

Workaholism and Work-Family Conflict: The Role of Gender

İşkoliklik ve İş-Aile Çatışması: Cinsiyetin Rolü

Gökhan KENEK, Gümüşhane University, Türkiye, gokhankenek@gumushane.edu.tr

Orcid No: 0000-0002-5019-4099

Tuğçe ŞİMŞEK, Gümüşhane University, Türkiye, tugce.simsek@gumushane.edu.tr

Orcid No: 0000-0003-3256-4348

Abstract: This study aims to examine the impact of workaholism on work-family conflict and whether employees' gender moderates this relationship. The research was conducted with 401 academicians from all public universities (8 in total) in Ankara, selected through a snowball sampling method. Data were analyzed using MPLUS 7 and SPSS 26 statistical software. The findings revealed that workaholism has a significant positive effect on work-family conflict; however, gender did not moderate the relationship between the two variables. Additionally, the results indicated that attitudes toward both workaholism and work-family conflict differ significantly by gender, with women academics reporting higher levels than their male counterparts. These findings suggest that although female academics report higher levels of both workaholism and work-family conflict, gender does not alter the strength of the association between the two, indicating that workaholism contributes to work-family conflict in a similar way across genders.

Keywords: Workaholism, Work-Family Conflict, Moderator Effect, Gender

JEL Classification: M10, M12, M19

Öz: Bu çalışma, işkolikliğin iş-aile çatışması üzerindeki etkisini ve çalışanların cinsiyetinin bu ilişkide düzenleyici bir rol oynayıp oynamadığını incelemeyi amaçlamaktadır. Araştırma, Ankara'daki tüm devlet üniversitelerinden (toplam 8) kartopu örnekleme yöntemiyle seçilen 401 akademisyen ile gerçekleştirilmiştir. Veriler MPLUS 7 ve SPSS 26 istatistik paket programları kullanılarak analiz edilmiştir. Bulgular, işkolikliğin iş-aile çatışması üzerinde anlamlı ve pozitif bir etkisi olduğunu; ancak cinsiyetin iki değişken arasındaki ilişkide düzenleyici bir rol oynamadığını ortaya koymuştur. Ayrıca, işkoliklik ve iş-aile çatışmasına yönelik tutumların cinsiyete göre anlamlı düzeyde farklılaştığı ve kadın akademisyenlerin, erkek meslektaşlarına kıyasla her iki değişkene yönelik daha yüksek düzeyde bildirimde bulundukları tespit edilmiştir. Bu bulgular, kadın akademisyenlerin hem işkoliklik hem de iş-aile çatışması düzeylerini daha yüksek bildirmelerine rağmen, cinsiyetin iki değişken arasındaki ilişkiyi değiştirmediğini; işkolikliğin iş-aile çatışmasını her iki cinsiyette de benzer şekilde artırdığını göstermektedir.

Anahtar Sözcükler: İşkoliklik, İş-Aile Çatışması, Düzenleyici Etki, Cinsiyet

JEL Sınıflandırması: M10, M12, M19

1. Introduction

With the advancement of technology, modern work life increasingly extends beyond the physical boundaries of the workplace, often encroaching upon personal time and affecting individuals' happiness, health, and overall life satisfaction. Maintaining a balance between professional and personal life is therefore essential for ensuring harmony between employees' work and family responsibilities. This study investigates the relationship between

Makale Geçmişi / Article History

Başvuru Tarihi / Date of Application : 20 Mart / March 2025

Kabul Tarihi / Acceptance Date : 4 Eylül / September 2025

© 2025 Journal of Yaşar University. Published by Yaşar University. Journal of Yaşar University is an open access journal.

workaholism and work-family conflict, two critical constructs that undermine this balance, and explores whether this relationship varies by gender.

Workaholics exhibit a strong attachment to their professional roles, frequently placing work above other life domains. Workaholism refers to an individual's compulsive orientation toward work, often accompanied by an urge to engage in job-related activities beyond regular working hours. Such patterns may disrupt family life and lead to tension across roles. As a result, workaholism is widely regarded as a major contributor to work-family conflict. Work-family conflict emerges when the demands of work and family are incompatible, resulting in strain and diminished well-being. Individuals who prioritize work may struggle to meet familial expectations, leading to interpersonal stress. Numerous studies have emphasized the association between workaholism and difficulty in achieving work-family balance (Brady, Vodanovich, and Rotunda, 2008; Buelens and Poelmans, 2004). However, the intensity of this conflict may vary between men and women due to differences in societal role expectations and domestic responsibilities.

Numerous studies have emphasized the association between workaholism and difficulty in achieving work-family balance (Brady, Vodanovich, and Rotunda, 2008; Buelens and Poelmans, 2004). However, the intensity of this conflict may vary between men and women due to differences in societal role expectations and domestic responsibilities. The primary aim of this study is to examine whether the effect of workaholism on work-family conflict differs by gender. Prior research suggests that women, often facing greater family-related demands, may experience higher levels of conflict when work pressures intensify (Macit and Ardıç, 2018; Erer, 2021; Aknar and Bağcı, 2023). According to Role Strain Theory, individuals may face tension when the expectations of different social roles compete (Goode, 1960). Workaholics, in particular, may carry occupational stress into their personal lives, which can aggravate work-family conflict, and the magnitude of this effect may differ for men and women.

In this direction, the study investigates the influence of workaholism on work-family conflict, with a particular focus on whether this relationship varies by gender—a factor shaped by distinct societal role expectations. In other words, one of its aims is to explore the potential moderating role of gender in this relationship. Conducted on a sample of academicians, the study is expected to contribute to the literature by offering insights into gender-based dynamics of workaholism and work-family conflict. It is further considered that the absence of strict boundaries in academic working hours may reinforce tendencies toward workaholism.

2. Conceptual Framework

2.1. Workaholism

Before explaining workaholism, it is believed that a better understanding can be achieved by including the elements associated with the concept of ‘work’.

