

WORK CRAVING AS A PREDICTOR OF WORKPLACE HAPPINESS

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ABSTRACT:

Workplace happiness is a crucial factor for the success of an organization, as it results in various aspects of business and outcomes. Worker bee who crave for work are typically more involved, dedicated and productive which results in workplace happiness. Happiness is a key factor for a person to avoid burnout and to encourage trust, diversity and inclusion. This study explores the higher level of work craving and workplace happiness, aiming to understand relationship between work craving and workplace happiness. This study will also explain extensive knowledge of how work craving might be used to create happier workplaces. In order to gather data, the study used a quantitative research approach with an online questionnaire. A total of 133 responses have been collected from worker bee throughout the different organizations. This study concludes that work craving has a high level of impact on workplace happiness.

Keywords: work craving, workplace happiness, worker bee

TOPLINE INSIGHT OVERVIEW:

In today's competitive world understanding the factors of workplace happiness is highly important. The organization should focus on the work environment which will help the worker bee to crave for work, which will lead to workplace happiness. The concept of work craving is most commonly referred as workaholic which includes a more adaptive form of work engagement. Work craving not only provides a negative result but on the other hand it gives a positive contribution of genuine work passion and workplace happiness. Happiness at work is not only important for individual but it is also important for the development of an organization. One kind of need that falls into the category of addictive behaviour is work craving. In many organizations many worker bee are workaholic. It is distinguished by emotional - motivational state in which people have a great urge in work activities, frequently as a means of making up for unfavourable feelings or to achieve unrealistic standards. A lot of people wish to work and live happy lifestyles. The contradictory character of work craving raises questions about its impact on workplace Happiness. While some individuals may find fulfillment in their work cravings, other may experience stress and burnout. Work cravings by an worker bee will lead the organization to run towards the organizational goals. Studies have indicated that work cravings can have both positive and negative effects on well being of worker bee, despite the fact are typically understood in the context of work-holism. The relationship between work craving and work happiness is a bit complicated and challenging. On the one hand, as they become fully engrossed in their work, those with strong work cravings could feel more fulfilled and satisfied at work. This level of involvement can result in a feeling of accomplishment and purpose, which can increase workplace happiness and self satisfaction. But strong work cravings can also result in stress and burnout, especially when they are not matching between personal life and the work atmosphere. Understanding how work craving influences workplace happiness can provide valuable insights for organizations aiming to enhance employee well being. Other than organization work craving also lead to negative aspects like addiction, psychological issues etc. Though work carving is focusing on negative aspects it has its positiveness too. Work craving suggests that individuals may engage in work not only for intrinsic motivation but also as a means to cope with external pressures or internal insecurities. Organization should motivate the worker bee to crave for work by providing more rewards, increments, bonuses and awards. Workplace happiness and work craving solely rely on self satisfaction of the worker bee and also the workplace atmosphere. Higher level of work craving reflects on a positive work environment which gives a ultimate result workplace happiness. By undergoing various literature's it is indicated that work carving is a sign of workplace happiness in an organization.

OBJECTIVE:

1. To examine the prevalence of work craving among worker bee(Employees).
2. To identify the underlying factors of work craving.
3. To investigate the association between work craving and workplace Happiness.
4. To compare the levels of workplace happiness between employees with high and low work craving.
5. To know how organizational practices can enhance workplace happiness by positively leveraging employees work craving.

HYPOTHESES OF THE STUDY:

Alternative Hypotheses: There is significance association between the age of the worker bee and the level of work craving.

Alternative Hypotheses: There is a significance difference between male and female with respect to factors of workplace happiness.

REVIEW OF LITERATURE:

Biggadike et al., (2023) The study explains that achieving workplace happiness is a complex and multifaceted challenge for organizations. Researchers have identified that a positive organizational culture and employee engagement are critical factors in fostering employee happiness.

Nida Sarwar et al., (2023) The study explains about factors influencing workplace happiness and its relationship with job satisfaction, employee retention and work performance. The study gives an explanation on hypothesis and conceptual model on workplace happiness. This article also states that their performance on the workplace will be directly impacted when their hard effort is recognized, which will raise their job happiness.

