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Analysis of Workaholism and Burnout Among Employees of Administrative Units and Two Selected Banks in Slovenia

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ABSTRACT

Purpose: Workaholism and burnout can have detrimental effects on both employees and organisations in both the private and public sectors, and therefore calls for further research. The objective of this survey was to statistically analyse significant differences in the variables of workaholism and burnout (including emotional exhaustion, depersonalisation, and personal efficiency) between administrative units and two selected banks, among participants employed in managerial and non-managerial positions, and across genders. Additionally, the survey aimed to analyse the correlations between workaholism, emotional exhaustion, depersonalisation, and personal efficiency. The research involved 621 employees from 58 administrative units and 404 employees from two selected (private) banks in Slovenia.

Design/Methodology/Approach: Various methodological approaches were used, including statistical tests such as multivariate and factor analysis, the Kolmogorov-Smirnov and Shapiro-Wilk tests, the Mann-Whitney U test, and Spearman's rank-order correlation coefficient.

Findings: Survey results revealed no statistically significant differences in the variables of workaholism and burnout between administrative units and the two selected banks, among participants employed in managerial and non-managerial positions, and across genders. However, the research uncovered a strong positive correlation between workaholism and emotional exhaustion, a weak positive correlation between workaholism

and depersonalisation, and a slight negative correlation between workaholism and personal efficiency.

Originality/Value: The research contributes to the growing awareness of workaholism and burnout, offering organisations valuable insights to address these issues and enhance employee well-being. Furthermore, it adds to the existing literature on workaholism and burnout within the context of Slovenia.

Keywords: *administrative units, banks, burnout, workaholism, Slovenia*

JEL: I10

1 Introduction

Work is of key importance for adults, as it enables them to earn a salary, and develop personally; it also encourages the development of new skills and knowledge, shapes the relationships between fellow human beings as well as gives a sense of well-being, meaning, dignity, and self-worth. Employees are driven by both internal and external motives, but employees fail to set boundaries in some cases and work too much. Thus, employees may unknowingly become workaholics (Andreassen, 2014). In recent years, the number of studies devoted to the study of workaholism, and burnout, has increased. According to Workaholism facts and statistics (Holewa, 2023), 46% of European employees deal with severe time pressure or work overload. Even though there are occupations where overtime work is not necessary, it is also expected by employers. Furthermore, financial and insurance services and public administration and safety services are listed among the ten hard-working industries, namely in fifth and tenth place. Excessive work or workaholism can lead to burnout, which manifests itself in the workplace as emotional exhaustion, depersonalisation, and personal inefficiency (Maslach et al., 1997; Maslach and Leiter, 2002). According to (Schaufeli, 2018), the European countries with the highest burnout levels are eastern (Poland) and south-eastern countries (Albania, Turkey, Slovenia, Croatia, Serbia, Montenegro, and Macedonia). Since Slovenia is listed among European countries that have the highest levels of burnout, and financial and public services are listed among the ten hard-working industries, the presented research aimed to analyse differences between workaholism and three dimensions of burnout (emotional exhaustion, depersonalisation, and personal efficiency) among employees in the administrative units and two selected banks in Slovenia. The two banks were selected based on the number of employees so that the number of employees at the banks was approximately the same as the number of employees at the administrative units. The research aims to contribute to rising awareness about workaholism and burnout and to the existing literature on workaholism and burnout within the Slovenian context.

The article first presents the theoretical framework of workaholism and burnout which was the basis for the formation of hypotheses. The next section

includes the presentation of the sample and used methods. This is followed by a presentation of results, the testing of hypotheses, a discussion, and findings and proposals.