The concept of work can lead to various positive effects in an individual's life, beyond the fact that people work primarily to earn money. These effects can be attributed to the fact that work keeps people busy, arouses their interest, promotes their health, and provides entertainment (Morse and Weiss, 1955). In their study, Morse and Weiss (1955) posed a question to their participants as ‘If by some chance you were left with enough money to live comfortably without working, would you still work or not?’. 80% of the participants stated that they would continue to work. In this context, the researchers noted that it is insufficient to consider the concept of ‘work’ solely as a place or occupation where money is earned in exchange for labor. That work also plays a crucial role in shaping the individual's social life. In addition to earning money, work is a source of various emotions and benefits for individuals. It is possible to list these as gaining status, fulfilling the need to establish a relationship, legitimizing oneself, and building self-esteem (Morse and Weiss, 1955). In addition to these feelings, various factors that individuals attribute to work or study may cause them to approach workaholism over time.

The concept of workaholism first emerged when psychologist Wayne E. Oates used it to define his own work addiction (Schaufeli, Taris, and Bakker, 2008). In the literature, workaholism is equated with working long hours. It is stated that a workaholic employee is motivated by a strong internal drive (Shimazu, Demerouti, Bakker, Shimada, and Kawakami, 2011). Workaholism refers to an uncontrollable need to work, encompassing both compulsory work and overwork (Quinones, Griffiths, and Kakabadse, 2016). People may exert more effort than necessary in their work for various reasons, such as the desire to earn more money, meet promotion expectations, please their managers, or cope with a difficult marriage (Hu et al., 2014).

According to Fassel (1993), there are three stages of workaholism (Gheorghita, 2014). Fassel stated that in the first stage, the employee focuses solely on their job tasks and rejects free time when they are not working. The second stage is the employee's alienation from their friends, the absence of non-work relations, and the loss of social life. In the last stage, in addition to the employee's health problems, problems such as boredom, exhaustion, short-term memory loss, and insomnia come to the agenda. It is stated that chronic headaches, back

pain, high blood pressure, ulcers, depression, or heart problems (heart attack, stroke) may occur as health problems.

Workaholism behavior, which is perceived as negative, is also considered positive employee behavior by some researchers. Some of the researchers who approach the concept of workaholism from a positive perspective are Scott et al. (1997), who consider achievement-oriented workaholics as ‘hyper-performers’, and Buelens and Poelmans (2004), who describe workaholics as ‘happy workers’ (Schaufeli, Taris, and Bakker, 2008). It is also possible to define workaholics as employees who have an intrinsic compulsion to work continuously and tend to allocate an extraordinary amount of time to work (Bakker, Demerouti, Oerlemans, and Sonnentag, 2013).

It has also been stated that workaholism is primarily related to the problem of work addiction or the level of free choice in a person's work habits (Snir and Zohar, 2008). In their study, Bakker et al. (2013) examined the relationship between daily activities outside of work hours and evening well-being using a day reconstruction approach. The study sample included 85 individuals, and the researchers investigated whether workaholism moderates this relationship. The specific outcomes of interest were evening happiness, momentary vigor before bedtime, and momentary recovery before bedtime. The results of this study indicated that evening hours spent on work-related activities were associated with diminished well-being in employees with high workaholism, in contrast to employees with low workaholism. Furthermore, the positive relationship between daily physical and social activities and well-being was found to be more pronounced among employees with high workaholism compared to those with low workaholism (Bakker, Demerouti, Oerlemans, and Sonnentag, 2013). Another study revealed a positive correlation between workaholism and weekly hours worked, as well as a negative correlation between mindfulness and negative affect. The same study found that workaholism and the number of weekly hours worked are negatively related to mindfulness. Furthermore, mindfulness has been observed to act as a moderating factor in the relationship between workaholism and negative affect, such that as mindfulness levels rise, the impact of workaholism on negative affect diminishes (Aziz, Bellows and Wuensch, 2021).

2.2. Work-Family Conflict

Work-family conflict studies are based on Role Theory (Zhang, Griffeth, and Fried, 2012). The continuous interaction of an individual with other people is called the socialization process. This process is explained when an individual assumes a role, position, status, or responsibility required or demanded for a particular context (Aydıntan and Şimşek, 2017).

According to Role Theory (Biddle, 1986), one of the most essential features of social behavior is that people behave in different and predictable ways depending on their social identities and situations. Many role relationships are ‘role clusters’, i.e., the individual enters into various role relationships with different individuals due to one of their positions (Goode, 1960).

According to the theories of role stress and inter-role conflict, work-family conflict is defined as a specific type of conflict where the demands from work and family domains are incompatible in certain respects (Posig and Kickul, 2004). Work-family conflict manifests as an inability to fulfill family responsibilities due to a busy work schedule or when family problems impact the efficiency and quality of work (Liu, Yin, and Shen, 2020).

Work-family conflict has a rich scope, encompassing various disciplines and different working conditions. For example, a study conducted on nurses found a positive relationship between suboptimal sleep quality and work-family conflict (Liu, Yin, and Shen, 2020). In another study, the moderating effect of work-family conflict on the relationship between life satisfaction and job satisfaction was examined among 121 sales managers from 26 hotels in China. The study results indicate that as the rate of conflict between work and family decreases, employees tend to maintain a positive orientation in their social life, extending to their business life (Qu and Zhao, 2012). A meta-analysis was conducted to investigate the relationship between variables indicative of mood and work-family conflict. This study concluded that variables related to negative traits, such as negative affect and neuroticism, increase individuals' vulnerability to work-family conflict. In contrast, variables based on positive traits (for example, positive affect and self-efficacy) seem to protect individuals from work-family conflict (Allen, et al., 2012). In Turkish literature, work-family conflict has been studied in conjunction with variables such as performance (Öztoprak and Kardeş Delil, 2022), turnover intention, job stress, job satisfaction (Akyüz, 2022), and emotional labor (İnanır and Tetik Dinç, 2022).

2.3. Hypothesis Development

This study aims to explore the extent to which workaholism contributes to work-family conflict and to determine whether this relationship is contingent upon employees' gender. Given the increasing prevalence of workaholism and its potential to disrupt the balance between professional and personal life, understanding the gendered dynamics of this association carries both theoretical and practical significance. Accordingly, the primary focus is to assess the impact of workaholism on work-family conflict, while a complementary objective is to examine the moderating role of gender in shaping this relationship.

