
اعتیاد به کار :

چالش جدید مدیریت منابع انسانی سازمان‌ها

(// : //)

بر خلاف این که اکثر کارکنان سازمان‌ها با کار خودشان عجین نمی‌شوند و تمایل به کاهلی و وقت‌گذرانی دارند، ولی عده‌ای هم‌چون دانشوران ساعات متعدد را با کارایی بالا به کار می‌گذرانند. اشتغال به کار این افراد در فضای کاری نیروی انسانی کشور بسیار تعجب‌برانگیز است. در این مقاله تلاش می‌شود شیفتگی عجیب دانشوران به کار در قالب اعتیاد به کار تبیین شود. یافته‌های مقاله حاکی از آن است که بین ویژگی‌های شخصیت این افراد و اعتیاد به کار رابطه معنی‌دار وجود دارد. کانون کنترل درونی، خودباوری و خود شیفتگی رابطه معنی‌دار و مثبت و کانون کنترل بیرونی رابطه منفی با اعتیاد به کار نشان می‌دهند. جامعه آماری شامل پزشکان و متخصصانی است که در مطب، دانشکده و بیمارستان به‌طور هم‌زمان فعالیت می‌کنند.

واژه‌های کلیدی:

Email: agholipor@ut.ac.ir

: *

[] Archive of SID []

[]

[]

[]

[]

[]

[]

Archive of SID

:

)

(

[]

:

()

[]

()

Archive of SID

()

()

_____ :

()

()

[]

:

:

[]

[]

[]

()

Archive of SID

Archive of SID

[]

[]

[]

Archive of SID

[] [] [] []

[]

[]

[]

[]

Archive of SID

Archive of SID

SPSS

/ ()

(/) :

t-value			
/	/		
/	/		
/	/		
/	/		
/	/		
/	/		
/	/		
/	/		
/	/		
/	/		
/	/		
/	/		
/	/		
/	/		
/	/		
/	/		
/	/		

_____ :

(/) :()

t-value			
/	/		
/	/		
/	/		
/	/		
/	/		
/	/		
/	/		
/	/		
/	/		
/	/		
/	/		
/	/		
/	/		
/	/		
/	/		
/	/		
/	/		
/	/		
/	/		
/	/		

([]) : ()

t-value			
/	/		
/	/		
/	/		
/	/		
/	/		
/	/		
/	/		
/	/		

([]) : ()

t-value			
/	/		
/	/		
/	/		
/	/		(R)
/	/		
/	/		
/	/	()	
/	/		
/	/		
/	/		

_____ :

(/) : ()

t-value			
/	/		
/	/		(R).
/	/		
/	/		
/	/		
/	/		
/	/		
/	/		
/	/		

Archive of SID

()

RMSEA

AGFA GFI

t

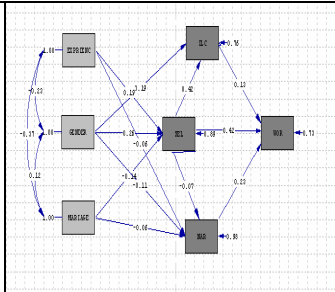
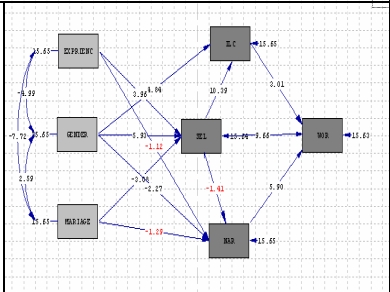
SPSS 15

LISREL 8.53

()

RMSEA

AGFI GFI

	
()	()
$\chi^2 = /$	$\chi^2 = /$
df =	df =
RMSEA = / %	GFI = /
	AGFI = /

NAR

SEL

ILC

GEN

EXP

ELC

WOR

MAR

t

t

t

Archive of SID

[] ()
[]

Archive of SID

Archive of SID

[]

[]

[]

)

(

_____ :

/

(/)

(/)

Archive of SID

. []

. []

()

Archive of SID

[1]