2 Theoretical Bases for Forming the Hypotheses

Uncontrollable need for constant work or addiction to work that is unmanageable or the behavioural pattern (Scott, Moore and Miceli, 1997) or so termed workaholism is a disease that is like alcohol addiction or alcoholism. It occurs due to the avoidance of problems, impaired self-esteem, consequences of childhood trauma (Seybold and Salomone, 1994; Clark et al, 2016), the need for control in one's life (Cantarow, 1979), the pursuit of success, competitiveness (Seybold and Salomone, 1994), the cost of putting children through school, saving for retirement (Kozjek, 2014). Workaholism occurs when an employee works more than the expected demands of his or her job (Clark et al, 2016). Addiction to work is difficult to overcome, because, unlike other addictions, those who are addicted to work are usually unaware of it; moreover, their dedication makes them work more and more. The deeper the addiction, the more serious, intense, and lasting the consequences, and the greater the risks to a person's overall well-being; the individual experiences various physical, behavioural, emotional, and social consequences (Humphreys, 2000, Balducci et al, 2018). The consequence of workaholism on the individual level is also burnout, which represents gradual emotional exhaustion and loss of motivation in people who have worked with great dedication and enthusiasm (Bakker, Demerouti and Sanz-Vergel, 2014), a decline in values, dignity, spirit, and will (Maslach and Leiter, 2002). The World Health Organization (WHO, 2020), Stare et al. (2012), and Cole et al. (2012) define burnout as an occupational phenomenon resulting from chronic stress that (in the workplace) has not been successfully managed. Kaiser, Richardsen and Martinussen (2021) in their research identified, with multiple regression, that job demands are the most important predictors of burnout. Swider and Zimmerman (2010), and Balducci et al (2018) add that it includes chronic emotional and interpersonal stressors experienced by individuals at work and their subsequent responses to work tasks, organisations, co-workers, clients, and themselves. Halbesleben & Buckley (2004) argue that burnout is a psychological syndrome that manifests itself as emotional exhaustion, depersonalisation, and reduced efficiency. According to Cordes and Dougherty (1993) and Witt, Andrews and Carlson (2004), emotional exhaustion is the feeling that a person´s emotional resources are becoming drained, and that person lacks energy. Depersonalisation is according to Cohen (2004), a feeling of detachment from one´s self or if somebody is leaving in a dream or like automation. Längle, Orgler and Kundi (2003) define personal efficiency as the meaning of life and openness to considerable existential values, going through a sensible, authentic, responsible life in general. As Cole et al (2012) argued, the consequences of burnout do not only harm the individual but are felt by everyone in any way related to the person experiencing burnout, therefore it should be researched.

According to Amigo et al. (2014) and Dias and Angélico (2018), burnout is most prevalent among those employees whose working hours are longer than 40 hours per week and those who have direct contact with clients at their work. The research of Mar, Soklić & Buzeti (2022) shows that work during non-work time (at different times of the day, at weekends, and during their annual and sick leave) is a growing phenomenon among employees in private and public sectors; they also found that such work is particularly common for employees in managerial positions and for professionals in education, health, and police services, as well as for employees engaged in remote work. The results of the study of Schaufeli, van Wijhe, Peeters, and Taris (2011) show that workaholism and the possibility of employees becoming burnt out are more prevalent among employees (in both managerial and non-managerial jobs) in private sector organisations, especially due to competition in the market and greater opportunities for monetary rewards for employees. Özsoy (2018) compared the level of workaholism of public and private sector employees and found that workaholism occurs in both managerial and non-managerial positions but is more common in managerial positions as they bring more responsibility and decisions are more strategic and complex. Based on the findings, the following hypotheses were formulated: *H1: There are statistically significant differences in the variables of workaholism and burnout (emotional exhaustion, depersonalisation, and personal efficiency) between administrative units and the two selected banks. H2: There are statistically significant differences in the variables of workaholism and burnout (emotional exhaustion, depersonalisation, and personal efficiency) between participants employed in managerial and non-managerial positions.*

Furthermore, the results of Snir and Harpaz (2006) and Burke, Davis, and Flett (2008) show that there are differences in workaholism between men and women. Beiler-May et al (2017) argue that workaholism among women is underestimated due to cultural norms. According to traditional expectations regarding gender roles, men are supposed to work and provide financial support to the family, while women are supposed to do most of the household chores and take care of the children (Kozjek, Mali and Umek, 2021). Dudek and Szpitalak (2019) found that women are also prone to workaholism since they often have to prove that they can perform assigned tasks just as well as men to succeed in their professional lives. Similarly, Burke (1999) stated that women exhibit a higher level of perfectionism, which could be one of the causes of workaholism by women. Behson (2002) also stated that workaholism is higher in women than in men. Contrary, Snir and Harpaz (2006) found that workaholism, determined based on the number of hours worked per week, is more prevalent in men than in women. Based on these findings it was assumed that *H3: There are statistically significant differences between variables of workaholism and burnout (emotional exhaustion, depersonalisation, and personal efficiency) between male and female participants.*

Studies that measured the correlation between employee workaholism and burnout in the world (Cheung et al, 2018; Judež, 2018; Staszczyk and Tokarz, 2017; Schaufeli et al, 2008; and Taylor et al, 2018) have shown that there is

a correlation between workaholism and burnout. Cheung et al (2018) found that workaholism is positively correlated with emotional exhaustion and depersonalisation and negatively correlated with feelings of personal efficiency. According to previous research, it was *assumed that: H4: There is a positive correlation between workaholism and emotional exhaustion and depersonalisation and a negative correlation between workaholism and personal efficiency at administrative units and two selected banks.*

3 Sample and Methods

Employees from all 58 administrative units (621 participants) and employees from two selected banks (404 participants) participated in the survey, but they were not named to ensure anonymity. The two banks were selected according to their size so that the number of employees at the selected banks was like the number of employees at administrative units. A total of 1,025 employees from administrative units and banks responded to both surveys, therefore, the results are statistically valid for the selected organizations. The survey was conducted in the spring of 2021 (see also Bandelj, 2021). The link to the anonymous survey questionnaire was sent electronically to the official addresses of all 58 administrative units and the two selected banks with a request to forward the survey questionnaire to all employees.

