WORKAHOLISM AMONG NORWEGIAN BANK EMPLOYEES: ANTECEDENTS AND CONSEQUENCES

This study examined antecedents and consequences of workaholism among 235 Norwegian bank employees in lower level customer service and supervisory positions. A majority of respondents worked part-time on a permanent basis. Three workaholic types were considered (Work Enthusiasts, Work Addicts, Enthusiastic Addicts) using measures developed by Spence and Robbins (1992). Antecedents included personal demographic and workplace characteristics and a measure of narcissism; consequences consisted of burnout components, aspects of work engagement, health complaints and health behaviors. The three workaholism types were similar on personal demographics, work situation characteristics and measures of narcissism. Work Addicts scored higher on exhaustion and cynicism than did Enthusiastic Addicts and Work Enthusiasts but the three workaholism types were similar on professional efficacy, three measures of engagement and four job stressors. The three workaholism types also reported similar levels of health complaints and health behaviors.