



## Breaking the Chains: The Toll of Workaholism on Bankers' Occupational Burnout

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### ABSTRACT:

Banking professionals are at danger of burnout due to the high stress and long hours. Studying the prevalence of workaholism and employee burnout in the banking industry was the focus of this study. Data on workaholism, burnout, and associated traits was gathered from a sample of bankers using validated questionnaires. Workaholism and burnout were positively correlated indicating that those who engaged in more workaholism were also more likely to become burnout by their occupations. The importance of workaholic tendencies in encouraging the development of burnout symptoms was further highlighted by the results of the regression analysis, which demonstrated a significant effect of workaholism on burnout. This study employed a quantitative research approach to investigate the relationship between workaholism, and occupational burnout. The sample included 200 male and female bank workers. Participants were selected using a convenience sample technique, meaning that they were chosen because they were both available and interested in taking part in the study. These findings underscore the importance of recognizing workaholism as a risk factor for burnout and the necessity for programs in the banking industry to address work-life balance and promote well-being. Banks may improve their ability to recruit and retain top talent by implementing strategies that lessen workaholism and foster a more positive work environment, all of which have been shown to minimize burnout and boost job satisfaction. The findings are the addition to the existing theory as well has practical implication for the managers and future researchers.

**Keywords:** Workaholism, Occupational Burnout, Mental Health, Banking Professionals, Quantitative Research.

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## Introduction

Businesses in the age of globalization face new hurdles as they work to maximize profitability now more than ever. Human labor patterns are changing as a result of heightened global competitiveness. To address the most urgent issues facing the globe, workers must be more inventive. To thrive in the current world of fierce competition, businesses must use creative strategies and solutions (Akram *et al.*, 2023). Workaholics love their jobs so much that they put in long hours and rarely take time off. Workaholics are valuable to their companies because of the results they help bring about. In addition, putting in more hours at the office may lead to deeper connections with coworkers, which is crucial for building trust and achieving other managerial goals (Akutsu *et al.*, 2022). Workaholics are those who are so committed to their employment that they put in extra time simply for the enjoyment of it. The hard worker who follows their passion and pursues a career in the arts, technology, or finance will be rewarded (Gong, 2020). Some people who work too much experience anxiety and tension because they are overwhelmed by or just not skilled at their work. People who are workaholics rarely get anything done outside of the office. Some academics argue that the root of workaholism is within the individual. Workaholism can originate from both internal and external factors. In addition, that is why it is crucial to be a workaholic in the workplace (Morkevičiūtė & Endriulaitienė, 2021). Success in the arts, technology, or finance awaits the workaholic who follows their heart (Gong, 2020). However, some workaholics suffer from anxiety and stress because they are unable to control their workload or are not skilled at the work they are attempting to complete. They may experience major difficulties in both their personal and professional life because of their emotional weariness (Abdullah *et al.*, 2022; Gong, 2020). Workaholism has positive effects on corporate outcomes but is detrimental to employees' well-being and fulfillment. Psychological and physiological stress, bodily symptoms, social dysfunction, anxiety, insomnia, poor sleep quality, work-life imbalance, and job stress/burnout are all negative effects associated with workaholism. The findings show that these adverse consequences might influence the workplace, including lower job satisfaction and less productive conduct (Spagnoli & Molinaro, 2020).

Even though workaholics spend the majority of their waking hours at work, numerous studies have found a link between workaholism and emotional exhaustion. They eventually burn out because they never take a break and are constantly active (Spagnoli & Molinaro, 2020). To put it simply, banking is the backbone of the financial system. Giga and Hoel (2003) report that bank workers are concerned about rising levels of violence and higher workloads. Workplace stress in banks has been linked to feelings of burnout and depression as well as lower health and productivity (Silva & Barreto, 2012). Therefore, this study aims to highlight the effects of workaholism in the banking sector and to persuade bank executives to adopt initiatives to build a more laid-back and productive staff that is capable of taking on future problems with assurance. In this cutthroat sector, having a high employee morale is essential to giving customers exceptional service. The most recent research provides information on practical remedies for the particular issues that banking industry workaholics encounter. Workaholism and occupational burnout among bankers are hard to describe and assess due to the situation's complexity. Personal, organizational, and societal elements all have a role in the development of workaholism and burnout. As a result, finding the underlying cause of what is causing these occurrences could be difficult. Defining workaholism and measuring burnout are topics of debate. Various measures may be used to capture aspects of the phenomena, and each measure may have its definition and operationalization. The banking industry is complex and demanding, with long hours and high stress levels for its employees. Therefore, factors including job expectations, employment resources, and business culture may all play a role in leading to workaholism and burnout.

