

## Do Perfectionism and Work Centrality Trigger Work-Related Rumination? An Empirical Study on Lawyers

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<b>Mükemmeliyetçilik ve İş Merkezietçiliği İşsel Ruminasyonu Tetikler Mi? Avukatlar Üzerine Ampirik Bir Araştırma</b>	<b>Do Perfectionism and Work Centrality Trigger Work-Related Rumination? An Empirical Study on Lawyers</b>
<b>Öz</b> Bu çalışmanın amacı, serbest çalışan avukatlar arasında mükemmeliyetçilik ve iş merkezietçiliğinin işsel ruminasyona etkisinin incelenmesidir. Çalışmada nicel veri toplama yöntemlerinden anket tekniği kullanılmıştır. Konya ve Karaman'da görev yapan avukatlardan online ve yüz yüze ortamda toplanan 183 anketin 178'i değerlendirilmeye alınmış olup veriler IBM 23 SPSS ve LISREL 8.80 Programı ile analiz edilmiştir. Verilerin incelenme aşamasında frekans analizi, tanımlayıcı istatistiksel analiz, korelasyon analizi, regresyon analizleri ve DFA yapılmıştır. Araştırma sonucunda, mükemmeliyetçiliğin işsel ruminasyon üzerinde pozitif bir etkisinin olduğu, iş merkezietçiliğinin işsel ruminasyon üzerinde ise anlamlı bir etkisinin olmadığı sonucuna ulaşılmıştır.	<b>Abstract</b> The aim of this study is to investigate the effect of perfectionism and work centrality on work-related rumination among self-employed lawyers. The survey technique, a quantitative data collection method, was utilized in this study. 178 of the 183 surveys collected online and face-to-face from lawyers working in Konya and Karaman were evaluated and the data were analyzed with IBM 23 SPSS and LISREL 8.80 Program. In the data analysis phase, frequency analysis, descriptive statistical analysis, correlation analysis, regression analyses and CFA were conducted. The study concluded that P has a positive effect on WRR, whereas job centrality does not have a significant effect on WRR.
<b>Anahtar Kelimeler:</b> Mükemmeliyetçilik, İş Merkezietçiliği, İşsel Ruminasyon, Avukatlar	<b>Keywords:</b> Perfectionism, Work Centrality, Work-Related Rumination, Lawyers
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<b>Yazarların Makaleye Olan Katkıları</b>	Çalışmanın tamamı iki yazar ile birlikte oluşturulmuştur. Bununla birlikte yazar 1'in makaleye katkısı %50, yazar 2'nin makaleye katkısı %50'dir.
<b>Çıkar Beyanı</b>	Yazarlar açısından ya da üçüncü taraflar açısından çalışmadan kaynaklı çıkar çatışması bulunmamaktadır.

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## 1. Introduction

In organizational behavior literature, Work-related rumination (WRR) is defined as the difficulty of disconnecting from work-related thoughts, leading to their persistent and repetitive recurrence (Cropley & Zijlstra, 2011). Originally emerging as a psychological concept describing the tendency of individuals to dwell on and mentally fixate on past events, rumination has gradually been adapted to the context of work life, evolving into the concept of WRR. Research indicates that occupational rumination is particularly prevalent among individuals with high-stress and demanding work environments, potentially contributing to emotional burnout among employees (Davis & Nolen-Hoeksema, 2000).

WRR may be influenced by various factors, including personal characteristics like perfectionism (P) and work centrality (WC). Perfectionistic individuals, driven by a strong emphasis on excellence and worries about making errors, tend to focus intensively on their work, often finding it difficult to disengage from work-related thoughts even outside of working hours (Flett & Hewitt, 2002). Similarly, individuals with high levels of WC view work as a central aspect of their identity, which may encourage the persistence of work-related thoughts beyond the workplace (Diefendorff et al., 2002).

As rumination is traditionally a psychological concept, it is frequently explored in medical and psychological studies; however, research on WRR remains relatively scarce. This research seeks to fill this gap by examining the effects of P and WC on WRR, thereby contributing to the emerging body of organizational behavior literature that incorporates WRR and its interaction with diverse variables. Given the limited focus on WRR in existing studies, this research seeks to offer a new perspective on the interplay between work-related thought processes and individual characteristics.

An examination of the literature reveals a substantial focus on the relationship between rumination and P (Desnoyers & Arpin-Cribbie, 2015; Flett et al., 2011; Flett et al., 2016; Jain & Singh, 2022; Kalfa & Akkar, 2019; Kun et al., 2020; Randles et al., 2010; Zarei & Fooladvand, 2022; Zengin, 2019) as well as WC (Hurt et al., 2022; Karakavak et al., 2024). However, studies specifically addressing WRR are limited, and no studies so far have explored the interplay of this variable with both P and WC. Investigating the impact of rumination on the cognitive processes individuals experience in the workplace -especially through the lens of P and WC- represents a critical step toward enriching the understanding and scope of WRR. This study's unique approach highlights its originality, particularly given the absence of similar models in the literature. Gaining insight into these interactions, especially within high-stress professional groups like self-employed lawyers, is crucial, as these factors can significantly affect both individual well-being and work performance. Accordingly, this study aims to contribute valuable data on how P and WC influence WRR among lawyers.

To achieve this aim, the study first presents a discussion of the conceptual framework and develops research hypotheses. Following this, statistical analyses of the collected data are provided. Finally, based on the findings, various inferences are drawn, recommendations are offered, and both practical and theoretical contributions are outlined.