Of all administrative units' employees, 621 participated in the survey, representing 27% of all employees, whereby 74% (n = 462) were women and 26% (n = 159) were men. 41% of respondents at administrative units were aged 40 to 50 (41%), followed by those aged 51 to 61 (29%). 51% of respondents had a university degree, 19% had a higher education degree and 16% had a master's degree. 18% of participants from administrative units were employed in managerial positions, and 82% were in non-managerial positions.

Of all employees at both banks, 404 employees participated in the survey, which represents 27% of all employees, 82% (n = 332) of which were women and 18% (n = 72) were men. The predominant group at the banks is that aged 40 to 50 (40%), followed by the 51 to 61 age group (37%). 35% of the participants had a university degree, 31% had a higher education degree and 15% had a secondary school degree. 20% of participating employees at the banks were employed in managerial positions, and 80% were in non-managerial positions.

For the research, The Bergen Work Addiction Scale (BWAS) (Anderssen, 2012) and the Maslach burnout inventory (MBI-GS) (Maslach et al, 1997) questionnaires were used. At The Bergen Work Addiction Scale (BWAS) scale participants, on a 5-point Lickert Scale (1 – never, 2 – rarely, 3 – sometimes, 4 – often, 5 – always), had to answer ˝how often in the last year…˝: ˝have you thought of how you could free up your time to work˝, ˝spent much more time on working than initially intended˝, ˝worked in order to reduce feelings of guilt, anxiety, helplessness, and depression˝, ˝have been told by others to cut down on work without listening to them˝, ˝become stressed if you have been prohibited from working˝, ˝deprioritised your hobbies, leisure activities, and exercise

because of your work", " work so much that it has negatively influenced your health".

At the Maslach burnout inventory (MBI-GS) scale, participants on a 4-point Likert scale (1 – never, 2 – rarely, 3 – frequently, 4 – daily), where higher grades mean a higher level of burnout, had to evaluate three dimensions. According to the first dimension Emotional Exhaustion, they evaluated these variables "I feel emotionally drained from work", "I feel exhausted at the end of the workday", "When I wake up in the morning, I feel tired because I have to go to work again", "Working all day is really tiring for me", "I feel exhausted from work". According to the second dimension Depersonalisation, they evaluated these variables "I want to do my work without being interrupted", "I am less interested in my work since I've been in this job", "I am less enthusiastic about my work", "I am sceptical about the contribution of my work to something", "I doubt the importance of my work". According to the third dimension Personal Efficiency, they evaluated these variables "I feel excited when I get something done at work", "I achieve many important things in my work", "I can effectively solve problems that arise in my work", "I feel that I contribute something to the organization through my work", "In my opinion, I am good at what I do", "In my work, I feel confident that I am efficient and able to get things done".

To test the variables and the hypotheses different methodological approaches were used, namely the Kolmogorov-Smirnov and Shapiro-Wilk test, the Mann-Whitney U test, factor analysis, and Spearman's rank order correlation coefficient.

4 Results

The literature and sources in the field of workaholism and burnout present varied findings when comparing the public and private sectors. Generally, the findings indicate the greater presence of workaholism and burnout in organizations within the private sector. Therefore, in the selected sample of administrative units (AU) and two selected banks, it was important to check whether statistically significant differences exist. The mean values, mean ranks, Mann-Whitney U, and statistical significance of these differences are presented in Tables 1 and 2 below.

The presented findings for the variables of workaholism indicate three statistically significant differences between employees in banks and administrative units. The findings reveal that employees in administrative units, compared to employees in banks, report a higher level of working more than initially intended (Mean Rank = 561.37; P = 0.003), a higher level of being told by others to reduce their workload without listening to them (Mean Rank = 576.23; P <0.001), a higher level of deprioritising their hobbies, leisure activities, and exercise due to the work (Mean Rank = 554.14; P <0.001). Mean values for all variables range between 2 and 3, indicating a rare or frequent level. Additionally, the results may have been influenced by the Covid-19 pandemic, which leads to the organisations closure and remote work.