When all is said and done, we still need more studies to determine how workaholism and burnout affect workers' health, happiness, and output over the long run. Bankers' propensity for workaholism and burnout is instructive because it demonstrates how societal, organizational, and personal factors all interact to affect the well-being and output of employees. With this information, we can create effective programs and regulations that foster a healthy work environment in the banking industry. As a result, the study on the effect of workaholism on occupational burnout in the banking sector significantly advances our knowledge of the connection between workaholism and burnout in this particular sector of the economy. It clarifies the dangers of workaholism while highlighting the detrimental effects on employee well-being, job satisfaction, and organizational outcomes. The results give employees, companies, and HR experts useful information that they may use to prevent and manage burnout. The study also has broader societal

repercussions, encouraging discourse on corporate culture, work-life balance, and mental health issues. Overall, this study broadens our understanding and provides useful recommendations for improving workplace settings and fostering employee well-being in the banking industry and elsewhere.

## Literature Review

### Theoretical Basis

The premise of self-determination theory (SDT; Deci and Ryan, 2000; Van Beek *et al.* 2012) is that people are dynamic, developing entities and that their natural inclination toward development is supported by satisfying their demands for autonomy, competence, and relatedness (Deci *et al.* 2017). The "need for autonomy" (Deci & Ryan, 2000) refers to the desire for the opportunity to make one's own decisions and act on one's own volition. When people talk about their "need for competence," they mean their drive to finish difficult activities and get the results they want (White, 1959). Finally, the "need for relatedness" (Baumeister & Leary, 1995) refers to the need for and importance of having satisfying social connections with others in which you feel valued and accepted.

While (a) workaholic workers put in long hours because they care deeply about their sense of self-worth and the results of their efforts, and (b) engaged workers put in long hours because they find their work interesting, engaging, and rewarding. Self-determination theory argues that workaholics are intrinsically motivated because their jobs affect their sense of identity, morality, and pride (Clark *et al.*, 2020). Introjected motivation consists of behaviors and thoughts that occur automatically and are intended to increase or preserve a person's sense of self-worth (Ryan & Deci, 2000; Stupnisky *et al.*, 2019). However, Schultz and Ryan (2015) suggest that to be mindful, an individual's processes of self-regulation must be motivated from within, and this independence must be reflected in their unique patterns of thought and behavior. Moreover, workaholics use self-regulatory processes that are at odds with mindfulness; hence, we intend to investigate whether features of workaholism may impede this trait. In addition, a lack of personal agency is a significant contributor to both overwork and burnout. Individuals who are workaholics may feel driven to meet internal or external obligations, and as a result, they may disregard their autonomy and personal limits to advance professionally (Vansteenkiste *et al.*, 2007). This can cause long-term tension and burnout (Shimazu *et al.*, 2020) since they do not feel like they have any say over how much time, they spend working versus relaxing.

Furthermore, it is important to understand how workaholism, burnout, and the theory of self-determination are related. People who place a high priority on their work may suffer from social isolation and damaged connections with others (Bakker & Demerouti, 2017). Burnout can be exacerbated by a lack of social interaction and support since social support serves as a buffer against occupational stress (Shimazu *et al.*, 2020). To sum up, the theory of self-determination offers a helpful paradigm for comprehending the dynamics between workaholism, burnout, and mental health. Workaholism can lead to burnout because of the obsessive pursuit of competence, the loss of autonomy, and the strain on relationships that the SDT framework identifies as a requirement. By better comprehending these interrelationships, interventions, and techniques can be developed to help workaholics strike a better work-life balance and avoid burnout.