## **2. Conceptual Framework and Hypothesis Development**

### **2.1. Perfectionism**

P is widely conceptualized as a complex, multidimensional construct encompassing features such as excessively high personal standards and an intense concern about making mistakes (Fröjmark & Linton, 2007, p. 119). In psychology, P is understood as a personality trait defined by a pursuit of perfection and high achievement alongside critical self-evaluation and sensitivity to external evaluations (Stoeber & Childs, 2010; Flett & Hewitt, 2002). Hollender (1965, p. 94) defines P as an individual's demand for a level of performance—either from oneself or others—that exceeds what the situation requires. Albert Ellis (1957) identified P as one of the twelve core irrational beliefs that can lead to psychological difficulties, describing it as the relentless drive to achieve an idealized standard of competence, intelligence, adequacy, and success. Rather than accepting oneself as inherently imperfect, with human limitations and potential for errors, the perfectionist is driven to always strive for unattainable standards, which Ellis (1957, p. 41) posits as a core factor underlying psychological distress.

The concept of P has attracted considerable interest throughout its historical development (Adler, 1956; Burns, 1980; Fröjmark & Linton, 2007; Hamachek, 1978; Hewitt & Flett, 1991; Hollender, 1965; Slade & Owens, 1998; Teber, 2021). Despite its longstanding presence, Hollender (1978) regarded P as an overlooked personality trait, noting that the scientific community has only recently begun to examine it rigorously, particularly over the past 15-20 years (as cited in Slade & Owens, 1998, p. 372). Research suggests that most people exhibit perfectionistic tendencies in at least one area of their lives (Stoeber & Stoeber, 2009), with the workplace frequently identified as the area most impacted by P (Slaney & Ashby, 1996; Stoeber & Stoeber, 2009).

Although P is often perceived as driving positive outcomes, such as the motivation to strive for excellence, it also has significant negative implications (Er & Sönmez, 2009, p. 11; Frost et al., 1990, p. 450; Slade & Owens, 1998). Perfectionists tend to relentlessly pursue unattainable goals, with their sense of self-worth often tied to productivity and achievement. This focus can divert attention from other important domains of life. The pressure they place on themselves to meet unrealistic standards typically leads to disappointment (Parker & Adkins, 1995). In the context of work, P may lead to a decline in efficiency and productivity (Sherry et al., 2010; Stoeber & Eysenck, 2008). Moreover, individuals with perfectionist tendencies often experience increased levels of worry and work-related rumination compared to non-perfectionists, making it more challenging for them to relax and disconnect from work during their off-hours. This pattern can have detrimental effects on their health, work-life balance, and overall well-being (Flaxman et al., 2012; Mitchelson, 2009). Furthermore, P is linked to stress, dissatisfaction, irrational thinking, and a heightened fear of failure (Teber, 2021, p. 59).

An examination of the literature indicates several studies that demonstrate a relationship between P and WRR (Çapar Salık, 2022; Flett & Hewitt, 2002; Flett et al., 2011; Kalfa & Akkar, 2019; Randles et al., 2010; Teber, 2021; Zengin, 2019). Çapar Salık (2022) stated that intolerance of uncertainty and perfectionism are positively associated with rumination. Similarly, Teber (2021) demonstrated that an increase in employees' perfectionism tendencies leads to a higher inclination toward obsessive work, which, in turn, may contribute

to increased work-related rumination. Based on this existing evidence, the first hypothesis of the study, H1, is formulated as follows:

H1: Perfectionism has a positive effect on work-related rumination.

## **2.2. Work Centrality**

Work plays a significant role in individuals' lives, influencing them in various ways. It provides essential benefits such as self-realization, societal contribution, income generation, and prestige (England & Misumi, 1986, p. 399; Sharabi & Harpaz, 2010), also it is integral to the shaping of one's identity (Dikmen, 1995, p. 115). However, this centrality of work can also lead to negative consequences, including frustration, stress, and dissatisfaction. The substantial amount of time individuals devote to their jobs necessitates a consideration of both the socio-psychological and economic costs as well as the benefits of work (England & Misumi, 1986, p. 400-402). Consequently, for many individuals, work occupies a central place in their lives (Dikmen, 1995, p. 115).

The concept of WC has predominantly captured the attention of sociologists and can be traced back to Weber's (1930) formulation of the Protestant Work Ethic (PWE) (Paullay et al., 1994, p. 224). Later, Dubin (1956) expanded on Weber's ideas, incorporating them into the work context by introducing the notion of "central life interest" (CU).

WC is defined as the degree to which work is viewed as a central and meaningful aspect of an individual's life at a given moment (MOW, 1987), as well as the societal beliefs regarding the significance and value of work in shaping individuals life (Kanungo, 1982). It represents a decision-making orientation related to the distribution of time and energy across various life domains (Hirschfeld & Field, 2000, p. 797; MOW, 1987). Work centrality beliefs are thought to develop through previous and current socializing experiences within a specific cultural context (Hatrup et al., 2007, p. 237).