Table 1: Comparison of the Variables of Workaholism between employees from administrative units and banks

Variables of Workaholism	Organisation	N	Mean Rank	Mann-Whitney U	P
How often in the last year have you thought of how you could free up your time to work?	Banks	421	550.84	133947.0	0.345
	AU	658	533.07		
How often in the last year have you spent much more time working than initially intended?	*Banks*	*421*	*506.59*	*124445.0**	*0.003*
	AU	*658*	*561.37*		
How often in the last year have you worked in order to reduce feelings of guilt, anxiety, helplessness, and depression?	Banks	421	543.27	137131.5	0.776
	AU	658	537.91		
How often in the last year have you been told by others to cut down on work without listening to them?	*Banks*	*421*	*483.38*	*114671.0***	*<0.001*
	AU	*658*	*576.23*		
How often in the last year have you become stressed if you have been prohibited from working?	Banks	421	514.41	127734.0	0.026
	AU	658	556.38		
How often in the last year have you deprioritised your hobbies, leisure activities, and exercise because of your work?	*Banks*	*421*	*458.76*	*104309.0***	*<0.001*
	AU	658	*591.98*		
How often in the last year have you worked so much that it has negatively influenced your health?	Banks	421	517.90	129203.5	0.055
	AU	658	554.14		

Source: Own

Table 2: Comparison of the Variables of Burnout between employees from administrative units and banks

Variables of Burnout	Organisation	N	Mean Rank	Mann-Whitney U	P
I feel emotionally drained from work.	Banks	418	529.97	133955.0	0.643
	AU	651	538.23		
I feel exhausted at the end of the workday.	Banks	418	543.00	132716.5	0.460
	AU	651	529.87		
When I wake up in the morning, I feel tired because I have to go to work again.	Banks	418	530.98	134377.0	0.715
	AU	651	537.58		
Working all day is really tiring for me.	Banks	418	536.07	135611.0	0.921
	AU	651	534.31		
I feel exhausted from work.	Banks	418	540.21	133880.0	0.632
	AU	*651*	531.65		
I want to do my work without being interrupted.	Banks	412	515.63	127359.5	0.283
	AU	641	534.31		
I am less interested in my work since I've been in this job.	Banks	412	503.88	122520.5	0.031
	AU	641	541.86		
I am less enthusiastic about my work.	Banks	412	505.63	123240.0	0.049
	AU	641	540.74		
I am sceptical about the contribution of my work to something.	*Banks*	*412*	*496.47*	*119466.5**	*0.005*
	AU	*641*	*546.62*		
I doubt the importance of my work.	*Banks*	*412*	*494.77*	*118769.0**	*0.003*
	AU	*641*	*547.71*		

Variables of Burnout	Organisation	N	Mean Rank	Mann-Whitney U	P
I feel excited when I get something done at work.	Banks	407	522.13	127339.0	0.789
	AU	631	517.81		
I achieve many important things in my work.	Banks	407	539.75	120167.5	0.047
	AU	631	506.44		
I can effectively solve problems that arise in my work.	Banks	407	533.44	122734.5	0.146
	AU	631	510.51		
I feel that I contribute something to the organization through my work.	Banks	407	546.15	117561.5	0.011
	AU	631	502.31		
In my opinion, I am good at what I do.	Banks	407	547.08	117183.5	0.006
	AU	631	501.71		
In my work, I feel confident that I am efficient and able to get things done.	*Banks*	*407*	*560.24*	*111828.0***	*<0.001*
	AU	*631*	*493.22*		

Source: Own

The presented findings for the variables of burnout, including five variables of emotional exhaustion, five variables of depersonalisation, and six variables of personal efficiency, generally do not indicate statistically significant differences between employees in banks and administrative units. However, two variables of depersonalisation and one variable of personal efficiency show significant differences. More specially, employees from the administrative units report a higher level of being sceptical about the contribution of their work to something (Mean rank = 546.62; P = 0.005) and a higher level of expressing doubt about the importance of their work (Mean rank = 547.71; P = 0.003). The mean values for variables range around 2, indicating a rare level. On the other hand, employees from banks report a higher level for one variable of personal efficiency, namely their feeling of being confident that they are efficient and able to get things done (Mean rank = 560.24; P = <0.001). The mean value for the variable is around 3, indicating a frequent level.

Based on the results of the comparison of workaholism and burnout variables, hypothesis *H1: "There are statistically significant differences in the variables of workaholism and burnout (emotional exhaustion, depersonalisation, and personal efficiency) between administrative units and the two selected banks", is rejected*. Despite the varied findings that indicate a higher presence of workaholism in the private sector organisation, especially due to the market competition and greater opportunities for monetary rewards for employees (e. g. Wijhe, Peeters, and Taris, 2011), the findings of the presented research conducted among Slovenian administrative units and two selected private banks do not confirm this. Additionally, the findings reveal that employees in administrative units report a higher level of working than initially intended, a higher level of being told by others to reduce their workload without listening to them, and a higher level of deprioritising their hobbies, leisure activities, and exercise due to the work. Furthermore, the results do not confirm the notation that employees with more client contacts experience higher levels of burnout, as Amigo et al. (2014) and Dias and Angélico (2018) found. However, these results may be influenced by the Covid-19 pandemic, which has led to an increase in remote work.