### Workaholism

The term "workaholic" has become increasingly prevalent in recent years (for example, see Lavine (2014), Singal, 2014; Stillman, 2014). Due to technological advancements, increased speed of information and communication, increased global competition, etc., today's business executives face a new set of formidable challenges. Due to the rapidity of modern development, the lines between one's paid profession and one's personal life have blurred (Harry *et al.*, 2023) consequently; one of the most pressing challenges facing today's working population is striking a healthy balance between their personal and professional lives. Perhaps this is because, to keep up with the demands of their jobs, professionals in the modern era spend a disproportionate amount of time at work, eventually succumbing to workaholism (Shimazu & Schaufeli, 2009, p. 495-496). One possible explanation for this behavior is an innate, self-sustaining drive. People who are workaholics feel uneasy when they are not actively engaged in their work. Workaholism, as the name suggests, is linked to an "addiction" and, based on its symptoms; is placed in the same

group as alcoholism, drug addiction, and gambling addiction (Doğan & Tel, 2011). Workaholism surveys consistently give Chinese workers higher marks than their Western European colleagues do. Snir and Harpaz (2006) studied five nations, including Belgium, Israel, Japan, the United States, and the Netherlands, in their study of workaholism. Japanese workers reported the most hours worked and the highest job centrality compared to workers in the other four countries studied. Schaufeli *et al.* (2009a) examined workaholism in the Dutch and Japanese populations. Anxiety and depression were found to have a close relationship with workaholism, or "working excessively and compulsively," as defined by the authors. Workaholism is not a new phenomenon, but it has only recently caught the attention of researchers (Sussman, 2018). Rather than being motivated by outside forces, Shimazu and Schaufeli (2009) define a work addict as someone who is driven by a strong internal drive that is impossible to withstand.

### Occupational Burnout

The term "burnout" refers to the condition in which an individual is so overburdened with work-related stress that they are unable to cope with any further pressures. The literature discusses the physical effects of stress. Burke and Mikkelsen (2006) cited back pain and headaches as two negative outcomes of burnout in the workplace. Most bank employees sit for long periods, which is bad for their health. Studies have shown that when work demands are consistently high, it can lead to physical exhaustion. Employees cannot perform up to par because of this. Burnout is characterized by muddled emotions including anger and annoyance (Savery, 1988). Major indicators of burnout are exhaustion, loneliness, and a loss of personal execution (Demerouti *et al.* 2005). Numerous studies have established a connection between burnout and a wide range of mental and physical health issues, including but not limited to sleeplessness, fatigue, headache, misdirected rage, feelings of isolation, and exhaustion (Maslach & Jackson, 1982; Savery, 1988; Mckee & Massimilian, 2006). Growing evidence in the literature links elevated levels of stress to emotional exhaustion. Modern workplace burnout is widely acknowledged to be a significant contributor to rising rates of employee absence and sick leave (Leiter & Maslach, 2000). According to Weisberg (1994), a comprehensive research on burnout, both the physical and mental aspects of burnout are important in determining why an employee leaves. Burnout is a direct result of an employee's evaluations of job satisfaction and performance, which also have an indirect impact on organizational commitment and, eventually, an employee's decision to leave (Low *et al.*, 2001). An employee's dedication to the company suffers when they are experiencing burnout (Tan & Akhtar, 1998).

### Relationship between Workaholism and Workplace Burnout

The long-term repercussions of workaholism have been linked to problems such as increased fatigue from working long hours, increased stress, burnout, and challenging workplaces (Schaufeli *et al.*, 2009a, 2009b). As a result, a drop in productivity, innovation, and teamwork at work may harm the organization's goals (Aguilera- Luque, 2017). Sleep problems, such as insomnia and anxiety about going to bed (Salanova *et al.*, 2016; Spagnoli *et al.*, 2020), as well as cardiovascular illness, have also been associated with workaholism (Andreassen *et al.*, 2011, Andreassen *et al.*, 2018). Japanese research on nurses found that it was associated with increased dangers of tiredness at work, trouble waking up, and insufficient sleep (Kubota *et al.*, 2010). Sleep difficulties, such as trouble falling asleep and excessive daytime sleeping at work, were also emphasized in a recent Iranian study of nurses, along with sadness (Ariapooran, 2019). Workaholism is a primary predictor of unfavorable work-related events since it causes high levels of physical and mental strain, longer working hours than non-workaholics, and presenteeism, to name a few (Andreassen *et al.*, 2018a). Furthermore, workaholism affects organizations since overworked personnel perform poorly (Mazzetti *et al.*, 2016). Workaholism problems transcend beyond the workplace and into other parts of one's life, such as family life (Robinson, 2000; Bakker *et al.*, 2008). Individual, personality traits, intrinsic features, and personal attributes such as self-efficacy have been widely identified in the literature as the source of workaholism (Andreassen *et al.*, 2018a, 2018b, and 2018c). Additional research considered external and environmental factors (Mazzetti *et al.*, 2014), demonstrating that an overworked climate in an organizational context can induce workaholism. Workaholism's significant correlation to self-esteem makes it potentially damaging in terms of burnout. Workaholism and burnout are related issues that make it difficult for people to balance their personal and professional lives. Overall, it makes balancing work and family obligations extremely difficult, particularly for women. Many additional factors, such as gender (Eagly, 1987; Pleck, 1993), personality (e.g., Burke *et al.*, 2006; Andreassen *et al.*, 2010), and job