Individuals who consider work as a central part of their lives often strongly associate with their work, perceiving their work role as a vital and integral element of their overall identity (Hirschfeld & Field, 2000, p. 790; Kanungo, 1982, MOW, 1987). Studies have shown that employees with high WC have enhanced performance (Diefendorff et al., 2002), greater involvement in their work (Diefendorff et al., 2002; Kanungo, 1982), an influence on the development of organisational commitment (Hatrup et al., 2007, p. 237), and longer working hours compared to employees with low WC (Sharabi & Harpaz, 2007). These results reflect positively on the organisation. Therefore, WC is a very important concept in terms of its impact on both the organisation and the individual. High WC represents a cognitive orientation rather than an emotional experience (Brown, 1996; Kanungo, 1982; Hatrup et al., 2007, p. 237; Hirschfeld & Field, 2000, p. 797).

In the literature on job centrality, its effect on work rumination remains ambiguous. Sharma (2017) found a positive relationship between job centrality and work interference with personal life, work-personal life balance, and overall work-life balance. Similarly, Taş (2022) reported a significant positive relationship between job centrality and life satisfaction. However, studies directly examining the relationship between job centrality and rumination remain quite limited (Hurt et al., 2022; Karakavak et al., 2024). Notably, the study by Karakavak et al. (2024) conceptualized WC as job focus and identified a positive relationship between rumination and work focus. Based on this evidence, the following hypothesis, H2, was formulated for this research:

H2: Work centrality has a positive effect on work-related rumination.

### 2.3. Rumination and Work-Related Rumination

The idea of rumination was initially presented in the academic field in 1960 by Ingram and McAdam through their research in psychology. Deriving from the Latin word *ruminare*, meaning “to chew over”, rumination was initially studied in the context of “mental ruminating” related to obsessive-compulsive disorders. In English, the term rumination encompasses a broader meaning, including “pondering, prolonged reasoning, and deep contemplation” (Ingram & McAdam, 1960). These ruminative thoughts involve behaviors that passively direct the individual’s attention toward depressive symptoms and their associated content. Such passive contemplation includes focusing on potential issues that may exacerbate feelings of depression; for instance, dwelling on feelings of fatigue and lack of motivation when alone, or worrying that low energy and motivation may impact work performance (Davis & Nolen-Hoeksema, 2000). Examples of ruminative thinking include repeatedly questioning oneself with thoughts such as, “Why don’t I feel like doing anything?”, “Why is my mood so low?”, “Why am I so unsuccessful?”, “I can’t handle anything,” or “Why do I react so negatively?” (Papageorgiou & Wells, 2003).

Emotional rumination is believed to occur when thinking about work-related issues generates negative emotions such as restlessness, frustration, and emotional fatigue (Querstret et al., 2017). This phenomenon is often referred to as WRR, which describes the repetitive and intrusive thoughts about work that individuals find difficult to dismiss from their minds (Cropley & Zijlstra, 2011). More specifically, WRR can be defined as the difficulty of mentally disconnecting from work, characterized by a continuous stream of work-related thoughts that contribute to a negative emotional state (Geisler et al., 2019, p. 2). Various factors can influence these recurring thoughts, with rumination about work often arising from job-related problems or the demands of a high-intensity work environment, persisting even outside of working hours (Cropley & Zijlstra, 2011).

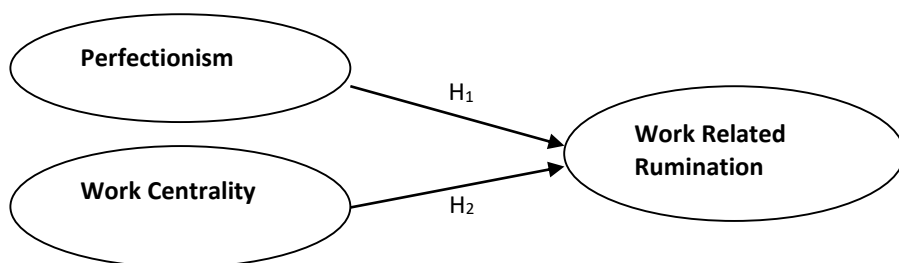
The literature on WRR reveals that it has been examined in relation to various variables. These include sleep quality and work-related fatigue (Querstret & Cropley, 2012), managerial functions (Cropley et al., 2016), job demands and well-being outcomes (Kinnunen et al., 2017), workplace creativity and non-work recovery (Hinz et al., 2017), job satisfaction and subjective well-being (Karabati et al., 2019), work environment and employee well-being (Blanco-Encomienda et al., 2020), sleep (Melo et al., 2021), employee voice and silence (Du Plessis & De Beer, 2022), work-leisure conflict (Aydemir, 2022), collective gratitude and workplace happiness (Oktaysoy et al., 2023), fatigue (Weiher et al., 2023), organizational inertia (Canbolat, 2024) and empathy fatigue and psychological resilience (Gedik, 2022). These studies highlight the multifaceted nature of WRR and its connection to diverse work-related and personal factors.

Previous studies have paid less attention to the positive side of rumination (Etzion et al., 1998; Flett et al., 2011; Papageorgiou & Wells, 2003; Pravettoni et al., 2007; Walkowiak et al., 2010). Nevertheless, recent research has started to highlight that rumination may also yield beneficial organizational outcomes (Ciarocco et al., 2010; Karakavak et al., 2024; Önder & Utkan, 2018; Randles et al., 2010; Segerstrom et al., 2003). For instance, even when not physically at work, an individual might engage in deep reflection aimed at solving a work-related issue. Such individuals often find work-related problem-solving engaging and continue to deliberate on work matters outside of working hours (Deselms, 2016, p. 19). This positive correlation between employees’ reflective thinking on work-related challenges and their

focus on work is thought to result from a cognitive process (Ciarocco et al., 2010; Karakavak et al., 2024, p. 103). Given that rumination can foster discovery and innovation, it may be regarded as a beneficial mental process, positively influencing performance outcomes (Pravettoni et al., 2007).