Ashwini Uttamaro Shelke et al., (2022) provides information on mediating role of workplace happiness in enhancing work engagement. The study provides information that workplace happiness positively mediates employee engagement and drivers of employee engagement. This article also explains that workplace happiness has a mediating effect on both drivers of employees and employee engagement. This research also states that organizations will be able to understand the drivers for employee engagement and linkages between workplace happiness and engagement.

Alexandra Hartandy et al., (2019) explains that the effect of work craving and work engagement against occupational health of the employees. The study states that there is a negative effect on occupational health of employees. The organization can improve supervision and maintain the level of work engagement to improve the work of employees. The study also states that there is a significant level of work craving on employee health.

Nesreen Ibrahim Awada et al., (2019) investigates happiness in the workplace. This study also explains the causes and consequences of happiness at work, by highlighting the advantages and disadvantages the researcher focuses on the impact and importance of workplace happiness. The study also explains the correlation with interpersonal relationship like communication and friendship.

Kamila Wojdylo et al., (2017) proposes a theory of "work craving" as a form of work addiction and investigates its correlation with a combination of low self-regulation and high self-control, which in turn results in symptoms of psychological distress. This study explains when self control is burning under the rubble of self regulation. Work craving seems to indicate this type of dissociation and one-sided volitional action control.

RESEARCH METHODOLOGY:

✧ **Literature Search:**

Articles were collected through an internet search using the PsycINFO, Research Gate and Google Scholar. The secondary data from several sources made this study possible. Both primary and secondary data were used in the study.

✧ **Inclusion and Exclusion Criteria:**

The inclusion criteria for selecting literature were closely connected to the research aims, peer-reviewed journals and studies published within last ten years were collected. Exclusion criteria included non-peer-reviewed articles and studies older than a decade were excluded.

TOOLS USED FOR THE STUDY:

- ✓ Simple Percentage Analysis
- ✓ Descriptive Statistics
- ✓ Exploratory Factor Analysis
- ✓ Chi-square
- ✓ Independent sample t test

LIMITATIONS OF THE STUDY:

- Measuring work craving and workplace happiness accurately is difficult. This concept is subjective and complex, necessitating the use of thorough and trustworthy assessment.
- Work craving and workplace happiness can fluctuate over time due to personal and professional changes. Longitudinal studies are necessary to understand these dynamics, but they require time and resources.

➤ The data has been collected only from worker bee in Chennai.

RELATIONSHIP BETWEEN WORK CRAVING AND WORKPLACE HAPPINESS:

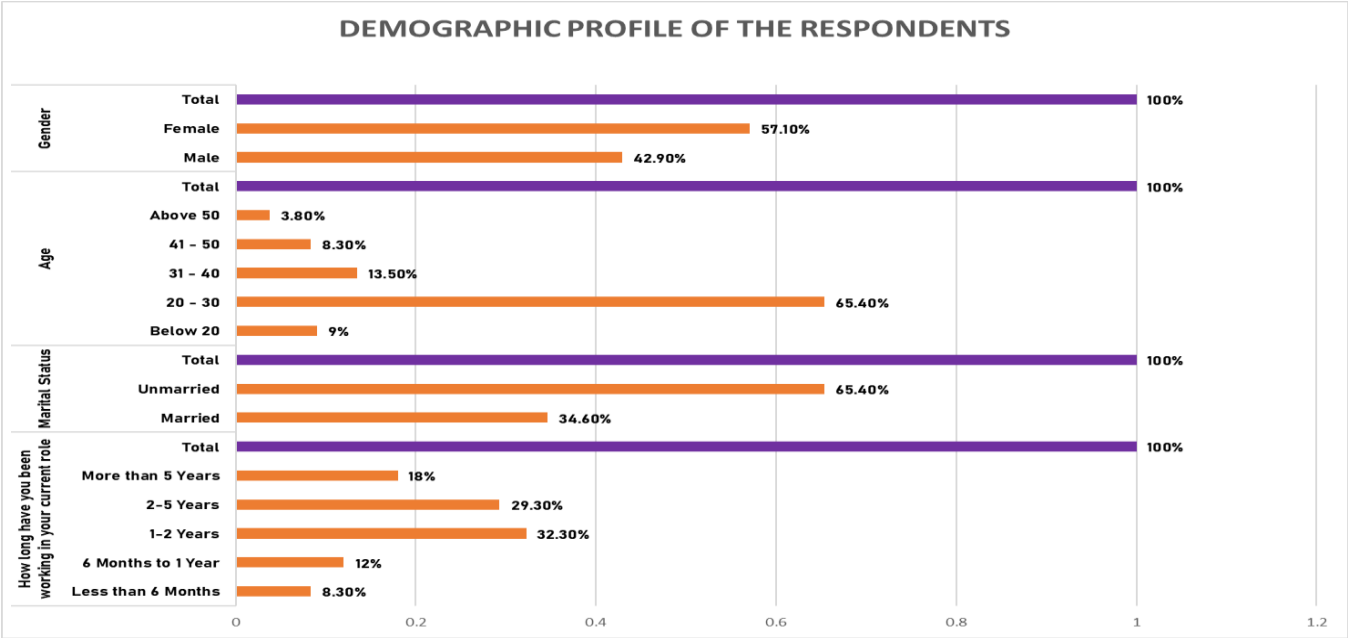
After undergoing various literature it is found that there is a positive correlation between work craving and workplace happiness. The only way for someone who is hooked to work to feel alive is to work intensely. The feeling of self that compulsive workers have is dependent upon their continued productivity. This implies that those who are dependent on their jobs have relatively poor volitional action control abilities. Higher level of happiness are more likely to be experienced by workers who believe their work is meaningful. Strong social support networks at work can also increase a persons sense of support, which raises overall workplace happiness. Organizations must carefully control the phenomena of excessive work appetite since it can lead to negative results like stress, anxiety and burnout. Organizations may take a good use of work craving from the employee to increase workplace happiness by cultivating work environment and workplace culture . There is both a direct and indirect relationship between work craving and workplace happiness.