()
)
(

-
1. Amernic, J.H. and Craig, R. J. (2008). "Leading in language: What the CEO should and should not say", *Strategic Direction*, 4/2: 24-35.
 2. Barbosa, S. D.; Gerhardt, M. W. and Kicku, J. R. (2007). "The Role of Cognitive Style and Risk Preference on Entrepreneurial Self-Efficacy and Entrepreneurial Intentions", *Journal of Leadership and Organizational Studies*, Vol. 13, No. 4, pp: 86-104.
 3. Brown, A. (1997). "Narcissism, identity and legitimacy", *Academy of management Review*, Vol. 22, No. 3. pp: 643- 686.
 4. Burke, R.; Burgess, Z. and Fullon, B. (2006). "Workaholism Among Australian Female Managers and Professionals", *Equal Opportunities International*, Vol. 25, No. 3, pp: 200- 210.
 5. Chen, J. and Wang, L. (2006). "Locus of control and the three components of commitment to change", *Personality and Individual Differences*, Vol. 42, pp: 503-512.
 6. Dimaggio, G.; Semerari, A.; Falcone, M.; Nicolo, G.; Carcione, A. and Proccaci, M. (2002). "Metacognition, States of Mind, Cognitive Biases, and Interpersonal Cycles: Proposal for an Integrated Narcissism Model". *Journal of Psychotherapy Integration*, Vol. 12, No. 4, pp: 421- 451.
 7. Girasoli, A. J. and Hannafin, R. D. (2008). "Using asynchronous AV communication tools to increase academic self-efficacy", *Computers & Education*, pp: 1-7.
 8. Hamermesh, D. and Slemrod, J. (2008). "The Economics of Workaholism: We Should Not Have Worked on This Paper", *B.E. Journal of Economic Analysis and Policy*, Vol 8, Issue 1, pp: 17- 25.
 9. Jorstad, J. (1996). "Narcissistic and Leadership: some differences in male and Female leaders", *Leadership and Development Journal*. pp:17-22
 10. Khoo, H. S. and Burch, G. T. (2008). "The 'dark side' of leadership personality as transformational leadership: An exploratory study", *personality and individual differences*, Vol. 44, pp: 86-97.
 11. Martinez, M. A.; Zeichner, A.; Reidy, D. E. and Miller, J. D. (2008). "Narcissism and displaced aggression: Effects of positive, negative", and delayed feedback, *Personality and Individual Differences*, Vol. 44, pp: 140-149, p: 141.
 12. Mc Kormic, J. and Barnett, K. (2007). "A multilevel investigation of relationships between Australian teachers career stages and locus of control", *Journal of educational administration*, Vol. 46, No. 1, pp: 8-24.
 13. Morf, C. C.; Weir, C.; and Davidov, M. (2000). "Narcissism and intrinsic motivation: The role of goal congruence", *Journal of Experimental Social Psychology*, Vol. 36, pp: 424-438.
 14. Mudrack, P. E. (2004). "Job Involvement, Obsessive-Compulsive Personality Traits and Workaholic Behavioral Tendencies". *Journal of Organizational Change Management*, Vol 17, pp:490-508.
 15. Oates, W. (1971). "Confessions of a Workaholic: The Facts about Work Addiction", World Publishing, New York, NY.
 16. Piotrowski, C. and vodanovich, S. (2008). "The Workaholism Syndrome: An Emerging Issue in the Psychological Literature". *Journal of Instructional*

-
- Psychology, 35/1. p: 103, 104.
17. Rotter, J. B. (1966). "Generalized expectancies for internal versus external control of reinforcement", Psychological Monographs, 80, Whole 60.
 18. Schaufeli, W.; Taris, T. and Van Rhenen, W. (2008). "Workaholism, Burnout, and Work Engagement: Three of a Kind or Three Different Kinds of Employee Well-being?", Applied Psychology: An International Review, Vol. 57, Issue. 2, P: 173-203.
 19. Scott, K. S.; Moore, K. S. and Miceli, M. P. (1997). "An exploration of the meaning and consequences of workaholism", Human Relations, Vol. 50, No. 3, pp: 287-314.
 20. Seybold, K. C. and Salomone, P. R. (1994). "Understanding workaholism: a review of causes counseling approaches", Journal of Counseling and Development, Vol. 73, pp: 4-10.
 21. Snir, R. and Harpaz, I. (2004). Attitudinal and demographic antecedents of workaholism, Journal of Organizational Change Management, University of Haifa, Haifa, Israel.
 22. Snir, R. and Harpaz, I. (2006). "The Workaholism Phenomenon: a cross-national perspective", Career Development International, Vol. 11, No. 5, pp: 380- 393.
 23. Snir, R. and Zohar, D. (2008). "Workaholism as Discretionary Time Investment at Work: An Experience-Sampling Study", Applied Psychology: An International Review, Vol. 57, Issue. 1, P: 109-127.
 24. Spector, P. E. (1988). "Development of work locus of control scale. Journal of Occupational Psychology, Vol. 61, pp: 335- 340.
 25. Spence, J. T. and Robbins, A. S. (1992). "Workaholism: definition, measurement, and preliminary results", Journal of Personality Assessment, Vol. 58, No. 1, pp: 160-78.
 26. Stoeber, J. and Hutchfield, J. and Wood, K. V. (2008). "Perfectionism, self efficacy, and aspiration level: differential effects of perfectionistic striving and self criticism after success and failure", personality and individual differences, Vol. 45, pp: 323- 327.
 27. Themanson, J. R.; Hillman, C. H.; McAuley, E.; Buck, S. M.; Doerksen, S. E.; Morris, K. S. and Pontifex, M. B. (2008). "Self-efficacy effects on neuroelectric and behavioral indices of action monitoring in older adults", Neurobiology of Aging, Vol. 29, pp: 1111-1122.
 28. Vazire, S.; Naumann, L. P.; Rentfrow, P. J. and Gosling, S. D. (2008). "Portrait of a Narcissist: Manifestations of Narcissism in Physical Appearance", Journal of Research in Personality, pp: 1-24.
 29. Westen, D. (1990). "The relations among narcissism, egocentrism, self-concept, and self-esteem: Experimental, clinical, and theoretical considerations", Psychoanalysis and Contemporary Thought, Vol. 13, pp: 183-239.
 30. Wijnbenga, F. H. and Witteloostuijn, A. V. (2007). "Entrepreneurial locus of control and Competitive strategies- The moderating effect?", Effect of environmental dynamism, Journal of Economic Psychology, Vol. 28, pp: 566-589.
 31. Wonnerberg, D. (2007). "The nature of Narcissism within Organizational Leadership", A Dissertation presented in Partial fulfillment of the requirement for the degree Doctor of Philosophy.