In this study, which examines P, WC, and WRR among self-employed lawyers, the research model shown in Figure 1 was developed based on the literature to test the impact of P and WC on WRR. Accordingly, the two research hypotheses formulated for analyzing the proposed research model are presented below.

Figure 1: Recommended Research Model



### 3. Method

#### 3.1. Purpose and Sample of the Study

The aim of this study is to examine the impact of P and WC on WRR. The sample for the study consists of self-employed lawyers, selected due to the high-intensity and stress-related nature of their work, which may contribute to elevated levels of WRR.

As known, thinking about work-related issues outside of working hours often arises from job-related challenges and an intense work pace (Cropley & Zijlstra, 2011). Professions that entail significant mental and emotional demands, in particular, tend to foster higher levels of rumination. The legal profession, which is essential to the administration of justice, involves long hours, operates under high stress, and is susceptible to workaholism and burnout, making it especially prone to the effects of WRR (Macit, 2019, p. 36; Emre, 2015). The flexible working hours that characterize legal practice mean that lawyers often find themselves engaged in work outside regular hours, a situation that may have negative long-term impacts on their well-being and their interpersonal relationships (Ng et al., 2007, p. 118). Therefore, lawyers are considered an appropriate sample for investigating the relationship among P, WC, and WRR, given the nature of their profession. Based on this rationale, the study population consists of self-employed lawyers in Turkey, while the sample is drawn from self-employed lawyers registered with the Bar Associations of Karaman and Konya. According to data from the Turkish Bar Association, there are 3.801 self-employed lawyers in Konya and 282 self-employed lawyers in Karaman (Türkiye Barolar Birliği, 2024). To ensure the sample accurately represents the broader population, a random sampling method was employed. Taking into account the ratio that maximizes variance ( $p: 0.5$ ), the sample size was calculated to be 94 participants, based on a 5% significance level and a 10% margin of error (Baş, 2006). A total of 183 questionnaires were collected in this study, of which 178 were deemed valid for evaluation.

### 3.2. Data Collection Method

The research design employed in this study was planned as a relational survey within a quantitative approach. The survey method was employed to test objective approaches by examining the relationships between the variables. Ethical approval for the study was granted from the “Karamanoğlu Mehmetbey University Scientific Research and Publication Ethics Committee” on 08.03.2024, with decision number 05-2024/108. Following the approval, data collection took place between 22.03.2024 and 10.09.2024 using a questionnaire that included scale items related to the study’s variables, as well as demographic questions about the participants. The majority of the distributed 183 questionnaires (94) were administered online, while the remaining 89 were conducted face-to-face.

The questionnaire utilized in this study is divided into four sections: the P Scale in the first section, the WC Scale in the second section, the WRR Scale in the third section, and questions about demographic information in the fourth part. The P and WC Scales are rated on a 5-point Likert scale, ranging from (1) strongly disagree to (5) strongly agree, while the WRR Scale is a 5-point Likert-type scale ranging from (1) very rarely/never to (5) very often/always. The short form of the P Scale, developed by Slaney et al. in 1996 and revised by Rice, Richardson, and Tueller in 2014, was employed in this study. The short form includes two dimensions (standards and discrepancy) with a total of eight items. To measure WC, a 6-item unidimensional scale previously used in the literature by Arvey et al. (2004) was utilized. In Karakavak et al.'s study (2024), the reliability coefficient of the Job Centrality Scale was found to be 0.808. The WRR Scale, developed by Cropley et al. (2012) and translated into Turkish by Sulak-Akyüz and Sulak (2019), was used to assess WRR in the participants. In this study, the Turkish version of the WRR Scale, translated by Sulak-Akyüz and Sulak (2019), was utilized. The scale consists of three sub-dimensions: emotional rumination, detachment, and problem solving. In the study by Sulak-Akyüz and Sulak (2019), the reliability coefficients for the sub-dimensions of emotional rumination, detachment, and problem solving were found to be 0.79, 0.79, and 0.73, respectively.

### 3.3. Data Analysis

The data were analyzed using the SPSS 23.0 and LISREL 8.80 software packages. Prior to conducting comparisons between variables, a normality analysis was performed. The normal distribution was assessed based on skewness and kurtosis values. The skewness and kurtosis values for the perfectionism variable were 1.70 and -0.54; for the work centrality variable, they were 1.71 and -1.48; and for the work rumination variable, they were -1.86 and -1.60. As the skewness and kurtosis values fell within the acceptable range of -2 to +2, the variables were considered to follow a normal distribution (George & Mallery, 2010). Consequently, parametric tests were applied. To assess validity, confirmatory factor analysis was conducted, and reliability was evaluated using Cronbach's alpha coefficient. Additionally, frequency and descriptive statistical analyses were carried out on the collected data. Correlation analysis was employed to examine the relationships among perfectionism, work centrality, and work rumination, while simple linear regression analysis was used to test the research hypotheses.

## 4. Findings

### 4.1. Findings Related to Reliability Analysis of the Scales

Cronbach's Alfa reliability coefficients were calculated for the scales used in this study, including the P Scale, WC Scale, and WRR Scale. The reliability analysis results are presented in Table 1.