ORGANIZATIONAL PRACTICES CAN ENHANCE WORKPLACE HAPPINESS BY POSITIVELY LEVERAGING EMPLOYEES WORK CRAVING:

Organizations are becoming more aware that happy employees are essential for a productive and stable workplace especially in today's competitive environment. A strong desire to work can be both a source of fulfillment and a path to burnout, depending on how it is managed. Organizations need to adopt practices that maximize the positive contributions of work craving while minimizing its risk to improve employee well-being. Organization must align individual roles with personal values and organizational goals. By aligning the work the employee will attain work place happiness. Organizations can foster a supportive environment by offering mental health resources to address the potential negative impacts of work craving. Providing access to counseling, stress management programs and wellness initiatives demonstrates a commitment to employee well-being and a happier workplace. Utilizing work craving positively requires an organization to relate a culture of support and encouragement. Regular feedback, recognition programs and celebrating individual and team accomplishments are effective ways to foster an atmosphere where employees feel valued and appreciated. These actions also serve to reinforce a sense of belonging and inspire employees to dive deeper into their work. The actual workspace has a big impact on how happy employees should develop pleasant, motivating workspace equipped with modern conveniences that respond to employees' requirements. An attractive workstation fosters innovation and teamwork while giving staff members a sense of worth. Managing the possible side effects of work cravings requires providing options for emotional care. Access to stress management courses, counseling services, and activities that enhance general well-being should be made available by organizations. Organizations can show their commitment to employee happiness by placing a high priority on mental well-being.

DATA ANALYSIS AND INTERPRETATION:

Figure 1: Demographic Profile of Worker Bee



Source: Primary Data

Based on the demographic analysis of the respondents, it is revealed that 57.1% of the respondents are female. Most of the respondents fall within the age group of 20 to 30 years accounting for 65.4%. The majority, approximately 65.4% are unmarried employees. Additionally, a significant portion of these employees have a tenure of 1 to 2 years in the organization.

Figure 2: Workers Bee opinion on Work Craving

WORK CRAVING	Mean	Std. Deviation
I crave my work even outside of working hours	4.27	.914
I feel that my work defines my identity.	4.19	.770
I feel a sense of withdrawal when I am not working.	4.24	.799
I check work emails/messages outside of office hours.	4.14	.824
I prioritize work over personal or leisure activities.	4.05	.948
I feel a sense of urgency to complete work tasks, even when they aren't pressing.	4.01	1.026
I find it difficult to switch off from work mode during weekends or holidays.	3.92	1.070
My colleagues share a similar level of work craving.	3.96	1.062
I feel that my work craving is driven by the need for recognition or praise.	3.86	1.201
I believe that my work craving is necessary for career advancement.	4.14	.851

Source: Computed Data

From the above table, it implies that most of the respondents has agreed about Work Craving, as indicated by mean scores ranging from 3.86 to 4.27. The respondents express strong agreement with the statements, “I crave my work even outside of working hours” and “I feel a sense of withdrawal when I am not working” which received mean scores of 4.27 and 4.24 respectively.

