

## Work addiction and work engagement: A network perspective

Piotr Bereznowski, Institute of Psychology, University of Gdańsk

**Introduction:** Work addiction and work engagement are two dimensions of heavy work investment having negative and positive consequences, respectively (Harpaz & Snir, 2014). Due to similarities between these phenomena, in certain conditions engaged workers might be at risk of developing work addiction. According to the network theory of mental disorders (Borsboom, 2017), the development of a mental disorder is a result of the activation of symptoms of that disorder which could be prevented with proper intervention.

**Aim of the study:** This study aimed to investigate the direct relationships between work addiction symptoms and work engagement dimensions in order to identify the relationships and symptoms/dimensions putting engaged individuals at risk of developing work addiction.

**Materials and methods:** In this study, I used three datasets including responses from working individuals. The datasets comprised responses from recently graduated Norwegians ( $n_1 = 755$ ,  $M_{age1} = 29.77$ ,  $SD_{age1} = 7.15$ , 71.0% women), recently graduated Poles ( $n_2 = 697$ ,  $M_{age2} = 25.58$ ,  $SD_{age2} = 3.41$ , 81.6% women), and Poles from the general population ( $n_3 = 701$ ,  $M_{age3} = 36.24$ ,  $SD_{age3} = 11.30$ , 70.6% women). Psychological phenomena were measured with the Bergen Work Addiction Scale (BWAS; Andreassen et al., 2012) and the Utrecht Work Engagement Scale (UWES-9; Schaufeli et al., 2006). The three networks were estimated jointly. To identify the most important (in this study's context) symptom of work addiction and the most important dimension of work engagement, I estimated nodes' centrality using the modified version of the node strength.

**Results:** The results showed that the most important symptom of work addiction was mood modification and that the most important dimension of work engagement was absorption.

**Conclusions:** These findings suggest that mood modification and absorption might play a crucial role in the process of developing work addiction among engaged workers.

### Bibliography:

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