Table 1: Reliability Analysis Results for the Scales

	Cronbach's Alpha	Number of Items
Perfectionism	0.725	8
Work Centrality	0.769	6
Work-Related Rumination	0.611	15

Based on the reliability analysis, the Cronbach's Alpha value for the *P Scale* is 0.725, for the *WC Scale* is 0.769, and for the *WRR Scale* is 0.611. Given these results, it can be inferred that all three scales used as data collection tools are at an acceptable reliability level. Generally, reliability values of 0.6 and above are considered reliable (Kayış, 2009).

### 4.2. Demographic Findings

Frequency analysis was performed to determine the distribution of participants according to gender, age, marital status, professional experience, and weekly working hours. 48.3% of the participants are male and 51.1% are female. One participant did not answer this question. The gender distribution is quite balanced, with nearly equal numbers of male and female participants. Regarding age, 43.3% of the participants are between 24-29 years old, 21.3% are between 30-35 years old, 9.6% are between 36-40 years old, 15.2% are between 41-45 years old, and 10.1% are 46 years or older. One participant did not answer this question. The highest participation come from the 24-29 age group (43.3%). In terms of marital status, 48.3% of the participants are married, and 50% are single. 1.7% did not answer the marital status question. The number of married and single participants is very close. As for professional experience, 36.5% of the participants have 0-3 years of experience, 19.7% have 4-7 years, 28.7% have 8-11 years, and 15.2% have 16 years or more of experience. No participants have 12-15 years of professional experience. The majority of participants have between 0-3 years of professional experience (36.5%). Regarding weekly working hours, 13.5% of the participants work 20-33 hours, 56.7% work 34-47 hours, 18.5% work 48-61 hours, and 2.2% work 62 hours or more per week. The majority of participants (56.7%) work 34-47 hours per week, which is considered a standard full-time workweek. A small number of participants work more than 62 hours per week (2.2%). 9% did not answer the weekly working hours question.



### 4.3. Descriptive Statistics Related to Variables

Descriptive statistical analysis was conducted to assess the levels of P, WC, WRR, and their sub-dimensions.

Table 2: Descriptive Statistical Analysis Results Related to Variables and Sub-Dimensions

	N	Minimum	Maximum	Mean	Standard Deviation
Perfectionism	178	1.88	5.00	3.3893	0.62391
Standards	178	2.00	5.00	3.9607	0.71594
Discrepancy	178	1.00	5.00	2.8146	0.92459
Work Centrality	178	1.17	4.33	2.5946	0.70862
Work-Related Rumination	178	2.00	3.93	3.1299	0.44837
Emotional Rumination	178	1.00	5.00	3.3169	0.97624
Problem-Solving	178	1.60	5.00	3.3663	0.76342
Detachment	178	1.60	4.20	2.7020	0.60507
Number of Valid Samples	178				

Table 2 presents the descriptive statistics (minimum, maximum, mean, and standard deviation) for the variables of P, standards, discrepancy, WC, WRR, emotional rumination, problem-solving, and detachment among a sample of 178 participants. The mean score for the P scale is 3.38, suggesting that participants generally exhibit a moderate tendency towards P. The standards variable has a mean of 3.96, indicating a high average score, which may imply that participants place considerable importance on maintaining high standards. The mean for the discrepancy variable is 2.81, reflecting a value near the midpoint of the scale. For WC, the mean score is 2.60, suggesting that participants generally do not place substantial centrality on their jobs. The mean score for WRR is 3.12, close to the midpoint of the scale, indicating that participants tend to think about work intermittently outside of work hours. Lastly, the mean score for emotional rumination is 3.31, suggesting that participants have an above-average tendency toward emotional rumination. The mean problem-solving score is 3.36, indicating that participants have a moderate tendency to engage in problem-solving. The mean detachment score is 2.70, suggesting that participants have a relatively low level of mental detachment from work. Overall, the mean values are around 3, reflecting moderate tendencies for most variables. The participants' scores for 'Standards' and 'Emotional Rumination' are relatively higher, suggesting that they tend to uphold high personal work standards and are emotionally involved in work-related thoughts. Conversely, the lower scores in 'WC' and 'Detachment' indicate that participants generally do not view their work as highly central to their lives and may find it challenging to mentally detach from work.

#### 4.4. Hypothesis Tests

Correlation and regression analyses were performed to examine the effect of P on WRR (H1) and of WC on WRR (H2).

Table 3: Correlation Analysis Results for the Relationship Between P, WC and WRR

		Perfectionism	Work Centrality	Work-Related Rumination
<b>Perfectionism</b>	Pearson Correlation	1	0.014	0.386**
	Sig. (2-tailed)		0.855	0.000
	N	178	178	178
<b>Work Centrality</b>	Pearson Correlation	0.014	1	0.035
	Sig. (2-tailed)	0.855		0.638
	N	178	178	178
<b>Work-Related Rumination</b>	Pearson Correlation	0.386**	0.035	1
	Sig. (2-tailed)	0.000	0.638	
	N	178	178	178

\* Correlation is significant at the 0.05 level (2-tailed).

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

Table 3 displays the correlation results for the variables of P, WC, and WRR. Correlations were measured using the Pearson correlation coefficient ( $r$ ), with significance levels indicated by asterisks. No statistically significant relationship was found between P and WC ( $p = 0.855$ ). A positive relationship of 38.6% (moderate level) was identified between P and WRR ( $p = 0.00 < 0.01$ ), which is statistically significant at the 1% level. When the correlation coefficient falls between 0.3 and 0.7, the relationship is interpreted as moderate (Gürbüz & Şahin, 2015, p. 256). No statistically significant relationship was found between WC and WRR ( $p = 0.638$ ). The correlation analysis indicates that P is positively and significantly related only to WRR.