The literature and sources in the field of workaholism and burnout present varied findings when comparing workaholism and burnout among managerial and non-managerial positions. Generally, the findings indicate the greater presence of workaholism and burnout among managers. Therefore, in the selected sample of administrative units and two selected banks, it was important to examine whether statistically significant differences exist. The mean values, mean ranks, Mann-Whitney U, and statistical significance of these differences are presented in Tables 3 and 4 below.

Table 3: Comparison of the Variables of Workaholism between managerial and non-managerial positions

Variables of Workaholism	Position	N	Mean rank	Mann-Whitney U	P
How often in the last year have you thought of how you could free up your time to work?	Managerial	191	556.88	71266.0	0.019
	Nonmanagerial	834	502.95		
How often in the last year have you spent much more time working than initially intended?	Managerial	191	537.95	74881.5	0.171
	Nonmanagerial	834	507.29		
How often in the last year have you worked in order to reduce feelings of guilt, anxiety, helplessness, and depression?	Managerial	191	513.31	79588.5	0.987
	Nonmanagerial	834	512.93		
How often in the last year have you been told by others to cut down on work without listening to them?	Managerial	191	623.92	58462.0**	<0.001
	Nonmanagerial	834	487.60		
How often in the last year have you become stressed if you have been prohibited from working?	Managerial	191	524.51	77448.5	0.540
	Nonmanagerial	834	510.36		
How often in the last year have you deprioritised your hobbies, leisure activities, and exercise because of your work?	Managerial	191	595.59	63871.5**	<0.001
	Nonmanagerial	834	494.08		
How often in the last year have you worked so much that it has negatively influenced your health?	Managerial	191	561.61	70362.0	0.010
	Nonmanagerial	834	501.87		

Source: Own

The presented findings for the variables of workaholism indicate two statistically significant differences between managers and non-managers. More specially, the findings reveal that managers report higher levels of being told by others to cut down on work without listening to them (Mean Rank = 623.92; P < 0.001), as well as a higher level of deprioritising their hobbies, leisure activities, and exercise due to the work (Mean Rank = 595.59; P < 0.001). The mean values variables are between 2 and 3, indicating a rare or frequent level.

Table 4: Comparison of the Variables of Burnout between managerial and non-managerial positions

Variables of Burnout Pos	Position	N	Mean Rank	Mann-Whitney U	P
I feel emotionally drained from work.	Managerial	191	532.42	75937.0	0.275
	Nonmanagerial	834	508.55		
I feel exhausted at the end of the workday.	Managerial	191	552.52	72099.0	0.026
	Nonmanagerial	834	503.95		
When I wake up in the morning, I feel tired because I have to go to work again.	Managerial	191	517.64	78761.0	0.797
	Nonmanagerial	834	511.94		
Working all day is really tiring for me.	Managerial	191	471.23	71669.0	0.019
	Nonmanagerial	834	522.57		
I feel exhausted from work.	Managerial	191	508.18	78727.0	0.787
	Nonmanagerial	834	514.10		
I want to do my work without being interrupted.	Managerial	191	482.48	73817.0	0.082
	Nonmanagerial	834	519.99		
I am less interested in my work since I've been in this job.	Managerial	191	477.05	72781.0	0.043
	Nonmanagerial	834	521.23		
I am less enthusiastic about my work.	Managerial	191	485.16	74330.0	0.121
	Nonmanagerial	834	519.38		
I am sceptical about the contribution of my work to something.	Managerial	191	480.12	73367.5	0.070
	Nonmanagerial	834	520.53		
I doubt the importance of my work.	*Managerial*	*191*	456.58	68871.5*	*0.002*
	Nonmanagerial	*834*	525.92		
I feel excited when I get something done at work.	Managerial	191	526.06	77153.0	0.425
	Nonmanagerial	834	510.01		
I achieve many important things in my work.	*Managerial*	*191*	*593.56*	*64260.5***	*<0.001*
	Nonmanagerial	*834*	*494.55*		
I can effectively solve problems that arise in my work.	Managerial	191	532.51	75921.5	0.223
	Nonmanagerial	834	508.53		
I feel that I contribute something to the organization through my work.	*Managerial*	*191*	*596.35*	63727.0**	*<0.001*
	Nonmanagerial	*834*	*493.91*		
In my opinion, I am good at what I do.	Managerial	191	517.16	78852.0	0.804
	Nonmanagerial	834	512.05		

Variables of Burnout Pos	Position	N	Mean Rank	Mann-Whitney U	P
In my work, I feel confident that I am efficient and able to get things done.	Managerial	191	532.31	75959.5	0.246
	Nonmanagerial	834	508.58		

Source: Own

The presented findings for the variables of burnout, which include five variables of emotional exhaustion, five variables of depersonalisation, and six variables of personal efficiency, generally do not indicate statistically significant differences between managers and non-managers. However, one variable of depersonalisation and two variables of personal efficiency show significant differences. More specially, non-managers report a higher level of doubting the importance of their work (Mean rank = 525.92; P = 0.002). The mean value is around 2, indicating a rare level. Additionally, managers report a higher level of feeling that they achieve many important things in their work (Mean rank = 593.56; P < 0.001), as well as they are feeling that they contribute something to the organization through their work (Mean rank = 596.35; P < 0.001). The mean values are around 3, which indicates a frequent level.

