

Workaholism, Stress and Perfectionism among Telecom Employees



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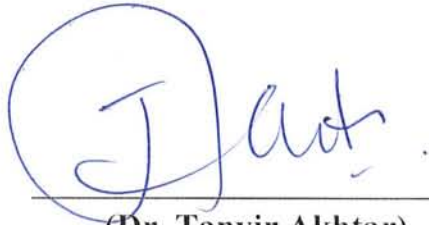
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Abstract

The aim of the present study was to explore the relationship among workaholism, stress and perfectionism among telecommunication sector employees. The aim of the study was also to identify the mediating role of perfectionism between workaholism and stress. Furthermore, the relationship of gender, age, family system, marital status was explored in relation to study variables. The sample consisted of ($N = 263$) working employees including male ($n = 177$) and female ($n = 86$) employees. Workaholism, stress, and perfectionism were measured through Dutch Workaholism Scale (Scheffula et al., 2009), Stress the subscale of Depression, Anxiety and Stress (DASS) (Lovibond and Livibond, 1995), and Multidimensional Perfectionism Scale (Hewitt et al., 1991) respectively. The result indicated that workaholism, stress and perfectionism were significantly positively correlated with each other. Regression analysis showed that workaholism and perfectionism were significant predictors of stress. Furthermore, results indicated that perfectionism mediates the relationship between workaholism and stress.

INTRODUCTION

Chapter I

INTRODUCTION

Competition has developed and increased in the current scenario at an extreme degree. The working class faces so many hard conditions and complex changes which mark a complete new era of business depicted by increasing work pressure, day to day tasks, long working hours and labor-intensive environment. The toilsome load of work makes the worker to work for long hours and it is quite obvious that individuals work in a more rapid manner nowadays to fall prey of workaholism.

Today's working scenarios is entirely different what it was forty years before. Particularly in west people work beyond their scheduled working hours and keep on doing their work at home (Garson, 2005). Andreassen (2013) indicated that since 1970, Americans have been working overtime and with the passage of time such routine has become quite normal for them. According to the study of International Labor Organization (2001), workers in the United States work for 1,978 hours per year, an expand of 36 hours as compared to 1990 (Garson, 2005). Andreassen (2013) evaluates that the rise in hours is a result of the work demands because of societal pressure upon employees. Schor and George (1997) weigh up opinion that owing to the fear of unemployment and financial issues people have started putting more labor without taking attitude of amazement toward such harmful practice. In addition organizations have started prioritizing and focusing on workaholics only keeping in view their profit and gain instead of considering the damaging and hazardous effects of workaholism (Gini, 1998).

For the lay men, workaholism is equal to attempting an extraordinary degree hard but in real workaholism is causing harm to the health of the individuals. It is understood that people work for extended period of time for number of reasons including budgetary issues, organizational setup, pressure from their bosses, poverty and the ambition for affluence and professional success. Behind workaholism there is strong inspiration inside the workers which cannot be ignored and repelled (Scott, Moore, & Miceli, 1997).

Workaholism

Workaholism is a desire which cannot be controlled at the cost of physical and mental health as well as which decreases happiness, creates relationship problems, and affects performance at social level (Oates as cited in Spence & Robbins, 1992).

With the different interpretation of workaholism, so many researchers attempted to define this concept. Due to the disagreement among researchers about the definition of workaholism, most of the literature on workaholism consists of the definition of workaholism (Bardy, Vodanovich, & Rotunda, 2008). For Schaufeli, Van, Peeters, and Taris (2011) workaholism is a craving just like alcoholism; individual suffering from workaholism feel an inner compulsion and drive to work hard in order to eliminate the feeling of shame and distress that arises in the absence of working. Such individuals are involved in work not due to the reasons that they enjoy it, or they are externally motivated rather they are obsessed with work because of their own internal derive.

According to Spence and Robbins (1992) workaholics presents three characteristics. These characteristics include being highly involved in work, preoccupation with work because of internal inspiration, and being low in work enjoyment. All these three characteristics are dependent on each other and interlinked. Some of the other characteristics elaborates that workaholic is not primarily driven to work, rather he also enjoys working and working environment. These features help to illustrate three different types of workaholics that are, real workaholics, enthusiast workaholics and work enthusiast.

1. A real workaholic is kind of workaholic that is described as having high degree of work involvement (work long hours) along with high inner drive but they do not enjoy component of work are termed as real workaholics.
2. Work enthusiasts are those whose level of participation and gratification in doing work is high but internal motivation is lacking then such type of workaholics are called work enthusiast.

3. Enthusiastic workaholics are that kind of workaholics who characterize the high level of all three characteristics i.e., internal motivation, work involvement and work enjoyment.

In order to additional clarify the definition of workaholism, Ng, Sorensen, and Feldman (2007) brought an organized and thorough litterateur review which helped them come towards an inclusive and comprehensive definition of workaholism comparing all three major components which include affective component, cognitive component, and behavioral component.

Affective component. This element of workaholism is linked with the affect of an individual connected with work, for instance those individual who experience pleasure while working and the feelings of guilt and anxiety when they are not working are affective components of workaholism. Workaholics dedicate much of their time and energy to their work even if they are not successful because of their enthusiasm for work they enjoy doing a lot of work. Such positive feelings play a pivotal role in elaborating workaholism. For instance according to Spence and Robbins (1992), pleasure and enjoyment while doing a work is a basic dimension of workaholism. Yet Ng et al. (2007) explained that it is basically not the nature of work that gives pleasure rather the act of working to workaholics. Affective component of workaholism are not only about enjoyment and pleasure related to work, but it also consists of negative influence related to non workaholic situation. A more thorough and full conceptualization of the affective component of workaholism is obtained when it is described in terms of negative emotions linked with non working state of an individual. Particularly the two basic negative emotions that workaholics suffer include anxiety and guilt when they are not working.

Cognitive component. Cognitive dimension is another component of workaholism which refers to all the cognitive and an intellectual process which makes an individual to work longer than others. Various definitions of workaholism elaborated by literature explained cognitive component in clearway. According to Scott et al. (1997), it is the important constitute of workaholism or it is an internal drives or motivation to involve in excess working is the process of continuous

thoughts about work when an individual is not working. So cognitive dimension is all about preoccupation with work, though majority does agree with the fact that working excessively is not central for the task they are performing (Spence & Robbins, 1992).

Behavioral component. There is another dimension which is behavioral dimension apart from affective and cognitive involvement of an individual in work. It reflects the habit of involvement in unnecessary work that seriously leaves terrible effects on one's personal life. Behavioral component is not the outcome of workaholism rather; it is part of workaholic personality.

Three major characteristics of workaholic included that they do not allow themselves to be free from work activities, they even go to the extent that they continuously think regarding their work when they are not doing work and to meet the demands of the organizations, and work above the expectations and requirements in order to meet the demands of the organization (Scott et al., 1997).

Schaufeli, Taris, and Van (2008) defined workaholism in term of two basic components that are working excessively and working compulsively which covered all the dimensions proposed lastly.