Figure 3 : Workers bee opinion towards Workplace Happiness

WORKPLACE HAPPINESS	Mean	Std. Deviation
I am Overall happy with my current job role.	4.08	.813
I feel valued and appreciated at my workplace.	4.12	.817
My work environment fosters happiness and well-being.	3.97	.912
My work makes me feel fulfilled and satisfied.	3.99	.996
My job provides opportunities for personal and professional growth.	3.97	.945
I feel that my workplace promotes a healthy work-life balance.	4.05	1.007
I believe that my workplace promotes a positive work culture.	3.98	.904
I feel that my work aligns with my personal values.	3.98	.977
I am satisfied with the level of autonomy I have in my job.	4.01	.933
I am happy with the level of communication and transparency in my workplace.	4.18	.824

Source: Computed Data

From the above table, it implies that most of the respondents has agreed about Workplace Happiness, as indicated by mean scores ranging from 3.97 to 4.18. The respondents express strong agreement with the statements, “I feel valued and appreciated at my workplace.” and “I am happy with the level of communication and transparency in my workplace” which received mean scores of 4.12 and 4.18 respectively.

Figure 4: Chi Square

		Work Craving Level			Total	Chi-Square Value (p value)
		Low	Medium	High		
Age	Below 20	2	4	6	12	16.857 (0.032)
	20-30	37	17	33	87	
	31-40	2	5	11	18	
	41-50	1	3	7	11	
	Above 50	0	3	2	5	
Total		42	32	59	133	

Source: Computed Data

The table above shows a cross-tabulation of Age Group of respondents based on the level of Work Craving. Only age group of 87 Respondents from 20 to 30 Years, 37 in Low, 17 in Medium and 33 in High experience the highest level of Work Craving. According to Chi-square values of 16.857 and $p=0.032$ at the 5% level, there is a significant association between Age Group and Level of Work Craving.

Figure 5: Independent Sample t-Test

Factors of Happiness Factors	Gender				t value	p- value
	Male		Female			
	Mean	SD	Mean	SD		
Harmony Factor of Workplace Happiness	19.56	4.062	20.55	3.348	1.499	.137
Joy factor of Workplace Happiness	19.19	4.282	20.96	3.009	2.796	0.006**
Overall Workplace Happiness Factors	38.75	7.486	41.513	6.045	2.350	0.020*

Source: Computed Data

Since P value is less than 0.05, null hypothesis is rejected at 5% level with regard to Factors of Happiness Factors of Employees in the Organization. Hence there is significance difference between male and female employees with regard to the Factors of Happiness Factors of Employees in the Organization. Based on mean score, the female employees have better opinion in workplace happiness factors than male employees.

Figure 6: Factor relating to Workplace Happiness among employees in the organization

Factor	Particulars	Mean (SD)	Communalities	Variance (Eigen Value)	Factor Loadings
Harmony Factor	I feel that my workplace promotes a healthy work-life balance.	4.05 (1.007)	.656	55.612	.692
	I believe that my workplace promotes a positive work culture.	3.98 (.904)	.632		.735
	I feel that my work aligns with my personal values.	3.98 (.977)	.780		.847
	I am satisfied with the level of autonomy I have in my job.	4.01 (.933)	.487		.612
	I am happy with the level of communication and transparency in my workplace.	4.18 (.824)	.659		.799
Joy Factor	I am Overall happy with my current job role.	4.08 (.813)	.670	11.078	.789
	I feel valued and appreciated at my workplace.	4.12 (.817)	.625		.686
	My work environment fosters happiness and well-being.	3.97 (.912)	.736		.847
	My work makes me feel fulfilled and satisfied.	3.99 (.996)	.740		.762
	My job provides opportunities for personal and professional growth.	3.97 (.945)	.684		.676
Total Variances= 66.690% Cronbach's Alpha Values= 0.891 of 10 Items					
KMO and Bartlett's Test Kaiser-Meyer-Olkin Measure of Sampling Adequacy= 0.819 Bartlett's Test of Sphericity Approx. Chi-Square 851.417; df=45;Sig 0.000					