Based on the results of the comparison of workaholism and burnout variables, hypothesis *H2: There are statistically significant differences in the variables of workaholism and burnout (emotional exhaustion, depersonalisation, and personal efficiency) between participants employed in managerial and non-managerial positions˝, is rejected.* Despite the varied findings indicating a higher prevalence of workaholism and burnout among managers (e. g. Schaufeli, van Wijhe, Peeters, and Taris, 2011; Özsoy, 2018), the findings of the presented research conducted among Slovenian administrative units and two selected private banks do not confirm this for managers and non-managers. Additionally, the findings reveal that managers report higher levels of being told by others to cut down on work without listening to them, as well as a higher level of deprioritising their hobbies, leisure activities, and exercise due to the work. Furthermore, non-managers report a higher level of doubting the importance of their work, on the other hand, managers report a higher level of feeling that they achieve many important things in their work, as well as they are feeling that they contribute something to the organization through their work.

The literature and sources in the field of workaholism and burnout present varied findings when comparing workaholism and burnout between genders. Generally, the findings indicate a greater prevalence of workaholism and burnout among women, mainly because of balancing working and private life. Therefore, in the selected sample of administrative units and two selected banks, it was important to examine whether statistically significant differences exist. The mean values, mean ranks, Mann-Whitney U, and statistical significance of these differences are presented in Tables 5 and 6 below.

Table 5: Comparison of the Variables of Workaholism between genders

Variables of Workaholism	Gender	N	Mean Rank	Mann-Whitney U	P
How often in the last year have you thought of how you could free up your time to work?	Male	231	487.76	85876.5	0.129
	Female	794	520.34		
How often in the last year have you spent much more time working than initially intended?	Male	231	471.39	82094.0	0.010
	Female	794	525.11		
How often in the last year have you worked in order to reduce feelings of guilt, anxiety, helplessness, and depression?	Male	231	490.83	86586.5	0.183
	Female	794	519.45		
How often in the last year have you been told by others to cut down on work without listening to them?	Male	231	507.28	90385.0	0.729
	Female	794	514.66		
How often in the last year have you become stressed if you have been prohibited from working?	Male	231	488.63	86078.5	0.143
	Female	794	520.09		
How often in the last year have you deprioritised your hobbies, leisure activities, and exercise because of your work?	Male	231	469.60	81682.5	0.009
	Female	794	525.63		
How often in the last year have you worked so much that it has negatively influenced your health?	*Male*	*231*	*437.23*	*74205.0***	*<0.001*
	Female	*794*	*535.04*		

Source: Own

The presented findings for the variables of workaholism indicate one statistically significant difference between genders. More specially, the findings reveal that women report higher frequencies of working so much that it has negatively influenced their health (Mean rank = 535.04; $P < 0.001$). The mean value is around 3, indicating a frequent level.

Table 6: Comparison of the Variables of Burnout between genders

Variables of Burnout	Gender	N	Mean Rank	Mann-Whitney U U	P
I feel emotionally drained from work.	*Male*	*231*	*457.02*	*78775.5***	*<0.001*
	Female	*794*	*529.29*		
I feel exhausted at the end of the workday.	*Male*	*231*	*457.61*	*78913.0***	*<0.001*
	Female	*794*	*529.11*		
When I wake up in the morning, I feel tired because I have to go to work again.	*Male*	*231*	*452.55*	*77742.5***	*<0.001*
	Female	*794*	*530.59*		
Working all day is really tiring for me.	*Male*	*231*	*463.92*	*80369.0**	*0.002*
	Female	*794*	*527.28*		
I feel exhausted from work.	*Male*	*231*	*451.02*	*77389.5***	*<0.001*
	Female	*794*	*531.03*		
I want to do my work without being interrupted.	Male	231	527.32	88399.0	0.358
	Female	794	508.83		
I am less interested in my work since I've been in this job.	Male	231	505.11	89885.0	0.616
	Female	794	515.29		
I am less enthusiastic about my work.	Male	231	496.54	87905.0	0.302
	Female	794	517.79		
I am sceptical about the contribution of my work to something.	Male	231	484.97	85231.0	0.082
	Female	794	521.16		
I doubt the importance of my work.	Male	231	469.01	81545.0	0.006
	Female	794	525.80		
I feel excited when I get something done at work.	Male	231	507.92	90534.0	0.727
	Female	794	514.48		
I achieve many important things in my work.	Male	231	510.95	91234.0	0.892
	Female	794	513.60		
I can effectively solve problems that arise in my work.	Male	231	511.03	91251.5	0.889
	Female	794	513.57		
I feel that I contribute something to the organization through my work.	Male	231	526.39	88613.5	0.388
	Female	794	509.10		
In my opinion, I am good at what I do.	Male	231	514.96	91254.5	0.895
	Female	794	512.43		