1. **Working excessively.** According to Schaufeli, Shimazu, and Taris (2009) it is the example of behavioral dimension of the workaholism that workaholics spend a great amount of time on the activities which are related and they work more than their economic need and the demands of the organizations where they work.
2. **Working compulsively.** This cognitive component of the workaholism is characterized by the preoccupation and constant thinking about work in the absence of doing any work which is known as working compulsively (Schaufeli et al., 2009).

Further Schaufeli et al. (2008) also suggests that one's desire to be successful in career is not reflected by working long hours until these long working hours are accompanied by addiction or compulsion to involve in work.



Theoretical Bases and Researches on Workaholism

Considering the theoretical explanation of workaholism McMillan, Bardy, O'Driscoll, and Marsh (2001) argued that more empirical data is needed to more clearly explain the idea on strong theoretical bases because most of the research on workaholism has been conducted without relating data to a theory. McMillan et al. (2001) still clarify workaholism while associating the concept with theories of addiction, learning, and trait.

The experience of workaholism is enjoyable at the beginning. Keeping in view the addictive nature of workaholism, it was argued in light of the theory of addiction that eventually it starts affecting the individual negatively (physical and mental disturbance) when they are not working even during holidays (Matuska, 2010). Contrary to the addiction theory, learning theory presents workaholism in a way that it is always enjoyable for the individual at different levels (for example in some cases it would be pleasant for the individual in comparison to other available choices). According to trait theory it is the part of the personality of workaholic to be fully engrossed and involved in his work so it does not matter whether he enjoys or not. Apparently workaholism as personal trait is currently explained in a most appropriate manner by trait theories. The other two theories lack the empirical data in this regard and a valid theoretical explanation of the concept cannot be presented, it may provide more thorough descriptions of the component (McMillan et al., 2001).

To clarify the concept of workaholism further, McMillan, O'Driscoll, and Burke (2003) emphasized more on cognitive theory which authenticates that workaholism is all about the cognitions related to manifestation of one's abilities (Burke, 2000). As workaholics think about themselves as incompetent, lacking ability and worthless, so it can be said that it is because of this type of deep rooted belief about themselves (Van, Wijhe, Schaufeli, & Peeters, 2010).

Scholars have come to understand and perceive this term of workaholism in various ways since this term is being used in literature (Patel, Bowler, Bowler, & Methe, 2012). This term is taken as a manner, as a feature, a quality, a fascination, fixation, inner motivation, compulsion, or as an infatuation. The early approach over

addiction has won the streak of credibility in recent days (Andreassen, 2013; Sussman, 2012).

This definition is not merely about the duration of the time the workaholics spend on work rather it is more about their attitude towards. Most contemporary interpretations and definitions explain workaholism as an incessant involvement long and laborious occupational hours, working above the need and above expectations and to be obsession with work to the extreme and extraordinary degree (Griffiths, 2011; Ng et al., 2007).

By taking a general view and keeping in view the series of repercussions and the ensuing results of workaholism, it appears that the main and central part of workaholism, inner infatuated drive to work, is interconnected with a number of unpleasant consequences (Andreassen, Hatland, Molde, & Pallesen, 2011). Job satisfaction, budgetary issues, desire to raise the status and the lower level of life is also connected to work drive (Andreassen et al., 2011; Bonebright, Clay, & Ankenmann, 2004).

By applying standard and simple learning principles, the term workaholism can be illustrated well, according to learning theory (Skinner, 1974). If the conditions are appropriate for working long hours, anyone can fall prey to it. In operant conditioning, workaholic behavior can take the person into its grip because of the few happenings in his life leading him towards any occupation or caging him into a particular habit just like workaholic. These happenings which occur can be positive and encouraging (for example, praise from colleagues, promotion, and salary increase) as well as these can be negative, resulting into worst consequences (for example leaders criticism, domestic issues, and boredom by following same work routine). Similarly, increase in the salary and up gradation, at initial stages, are somehow link to the workaholism (Burke, 2001). Social learning (Bandura, 1986) expounds that a person's behavior can be affected by following and examining the lifestyle of the people as well whom he regards or takes them as a role model on media or in his surroundings (for example parents, colleagues, managers) .

Workaholism is considered as a personality trait by many and many personality characteristics are associated with it, for instance, being neurotic, conscientiousness, aggressiveness, narcissism, obsession and perfectionism are related to workaholism (Andreassen, Hetland, & Pallesen, 2012; Clark, Lelchhook, & Taylor, 2010).

Some researchers think that workaholism is viewed best from a family perspective, where individuals are influenced within the system by different kinds of family dynamics like family responsibilities (Robinson, 2013). In order to take the best care of the family and facilitate them at every level motivates the desire to work hard which is reflected as an excessive workload. In a research, it was calculated that pupils with low grades on workaholism did not regard their parents more industrious than the way pupils with high grades (Chamberlin & Zhang, 2009). It means family perspective is also pivotal and important to such developments.

Snir and Harpaz (2012) concluded that greater workaholic behavior is found among women as they work for longer number of hours than men. Similarly, a study by Haymon (2011) proved that females put in more effort and persistence in whatever work they do and possess more workaholic tendencies than their male counterparts. Research has further demonstrated that employees working on upper management have higher level of workaholism as compared to middle and lower level management (Andreassen et al., 2012; Snir & Harpaz, 2012). Workaholics spend more time on work in order to meet their families' responsibilities, especially in joint family system (Clark et al., 2010). Another study also demonstrates that age is inversely related with workaholism (Taris, Van, & Schaufeli, 2012).

Moreover, it was found that workaholics face domestic issues and their external performance is affected more as compared to non-workaholics (Andreassen, Hetland, & Pallesen, 2013). It is quite evident, obvious and natural that workaholism has an impact on the domestic front at large as it is all about time. Few studies are conducted to closely and keenly observe workaholism and its implications which show that it largely leaves its effects on the work and family both (Russo & Water, 2006; Taris, Schaufeli & Verhoeven, 2005). In a research which was meant to

differentiate between positive and negative side effects found that the obsession with work has clear links with negative connections, relationships, external activities and family (Andreassen et al., 2013).

Stress

Stress has become a common problem faced by many in this world. Basically the Latin word “stress” has been used commonly in various languages since the seventeenth century and it was used to talk about hardship, suffering, tough situations, adversity, hard times or affliction. However, a situation where environmental demands exceed the capacity for effectual response by the individual and potentially it can have physical, mental and psychological consequences and is the best description of stress and anxiety (Rout & Rout, 2002).

According to Davisson (2010), physiological reaction of a body to stressors can be defined as a stress, an experience or change for which modification is required can also be called stress. Any situation which is not objectively traumatic but it becomes stressful socially and psychologically by an individual especially in the sphere of their social and cultural norms (Levine & Scotch, 1970). Certain situation such as where common behavior is not able to help people to become adjusted and be comfortable in a situation is termed as stress (House, Landiu, & Umberson, 1988).

Kohn and Macdonald (1991) examined that daily routine and a different activity, which an individual does, significantly affect his mental health. Daily issues or activities which may not be that stressful and these are quite minor even that becomes cause of stress. Common source of stress is change, because change can be constructive or harmful and some kind of adjustment is needed. Individual may feel stress during the process of adjustment. Any individual is more prone to experience stress if too many changes occur at the same time in his life. Study specified that social support provides help to the individual to overcome his reaction towards nerve-racking and stressful event (Deverts, 2009).