Table 4: Regression Analysis Results for the Effect of P on WRR

Variable	$\beta$	Standard Error	Beta	t	p
Constant	2.191	0.172		12.719	0.000
Perfectionism	0.277	0.050	0.386**	5.544	0.000

Dependent Variable: Work-related rumination

R: 0.386 R<sup>2</sup>: 0.149 F:30.740 p:0.000 Durbin Watson: 1.559 \*\* < 0.01

Table 4 shows the regression results for the variables P and WRR. The  $\beta$  coefficient for the P variable is 0.277, indicating that a one-unit increase in P is associated with a 0.277-unit increase in WRR. The standardized beta coefficient is 0.386, showing that P has a positive and significant effect on WRR ( $p = 0.000$ ). This effect is statistically significant ( $p < 0.01$ ), supporting H1. Thus, as P increases, WRR also increases. The R<sup>2</sup> value, which represents the proportion of variance in the dependent variable explained by the independent variable, is 0.149. This means that P explains approximately 14.9% of the variance in WRR, with the remaining 85.1% attributable to other factors. The F statistic, used to test the overall significance of the model, is 30.740, indicating that the model is generally significant ( $p < 0.05$ ). The Durbin-Watson statistic of 1.559 suggests that autocorrelation is not a major concern in the model.

Table 5: Regression Analysis Results for the Effect of WC on WRR

Variable	$\beta$	Standard Error	Beta	t	P
Constant	3.072	0.128		23.965	0.000
Work Centrality	0.022	0.048	0.035	0.471	0.638

Dependent Variable: Work-Related Rumination

R: 0.035 R<sup>2</sup>: 0.001 F: 0.222 p: 0.638 Durbin Watson: 1.583

Table 5 examines the effect of WC on WRR. The  $\beta$  coefficient for WC is 0.022, indicating that a one-unit increase in WC corresponds to a 0.022-unit increase in WRR. However, the regression analysis results show that WC has no significant effect on WRR ( $p > 0.05$ ). The F statistic tests the overall significance of the model; with  $F = 0.222$  and  $p = 0.638$ , the model is not statistically significant overall. Based on these results, H2 is rejected.

#### 4.5. Confirmatory Factor Analysis of the Scales

As the perfectionism, job centrality, and work-related rumination scales utilized in this study have been previously employed in various research studies, a Confirmatory Factor Analysis (CFA) was performed using the LISREL 8.80 software (Gürbüz & Şahin, 2018, p. 342). This analysis aimed to test the validity of the scales and to determine whether their original structures were supported by the collected data. The results of the Confirmatory Factor Analysis are presented in Table 6.

Table 6: Goodness-of-Fit Results for Confirmatory Factor Analysis

Scales	Index Name	Threshold Value		Confirmatory Factor Analysis Results of the Proposed Model
		Good Fit	Acceptable	
Perfectionism	X <sup>2</sup> /df	<3	3<( X <sup>2</sup> /df)<5	3.29
	RMSEA	<0.05	<0.08	0.11
	SRMR	<0.05	<0.08	0.08
	CFI	>0.95	>0.90	0.90
	IFI	>0.95	>0.90	0.98
	GFI	>0.95	>0.90	0.97
Work Centrality	X <sup>2</sup> /df	<3	3<( X <sup>2</sup> /df)<5	2.15
	RMSEA	<0.05	<0.08	0.08
	SRMR	<0.05	<0.08	0.04
	CFI	>0.95	>0.90	0.97
	IFI	>0.95	>0.90	0.95
	GFI	>0.95	>0.90	0.95
Work-related Rumination	X <sup>2</sup> /df	<3	3<( X <sup>2</sup> /df)<5	1.80
	RMSEA	<0.05	<0.08	0.06
	SRMR	<0.05	<0.08	0.04
	CFI	>0.95	>0.90	0.98
	IFI	>0.95	>0.90	0.98
	GFI	>0.95	>0.90	0.90

Based on the Confirmatory Factor Analysis (CFA) conducted using the maximum likelihood estimation method, the goodness-of-fit indices for the proposed model were compared against threshold values. The results indicate that the perfectionism scale demonstrates an acceptable fit for the X<sup>2</sup>/df, RMSEA, and SRMR indices and a good fit for the CFI, IFI, and GFI indices. Specifically, an RMSEA value of 0.08 or below is considered indicative of model acceptability (Gürbüz & Şahin, 2015, p. 346), with values between 0.08 and 0.10 still regarded as acceptable (MacCallum et al., 1996). An RMSEA value of 0.11 for perfectionism indicates a

poor model fit. However, the obtained value slightly exceeded the acceptable threshold (exceeded 1 with very little difference). Given its proximity to the acceptable limit, the proposed model was deemed appropriate. The relatively high RMSEA value may be attributed to challenges in conceptual clarity, which constitutes a key limitation of this study. Therefore, further validation and reliability testing of the perfectionism scale on different sample groups is essential. Additionally, longitudinal studies on perfectionism are expected to provide deeper insights into the nature of this construct. The CFA results for the work centrality scale show a good fit for some indices ( $\chi^2/df$ , SRMR, CFI) and an acceptable fit for others (RMSEA, IFI, GFI). Similarly, the CFA results for the work rumination scale indicate a good fit for certain indices ( $\chi^2/df$ , SRMR, CFI, IFI) and an acceptable fit for others (RMSEA, GFI). Overall, the CFA results confirm that the data align well with the proposed model, supporting the validity of the factor structures in the three measurement models.