characteristics (e.g., Molino et al., 2016), have been connected to workaholism and increased stress and burnout at work. The COR model recommends viewing people's social networks (such as their families, communities, and jobs) to understand how they cope with stress. Although some studies have claimed that workaholism has positive aspects as well (e.g., Hu *et al.*, 2014), the majority of studies have concentrated on its negative effects. Burnout at work is a common occupational health repercussion of workaholism (For example, see Montgomery *et al.*, 2003; Schaufeli *et al.*, 2008). Researchers have identified three components of job burnout: emotional exhaustion, depersonalization, and a lack of personal accomplishment (Maslach et al., 2001). While emotional exhaustion refers to the sensation of being overextended and depleted of emotional and physical resources, a sense of personal accomplishment represents feelings of competence and achievement in the workplace (Clark *et al.* 2022).

## Method

This study employed a quantitative research approach to investigate the relationship between workaholism, and occupational burnout among bankers in Dera Ismail Khan. The participants were selected from various banks operating in the region, ensuring representation from different organizational levels and job roles within the banking sector. The sample included 200 male and female bank workers. Participants were selected using a convenience sample technique, meaning that they were chosen because they were both available and interested in taking part in the study. All respondents were assured that their responses would be kept anonymous and solely used for scientific purposes when they were given informed consent forms. The Workaholism Scale by Andreassen *et al.* (2012) and the Occupational Burnout by Rohland et al. (2004) made up the research instrument. These surveys were widely utilized in earlier studies and showed strong validity and reliability in assessing workaholism and burnout. Participants may complete the questions whenever it is convenient for them because they were sent online using a secure survey platform. Additionally, clear instructions and guidelines were provided to ensure consistent understanding and accurate responses. Data analysis was conducted using appropriate statistical techniques through SPSS26.

## Analysis and Results

**Table 1**

*Data Normality*

Variables	n	Mean	SD	Skewness		Kurtosis		Cronbach's Alpha
	Sample	Values	Values	Statistic	S.E	Statistic	S.E	$\alpha > 0.7$
Workaholism	200	3.6005	.6950	-.544	.129	-.051	.257	0.719
Burnout	200	3.4771	.6375	.028	.129	-.030	.257	0.810

Table 1 highlighted above shows descriptive statistics of variables. The results of the current study showed that the sample of 200 bankers in Dera Ismail Khan had mild levels of workaholism and burnout ( $M = 3.6005$ ,  $SD = 0.69503$ , and  $M = 3.4771$ ,  $SD = 0.6375$ , respectively). There was a small negative skew in the distribution of workaholism, which suggests that there is a trend for lower levels of workaholism. An almost symmetrical distribution was seen for the burnout variable. For both the workaholism ( $\alpha = 0.719$ ) and burnout ( $\alpha = 0.810$ ) scores, the reliability analysis showed strong internal consistency. The basis for further investigation of these constructs in the study is laid by these findings, which offer significant information about the prevalence and validity of workaholism and burnout measures among bankers in Dera Ismail Khan.

**Table 2**  
*Correlation Analysis*

		<b>Workaholism</b>	<b>Burnout</b>
<b>Workaholism</b>	Pearson Correlation	1	.598**
	Sig. (2-tailed)		.000
	n	357	357
<b>Burnout</b>	Pearson Correlation	.598**	1
	Sig. (2-tailed)	.000	
	n	357	357

\*\* . Correlation is significant at the 0.01 level (2-tailed).

A positive connection ( $r = .598, p < .001$ ) was found between workaholism and burnout among the sample shown in Table 2. This suggests that there is a correlation between workaholism and feelings of burnout. There was clear evidence of a strong relationship between these two factors, as the correlation was statistically significant. According to the results, workaholism is a significant contributor to burnout among the study's participants. To promote employee well-being and minimize the negative repercussions associated with excessive work participation, these findings highlight the need to address workaholism as a potential risk factor for burnout. Based on this fact, we can accept  $H_1$ .