Stress is the reaction of one’s body and mind to something that causes a change in the balance which is the reaction of one’s body and mind to something.

Emotions like anxiety, frustration, anger, worry, fear, sadness are a common aspect of stress. A very obvious physical aspect is also involved in it. Some experiences such as a pain in the heart or in the stomach or in the jaws is a kind of stress every individual experiences occasionally (Myers & Scansoni, 2005). Stress is a chronic non-specific arousal, Lovibond and Lovibond (1995) argued that. It is basically problem of not being relaxed, nervous provocation, and being easily upset or irritated, in haste and impatient.

Holahan, Moos, Holahan, and Cronkite (2000) divided stress in four categories including physical, emotional, internal and external. The possible stressors for these types as stress are as follow

1. Exogenous or external factors are those factor in which individual has no control over these factors and these originate from outside. For instance, the death of loved ones or any harm to the dear ones etc.
2. Endogenous or internal factors bring individuals toward strong memories of previous unpleasant events which make individual highly sensitive to such instance, they look forward to the horrible happening.
3. The third type of stressor is combination of endogenous and endogenous factors which leads to the creation of first two stressors (Holahan et al., 2000)
4. System induced stress refers to the setup or organizations like school, office, board, family or any other social structure, in which an individual performs or works. Life becomes hard-hitting if any of these structures are stresses inflicting. Given the altering requirements and demands of the families, their structure and the place to work, it is very much possible and common for the stress to take place in societies under developed.

Aspects of Stress

Nearly all the aspects of a person's life are affected by stress. It is consequently not astonishing and this is the reason that this series does not appear as something unusual rather it appears to be very common and the reason behind is, that this term stress has not been properly explained and comprehended. Four main

systems named as cognitive, behavioral, emotional and physiological are mainly categorized as the effects of stress.

Cognitive Aspect. All of the physiological responses to stress in the beginning are not intended rather these are instinctive and sudden, however it can be turned on by cognitive functioning, for instance when unintentionally receiving bad news. Cognitive indications and signs of the urgent situation stress response involve greater than before deliberation, focus and falling concentration time span, generated irrelevant thoughts and destruction in both short-term and long-term memory (Lazarus & Folkman, 1994). Random responses, increasing rate of making mistakes, and decreased power to plan and organize can possibly fall behind if the stressor stays determined. Under the conditions of unceasing stress the individual can become frenzied, alert and in a constant manner he keeps on focusing for the signs of stress. This augmented state of provocation is at an extreme degree challenging and strenuous, and may interchange with the passing time and to be pretty unmindful to the stress (even denial or avoidance). Ultimately, at an extreme degree of stress, deliberation patterns can become bewildered and unreasonable, which make it hard to function an operate efficient and to keep it connected with authenticity.

Emotional aspects. An extensive variety of emotions may be linked to stress at its initial stages, counting irritation, rage, anxiety, panic, uneasiness and bad temper. If the stress persists, these feelings become confused with other people for instance anxiety, hypochondria, gloominess, demoralization and defenselessness. People's behavior can change in manner which may not fall adequate to their prior personalities. Apparently cheerful people may turn out to be over-controlled and organized thoughtful people may happen to be uninterested, as if fundamental solutions are being tried out. Consistent troubles such as distressing, unassertiveness or antagonism may become aggravated. Unexpected thrilling outbursts can crop up even though they are relatively out of temperament and character. If such people also experience outburst, or incapable to change the condition, they may well initiate to experience fear, desperation or even suicidal thoughts. If they keep on blaming themselves for the stress, or for their powerlessness to deal with, their self-worth and self-assurance may also suffer (Folkman & Lazarus, 1995).

Behavioral aspects. Behavioral reactions to stress also diverge to the highest degree. Some people may have a tendency towards the 'fight' and others towards the 'flight' reply. A third set may find it very tough to perform at all. Ordinary responsibilities repeatedly seem unfeasible, and when this happens a distinctive fighter may resist in doing more and more, becoming ever more stuffed and incompetent. Someone can become more prone to escape from the complicated situation and in consequence, overlook opportunities for solving the problem. In whichever case, other hardships can come into view if the stress persists. Interests and passion reduce and non-attendance increases. Consumption patterns may change and use of drugs, alcohol, nicotine, and caffeine may all rise. Every day jobs may be shifted against others or otherwise the aptitude to pass on is condensed and troubles are expected to be solved at an all the time more shallow level. Verbal communication problems such as word-finding, tentativeness or jumbled pronunciation can become more possible; nap or sleep patterns are disrupted, and severe levels of exhaustion are no longer reassured by concise break and rest periods (Folkman & Lazarus, 1995).

Stress puts extreme affects on workers at extreme levels. People in stress cannot meet up the prospects of their associations, because of facing substantially physical, emotional and managerial burnouts (Khattak et al., 2011). Recruits in service organization are subjected to a soaring scale of work related stress, which is the chief cause for employees' poor work at job (Ismail & Hong, 2011). Job stress affects unconstructively on the female workers, comfort which creates discontent, disappointment and negative emotions towards job and, in due course, their output decreases (Tsaor, Liang, & Lin, 2012). Most of the workers in organizations experience that their job is taxing, that in return, affect their performance (Chang, 2000).

Stress influences the people both in constructive and unconstructive way. At early stage, it influences completely by inspiring employees, but if it is constant for extended time, it influences the people in negative way all the way through mounting disturbance, unease and delay (Jing, 2008). In the organization, if stress and strains neglected subsequently it ruins the productivity of the organization slowly but surely (Ongori & Agolla, 2008). At occupation female, staff is affected at an extra level than



the male workers through stress. With the passage of time and increasing age, job stress also increases (Lambert, Leuz, & Verrecchia, 2007). Stress appears to initiate for physical, mental and psycho- physiological disorders, which leads to worst performance of an employee (Shah, 2003).

Stress has a substantial significance for the organizational apprehensions, because it has a nonstop effect on the workers' health and their performance (Bytyqi et al., 2010). Because of globalization and high rivalry among organizations, workers carry out their duties beyond the everyday working hours. Such changes in the dimension of job give rise to the job stress, which affect the employees bodily and decreases their intellectual capability. These effects of job stress are not only critical to the person recruits, but also for the institution (Salleh, 2008). It is the mainly significant matter in physical condition and overall health, because it has an unpleasant or pessimistic effect on the security and health of the workforce (Campbell & Paula, 2002).

Perfectionism

Perfectionism is explained as an individual's temperament to evaluate anything undesirable that is not ideal (Stoeber, Otto, & Dalbert, 2009). Hewitt and Flett (1991) viewed that the concept of perfectionism has individual and societal magnitude and that the arrangement needs to be evaluated in a multidimensional manner.