Various studies have found that workaholism and work-family conflict may differ according to these factors. Burke (1999) concluded in his research that the average of women in some behaviors in terms of workaholism is higher than men. Beiler-May et al. (2017), Tattarini et al. (2024), and Akçakese et al. (2024) similarly found that women have higher rates of workaholism than men. However, it is also possible to come across findings in the opposite direction, that is, that men's workaholism is higher than women's (Harpaz and Snir, 2003) or that the two groups are similar (Aziz and Cunningham, 2008; Çetin, 2021). On the other hand, Jansen et al. (2003) and Arslan (2012) found that gender determines the intensity of work-family conflict.

Velez and Gutek (1987) emphasized that ‘the interconnection of work and family life is more problematic for women than for men due to the greater family responsibilities they undertake and the greater demands they bring with them’ (Çarıkçı, Çiftçi, and Derya, 2010). Although some researchers have concluded that work-family conflict does not show a difference in terms of gender (Watai, Nishikido, and Murashima, 2008; Kinnunen and Mauno, 1998), there are also studies showing that female employees experience more intense work-family conflict (Duxbury, Higgins, and Lee, 1994; Komal, Aastha, and Muskan, 2021). Based on this, it is estimated that workaholism and work-family conflict will be felt at different intensities in terms of gender, considering the cultural structure of the society and the intense demands expected from women in work and family roles, and the following hypotheses were developed.

H₁: Workaholism differs according to the gender of individuals.

H₂: Work-family conflict differs according to the gender of individuals.

Workaholism and work-family conflict are behavioral outcomes that impact employees' work and social lives, with varying effects on different variables. Workaholism is a condition that disrupts the balance between work life and private life and manifests itself with symptoms such as employees being overly fond of work and overextending their working hours. Many researchers have examined the relationship between work-family conflict and workaholism in recent years.

Research generally indicates that workaholism significantly contributes to conflicts between work and family life and leads to a decline in the individual's health and well-being (Andreassen, 2014). In some studies on workaholism, stress is emphasized. Molino, Bakker, and Ghislieri (2016) found that workaholism is indirectly related to “burnout and intention to change jobs through work-family conflict and that workload, cognitive demands, emotional

demands, and customer-related social stress factors are positively related to workaholism and work-family conflict (partial mediation)” (Molino, Bakker, and Ghislieri, 2016).

Yılmaz and colleagues (2021) determined the mediating role of work-family conflict and stress in the relationship between workaholism and well-being (Yılmaz, Yalçın, Kılıç, and Ülbeği, 2021). In another study, it was concluded that stress is an essential mediator in the relationship between workaholism, which is accepted as an addiction, and work-family conflict, and workaholism has a significant effect on the formation of work-family conflict (Hauk and Chodkiewicz, 2013).

Increasing workaholism tendencies of employees may also increase work-family conflict. In one study, it was found that workaholics were more likely to experience work-family conflict, and this conflict had negative effects on work performance, job satisfaction, and psychological health of workaholic employees (Andreassen, Ursin, Eriksen, and Pallesen, 2012). Similarly, another study has shown that workaholic employees do not make enough effort to reduce work-family conflict and, therefore, experience more problems in personal life areas such as family life and social relationships (Akkermans and Tims, 2017). Thus, workaholism and work-family conflict are thought to negatively affect employees' health, family life, job performance, and job satisfaction. Research on this subject is thought to be important to better understand the relationship between workaholism and work-family conflict and to develop practices that can intervene in this field. In this context, the following hypothesis has been developed:

H₃: Workaholism has a significant effect on work-family conflict.

On the other hand, in light of Role Theory, it is possible to say that social expectations may differ between men and women and that different roles are attributed to men and women, especially within the family. By the roles imposed by society, it can be stated that men undertake roles that require less effort in doing housework than women (Lyonette and Crompton, 2015; Thobejane and Khoza, 2014). Accordingly, they can experience less anxiety in fulfilling these roles. In the same vein, women who are in working life are likely to spend more effort and experience more anxiety to fulfil the requirements of their job and to respond to the role expectations assumed at home (Lundberg and Frankenhaeuser, 1999). In this context, with the idea that the psychological pressure that may be created by the responsibility of fulfilling the expected roles in the family will be different in men and women, it is predicted that gender may have a moderating effect between workaholism, which in a sense refers to the psychological dependence of the employee on work and work-family conflict. In this direction, the following hypothesis was developed.

H₄: Gender has a moderating effect on the relationship between workaholism and work-family conflict.

The research model, developed in accordance with the hypotheses derived from the literature, is illustrated in Figure 1.

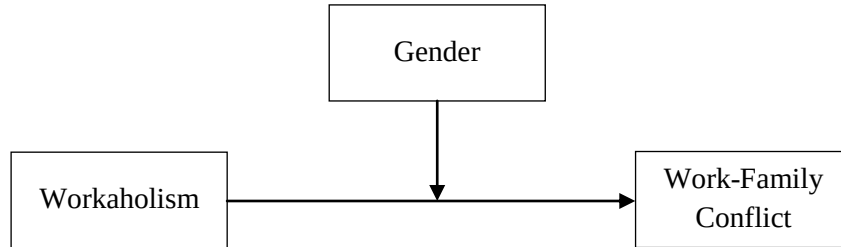


Figure 1. Research Model

3. Method

3.1. Empirical Settings

The empirical setting of this study is the public higher education sector in Türkiye, with a focus on academicians employed across all eight state universities in Ankara. In Türkiye, academic identity is shaped by the tension between institutional expectations and individual experiences, with academicians' effort playing a central role (Demir, 2016). The profession is further shaped by strong publication pressures and differences in access to institutional resources, factors that influence scientific productivity and professional well-being (Mengi and Schreglmann, 2013). In Türkiye, academia is often perceived as confined to classroom teaching, yet in fact it entails a continuous and indefinite workload. Beyond lecturing, academics are responsible for research, publication, student supervision, administrative duties, and peer-review activities, most of which extend beyond official working hours and institutional settings (Yerlikaya Yaran, 2025). Academic labor, therefore, is not only intensive but also detached from clear temporal and spatial boundaries. Earlier studies emphasize that academicians are often portrayed as working under conditions characterized by excessive teaching loads, limited research support, and constrained financial resources (Odabaşı, Fırat, İzmirli, Çankaya and Mısırlı, 2010), which are argued to create stress and intensify work-family tensions (Tolay and Baysal, 2020; Göksel and Tomruk, 2016).

