

Exploring the Mediating Mechanism Between Workaholism and Work Outcomes: A Conservation of Resources Theory Perspective

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Abstract:

Drawing on Conservation of Resources theory, this study examines how workaholism influences workplace anxiety, work engagement, burnout, and task performance through job crafting. Using an experience sampling method, data were collected from 124 full-time employees over eight consecutive weeks, resulting in 992 weekly observations. Multilevel path analysis was employed to test the proposed hypotheses. The results showed that workaholism positively predicted job crafting. Job crafting mediated the relationships between workaholism and workplace anxiety, as well as between workaholism and work engagement. In addition, workplace anxiety positively predicted burnout, whereas work engagement positively predicted task performance. These findings support Conservation of Resources theory by demonstrating that job crafting plays a dual role in both resource gain and resource depletion processes. The study contributes to the literature on workaholism and job crafting and offers practical implications for work design and employee health management.

Keywords:

Workaholism, Job Crafting, Workplace Anxiety, Work Engagement, Conservation of Resources Theory.