Usually, perfectionism is anticipated as one- dimensional and negative, taking into consideration its connection with psychopathology, for instance, unhappiness, anxiety and nutritional issues (Blatt, 2008; Lund, 2004). Over the past numerous decades, perfectionism has been explained as multidimensional construct (Slaney, Rice, Mobley, Trippi, & Ashby, 2001). Slaney et al. (2001) acknowledged two major perfectionism proportions extreme or excessive striving for perfection' and 'a disposition to regard anything short of perfection as unacceptable. Based on this principle, the authors introduced and defined the Almost Perfect Scale Revised.

Types of Perfectionism

Perfectionism is an extensive and comprehensive personality that involves the necessity of excellence or the manifestation of flawlessness for the person himself or for others. This personality trait is considered to add in both characteristics that reflect an even and enduring need for the self or others to be faultless and self-presentational facets that shows the interpersonal expression of perfection or the need to appear perfect (Hewitt, Flett, & Turnbull, 2003).

Self-oriented perfectionism. The self-oriented perfectionism is a personal aspect of perfectionism. Self-imposition of raised standard, a thorough evaluation of a person's behavior, his performance acceptance of one or other standard and main focus on success or failure in the final results achieved are the features of this dimension. This kind of perfectionism helps individual to avoid making errors and, in addition, it encourages them to be perfect (Hewitt et al., 2003).

Other-oriented perfectionism. On the other hand, the other-oriented perfectionism is basically the interpersonal dimension of perfectionism. This dimension keeps the obligation of towering expectations and it emphasizes the point to meet those standards. The aspects such as the critical consideration of the performances of others, condemning them, abusing them and having aggressive feeling towards them are directly linked with this sort of perfectionism (Hewitt et al., 2003).

Socially-prescribed perfectionism. Socially-prescribed perfectionism refers to others expectations of perfectionism towards an individual. This dimension refers to alleged capability to meet the values and prospect imposed by others which deemed significant by the individual. In this type of perfectionism, there is a belief that other sets very high standards for the individual and one can be satisfied only by achieving those standards (Hewitt et al., 2003).

Maladaptive perfectionism. This has been the prevailing observation in the past that perfectionism is frequently regarded as an indication of maladjustment (Flett & Hewitt, 2002). Perfectionism was not only unwanted but also incapacitating and

detrimental (Pacht, 1994). Perfectionism tied with a grueling approach towards an individual's own hard work can be unfavorable (Peters, Walters, & Moldovan 2005). Results of perfectionism, that a person chooses to examine, mainly depend on the meticulous set of perfectionist self beliefs (Campbell & Paula, 2002). The distinctiveness of perfectionist persons formerly mentioned, such as setting impractical principles, to struggle for these principles, to focus on setbacks and to think in all or none stipulation are the major causes for difficulties to arise (Flett, Hewitt, Blankstein, & Gray, 1998). If their perfectionism is depended on the approach towards self-esteem, it is recommended that the perfectionists will be susceptible to the adaptation problem (Flett, Hewitt, Blankstein, & Koledin, 1991).

The diverse dimensions of perfectionism have been established to add in a pool of maladaptive and adaptive results. Considering the Hewitt and Flett (2002) point of view, socially-prescribed perfectionism is more powerfully and constantly related to maladjustment, even though self-oriented perfectionism is allied to a minor degree with maladjustment (Kenney-Benson & Pomerantz, 2005). There can be a reason behind that the self-oriented perfectionists, who are further discriminatory in the domain in which they are in need of excellence, may choose jobs which are achieved without any difficulty. As standards are imposed by others, it is possible that socially prescribed perfectionist may feel that they have small options in everyday jobs in which faultlessness is obligatory (Tangney, 2002). The dimension is considered to be least connected with maladjustment is the other oriented perfectionism.

According to the stand point of Frost (2004) the dimension most directly linked to the signs of maladjustment is basically the apprehension over mistakes (Flett & Hewitt, 2002; Saboonchi & Lundh, 2004). The obsession and doubts about work has also been related to maladjustment (Soenens et al., 2005). Number of negative outcomes have been related to perfectionism and the belief that perfectionist experience (Flett et al., 1998). Maladaptive perfectionism is associated with a desire for complete perfection, which may contribute to an individual not being able to sustain a healthy relationship (Haring, Hewitt & Flett, 2003). Haring et al. (2003) argues that other-oriented and socially-prescribed perfectionism is linked with

interpersonal difficulties. Other-oriented perfectionism is linked with rigid, manipulative, overriding behaviors, and blaming others, all of which originate much of stress and clash in a relationship. Socially-prescribed perfectionism is connected to hostile-dominant features, accusing others, and externally directed antagonism, which also cause tremendous troubles in a relationship (Hill, Zrull & Turlington, 1997). It has been observed that socially prescribed perfectionism is exceedingly associated with anguish and maladjustment (Flett & Hewitt, 2002). It was also exposed that communally agreed perfectionism is connected with disparaging reactions in relationships, being not sensitive and fanatical over the partner, and low quality duo adjustment (Lopez et al., 2006). Flett et al. (1998) finds that socially prescribed perfectionism was linked to fixated aspects of love for example, self-conscious nervousness in dating with potential partners over dependent upon the partner.

Adaptive perfectionism. Perfectionism is also considered to have positive and optimistic aspects. According to Maslow (1998), being determined for excellence and perfection through self-actualization is actually an indication of the absence of neurosis (Peters et al., 2005), whilst Silverman (2005) believes the cause of excellence is perfectionism and that this is what that makes the person strive towards achieving high goals (Peters et al., 2005). Taking into account the Frost (2004) standpoint, the high standards of an individual and workplace are naturally connected with healthy experiences. Regarding that self-oriented perfectionism and, to a lesser degree of extent, other-oriented perfectionism is believed to be connected with adaptive aspects (Hewitt & Flett, 2002).

Ashby and Rick (2002) examined in a research of self-efficacy in professional choice making or decision making, that those categorized as adaptive perfectionists had considerably higher scores of self-efficacy, plan development, goal selection. For the coming times and to find the solution of problems (Slaney, Ric & Ashby, 2002). Self-oriented perfectionism has been closely linked with several constructive and adaptive qualities, counting in accomplishment strive, positive aspects, self-efficacy, high self-esteem, self-confidence, self-actualization, imagination, supposed control, adaptive coping with stress, positive appraisals of individual's plan, adaptive learning approach, good educational performance, and positive interpersonal uniqueness, such

as self-assurance, forcefulness, and selfless social attitudes (Blankstein & Dunkley, 2002; Burns & Fedewa, 2005). Other-oriented perfectionism has been connected to an eminent level of boldness (Flett et al. 1998).

Relationship between Perfectionism and Workaholism

The tendency of the perfectionist to achieve his/her own personal standards of perfectionism, struggling to gratify as well as attempting to satisfy the perceived high expectations of others can manifest itself in a more incisive and excessive investment in work. An individual with a high degree of perfectionism will be inclined to show apprehensions over minor things at work, to inspect and confirm work numerous times in order to reduce errors, to have complexity in farming out tasks to colleagues due to the fear that they will not be taken up sufficiently, or to anticipate exceptional performances from colleagues (Chen, 2006). Setting high principles for one's own self, setting them for the persons in our surrounding and supposing that others view us on the basis of these principles, can be linked with a sturdy urge to invest time and attempt to work exceptionally and spontaneously (workaholism). Bovornusvakool et al. (2012) found that perfectionism may articulate about their own perfectionist tendency. Matter of the fact is that employees, who aim to be perfect and who endow all their force, energy and attention in their tasks, are often given prizes to praise their work and as an encouragement.