In this respect, the Turkish academic context provides a relevant empirical setting for examining the dynamics of workaholism and work-family conflict, as the profession is portrayed as marked by heavy workloads, blurred work-life boundaries, and gendered challenges that are argued to disproportionately affect female academicians (Yıldız, 2018; Çubuk and Erol, 2023; Şentürk, 2015).

3.2. Data Collection

The questionnaire employed in this study consisted of two main sections. The first section, the “personal information form,” aimed to collect socio-demographic data from the participants. The second section included items related to the validity and reliability scales used to measure the research variables, namely workaholism and work-family conflict.

Research processes were carried out in compliance with publication ethics. The ethical approval required for the research was obtained from the “Gümüşhane University Scientific Research and Publication Ethics Board” with the decision dated 25/10/2023 and numbered 2023/5.

3.3. Sample

The participants were 242 (60.3%) female (60.3%) and 159 (44.7%) male (44.7%), 124 were single (30.9%), 277 were married (69.1%), 66 were lecturers (16.5%), 74 were research assistants (18.5%), 81 were assistant professors (20.2%), 87 were associate professors (21.7%) and 93 were professors (23.2%). The youngest participant was 22 years old, and the oldest was 67 years old.

Table 1. Descriptive Characteristics of the Participants

Gender	Female	242	Percent (%)	60.3
	Male	159		39.7
Marital Status	Single	124		30.9
	Married	277		69.1
Title	Lecturer	66		16.5
	Research Assistants	74		18.5
	Assistant Professors	81		20.2
	Associate Professor	87		21.7
	Professor	93		23.2
Age	Minimum	22	Average	42.6
	Maximum	67		
Total		401		

3.4. Scales

In the measurement of workaholism, which is considered an independent variable in the research model, the short version of the “Dutch Workaholism Scale” (DUWAS), which was developed by Schaufeli, Taris, and Bakker (2006) and consists of 17 items, was used by Del Líbano, Llorens, Salanova, and Schaufeli (2010) by reducing it to 10 items (Del Líbano, Salanova, and Schaufeli, 2010). The 17-item long form of the scale, whose construct validity was demonstrated by the researchers, was translated into Turkish by Doğan and Tel (2011).

The Cronbach's alpha reliability coefficient of the scale, which was examined in terms of validity and reliability, was measured as 0.85 (Sample item: 'I find myself doing two or three tasks at the same time, such as taking notes and eating while talking on the phone.'). In this study, the Turkish translation was utilised.

For the measurement of the dependent variable work-family conflict, the scale developed by Netemeyer, Boles, and McMurrian (1996) and consisting of 5 items was used (Netemeyer, Boles, and McMurrian, 1996). The researchers found the Cronbach alpha reliability coefficient of the scale to be 0.88. In this study, the Turkish translation of the scale made by Efeoğlu (2006) was used (Efeoğlu, 2006) (Sample item: 'The time my job takes makes it difficult for me to fulfill my responsibilities towards my family.'). Efeoğlu (2006) reported the Cronbach's alpha reliability coefficient of the scale as 0.83. Both scales were prepared in a 5-point Likert format as '1=Strongly Disagree, 5=Strongly Agree' to indicate the level of agreement with the statements directed to the participants.

3.4.1. Confirmatory Factor Analyses

Confirmatory factor analyses were conducted to provide evidence on the validity and reliability of the scales used in the research before proceeding to the analyses to evaluate the hypotheses developed. Firstly, with the EFA, the KMO and Barlett values of the scales were examined, and their suitability for CFA was checked. The KMO values obtained for the workaholism scale and the work-family conflict scale are 0.919 and 0.885, respectively. Barlett's sphericity tests also show that the scales are suitable for CFA ($p < 0.001$).

Table 2. Confirmatory Factor Analyses of the Scales

	<i>Scales</i>	
	<i>Workaholism</i>	<i>Work-Family Conflict</i>
<i>KMO</i>	.919	.885
<i>Barlett</i>	$p < 0.00$	$p < 0.00$
χ^2/df	3.359	2.198
<i>RMSEA</i>	.070	.055
<i>CFI</i>	.927	.997
<i>TLI</i>	.910	.993
<i>AGFI</i>	.886	.967

MPLUS 7 statistical program was used in confirmatory factor analyses for the scales. As a result of the CFA performed for the workaholism scale, it was determined that the items with goodness-of-fit Chi-Square/Degree of Freedom (χ^2/df)= 3.359; RMSEA= 0.070; CFI= 0.927, TLI= 0.910 and AGFI= 0.886 had factor loadings between 0.475 and 0.736. The goodness of

fit values determined for the work-family conflict scale is Chi-Square/Degree of Freedom (χ^2/df)= 2.198; RMSEA= 0.055; CFI= 0.997, TLI= 0.993 and AGFI= 0.967. The factor loadings of the items of the work-family conflict scale range from .776 to .920. As a result of the CFAs, it was determined that the scales had acceptable goodness of fit values, and the necessary analyses were carried out to test the hypotheses that had been developed. The following table summarizes the CFA results of the scales.

3.5. Hypothesis Testing

The data obtained through appropriate scales in line with the study's purpose were subjected to various analyses with SPSS 26 software. Before the regression analyses required to test the hypotheses developed in line with the literature, reliability analyses were performed to reveal the internal consistency of the scales used, and correlation analyses were performed to illustrate the relationships between the variables.

3.5.1. Correlation and Reliability Analysis

The reliability analyses of the workaholism and work-family conflict scales found Cronbach's alpha coefficients to be 0.86 and 0.93, respectively. The mean of the participants' responses to the statements in the workaholism scale was 2.74, while the mean of their responses to the work-family conflict scale was 3.11.

Table 3. Relationships Between Variables

Variables	Mean	S.D.	1	2
Workaholism	3.54	0.81	(0,905)	
Work-Family Conflict	3.30	1.08	0.596*	(0.928)

Note: n= 401; S.D.= Standard Deviation; *Correlation is significant at 0.01 level; Values in brackets are Cronbach's Alpha reliability coefficients.