**Table 3**  
*Linear Regression*

<b>Model</b>	<b>R</b>	<b>R<sup>2</sup></b>	<b>Adjusted R<sup>2</sup></b>	<b>S.E</b>	<b>F</b>	<b>P</b>
1	0.598	0.358	0.356	0.5578	197.63	0.000
<b>Summary</b>		<b>B</b>	<b>S.E</b>	<b>B</b>	<b>T</b>	<b>P</b>
1	<b>(Constant)</b>	1.334	0.164		8.137	0.000
	<b>Workaholism</b>	0.652	0.046	0.598	14.058	0.000

a. Predictors: (Constant), Workaholism, Dependent Variable: Burnout

According to regression analysis, Table 3 workaholism substantially predicted participant burnout ( $\beta = 0.598, p < .001$ ). Burnout was modeled to account for 35.8% of the variation, strongly suggesting a relationship between these variables. The workaholism coefficient was 0.652, meaning that for every unit rise in workaholism, burnout increased by 0.652 units as well. Workaholism may be a major predictor of burnout, as indicated by the regression model's high significance ( $F = 197.63, p < .001$ ). These results emphasize how important it is to address workaholism as a potential risk factor in the occurrence and management of burnout among workers.  $H_2$  is, therefore, supported as well.

## Discussion

This article explores the most important conclusions and their relevance to workaholism and burnout in the banking industry. The research clarifies the intricate interconnections between these factors, yielding useful insights and provoking critical considerations for individuals, businesses, and the field as a whole. This study's findings show a correlation between workaholism and burnout in the banking industry. The identification highlights the critical need to deal with workaholism as a possible risk factor for burnout in the banking industry. Excessive work participation, fueled by the demanding nature of the sector, can lead to chronic exhaustion of the physique and mind and a decrease in personal achievement. The results of this study show how much of a toll workaholism takes on bank employees' health and productivity, and they should serve as a call to action for people to take stock of their work habits and try to strike a better work-life balance.

This finding is consistent with earlier studies showing that workaholics are at greater risk for burnout. Excessive work motivation and an inability to separate oneself from work-related activities are hallmarks of workaholism, which in turn causes burnout, cynicism, and a diminished sense of personal achievement over time. These results highlight the significance of identifying workaholism as a risk factor for burnout, particularly within the occupational context of the study's emphasis on the banking industry. The results of this study make it clear that workaholics are at an increased

risk for burnout symptoms like boredom, disengagement, and dissatisfaction in the workplace. The finding shows the urgent need for preventative steps to decrease burnout among personnel in the banking sector and the negative effects of workaholism on their well-being. Equally significant for both individuals and businesses. Hypothesis 2, affirms the positive impact of workaholism on occupational burnout. People need to be conscious of their work routines and the dangers of becoming workaholics. In light of this understanding, they will be more equipped to prevent burnout by proactively managing their work-life balance, establishing healthy boundaries, and putting themselves first. Financial institutions in particular would do well to heed these results and adopt policies that promote a more positive culture at work. Work-life balance, stress-management tools, and positive company culture are all things that can contribute to this goal. These findings emphasize the value of recognizing workaholism as a risk factor and the importance of taking preventative and proactive measures to lessen burnout among bank employees. This discussion expands upon our understanding of workaholism, burnout, and its repercussions, and has the potential to boost individuals' and businesses' success.

## Conclusion

The results of this study provide strong support for the idea that obsessive overworking is a major factor in the emergence of occupational exhaustion. Given that, the banking sector is one of the most demanding to work in, the results of this study, suggest that employee burnout may be exacerbated by employees' propensity to focus excessively on their jobs. These results underline how crucial it is to put preventative measures in place at work to fight workaholism and lessen employee burnout. This finding has implications for both theoretical and real-world situations. The finding of evidence suggesting a link between workaholism and burnout in the banking industry has made it easier for us to understand these issues. The research shows how crucial it is for the banking sector to act and create rules that support a healthier workplace and a healthy lifestyle for its employees. Organizations should put in place procedures that support self-care, stress reduction, and a healthy work environment. By prioritizing employee pleasure, banks may improve output, lower attrition, and boost morale. The results of this research highlight the need to reduce workaholism and its detrimental effects on burnout in the banking industry. Researchers and practitioners can better prevent and treat burnout in the workplace if they have a firm grasp on the relationship between workaholism and exhaustion. It is possible to foster better work cultures that prioritize employee well-being and contribute to the long-term success of individuals and organizations in the banking industry through continuous research and concrete initiatives.

## Deceleration of Interest

The authors declare that there was no clash of interest.

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