Perfectionism, as a result, appears to be a significant correlate of workaholism on work (Clark, Livesley, Schroeder, & Irish, 2014). Different studies presented in literature prove the occurrence of a positive relation between perfectionism and workaholism (Stoeber et al., 2009). Especially positive relation is highlighted between workaholism and the socially-prescribed perfectionism dimension (Burke, Davis, & Flett, 2008) and the self-oriented perfectionism dimension (Stoeber et al., 2009). In the research undertaken by Burke and Metthiesen (2004), all three dimensions of perfectionism demonstrate important and affirmative associations with work obsession (high work involvement, high drive to work, low work enjoyment), as per the typology of Spence and Robbins (1992).

Relationship between Perfectionism and Stress

It is normally thought that perfectionists experience an exceptional level of stress, compared with non-perfectionists. Hewitt and Flett (2002) propose that perfectionists, in relation to non-perfectionists, are enclosed to a greater and higher number of stressful events merely as a result of their impracticable approach to life. As well as the common stressors that given arise to stress for any ordinary individual, perfectionists also generate stressors, for the reason that they try to find excellence in many, if not all, areas of life. Perfectionist behavior can produce stress that originates partly from the perfectionist's inclination to severely assess them and others, centering on pessimistic aspects of performance, and experiencing little pleasure. Hewitt & Flett (2002) propose that perfectionists have a hard time in a case failure, and have sturdy depressing reactions to the real or supposed experience in case of failure. The occurrence of perfectionism serves to increase or strengthen the negative impact of stress, which may direct toward maladjustment (Hewitt & Flett, 2002). Blankstein and Dunkley (2002) also recommend that perfectionists experience a high degree of stress as they can idealistically evaluate common events even if they are upsetting, while Flett et al. (1991) put forward that perfectionists have distinctiveness that will lead to stress enrichment, and the making of stress.

Various dimension of perfectionism are believed to have impact on stress in a different way such as maladaptive dimensions boost stress, but adaptive dimensions have negative correlation with stress. The undergraduate students, who scored high on the individual standard range which is frequently believed as positive dimension, were reported as having lowest degree of distress (Slaney et al, 2002).

Relationship between Workaholism and Stress

The symptoms of workaholism are similar to what we see in other addictions, including effects on mood, tolerance and withdrawal (Griffiths & Karenina, 2012; Sussman, Lisha, & Griffiths, 2011). Studies show that when one experiences stress at work, individuals with a strong internal work drive report an increase in subjective stress-related physical and psychological symptoms compared to those with low scores (Aandreassen et al, 2012).

Two studies have looked further into how workaholism relates to sleep. In one study, persons with the highest scores on workaholism were more likely than workers with low scores to report sleep problems, tiredness at work, and difficulties waking up in addition to fatigue in the mornings (Kubota et al., 2010). In the other study, Andreassen, Ursin and Eriksen (2007) found that high obsessive work drive was associated with insomnia. So, it indicates toward a close relationship between workaholism and stress.

Rationale

Workaholics dedicate much time contributing in work nevertheless they do not normally value work, in this way giving way to the issues in their association with relatives, friends, and associates. Consequently in this work- life roughness, they come across a lot of unease and comfort issues.

The intense development of the human advancement includes work related adjustments, it affects work institutes, working conditions, way of work, load and methods of administering those demands, potential about job roles and getting to be additionally complex, and limits between work and family life are no doubt messy. Modern-day advancement in technology makes it believable to carry out an increasing number of work responsibilities outside work and everyday work hours (Shimazu & Schaufeli, 2009). Succession and progression of the world of work prompt alteration and change in the workers considered work as a disagreeable requirement. Others spend enough of their time and endeavor to it. In this way, an uncertainty comes out regarding relationship between work related approach and behaviors and individual well-being of workers.

Earlier studies have highlighted a great deal on workaholism and personality aspects, (Mudrack & Naughton, 2011) work-family conflict and so on. Workaholics in connection to non-workaholic, experimental study has confirmed that they frequently report worst issues (Aziz & zickar, 2006). Regularity is however missing in these outcomes particularly in relation to psychological health (Brett & Stroh, 2003).

The aim of the current research was also to fill the gap between existing literatures because much of the previous researches were done on doctors, nurses, bankers and teaching sector (Shamazu, Schfulia, & Taris 2010). So present research has been conducted on employees working in telecom sector, because litterateur gives the clue that workaholism is prevalent among following sectors including Agriculture, communication, commercial, engineering and medical sector (Hatleand et al., 2011).

Because of financial uncertainty in Pakistan the trend of workaholism is rising and exceedingly and becoming an awful part in that is going unnoticed. The principle theme of this study to examine the relationship among workaholism, stress and perfectionism. This study additionally aspect to break down the demographic components that may help in clarifying workaholics behavior patterns. Likewise, the relationship among workaholism, stress and perfectionism in the populace of Pakistan has not been investigated prior to this study. Along these lines, the present study opens new doors of insight into the workaholic behavior, stress and perfectionism among local sample.

METHOD

Method

Objectives of the Study

1. To explore the relationship among workaholism, stress and perfectionism.
2. To explore the relationship of workaholism, stress and perfectionism with various demographics.
3. To find out the mediating role of perfectionism in relationship between workaholism and stress.

Hypothesis

1. Workaholism and its subscales (working excessively and working compulsively) will positively predict stress.
2. Perfectionism and its subscales (self-oriented perfectionism, other-oriented perfectionism and socially-prescribed perfectionism) will positively predict stress.
3. Females will score higher on workaholism as compared to males.
4. Employees working on upper management level will be higher on workaholism than employees working on middle management level.
5. Employees living in joint family system will be higher on workaholism than employees living in nuclear family system.
6. Married employees will score higher on workaholism as compared to unmarried.
7. Perfectionism will mediate the relationship between workaholism and stress.

Operational Definitions

Workaholism. Workaholism is defined as a addictive behavior, characterized by compulsive feeling of involvement in work, rather than due to enjoyment in work or because of external requirements. Feelings of workaholism involve working because of internal derive. Further these feeling are characterized by guilt or distress in the absence of work (Schefueli et al., 2009).

Stress. Lovibond and Lovibond (1995) argued that, stress is a chronic non-specific arousal. It is difficulty relaxing, nervous arousal, and being easily upset/agitated, irritable and impatient.

Perfectionism. Perfectionism is a broad and multifaceted personality construct that involves the requirement of perfection or the appearance of perfection for the self or for others. This personality style is thought to incorporate both trait components that reflect a stable and enduring need for the self or others to be perfect and self-presentational facets that reflect the interpersonal expression of perfection or the need to appear perfect (Hewitt et al., 2003).