As seen in Table 3, there is a positive and strong relationship between workaholism and work-family conflict ($r=0.596$, $p<0.01$). Based on this relationship, it can be stated that work-family conflict will increase with the increase in workaholism.

3.5.2. T-Test

First, a t-test was conducted to evaluate whether workaholism and work-family conflict vary by participants' gender. The results indicated a significant difference in workaholism levels based on gender (Mean (female) = 3.62; $p < 0.05$ / Mean (male) = 3.41; $p < 0.05$), revealing that female academics exhibited higher levels of workaholism than their male counterparts. Furthermore, a notable gender difference was observed in the work-family conflict levels

among participants (Mean (female) = 3.48; $p < 0.05$ / Mean (male) = 3.03; $p > 0.05$), and the mean of the statements of female academics about the work-family conflict was higher than that of male academics.

Table 4. T-test Results

<i>Variables</i>	<i>Groups</i>	<i>N</i>	<i>Mean</i>	<i>t test</i>		
				<i>T</i>	<i>sd</i>	<i>p</i>
<i>Workaholism</i>	Female	242	3.62	2.62	.733	.009
	Male	159	3.41	2.66	.766	.008
<i>Work-Family Conflict</i>	Female	242	3.48	4.18	.614	.000
	Male	159	3.03	4.23	.695	.000

3.5.3. Regression Analyses

To assess the impact of workaholism on work-family conflict, a simple linear regression analysis was conducted. The results revealed that workaholism significantly influences work-family conflict ($\beta = 0.596$; $p < 0.001$), accounting for 35% of the variance in work-family conflict ($R^2 = 0.354$).

Table 5. Simple Linear Regression Analysis

<i>Variables</i>	β	<i>S.E.</i>	<i>B</i>	<i>t</i>	R^2	<i>p</i>
Fixed	.493	.194	-	2.535	-	.012
Workaholism → Work-Family Conflict	.794	.054	.596	14.82	.354	.000

Note: β (Beta)= Unstandardised coefficient; *B* (Beta)= Standardised coefficient; *S.E.*= Standard Error

Baron and Kenny (1986) identified moderator variable as “a qualitative (e.g., sex, race, class) or quantitative (e.g., level of reward) variable that affects the direction and/or strength of the relation between an independent or predictor variable and a dependent or criterion variable.”. In other words, it specifies the conditions under which a given effect occurs or identifies for whom and when the effect is most potent. Moderators are typically introduced when there is a theoretical or empirical reason to expect that the relationship between two variables is not constant across all contexts or groups. To determine the moderating role of gender in the effect of workaholism on work-family conflict, the Process 4.2 macro developed by Hayes (2013), which can be run as an add-on to the SPSS program, was used. Table 5, showing the results of the analysis, is given below.

Table 6. Test of the Moderator Effect of Gender

<i>Variables</i>	<i>B</i>	<i>S.E.</i>	<i>t</i>	<i>p</i>	<i>R</i> ^{2-<i>chn</i><i>g</i>}	<i>F</i>
Fixed	1.250	.585	2.135	.033	.0004	.271
Workaholism	.693	.160	4.316	.000		
Gender	-.489	.399	-1.226	.220		
E.T. (Workaholism x Gender)	.058	.111	.521	.602		
<i>Dependent Variable: Work-Family Conflict</i>						
Note: B(Beta)=Standardised coefficient; S.E.=Standard Error; LLCI (Lower Level Confidence Interval) = Lower Limit Confidence Interval; ULCI (Upper Level Confidence Interval) = Upper Limit Confidence Interval						

In line with the regression analysis findings in Table 6, it was concluded that gender does not moderate the relationship between workaholism and work-family conflict ($B = .058$; $p > .05$). Accordingly, although women's workaholism and work-family conflict averages are higher than men's, there is no significant power of gender difference in terms of the strength of the effect of workaholism on work-family conflict.

4. Discussion

This study investigates the relationship between workaholism and work-family conflict, with a specific aim to determine whether gender differences exist in this relationship. One of the initial objectives was to examine whether workaholism and work-family conflict vary according to gender. Results from the t-test indicated that women reported higher levels of workaholism and perceived work-family conflict than men, supporting Hypotheses 1 and 2. Regression analysis further revealed that workaholism significantly increases work-family conflict, confirming Hypothesis 3. This finding indicates a moderate, positive relationship between the two variables, consistent with the results of Aknar and Bağcı (2023), Macit and Ardıç (2018), Kemer (2018), Erer (2021), and Macit (2019). Similarly, Torp, Lysfjord, and Midje (2018) found that academic staff in certain Norwegian universities experienced higher levels of both workaholism and work-family conflict compared to non-academic staff. The study also sought to examine whether gender moderates the relationship between workaholism and work-family conflict. Regression results showed no moderating effect of gender, leading to the rejection of Hypothesis 4.

4.1. Theoretical and Practical Implications

The higher levels of work-family conflict observed among women may be attributed to greater physical and domestic responsibilities, as well as higher societal expectations compared to men. Similarly, women's higher workaholism scores could reflect a more

substantial psychological obligation to meet role expectations and a tendency to place greater internal pressure on themselves to fulfill job requirements. Furthermore, women may be motivated to work harder to overcome invisible barriers, such as the glass ceiling, which can lead to different attitudes toward both work and family compared to men. Although women reported higher mean levels of both workaholism and work-family conflict compared to men, gender did not moderate the relationship between these two constructs. This suggests that, while baseline levels differ by gender, the strength of the association between workaholism and work-family conflict remains relatively constant across male and female academics. In other words, the mechanisms through which workaholism translates into work-family conflict may operate similarly for both genders, despite differences in average scores.

The relationship between workaholism and work-family conflict is shaped by multiple factors. Yılmaz, Yalçın, Kılıç, and Ülbeği (2021) examined these constructs alongside well-being and stress, finding that workaholism positively affects both work-family conflict and stress, while exerting a negative impact on well-being. Excessive immersion in work may lead workaholics to neglect family responsibilities, thereby heightening work-family conflict, weakening family relationships, and increasing the likelihood of interpersonal disputes.

