
EXTENDED ABSTRACT

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Abstract
The aim of this study is to investigate the relationship between workaholic behavior and business performance and work performance, and to analyze the intermediary role of mood emotional commitment. In labor-intensive industries such as the tourism industry, it is known that the loyalty and commitment of both employees and managers are important. Research in the organizational and sectoral context related to the behavior of work is very limited. The study investigating the behavior of work in tourism is as little to be studied. This study provides both the field writing and the sector specific contribution in this direction. In this study, there are four variable groups of managers working as tourism managers in Antalya province: worker behaviors, emotional commitment perceptions, job satisfaction and business performance. A structured interview form was used as a data collection tool and data were collected from a total of 115 participants.

Review
Workaholic behavior psychology and psychiatry are seen as a phenomenon which can cause harm to the individual and are included in addiction theories. In the business and organizational behavior literature, there are also studies on the organizational results as well as the individual results related to the work. The developments that followed the industrial revolution, the development of the trend with the technological innovations like the internet and computer based jobs, and the big jumps continued to cause significant effects in business life. While the primary impact of these influences was on bosses, managers and employees, they also felt the same violence in the immediate and distant circles of the organizations. Many media, parameters, and variables affect the quantity and direction of individuals' efforts to exist, such as global competition, global markets, thinning at geographic boundaries, transportation technologies, mass media, virtual organizations and so on. Job satisfaction, commitment to work, job orientation, job dependence, dedication to work, job loss, job stress, and, of course, work-relatedness are now more common manifestations of the individual's efforts to be present in organizational life.

The term workaholism was adopted for describing the pathological, addictive form of over-engagement, and it has been recognized in most conceptualizations as the compulsion (irresistible inner drive) and/or uncontrollable need to work incessantly (e.g. McMillan, O'Driscoll, & Burke, 2003; Oates, 1971; Porter, 1996). As Porter indicated (1996), workaholism should be interpreted as an addiction, excluding views that consider workaholism as a positive state (e.g. Machlowitz, 1980; Scott, Moore, & Miceli, 1997; Spence & Robbins, 1992). The majority of scholars who have been engaged in exploring workaholism for many years agree with this statement (e.g. Andreassen et al., 2014; Griffiths, 2005; Golńska, 2008, 2014; Robinson, 2007; Schaufeli, Taris & van Rhenen, 2008; Paluchowski & Hornowska, 2003, 2007; Sussman & Sussman, 2011; Wojdylo, 2007, 2010a, 2010b, 2013).

However, it should be noted that up to now the leading concepts of workaholism have been concentrated (conceptually and empirically) mainly on descriptive criteria of obsessive-compulsive components inherent in an addiction (e.g. Robinson, 2007; Schaufeli, Shimazu, et al., 2009; Spence & Robbins, 1992).

Job satisfaction is the emotional satisfaction that the employee provides in the workplace (Eren, 2007: 202), such as the material interests of the employee and the happiness of bringing pleasure or work to work together. The job satisfaction resulting from the harmony between individual and working conditions can also be expressed as satisfaction with the individual's work (Ugboro and Obeng, 2000: 254).

People also have attitudes towards job or place of employment, such as attitudes towards work they do. This situation is expressed as organizational commitment. In other words, organizational commitment is expressed
as the level of employees' involvement with the organization they work in psychologically, their inclusion and their desire to stay in the organization as a part of it (Özkalp ve Kirel, 2013: 664-665).

Method

As we have seen from the research model, there are four basic hypotheses to study;

H1: There is a positive relationship between managerial behavior and work satisfaction.

H2: There is a positive relationship between the workaholic behavior of the managers and the business performance.

H3: There is a mediator role of managers' emotional attachment in the influence of the business performance of the workaholic behavior.

H4: Managers have an intermediary role in emotional attachment to the work satisfaction of workaholic behaviors.

Survey form was used as data collection tool in the research. The work satisfaction scale developed by Taris and Bakker (2006) in the study was applied by Dutch Work Addiction Scale (DUWAS), Pellegrini (2006) and applied by Pellegrini (2006) was used in the study. In this study, there are four variable groups of managers who work as managers at various levels in five-star accommodation facilities in Antalya province: workaround behavior, emotional commitment perceptions, job satisfaction and business performance.

Conclusion

Perhaps the most important thing for today's executives is that they first determine the degree of their workaholic behavior and the degree of work-sharing, and share common values and integrity. Although it is not worked in the summer, it is important from the point of view of efficiency and to avoid negative conflicts between the manager, the employees and the workerism degree of the organization and the desired level. Another thing that bet on the summer is so-called workaholics. These people are employees who claim to have worked hard but do not actually show the necessary performance. The so-called workkillers seem to be a threat to fair management and performance appraisal in Turkey, where performance is often rewarded or long-term work is rewarded. As you can see, the list of concepts and topics for researchers and managers is getting longer. According to the results of the research, there is a positive relationship between the behavior of worker behaviors and job satisfaction and business performance, and this relationship has an intermediary role in emotional commitment. The inclusion of five star accommodation management managers in Antalya province is one of the biggest limitations of the research. It is proposed that the workaholic behavior of worker be researched on other variables with other variables in other sectors.