Marriage Satisfaction	3.67	0.70	.86
Age	37.69	9.58	

Note. SD = Standard Deviation,  $\alpha$  = Cronbach's  $\alpha$ ,

### 3.2. Correlation Analysis

As it is seen in Table 1 the mean value of workaholism is average and the level of marriage satisfaction of participants could be considered as high. Details are shared in Table 1. Also both scales achieved a good level of internal consistency scores.

TABLE II: CORRELATION ANALYSIS FINDINGS

Variables	1	2
1.Workaholism	-	
4.Marriage Satisfaction	.37***	-

Note.\*  $p < .05$ , \*\*  $p < .01$ , \*\*\*  $p < .001$ .

As it is seen in Table 2 workaholism (total score and its dimensions) was found to be negatively correlated with marriage satisfaction. This finding simply means that marriage dissatisfaction is significantly associated

with workaholism. It could be inferred that employees' social life is related to working life attitudes. As a psychological concept workaholism is not an attitude it is an attribute and behavioral pattern and if the employees are not happy with their marriage it is likely that they can face workaholism. This finding supported the research hypothesis.

### 3.3. Independent Samples T Test

TABLE III: INDEPENDENT SAMPLES T TEST FINDINGS

Variable	Category	N	Mean	SD	F	p
Marriage Satisfaction	Male	56	3.98	0.71	0.1	.115
	Female	51	3.76	0.69		
Workaholism	Male	56	2.90	0.79	2.9	.637
	Female	51	2.97	0.66		

Note. SD = Standart Deviation

As it is seen in Table 3, both workaholism and marriage satisfaction levels of the participations were not significantly different.

## 4. Discussion & Conclusion

Previous studies on workaholism have predominantly focused on the consequences and measurement of workaholism. The studies examining the causes of workaholism were mainly focused on individual and organizational causes of workaholism. However, in order to better understand workaholism, it is necessary to question the possible causes of workaholism in line with the interaction between social life and business life. Although previous studies [16], [17], [23], [23], [1], [2] examined workaholism together with social life interaction, a limited number of studies examined the relationship between family [19] and marriage satisfaction [18]. The number of studies examining the interaction between workaholism and marital satisfaction in Turkey is rather limited. Therefore, in this study, the relationship between work satisfaction and marriage satisfaction was examined. The findings [18] were consistent with previous studies on the subject. However, an important issue here is marriage dissatisfaction is a cause or result of workaholism? There is no clear answer to this question yet. Because the dissatisfaction of marriage can be considered as a cause of workaholism, and a workaholic can be expected to be unhappy with the marriage. In this respect, further studies are needed to better understand the interaction between social life and work life and to understand the relationship between work life and marriage satisfaction more comprehensively.

It is possible to mention some limitations in this study. Firstly, the current research was conducted on a very limited sample size. In addition, only quantitative research methods were used in the study. However, in such a study, if in-depth interviews were conducted with employees who were uncomfortable with their marriages and more detailed findings could be obtained regarding the causes and consequences of workaholism. In this regard, qualitative research methods can be used in addition to quantitative methods in future research. As a result, in this study, the relationship between work satisfaction and marriage satisfaction was examined and a negative relationship was found between two variables. Based on this finding, it is possible to argue that individuals who are happy in their social life work is likely to have less compulsive tendency in working. However, further studies are needed for a comprehensive generalization.

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