Another factor that causes workaholism is suggested by Shin and Shin (2020) as job insecurity. Their findings indicate that job insecurity positively influences workaholism, which in turn exerts a positive effect on work-family conflict, functioning as a mediating variable in this relationship. Based on their study of hotel employees, the authors emphasized that improving workplace conditions and reducing workloads are critical measures for mitigating workaholism. They further argued that managerial strategies aimed at minimizing employee workload can be effective in reducing workaholism behaviors driven by job insecurity.

A review of previous studies on workaholism and work-family conflict (Ulucan and Yavuz, 2019; Torp et al., 2018; Ruiz-Garcia et al., 2022) reveals findings consistent with those of the present research. This study contributes to the literature by examining the role of gender on workaholism and work-family conflict. Gender-based differences in professional and domestic roles, as well as the resulting role conflicts, may lead to heightened work-family conflict. As indicated in prior research, implementing workplace policies to reduce workaholism and work-family conflict is essential. Flexible working arrangements, such as adjustable working hours and remote work options, have been shown to reduce work-family conflict by giving employees greater control over their schedules (Allen et al., 2013). On the other hand, family-supportive policies, including paid parental leave, subsidized childcare,

and return-to-work programs, are particularly beneficial for women employees (Kelly et al., 2011) and help to lower their levels of workaholism and work-family conflict while maintaining balance between their professional and family lives.

Furthermore, high workloads and unclear priorities often exacerbate workaholism; therefore, implementing weekly planning meetings can help distribute tasks more evenly and reduce persistent time pressure. In addition, expectations for after-hours digital communication, such as responding to emails, instant messages, or work-related calls outside official working hours, can blur the boundaries between work and personal life, making it difficult for employees to disengage from their professional roles. Such constant connectivity can intensify work-family conflict by encroaching on both the time and cognitive resources that employees would otherwise allocate to family and personal activities (Derks, van Duin, Tims, and Bakker, 2015). To address this issue, organizations can implement clear policies, such as prohibiting work-related emails after a particular time or designating “digital silence hours,” during which employees are neither expected nor permitted to engage in work communications. Such measures can help protect personal time, promote psychological detachment from work, and support overall well-being. On the other hand, leaders can set a precedent for employees, potentially fostering a culture of overwork through their workaholic tendencies and the expectation that employees should emulate this behavior. Offering training to leaders that emphasizes work-life balance can significantly contribute to cultivating a healthier organizational culture by promoting more sustainable work practices and diminishing the normalization of overwork.

In professional settings, various policies are designed to help employees balance their work and family responsibilities. Such initiatives can mitigate work-family conflict among workaholics and promote healthier integration between professional and personal life. Consequently, raising awareness of the consequences of workaholism and work-family conflict, implementing workplace policies that support work-life balance, and encouraging individuals to allocate time for their personal and family life are essential steps toward sustaining both a balanced and healthy lifestyle.

4.2. Limitations and Future Research

Although this study provides significant findings regarding the relationship between workaholism and work-family conflict, it has several limitations that should be acknowledged. First, the sample is composed only of academicians working in public universities in Ankara. This limits the generalizability of the results, as different sectors, regions, or institutional cultures may produce different outcomes. Future research could

therefore replicate the study in diverse occupational groups, such as healthcare workers or private sector employees, to test the robustness of the findings. Moreover, the research focused solely on gender as a moderating variable. However, other contextual and psychological factors may also influence this relationship. Variables such as organizational support, leadership style, or perceived workload could be included in future models to capture better the complexity of workaholism's impact on family life. Another limitation is the cross-sectional nature of the study, which prevents drawing causal inferences. Longitudinal research could help clarify the directionality of the relationship between workaholism and work-family conflict over time. Lastly, the study relied entirely on self-report measures, which may be affected by social desirability bias. Using multi-source data or incorporating qualitative methods could provide deeper and more accurate insights into individuals' lived experiences.

Despite these limitations, this study lays a solid foundation for future research and highlights important avenues for theoretical and practical development in the field of organizational behavior.