### 5. Conclusion and Recommendations

This study investigates the influence of perfectionism and job centrality on work related rumination among self-employed lawyers affiliated with the bar associations of Konya and Karaman provinces. The sample consists of a nearly equal distribution of male and female participants, with the majority aged between 24-29 years. Most participants work a standard full-time schedule of 34-47 hours per week, while a smaller proportion exceeds 48 hours. Furthermore, a considerable portion of the participants has 0-3 years of professional experience, highlighting the prevalence of early-career lawyers in the sample. The results show that P has a significant and positive effect on WRR. In other words, lawyers with pronounced perfectionist tendencies are more inclined to engage in work-related thoughts during their non-working hours. The findings of the study reveal that individuals with perfectionist traits are more susceptible to WRR. Perfectionist individuals often struggle to disengage from work-related thoughts due to their preoccupation with achieving high standards and avoiding errors. In accordance with earlier studies, these findings indicate that P may act as a trigger for ruminative thought processes. Supporting this perspective, prior studies have also demonstrated a connection between P and rumination (Flett et al., 2002; Kalfa & Akkar, 2019; Zengin, 2019). In a study conducted by Randles et al. (2010), it was observed that certain perfectionist individuals tend to engage in rumination as a response to the stress they experience. However, in the present study focusing on lawyers, job centrality was found to have no significant effect on WRR. This finding contradicts the expectation that individuals with high job centrality would be more likely to engage in work-related thoughts outside of work hours. It suggests that the centrality of work in an individual's life is shaped by a range of factors rather than serving as the primary determinant of WRR. Unlike the findings of this study, earlier research has reported a positive relationship between job centrality and rumination (Karakavak et al., 2024, p. 102).

The findings of this study make a contribution to the literature on organizational behavior and psychological well-being by highlighting P as a significant factor influencing WRR. Understanding the impact of P and job centrality on mental detachment from work is particularly critical in high-stress professions such as law. This insight underscores the need for strategies aimed at promoting individual well-being and ensuring professional sustainability. The results emphasize the importance of implementing psychological support programs to mitigate the potential adverse effects of P in the workplace. Additionally, they

suggest that the WRR tendencies of employees with high job centrality warrant more in-depth analysis.

In addition to providing important insights into the relationship among job centrality, perfectionism, and job rumination, the research offers both theoretical and practical contributions. Notably, there are no prior studies found in the literature that simultaneously analyze the variables included in this research model. Moreover, existing literature on the effects of WRR remains quite limited, and this study contributes to addressing this gap. Specifically, the focus on self-employed lawyers offers novel findings both for the legal sector and the broader academic discourse. To strengthen and validate these findings, further research across diverse industries and working conditions is recommended. However, this study has certain limitations, including its confinement to two cities, a specific period, and a sample limited to self-employed lawyers. Consequently, the generalizability of the findings may be restricted, as they might differ in other occupational groups and work environments. Future research targeting various professions and working contexts will allow for a more comprehensive understanding of how P and WC influence WRR across different settings. One more limitation of this study is its cross-sectional design, as data were collected within a single period. While cross-sectional studies can reveal associations between variables, they do not establish causal relationships. To gain deeper insights into whether P and WC trigger WRR and to strengthen the understanding of causality over time, future research could benefit from qualitative studies exploring the phenomenon in depth, as well as longitudinal studies tracking changes over time.

Since the concept of WRR has not been fully explored in the existing literature, further studies on this topic can make valuable contributions to a wide range of fields, including work-life balance, burnout, and psychological well-being. Investigating WRR addresses a significant gap in understanding how individuals' professional lives influence their cognitive processes. A thorough examination of WRR could theoretically lead to the development of new insights and models related to work-stress theories. Additionally, it offers fresh perspectives on how employees mentally "unplug" after work and the subsequent effects of this detachment. As a result, WRR has the potential to contribute to organizational psychology and management, providing a more comprehensive understanding of employee well-being and mental health in the workplace.

Based on the findings of this research, the following recommendations can be proposed for self-employed lawyers and employers:

- For high-demand occupational groups such as self-employed lawyers, it is advisable to establish a schedule that promotes work-life balance and ensures mental relaxation outside of work.
- Stress management techniques can be beneficial in minimizing work-related rumination and encouraging mental detachment from work-related thoughts.
- Developing strategies to manage perfectionism can not only reduce the level of work-related rumination but also help individuals maintain a healthy level of work centrality.
- Psychological counseling or therapy may be recommended for individuals struggling to cope with thought patterns such as excessive rumination or intense job centrality.
- Employers could establish support programs aimed at protecting employees' mental health, which would likely enhance both employee satisfaction and work productivity.