Variables of Burnout	Gender	N	Mean Rank	Mann-Whitney U U	P
In my work, I feel confident that I am efficient and able to get things done.	Male	231	533.77	86908.5	0.176
	Female	794	506.96		

Source: Own

The presented findings for the variables of burnout, which include five variables of emotional exhaustion, five variables of depersonalisation, and six variables of personal efficiency, generally do not indicate statistically significant differences between genders. However, significant differences were found for all variables of emotional exhaustion. Additionally, women report a higher level of feeling emotionally drained from work (Mean rank = 529.29; $P < 0.001$) and feeling exhausted at the end of the workday (Mean rank = 529.11; $P < 0.001$). They also report a higher level of tiredness when waking up in the morning because they have to go to work (Mean rank = 530.59; $P < 0.001$), finding working all day to be really tiring (Mean rank = 527.28; $P = 0.002$), and experiencing exhaustion from work (Mean rank = 531.03; $P < 0.001$). The mean values range between 2 and 3, which indicates a rare or frequent level.

Based on the results of the comparison of workaholism and burnout variables, hypothesis *H3: There are statistically significant differences between variables of workaholism and burnout (emotional exhaustion, depersonalisation, and personal efficiency) between male and female participants", is rejected*. However, the findings indicate that women report statistically significantly higher frequencies of feeling emotionally exhausted. Despite the varied findings indicating a higher presence of workaholism and burnout among women (e. g. Burke, 1999; Dudek and Szpitalak, 2019), the findings of the presented research conducted among Slovenian administrative units and two selected private banks do not support this trend for women. Additionally, women report a higher level of feeling emotionally drained from work and feeling exhausted at the end of the workday. They also report a higher level of tiredness when waking up in the morning because they have to go to work, finding working all day to be really tiring, and experiencing exhaustion from work.

The literature and sources on the correlation between employee workaholism and burnout have shown the existence of a correlation. Therefore, it was important to examine whether a positive correlation between workaholism and emotional exhaustion and depersonalisation, as well as a negative correlation between workaholism and personal efficiency, exists in the selected sample of administrative units and two banks. To test the fourth hypothesis, the data reduction method was used. The result of factors analysis results for the seven workaholism variables indicate that one factor (workaholism) explains 50,819% of the variance. Similarly, the factor analysis results for the burnout variables (Extraction Method: Principal Component Analysis; Rotation Method: Varimax with Kaiser Normalization) shows that three factors (emotional

exhaustion, depersonalisation, and personal efficiency) explain 64,184% of the variance. The hypothesis was tested with the Spearman correlation coefficient. The results are shown in Table 7.

The presented (Table 7) findings indicate a strong positive correlation between workaholism and emotional exhaustion (ρ = 0.611; P < 0.001), a weak positive correlation between workaholism and depersonalisation (ρ = 0.327; P < 0.001), and a negligible negative correlation between workaholism and personal efficiency (ρ = –0.164; P = 0.001).

Table 7: Spearman correlation coefficient

		Workaholism
Emotional exhaustion	Spearman correlation coefficient (ρ) P N	0.611** <0.001 1025
Depersonalisation	Spearman correlation coefficient (ρ) P N	0.327** <0.001 1025
Personal Efficiency	Spearman correlation coefficient (ρ) P N	–0.099 0.001 1025

** The correlation is statistically significant at 0.01 (2-sided).

The results *confirm* hypothesis *H4: There is a positive correlation between workaholism and emotional exhaustion and depersonalisation and a negative correlation between workaholism and personal efficiency at administrative units and two selected banks˝.* The findings align with the results by Cheung et al (2018), who also found a positive correlation between workaholism and emotional exhaustion and depersonalisation, and a negative correlation with feelings of personal efficiency.