REFERENCES

- Akçakese, A., Tükel, Y., and Demirel, M. (2024). The work-life balance: Understanding the role of leisure involvement on workaholism from a gender perspective. *Work*, 79(2), 911-924.
- Aknar, A. and Bağcı, B. (2023). The mediating role of work-family conflict in the relationship between workaholism and burnout: A research on academicians. *Malatya Turgut Özal University Journal of Business and Management Sciences*, 4(1), 52-65.
- Akyüz, S. (2022). The relations between work family conflict, job stress, job dissatisfaction and turnover intention in healthcare professionals during the covid-19 process. *Karya Journal of Health Science*, 3(3), 312-317.
- Allen, T. D., Johnson, R. C., Kiburz, K. M., and Shockley, K. M. (2013). Work-family conflict and flexible work arrangements: Deconstructing flexibility. *Personnel Psychology*, 66(2), 345-376.
- Allen, T. D., Johnson, R. C., Saboe, K. N., Cho, E., Dumani, S., and Evans, S. (2012). Dispositional variables and work-family conflict: A meta-analysis. *Journal of Vocational Behaviour*, (80), 17-26.
- Andreassen, C. S. (2014). Workaholism: An overview and current status of the research. *Journal of Behavioural Addictions*, 3(1), 1-11.
- Arslan, M. (2012). İş-aile ve aile-iş çatışmalarının kadın çalışanların iş doyumları üzerindeki etkisi. *Birey ve Toplum Sosyal Bilimler Dergisi*, 2(1), 99-114.
- Aydıntan, B., and Şimşek, T. (2017). Role stress sources (Role Perceptions)'s effect on intention to leave the work: Research at a state university in Turkey. *International Journal of Business and Management Invention*, 6(4), 8-17.
- Aziz, S., Bellows, G., and Wuensch, K. (2021). The relationship between workaholism and negative affect: Mindfulness Matters! *International Journal of Mental Health and Addiction*, (19), 1605-1614.
- Bakker, A. B., Demerouti, E., Oerlemans, W., and Sonnentag, S. (2013). Workaholism and daily recovery: A day reconstruction study of leisure activities. *Journal of Organisational Behaviour*, (34), 87-107.
- Baron, R. M., and Kenny, D. A. (1986). The moderator-mediator variable distinction in social psychological research: Conceptual, strategic, and statistical considerations. *Journal of personality and social psychology*, 51(6), 1173.
- Bayar, M. (2022). Work-family conflict in organizations and solution strategies in conflict management. *International Anatolia Academic Online Journal Social Sciences Journal*, 8(1), 65-74.
- Beiler-May, A., Williamson, R. L., Clark, M. A., and Carter, N. T. (2017). Gender bias in the measurement of workaholism. *Journal of Personality Assessment*, 99(1), 104-110.
- Biddle, B. J. (1986). Recent Development in Role Theory. *Annual Review of Sociology*, 12, 67-92.
- Biernacki, P., and Waldorf, D. (1981). Snowball sampling: Problems and techniques of chain referral sampling. *Sociological Methods & Research*, 10(2), 141-163.
- Brady, B. R., Vodanovich, S. J., and Rotunda, R. (2008). The impact of workaholism on work-family conflict, job satisfaction, and perception of leisure activities. *The Psychologist-Manager Journal*, 11(2), 241-263.
- Buelens, M., and Poelmans, S. A. (2004). Enriching the Spence and Robbins' typology of workaholism: Demographic, motivational and organisational correlates. *Journal of Organisational Change Management*, 17(5), 440-458.
- Burke, R. J. (1999). Workaholism in organizations: Gender differences. *Sex Roles*, 41(5), 333-345.
- Çarkıcı, İ. H., Çiftçi, M., and Derya, S. (2010). Work - family life conflict: an application on manager women in Turkey. *Suleyman Demirel University The Journal of Visionary*, 2(2), 53-65.
- Çetin, C. (2021). The relationship between organizational silence and workaholism: A logistic company research. *Anadolu University Journal of the Faculty of Economics and Administrative Sciences*, 22(4), 1-18.
- Çubuk, S., and Erol, D. (2023). Türkiye’de Kadının Akademideki Yeri: Cam Tavana Bir Bakış. *Ondokuz Mayıs Üniversitesi Kadın ve Aile Araştırmaları Dergisi*, 3(2), 185-210.
- Del Líbano, M., Slanova, L. S., and Schaufeli, W. (2010). Validity of a brief workaholism scale. *Psicothema*, 22(1), 143-150.
- Demir, M. E. (2016). *Yorumsamacı Perspektiften Türkiye’de Akademisyen Kimliği*. (Doctoral dissertation), Ankara University. ProQuest Dissertations & Theses
- Derks, D., van Duin, D., Tims, M., and Bakker, A. B. (2015). Smartphone use and work-home interference: The moderating role of social norms and employee work engagement. *Journal of Occupational and Organizational Psychology*, 88(1), 155-177.
- Doğan, T., and Tel, F. D. (2011). Reliability and validity of the Turkish version of the Dutch work addiction scale (DUWAS-TR). *Bolu Abant İzzet Baysal University Journal of Faculty of Education*, 11(1), 2011, 61-69
- Duxbury, L., Higgins, C., and Lee, C. (1994). Work-family conflict: A comparison by gender, family type, and perceived control. *Journal of Family Issues*, 15(3), 449- 466.

- Efeoglu, İ. Efe (2006). *The Effects of work family conflict on job stress, job satisfaction and organizational commitment: A study in the pharmaceutical industry*. (Unpublished doctoral dissertation). University of Çukurova
- Erer, B. (2021). Workaholicism as an antecedent of work-family conflict. *Journal of the Human and Social Sciences Researches*, 10(3), 2796-2811.
- Gheorghita, N. (2014). Workaholism: A New Challenge for Organisation Management. *Procedia - Social and Behavioural Sciences*, (109), 295-300.
- Gillet, N., Austin, S., Fernet, C., Sandrin, E., Lorho, F., Brault, S., Becker, M., and Aubouin Bonnaventure, J. (2021). Workaholism, presenteeism, work-family conflicts, and personal and work outcomes: Testing a moderated mediation model. *Journal of Clinical Nursing*, 30(19-20), 2842-2853.
- Göksel, A., & Tomruk, Z. (2016). Akademisyenlerde Stres Kaynakları İle Stresle Başa Çıkma Ve Stres Durumunda Gösterilen Davranışların İlişkisi. *Türkiye Sosyal Araştırmalar Dergisi*, 20(2), 315-343.
- Goode, W. J. (1960). A Theory of Role Strain. *American Sociological Review*, 25(4), 483-496.
- Harpaz, Itzhak and Snir, Raphael. (2003). Workaholism: Its definition and nature. *Human Relations*. 56. 291-319.
- Hauk, M., and Chodkiewicz, J. (2013). The role of general and occupational stress in the relationship between workaholism and work-family/family-work conflicts. *International Journal of Occupational Medicine and Environmental Health*, 26(3), 383-393.
- Hu, Q., Schaufeli, W. B., Taris, T. W., Hessen, D. J., Hakanen, J., Salanova, M., and Shimazu, A. (2014). "East is east, and west is west, and never the twain shall meet:" Work engagement and workaholism across Eastern and Western cultures. *Journal of Behavioural and Social Sciences* (1), 6-24.
- Inır, İ., and Tetik Dinç, N. (2022). The relationship between emotional labor and work-family conflict in tourist guides. *Journal of Turkish Tourism Research*, 6(1), 227-248.
- Jansen, N. W., Kant, I., Kristensen, T. S., and Nijhuis, F. J. (2003). Antecedents and consequences of work-family conflict: A prospective cohort study. *Journal of Occupational and Environmental Medicine*, 45(5), 479-491.
- Kelly, E. L., Moen, P., and Tranby, E. (2011). Changing workplaces to reduce work-family conflict: Schedule control in a white-collar organization. *American Sociological Review*, 76(2), 265-290.
- Kemer, E. (2018). The effect of workaholism perceptions of the accommodation business managers on work-family conflict: The case of Nevşehir. *Journal of Tourism & Gastronomy Studies*, 6(4), 237-251.
- Kinnunen, U., and Mauno, S. (1998). Antecedents and outcomes of work-family conflict among employed women and men in Finland. *Human Relations*, 51(2), 157-177.
- Komal, D., Aastha, G., and Muskan, K. (2021). Gender differences in work-family conflict and its relationship with work performance. *The International Journal of Indian Psychology* 9(3), 2349-3429.
- Liu, K., Yin, T., and Shen, Q. (2020). Relationships between sleep quality, mindfulness, and work-family conflict in Chinese nurses: A cross-sectional study. *Applied Nursing Research*, 55(151250), 1-7.
- Lundberg, U., & Frankenhaeuser, M. (1999). Stress and workload of men and women in high-ranking positions. *Journal of Occupational Health Psychology*, 4(2), 142.
- Macit, M. (2019). A field study on workaholism, work-family conflict and burnout amongst lawyers. *AndHD*, 5(1), 35-65.
- Macit, M., and Ardiç, K. (2018). A study on the relationship between workaholism, work-family conflict and burnout. *Atatürk University Journal of Economics and Administrative Sciences*, 32(3), 825-844.
- Mengi, F., and Schreglmann, S. (2013). Akademisyenlik bağlamında bilimsel üretkenliği etkileyen çevresel faktörler. *Amasya Üniversitesi Eğitim Fakültesi Dergisi*, 2(1), 1-17.
- Molino, M., Bakker, A. B., and Ghislieri, C. (2016). The role of workaholism in the job demands-resources model. *Anxiety, Stress, & Coping*, 29(4), 400-414.
- Morse, N., and Weiss, R. S. (1955). The function and meaning of work and the job. *American Sociological Review*, 20(2), 191-198.
- Netemeyer, R., Boles, J., and Mcmurrian, R. (1996). Development and validation of work-family conflict and family-work conflict scales. *Journal of Applied Psychology*, 81(4), 400-410.
- Odabaşı, H. F., Fırat, M., İzmirli, S., Çankaya, S., and Mısırlı, Z. A. (2010). Küreselleşen dünyada akademisyen olmak. *Anadolu Üniversitesi Sosyal Bilimler Dergisi*, 10(3), 127-142.
- Öztoprak, M., and Delil, B. K. (2022). Investigation of the relationship between work-family conflict and employee performance in food and beverage companies. *Journal of Tourism & Gastronomy Studies*, 10(3), 2193-2211.
- Posig, M., and Kickul, J. (2004). Work-role expectations and work-family conflict: gender differences in emotional exhaustion. *Women in Management Review*, 19(7), 373-386.
- Qu, H., and Zhao, X. (2012). Employees' work-family conflict moderating life and job satisfaction. *Journal of Business Research*, (65), 22-28.
- Quinones, C., Griffiths, M. D., and Kakabadse, N. K. (2016). Compulsive Internet use and workaholism: An exploratory two-wave longitudinal study. *Computers in Human Behaviour* (60), 492-199.