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### Extended Summary

#### Do Perfectionism and Work Centrality Trigger Work-Related Rumination? An Empirical Study on Lawyers

This study examines the influence of perfectionism and work centrality on work-related rumination among self-employed lawyers, a high-stress profession often characterized by long working hours and mental engagement beyond office tasks. Work-related rumination refers to the repetitive and involuntary focus on work-related thoughts during non-work hours, which can lead to emotional exhaustion and decreased psychological well-being. While the concept of rumination has been extensively studied in psychology, its workplace counterpart remains underexplored, particularly concerning individual personality traits such as perfectionism and work centrality. Perfectionism, a multifaceted personality trait, is characterized by excessively high standards and a persistent fear of making mistakes. While often associated with motivation and achievement, it also carries significant drawbacks, including stress, decreased productivity, and difficulty detaching from work. Perfectionists are prone to ruminate on work-related issues as they strive to meet unattainable goals and avoid potential errors. This study draws on existing literature linking perfectionism to rumination and hypothesizes that perfectionistic tendencies contribute positively to work-related rumination. Work centrality, on the other hand, represents the degree to which individuals perceive work as a central component of their identity and life. Those with high work centrality often prioritize their professional roles, which can lead to a constant focus on work-related matters even during non-working hours. While literature suggests that work centrality may encourage work-related rumination, the evidence is less robust than that for perfectionism. This research seeks to clarify this relationship and its implications for mental health and occupational well-being.

This study was conducted with 178 self-employed lawyers practicing in Konya and Karaman, Turkey. Lawyers were chosen as the sample population due to the high levels of stress and cognitive demands inherent in their profession. Data collection was performed through surveys administered both online and in person between March and September 2024. The survey consisted of four sections: the Perfectionism Scale, Work Centrality Scale, Work-Related Rumination Scale, and demographic questions. The Perfectionism Scale included dimensions such as standards and discrepancy, while the Work Centrality Scale measured the importance of work in participants' lives. The Work-Related Rumination Scale, translated and validated in Turkish, assessed emotional rumination, problem-solving, and detachment. The Cronbach's alpha reliability scores for the scales were acceptable, indicating the robustness of the measurement tools. The validity of the scales was tested with confirmatory factor analysis. The analysis results showed that the data obtained from the study were consistent with the theoretical structure envisaged for perfectionism, work centrality, and work rumination scales. Statistical analyses, including frequency analysis, descriptive statistics, correlation, and regression analyses, were conducted using IBM SPSS 23.0. CFA were conducted using LISREL 8.80 Software. Descriptive statistics revealed moderate levels of perfectionism and work-related rumination among participants, with perfectionism scoring an average of 3.38 on a five-point scale and work-related rumination averaging 3.12. Work centrality scores were lower, averaging 2.60, suggesting that lawyers did not overly prioritize work as the focal point of their lives. The results of the correlation analysis indicated a significant positive relationship between perfectionism and work-related rumination, supporting the hypothesis that perfectionists are more likely to engage in rumination about work outside working hours. This finding aligns with prior studies emphasizing the cognitive and emotional challenges faced by individuals with perfectionistic tendencies. For instance, perfectionists often replay work scenarios in their minds, analyzing their performance and focusing on perceived errors, which hinders their ability to detach mentally from work. Regression analysis further confirmed this relationship, showing that perfectionism accounted for approximately 20% of the variance in work-related rumination. This highlights perfectionism as a key predictor of rumination. In contrast, the analysis revealed no significant relationship between work centrality and work-related rumination. While it was hypothesized that individuals with high work centrality would ruminate more about work due to its centrality in their identity, the data did not support this assumption. This suggests that other factors, such as personality traits or organizational culture, may play a more dominant role in influencing rumination tendencies. The lack of a significant relationship also indicates that work-related rumination is not necessarily driven by the centrality of work in an individual's life but may instead result from specific cognitive and emotional predispositions. These findings have several implications for theory and practice. The confirmation of perfectionism as a significant predictor of work-related rumination contributes to the understanding of how individual traits influence workplace cognition and behavior. It also emphasizes the need for interventions targeting perfectionistic tendencies to improve mental detachment from work. For instance, stress management training and cognitive-behavioral techniques could help perfectionists develop healthier coping mechanisms, reducing their vulnerability to rumination. Employers, particularly in high-stress professions like law, could benefit from offering support programs that address perfectionism and its psychological effects. The non-significant findings regarding work centrality suggest a need for further research to identify the contextual or personality factors that mediate the relationship between work centrality and rumination. Future studies could explore this relationship across different professions or cultural settings to better understand its dynamics. Additionally, examining other potential predictors of work-related rumination, such as job demands, work-family conflict, or organizational support, could provide a more comprehensive view of the factors influencing this phenomenon. This study also highlights the importance of addressing work-related rumination in high-stress professions. Lawyers, who often face intense workloads and extended working hours, are particularly susceptible to the negative effects of rumination, including emotional exhaustion and burnout. By understanding the factors that contribute to rumination, organizations can implement targeted interventions to promote mental well-being and enhance productivity. Despite its contributions, the study has limitations. The sample was restricted to self-employed lawyers in two Turkish cities, which may limit the generalizability of the findings. Additionally, the cross-sectional design of the study does not allow for causal inferences. Longitudinal research could provide a deeper understanding of how perfectionism and work centrality influence work-related rumination over time. Expanding the sample to include other professions and regions would also enhance the applicability of the findings.

In conclusion, this study provides valuable insights into the relationship between perfectionism, work centrality, and work-related rumination. The findings confirm that perfectionism significantly predicts rumination, highlighting its impact on mental detachment from work and overall psychological well-being. The lack of a significant relationship between work centrality and rumination suggests that individual traits may play a more critical role than previously assumed. These results underscore the need for targeted interventions to address perfectionism in the workplace, particularly in high-stress professions like law. By promoting mental detachment and reducing rumination, organizations can foster healthier, more productive work environments.