Instruments

Dutch Workaholism Scale (DUAWS). This scale was developed by Schefula et al., (2009), consisting of 10 items. This scale measures two components of workaholism where 5 of them measure the subscale of working excessively and other 5 measure working compulsively. The response range is from 1 (almost never) to 4 (almost always). Item no 1, 2, 4, 6, and 8 are measuring working excessively and 3, 5, 7, 9 and 10 are measuring working compulsively. Score range of the scale is 10 to 40 and low scores indicated lower level of workaholism and high score indicated higher level of workaholism. The alpha reliability of the scale is .78 and its subscales working excessively has .68 and working compulsively has .65 alpha reliability.

Depression, Anxiety and Stress Scale (DASS). For the purpose of present study, the stress subscale of DASS is used for measuring the stress consisting of 7 items it is a self report measure of stress developed by Lovibond and Livibond (1995). Score range of the scale is 0 to 21 and high score indicated higher level of stress and low score indicated lower level of stress. The alpha reliability of the scale is .88.

Multidimensional Perfectionism Scale. Multidimensional perfectionism scale (Hewitt et al., 1991) is used for measuring perfectionism which is consisting of 45 items. It has three subscales that is self-oriented perfectionism (1, 6, 8, 12, 14, 15, 17, 20, 23, 28, 32, 34, 36, 40, 42), other-oriented perfectionism (2, 3, 4, 7, 10, 16, 19, 22, 24, 27, 29, 38, 43, 45), and socially prescribed perfectionism (5, 9, 11, 13, 18, 21,

25, 30, 31, 33, 35, 37, 39, 41,). This scale is 7 point rating scale ranging from 1 (strongly disagree) to (strongly agree). Several items are reversed scored (2, 3, 4, 8, 9, 10, 12, 19, 21, 24, 30, 34, 36, 37, 38, 43, 44, 45) and subscales are scored such that high scores reflect higher level of perfectionism. Score range is 45-315 and low score identifies lower level of perfectionism and high score identify higher level of perfectionism. The alpha reliability of the scale is .82.

Sample

Sample of the study (N = 263) consisted of telecom employees. Sample was taken from different telecom organizations (Telenor, Ufone and Warid) from Islamabad. The sample was collected through convenient sampling technique. Among the participants, there were 177 men and 86 women.

Table 1

Frequency Table for Demographic Variables (N = 263)

Variables	<i>f</i>	%
Gender		
Male	177	67.3
Female	86	32.7
Age		
Early adulthood	136	51.7
Middle adulthood	127	48.3
Marital status		
Married	104	39.5
Unmarried	159	60.5
Designation		
Upper management	150	57.0
Middle Management	113	43.0
Family system		
Nuclear	118	44.9
Joint	145	55.1

Procedure

The sample was approached at their workplace and permission was taken from the CEOs at first place. All the questionnaires were administered individually. Written instructions were given on the each questionnaire and the purpose of the study was explained through informed consent. Respondent were assured that the information obtained from them will only be used for research purpose and will be kept confidential. The participants were briefed that there were no right and wrong answer to the questions, and that there was no time limit to complete the questionnaire. They were instructed to attempt each and every item. After the completion of data respondent were thanked for their cooperation. Their quires were answered. The scored data was then fed into the computer for statistical analysis. The statistical package for social sciences (SPSS) version 22 was used for the analysis of data.

RESULTS

Chapter III**RESULTS**

The current research was aimed to examine the relationship among workaholism, stress and perfectionism among telecom employees. The relationship of the following variables was examined across different demographic characteristics by using different statistical analysis. For measuring the psychometric properties of the scales reliability analysis was conducted, correlation analysis was used to measure the relationship among study variables; t-test analysis was conducted for measuring the group differences, prediction is measured by using regression analysis and mediating effect of perfectionism between workaholism and stress by using mediation analysis.

Table 2

*Descriptive Statistics and Alpha Reliability Coefficient of Scales and Subscales
Sample (N =263)*

Variables	<i>A</i>	<i>M</i>	<i>SD</i>	Skew.	Kurt.	Range	
						Potential	Actual
WKH	.78	24.30	4.86	-.29	.42	10-40	10-39
WE	.62	12.24	2.67	-.11	.08	5-20	5-20
WC	.69	12.06	2.79	.07	.22	5-20	5-20
STR	.85	8.89	4.49	.25	.08	0-21	0-21
MDP	.80	202.69	21.77	.31	.38	45-315	153-253
SOP	.82	75.62	12.12	-.14	-.58	15-105	48-105
OOP	.58	62.15	7.94	-.04	-.28	15-105	39-84
SP	.55	64.88	6.79	-.28	.63	15-105	39-81

Note: WKH = Workaholism Scale; WE = Working Excessively; WC = Working Compulsively; STR= Stress Scale; MDP = Multidimensional Perfectionism Scale; SOP = Self-Oriented Perfectionism; OOP = Other-Oriented Perfectionism; SP = Socially Prescribed Perfectionism.

Table 2 shows the alpha reliability, mean, stander deviation, of workaholism scale and its subscales (working excessively and working compulsively), stress and multidimensional perfectionism scale and its subscales (self-oriented perfectionism, other-oriented perfectionism and socially prescribed perfectionism). All the mentioned reliabilities were found to be adequate except other oriented and socially prescribed perfectionism. Table also shows the actual and potential range of the scale. Skewness and kurtosis are in acceptable range for the scales.

Table 3

Correlation Matrix for Workaholism and its Subscales, Stress, Perfectionism and its Subscales (N=263)

Sr.No	Variables	1	2	3	4	5	6	7	8
1	WKH	-	.88**	.89**	.48**	.31**	.27**	.17**	.33**
2	WE		-	.57**	.43**	.31**	.26**	.23**	.27**
3	WC			-	.43**	.24**	.21**	.07	.31**
4	STR				-	.25**	.19**	.14*	.29**
5	MDP					-	.91**	.76**	.66**
6	SOP						-	.56**	.49**
7	OOP							-	.25**
8	SPP								-

Note: WKH = Workaholism Scale; WE = Working Excessively; WC = Working Compulsively; STR = Stress Scale; MDP = Multidimensional Perfectionism Scale; SOP = Self-Oriented Perfectionism; OOP = Other-Oriented Perfectionism; SP = Socially Prescribed Perfectionism. * $p < .05$, ** $p < .01$

Table 3 shows the correlation analysis of all variables and their subscales. Workaholism and its subscales has significant positively correlation with each other and it also shows the significant positive correlation with stress, perfectionism and its subscales. This table also displays the significant and positive correlation between stress, perfectionism and its subscales except correlation between working compulsively and other-oriented perfection. All correlations were significant at $p < .01$ and $< .05$.