- Ruiz-Garcia, P., Castanheira, A. M., Borges, E., and Mosteiro-Diaz, M. P. (2022). Workaholism and work-family interaction among emergency and critical care nurses. *Intensive and Critical Care Nursing*, 72, 103240.
- Schaufeli W. B., Taris T. W., Bakker A. B. (2008). *It takes two to tango: Workaholism is working excessively and working compulsively*. In The Long Work Hours Culture: Causes, Consequences and Choices, ed. RJ Burke, CL Cooper, pp. 203–26. Bingley, UK: Emerald
- Shimazu, A., Demerouti, E., Bakker, A., Shimada, K., and Kawakami, N. (2011). Workaholism and well-being among Japanese dual-earner couples: A spillover-crossover perspective. *Social Science & Medicine* (73), 399-409.
- Shin, J. and Shin H. (2020). Impact of job insecurity on hotel workers workaholism and work-family conflict in Korea. *International Journal of Environmental Research and Public Health*, 17, 1-12.
- Snir, R., and Zohar, D. (2008). Workaholism as discretionary time investment at work: An experience-sampling study. *Applied Psychology*, 57(1), 109-127.
- Şentürk, B. (2015). Çokuz ama yokuz: Türkiye’deki akademisyen kadınlar üzerine bir analiz. *ViraVerita E-Dergi*, (2), 1-22.
- Tattarini, G., Solera, C., and Carriero, R. (2024). You have to work more than men to succeed!: Gender differences in workaholism among Italian academics. *Sociologia del Lavoro*: 168(1), 28-49.
- Thobejane, T. D., and Khoza, J. (2014). Gender role expectations within the institution of marriage. *Journal of Social Sciences*, 41(3), 455-459.
- Torp, S., Lysfjord, L., and Midje, H. H. (2018). Workaholism and work-family conflict among university academics. *Higher Education*, 76, 1071-1090.
- Tolay, E., & Baysal, S. (2020). Kadın akademisyenlerde iş-aile çatışmasına neden olan faktörlerin belirlenmesine yönelik bir araştırma. *Dokuz Eylül Üniversitesi Sosyal Bilimler Enstitüsü Dergisi*, 22(2), 793-821.
- Ulucan, E., and Yavuz, N. (2019). The effect of workaholism and work-family conflict on burnout in hospitality enterprises. *The Journal of Academic Social Science*, 7(89), 529-543.
- Watai, I., Nishikido, N. and Murashima, S. (2008). Gender difference in work-family conflict among Japanese information technology engineers with preschool children. *Journal of Occupational Health*, 50(4), 317-327.
- Yerlikaya Yaran, B. (2025). Zamansız ve mekânsız çalışma: Özel ve kamusal alan kıskacındaki akademisyen kadınların üretkenlik krizi üzerine nitel bir araştırma. *Çankırı Karatekin Üniversitesi İktisadi ve İdari Bilimler Fakültesi Dergisi*, 15(2), 317-347.
- Yıldız, S. (2018). Türkiye’de kadın akademisyen olmak. *Yükseköğretim ve Bilim Dergisi*, (1), 29-40.
- Yılmaz, S., Yalçın, A., Kılıç, K. C., and Ülbeği, İ. D. (2021). The relationship between workaholism and well-being: The mediating roles of work-family conflict and stress: A study on high school teachers in Adana. *Çukurova University Social Sciences Institute Journal*, 30(3), 251-265.
- Zhang, M., Griffeth, R. W. and Fried, D. D. (2012). Work-family conflict and individual consequences. *Journal of Managerial Psychology*, 27(7), 696-713.