Source: Computed Data

The table above illustrates about Workplace Happiness among employees in the organization, with communalities ranging from 0.612 to 0.847, which are crucial for factor analysis. The Kaiser-Meyer-Olkin Measure of Sampling Adequacy

stands at 0.819, while Bartlett's Test of Sphericity is statistically significant at the 1% level with a chi-square value of 851.417. This indicates that factorization is appropriate for analyzing the variables related to Work Craving among employees in the organization. The total variance is 66.690% and the variables are categorized into two factors: Harmony Factor and Joy factor.

MAJOR FINDINGS AND RESULT:

- ✓ The Demographic profile of the Worker Bee in the "High" work craving levels category are within 20-30 age group (65.4%), majority of the worker bee in this are female (57.10%), most of the worker bee are unmarried (65.4%). The majority of workers bee have been working in their current role is 1-2 Years (32.30%).
- ✓ Majority of the worker bee who have high work craving levels fall within 20-30 age group, which constitutes 33 out of 59 individuals in this category. Among the medium work craving level group, the 20-30 age group also has the highest representation with 17 out of 32 individuals. The below 20 age group and the 31-40 age group have a relatively balanced distribution across the lower, medium and high work craving levels. The chi-square value is 16.857 with a p-value of 0.032, representing that the distribution of work craving levels across different age groups is statistically significant. This suggests the age is a factor that influences work craving level.
- ✓ Most respondents agreed that "I crave my work even outside the working hours" has the highest mean score (4.27), indicating a strong level of work craving among participants. It is found that worker bee feels a sense of withdrawal when not working with the mean score (4.24) and work defining identity with a mean score (4.19), showing that work significantly impacts worker bee personal lives.
- ✓ Majority of the respondents agreed that "I am happy with the level of communication and transparency in the workplace" has the highest mean score (4.18). This reflects strong and positive feelings among employees.
- ✓ The overall workplace happiness is showing a highest mean (41.513) for Female comparing to Male mean score (38.75). the t-value (2.350) and p-value (0.020*) suggest that there is a statistical significance.
- ✓ The total variance explains that the factor of workplace happiness is 66.690% and the reliability of the 10 items is high with cronbach's alpha value of 0.081. the KMO and Bartlett's Test of Sphericity indicates that the data collected from worker bee is suitable for factor analysis.

SUGGESTIONS:

- ❖ The organizations should develop a specific programs to increase work craving levels among worker bee. These can also include stress management workshops, work-life balance initiatives and mental health support.
- ❖ Organizations should process their employee work craving in a positive paths like to assess employees on an ongoing basis to find out what they find interesting in their employment and necessary adjustments should me made to roles and duties based on the feedback's and suggestions given by employees.
- ❖ To have a positive low of work craving organizations should also honor staff accomplishments like a week of recognition or monthly award program. Organizations should also provide employees with individualized growth plans that complement company objectives and their personal interest which will motivate them to explore hobbies that will positively safe their cravings for work. Organizations should focus on the happiness of the employees which will easily help them to achieve their goals.

SCOPE FOR FURTHER RESEARCH

- ✓ Combine work craving with other motivational theories to develop a more comprehensive understanding.
- ✓ Impact of workplace happiness with organizational citizenship behavior .
- ✓ Work craving relationship with work pressure .
- ✓ The role of employee creativity in work craving.
- ✓ Investigate the impact of technology on work craving and workplace happiness.
- ✓ Examine the relationship work craving and workplace happiness.

CONCLUSION:

By prioritizing work craving and workplace happiness organizations can unlock the full ability of their employee. There is a high level of work craving which is ultimately leading the employees to a positive path called workplace happiness. Organizations should implement various strategies to foster a supportive environment that maximizes employee happiness. As organizations continue to navigate the complexities of modern work life the understanding to manage work carvings positively will be crucial for implementing a happier workplace commitment to achieve goals. However implementing various strategies will help the employee to crave for work in a positive manner which will result in employee happiness as well as raise in a development of organization.

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