Table 4

Summary of Linear Regression Analysis Workaholism and Perfectionism as Predictor of Stress (N = 263)

Predictor	B	β	S.E	95%CI	
				LL	UL
Constant	8.00		2.74	-13.40	-2.61
WE	.41	.24***	.11	.19	.64
WC	.39	.24***	.11	.17	.60
SOP	-.00	-.01	.02	-.05	.04
OOP	.02	.03	.03	-.05	.09
SPP	.09	.14**	.04	.01	.17
R^2	.23				
ΔR^2	.25				
F	17.54***				

Note: WE = Working Excessively; WC = Working Compulsively; STR = Stress scale; SOP= Self-Oriented Perfectionism; OOP= Other-Oriented Perfectionism; SP= Socially Prescribed Perfectionism.
** $p < .01$, *** $p < .001$

Table 4 shows results of linear regression analysis in which workaholism and perfectionism were used as predictor variables and stress was used as outcome variable. The results of the regression indicates that 23% of the variance in outcome variable can be accounted by the workaholism and perfectionism ($F = 17.54$, $p < .01$). Working excessively, working compulsively and socially prescribed perfectionism are significant predictors of stress.

Table 5*Gender Differences in Relation to Study Variables (N = 263)*

Variables	Male (n = 86)		Female (n = 177)		T	p	95% CI		Cohen's d
	M	SD	M	SD			LL	UL	
WKH	23.87	4.88	25.19	4.71	-2.09	.04	-2.57	-.07	0.27
WE	12.14	2.69	12.44	2.64	-.83	.40	-.98	.39	0.11
WC	11.72	2.78	12.75	2.70	-2.85	.00	-1.74	-.31	0.37
STR	8.27	4.21	10.17	4.81	-3.27	.00	-3.04	-.76	0.42
MDP	202.38	21.70	203.32	22.04	-.55	.58	-6.46	4.71	0.07
SOP	75.52	12.27	75.83	11.86	-.19	.84	-3.46	2.83	0.02
OOP	62.01	8.07	62.44	7.70	-.93	.35	-2.48	1.64	0.11
SPP	64.80	6.70	65.04	7.02	-.26	.79	-2.01	1.52	0.03

Note: WKH = Workaholism Scale; WE = Working Excessively; WC = Working Compulsively; STR = Stress Scale; MDP = Multidimensional Perfectionism Scale; SOP = Self-Oriented Perfectionism; OOP = Other-Oriented Perfectionism; SP = Socially Prescribed Perfectionism; $df = 261$. * $p < .05$, ** $p < .01$

Table 5 demonstrates the gender differences on study variables. Findings indicated significant gender differences on workaholism and its subscale of working compulsively and stress, where female are exhibiting higher score as compared to males. On the other hand; there are no significant differences on perfectionism.



Table 6

Difference between Middle Management and Upper Management Level Employees in Relation to Study Variables (N= 263).

Variables	Middle Management level (n = 150)		Upper Management level (n = 113)		t	p	95% CI		Cohen's d
	M	SD	M	SD			LL	UL	
	WKH	23.65	5.07	25.16			4.43	-2.52	
WE	11.88	2.73	12.72	2.52	-2.56	.01	-1.49	-.19	0.31
WC	11.77	2.94	12.44	2.53	-1.93	.04	-1.35	.01	0.24
STR	8.40	4.41	9.53	4.54	-2.03	.04	-2.22	-.03	0.25
MDP	200.73	23.70	205.76	20.43	-1.72	.08	-10.33	.67	0.21
SOP	74.58	12.52	77.02	11.46	-1.62	.10	-5.41	.52	0.20
OOP	63.10	7.39	61.89	8.08	-.81	.41	-3.16	1.31	0.10
SPP	64.29	6.58	65.67	7.02	-1.63	.10	-3.04	.28	0.20

Note: WKH = Workaholism Scale; WE = Working Excessively; WC = Working Compulsively; STR = Stress Scale; MDP = Multidimensional Perfectionism Scale; SOP = Self-Oriented Perfectionism; OOP = Other-Oriented Perfectionism; SP = Socially Prescribed Perfectionism; *df* = 261. **p* < .05, ***p* < .01

Table 6 demonstrates that there are significant differences found between middle management level employees and upper management level employees on workaholism, stress, perfectionism and their subscales. Table depicts that employee those who are working on upper management level are significantly higher on workaholism, stress and perfectionism as compared to middle management level employees.

Table 7

Difference between Married and Unmarried Employees in Relation to Study Variables (N=263)

Variables	Unmarried (n = 159)		Married (n = 104)		t	p	95% CL		Cohen's d
	M	SD	M	SD			LL	UL	
WKH	24.22	4.91	24.42	4.84	.32	.74	-1.01	1.40	0.04
WE	12.14	2.69	12.30	2.66	-.48	.62	-.82	.50	0.05
WC	12.27	2.91	11.91	2.70	.40	.30	-.33	1.50	0.12
STR	8.39	4.10	9.22	4.72	.14	.14	-1.94	.28	0.18
MDP	200.30	22.84	204.24	20.97	.95	.12	-9.90	1.26	0.19
SOP	74.33	12.66	76.45	11.72	.74	.16	-5.13	.89	0.17
OOP	61.32	8.02	62.69	7.87	.71	.13	-4.01	.51	0.19
SPP	64.57	6.81	65.08	6.80	.66	.52	-2.20	1.71	0.07

Note: WKH = Workaholism Scale; WE = Working Excessively; WC = Working Compulsively; STR = Stress Scale; MDP = Multidimensional Perfectionism Scale; SOP = Self-Oriented Perfectionism; OOP = Other-Oriented Perfectionism; SP = Socially Prescribed Perfectionism; *df* = 261. **p* < .05, ***p* < .01

Table 7 demonstrates the results of independent sample *t*- test for marital status difference on workaholism, stress, perfectionism and their subscales. The result shows that there is non-significant difference found on workaholism, stress and perfectionism.

Table 8*Differences of family system on Study Variables (N = 263)*

Variables	Nuclear (n = 118)		Joint (n = 145)		t	p	95% CI		Cohen's d
	M	SD	M	SD			LL	UL	
WKH	24.14	5.30	24.42	4.48	.43	.66	-1.44	.92	0.05
WE	12.17	2.83	12.29	2.55	-.35	.72	-.77	.53	0.00
WC	11.98	3.03	12.12	2.58	-.40	.68	-.82	.54	0.04
STR	8.84	4.59	8.93	4.43	-.15	.88	-.18	1.01	0.09
MDP	202.29	23.06	203.01	20.75	-.04	.68	-6.63	4.37	0.04
SOP	76.29	12.66	75.08	11.68	.79	.42	-1.76	4.16	0.09
OOP	61.49	8.13	62.69	7.77	-1.43	.15	-3.84	.60	0.17
SPP	64.46	7.09	65.22	6.54	-.90	.36	-2.42	.89	0.11

Note: WKH = Workaholism Scale; WE = Working Excessively; WC = Working Compulsively; STR = Stress Scale; MDP = Multidimensional Perfectionism Scale; SOP = Self-Oriented Perfectionism; OOP = Other-Oriented Perfectionism; SP = Socially Prescribed Perfectionism; $df = 261$. * $p < .05$, ** $p < .01$

Table 8 demonstrates the results of independent sample *t*- test for family system differences on workaholism, stress and perfectionism among employees. Results indicated that there were non-significant differences found on workaholism and stress among joint and nuclear family system.