5 Discussions

Administrative units implement regulations and guidelines from higher-level institutions (ministries) and their employees are in direct contact with clients who have ever-increasing expectations. This can lead to stress, and in in the long run, even burnout for some employees. The same can be said for banks, where employees with direct client contact face increasing demands are from both clients and superiors. However, contrary to findings from Amigo et al. (2014) and Dias and Angélico (2018), the presented research conducted among Slovenian administrative units and two selected private banks do not

confirm a higher presence of burnout among employees with more client contacts. Additionally, the results of the presented research do not confirm findings indicating a higher prevalence of workaholism in the private sector organisation, as Wijhe, Peeters, and Taris (2011) found. On the other hand, the findings reveal that employees in administrative units report a higher level of working than initially intended, a higher level of being told by others to reduce their workload without listening to them, and a higher level of deprioritising their hobbies, leisure activities, and exercise due to the work.

Furthermore, despite the varied findings indicating a higher prevalence of workaholism and burnout among managers (e. g. Schaufeli, van Wijhe, Peeters, and Taris, 2011; Özsoy, 2018), the findings of the presented research conducted among Slovenian administrative units and two selected private banks do not confirm this for managers and non-managers. Additionally, the findings reveal that managers report higher levels of being told by others to cut down on work without listening to them, as well as a higher level of deprioritising their hobbies, leisure activities, and exercise due to the work. On the other hand, non-managers report a higher level of doubting the importance of their work. Contrary, managers report a higher level of feeling that they achieve many important things in their work, as well as they are feeling that they contribute something to the organization through their work.

According to Dudek and Szpitalak (2019), traditional expectations surrounding gender roles, men are traditionally expected to focus primarily on work and provide financial support to the family, while women are expected to manage most of the household chores and take care of the children in addition to their jobs; it can lead to challenging for women to balance family life with their career, leading to work overload. Based on the results of the comparison of workaholism and burnout variables according to gender, the findings indicate that women report statistically significantly higher frequencies of feeling emotionally exhausted. Additionally, women report a higher level of feeling emotionally drained from work and feeling exhausted at the end of the workday. They also report a higher level of tiredness when waking up in the morning because they have to go to work, find working all day to be really tiring, and experience exhaustion from work. Despite the varied findings indicating a higher presence of workaholism and burnout among women (e. g. Burke, 1999; Dudek and Szpitalak, 2019), the findings of the presented research conducted among Slovenian administrative units and two selected private banks do not support this trend for women. This divergence may be attributed to different social environments and the fact that women today aspire to be financially independent or less dependent on men, thereby prioritising their careers more than in the past. It is crucial for individuals to actively monitor their work schedule and strive to achieve a better balance between professional and family or personal life (Kozjek et al, 2014; Kozjek et al, 2021), to effectively recover from exhaustion and fatigue.

However, the findings align with the results by Cheung et al (2018), who also found a positive correlation between workaholism and emotional exhaustion

and depersonalisation, as well as a negative correlation with feelings of personal efficiency. Nevertheless, it is important for organisations and employees to prioritise workload management and implement employee well-being programs in order to prevent burnout, promote work-life balance, and assure regular assessment of employee well-being.

The current study has some limitations that should be acknowledged. One limitation is the potential self-selection bias as non-probability sampling was employed, which means that the participants included in the research may differ from those who chose not to participate. Additionally, the research was reinforced by the similar findings of other researchers in this area, further strengthening their reliability. Moreover, it is important to recognise that the results of the study may be influenced by the Covid-19 pandemic, which has resulted in an increase in remote work. Therefore, conducting further research in this area would be appropriate. Nevertheless, this research contributes to rising awareness about workaholism and burnout, allowing organisations to address the issues and improve employees´ well-being. Furthermore, it adds to the existing literature on workaholism and burnout within the Slovenian context.

5 Conclusions

The paper presents research on workaholism and burnout conducted among Slovenian administrative units and two selected private banks. The research was reinforced by the similar findings of other researchers in this area, further strengthening their reliability. The analysis of workaholism was conducted using seven variables, while burnout was measured using five variables of emotional exhaustion, five variables of depersonalisation, and six variables of personal efficiency.

The findings for the variables of workaholism generally do not indicate statistically significant differences between administrative units and banks, as well as not between managers and non-managers, and across genders. Similarly, the findings for the variables of burnout do not show statistically significant differences between these categories. However, the research reveals a positive correlation between workaholism and emotional exhaustion and depersonalisation, as well as a negative correlation with feelings of personal efficiency.

Therefore, it is crucial for organisations and employees to prioritise workload management and implement employee well-being programs to prevent burnout, promote work-life balance, and assure regular assessment of employee well-being. It is also important to acknowledge that the results of the study may be influenced by the Covid-19 pandemic, which has resulted in an increase in remote work. Further research in this area would be valuable to deepen understanding of the research.

Nonetheless, this research contributes to rising awareness about workaholism and burnout, providing organisations with insights to address these issues and improve employees´ well-being. Furthermore, it adds to the existing literature on workaholism and burnout within the Slovenian context.

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