Table 9*Mediating Role of Perfectionism between Workaholism and Stress (N= 263).*

	Model 1	Model 2	95%CL	
	<i>B</i>	β	<i>LL</i>	<i>UL</i>
Constant	-2.02	-5.79	-10.39	-1.19
WKH	.44*	.41**	.31	.52
PER		.02**	-.00	.04
R ²	.23	.25		
ΔR^2	0.02			
F	79.05**	42.17**		
ΔF	36.88			

Note: WKH = Workaholism; PER = Perfectionism * $p < .05$, ** $p < .01$.

Table 9 shows the analysis to test mediating role of perfectionism for the relationship between workaholism and stress. The results indicates that workaholism positively predicted ($\beta = .41$, $p < .01$) and explained 23% variance in stress. Inclusion of mediator perfectionism in regression model positively predicted ($\beta = .02$, $p < .01$) stress. Further perfectionism mediate the relationship between workaholism and stress (B indirect = .02).

DISCUSSION

Chapter IV

DISCUSSION

The goal of the current study was to explore the relationship among workaholism, stress and perfectionism. It was stated that workaholism as predictor of stress and perfectionism will mediate the relationship between workaholism and stress. This chapter will present the detailed descriptions of results in relation to study variables and results on demographics in relation to study variables.

In present study Dutch Workaholism Scale (DUAWS) was used the alpha reliability of the scale was ($\alpha = .78$) and it has two subscales which measures working excessively ($\alpha = .62$) and working compulsively ($\alpha = .69$). For measuring stress Depression, Anxiety and Stress Scale (DASS) was used the alpha reliability of the scale was ($\alpha = .85$). Whereas for measuring the mediating role of perfectionism, Multidimensional Perfectionism Scale (MDPS) was used the alpha reliability of the scale was ($\alpha = .80$) and it has three subscales self-oriented perfectionism ($\alpha = .82$), other-oriented perfectionism ($\alpha = .58$), and socially prescribed perfectionism ($\alpha = .55$). Over all reliability the scales was adequate except other-oriented and socially prescribed perfectionism.

All the variables are significantly and positively correlated with each other and findings shows that workaholism and its subscales are significantly and positively correlated with each other. Workaholism is also significantly correlated with stress, perfectionism and its subscales. Literature also supports these findings; in which Perfectionism appears to be a significant correlate of workaholism workplace (Clark et al., 2014). Different studies presented in literature prove the occurrence of a positive relation between perfectionism and workaholism (Clark et al., 2010). In a study it was found that workaholic report more health complaints that influence their physical and mental well-being (Buelens & Poelmans, 2004). Blankstein and Dunkley (2002) also recommend that perfectionists experience a high degree of stress as they can idealistically evaluate common events even if they are upsetting. All of these studies indicate toward a positive relationship among all three variables of current study.

The present study hypothesized that workaholism and perfectionism will positively predict stress. The findings of the current study are supporting the first hypothesis. The results of present study also indicated that the subscales of workaholism and the subscales of perfectionism are significant predictor of stress. Same pattern of results were found in previous studies for instance Hetland et al., (2011) found that workaholics experience more stress as compared to others. Another study indicated that workaholism increases stress related physical and psychological symptoms as compared to those who score lower on workaholism (Andreassen et al., 2007; Schaufeli et al., 2008). There was also study indicated perfectionism as predictor of stress and indicated that perfectionist experience more stress as compared to non-perfectionist (Hewitt & Flett, 2002). Blankstein and Dunkley (2002) also suggest that perfectionists experience a high amount of stress as they unrealistically appraise ordinary events as though they are distressing.

The current study hypothesized that female will score higher on workaholism as compared to male, results of the current study was also supported, it confirmed that there is significant differences found between two groups. Previous researches also supported this hypothesis. Snir and Harpaz (2012) found that female showed greater workaholic behavior as then men. A study by Haymon (2011), found that female possess more workaholic tendency as compare to their male counterparts. One of the reasoning behind this is that working women has more responsibilities than male because of official duties as well as they have domestic responsibilities.

Study also hypothesized that employees working on upper management level will score higher on workaholism as compare to middle level management and the current findings support the hypothesis and shows significant differences between both groups. A research also supports this hypothesis, which has demonstrated that employees working on upper management have higher level of workaholism as compare to middle and lower level management (Andreassen et al., 2012; Snir & Harpz, 2012)

The current Study also hypothesized that workaholism mediate the relationship between workaholism and stress. The results indicates that workaholism

positively predicted ($\beta = .41, p < .01$) and explained 23% variance in stress. Inclusion of mediator perfectionism in regression model positively predict ($B = .02, p < .01$) stress. Further perfectionism mediate the relationship between workaholism and stress (B indirect = .02, 95 % CI).

The goal of the present research was also to study the demographic variables in relation to study variables. Previous researchers found that there is significance difference between married and unmarried employees on workaholism (Patal et al., 2012) Workaholism both appears to be unrelated with marital status (Clark et al., 2010). But the findings of current study go with second type of findings shows that there is no significance difference found on workaholism between married and unmarried employees because of cultural differences in collectivistic cultures family responsibilities are different then individualistic culture and economic scenarios of our country that's why which make married and unmarried employees work equals to meet their family responsibilities and personal needs. Same pattern of results was found in nuclear and joint family system because of that valid reason as above mentioned.

Conclusion

The purpose of the present research was to discover the relationship among Workaholism, Stress and perfectionism among telecom employees. Results point out that there is significant positive relationship exists among workaholism, stress. Results also identified that subscales of workaholism (working excessively and working compulsively) and perfectionism are true predictor of stress. Findings also depicts that perfectionism significantly mediate the relationship between workaholism and stress. Finding also illustrates that female scored higher on workaholism and stress and employees working on managerial level are higher workaholism as compare to others. There was not any significant difference found on family system and between married and unmarried participants.

Limitations

- Data was only collected from the region of Islamabad, so the sample is not representative of overall country.
- Data was only collected from private sector organizations so findings cannot be generalized over public sector employees.
- Only telecom sector employees were made part of the research
- Sample size was so small so we cannot generalize our findings.

Suggestions

- Sample should be taken from all over the country so the findings have better representativeness.
- Equal data collected from public and private sector organizations for making comparison among them
- Sample should take from other than telecom sector organization.
- Sample size should be increased for better generalization.

Implications

- Workaholism is a very wide concept which encompasses various factors which if studied in detailed can not only help organizations for managing its human resource but it can also help multi-nationals corporations to know the characteristics of workaholic in Pakistan and different way of dealing with them.
- The study would open the doors to whole new concept in Pakistan. The impacts of workaholism is different in this country are very different from that of the developed countries due to deviations in culture and traditions.

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APPENDICES

INFORMED CONSENT

I am Mahnoor Bajwa M.SC research student at National Institute of Psychology, Quaid-i-Azam University; Islamabad is actively involving its students for exploring daily life phenomena through precise researches. This questionnaire is part of research to explore the workaholism as predictor of stress and mediating role of perfectionism among employees.

Your cooperation, time and true responses will add literature and greatly value this research. There is no right or wrong answer. Please take care that no question is unmarked. Your participation and responses are truly confidential and just for research purpose.

I hereby agree to take part in this research.

Signature-----

Thank you for your participation in this research.