

Effect of Work Craving and Work Engagement Against Occupational Health of the Employees at Jakarta

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ABSTRACT

The purpose of this study was to determine the effect of work craving and work engagement on the occupational health of employees at Jakarta. Samples were collected randomly from permanent employees at Jakarta. Data collection was conducted by distributing questionnaires online. Research shows that work craving has a negative effect on occupational health of employees. *Work Engagement* has a positive effect on the occupational health of employees. In addition, AOF and AOD have a positive effect on the occupational health of employees in general. The implication of this research is that organizations can improve supervision and maintain the level of work engagement to improve the work health of their employees.

Keywords: work craving, work engagement, occupational health, Jakarta

1. INTRODUCTION

Human Resource Management (HRM) plays an important role in the process of planning, organizing, coordinating and monitoring within the company. In order for the company to run well, it requires Human Resources (HR) that can influence and control other resources effectively and efficiently. In addition, the occupational health of employees also affects the running of a company. According to Mangkunegara (2004: 161), occupational health is a condition that is free from physical, mental, emotional or pain disorders caused by the work environment. Health risks in the work environment are factors that exceed the specified time period, an environment that can create stress or physical disturbances. With the presence of occupational health care, all employees will be able to work well.

According to Cherrington (1995: 11), there are seven main functions of human resources, namely; staffing, performance appraisal, compensation, training and development, employee relations, safety and health, and research personnel. The focus of this research was the sixth function; Occupational Health and Safety. Work craving and work engagement have different mechanisms and results of regulations. Several studies have shown a negative relationship between work craving and self-regulatory (Buelens, and Poelmans, 2004) or a positive relationship between work involvement and health (Schaufeli and Bakker, 2004), the mechanism of self-regulation behind these two different work styles has been ignored so far (Wodjylo, K., et al., 2014).

Work craving is defined as an emotional-motivational state that is oriented towards compensating negative emotions through obsessive-compulsive work styles and desires for unrealistic/neurotic standards of perfection. Meanwhile, work engagement is defined as a positive, satisfying, and work-related state of mind characterized by strength (energy, concentration, tension, perseverance through the discomfort), dedication (inspiration and challenge, full of enthusiasm) and absorption (Schaufeli, et. al., 2006). Research conducted by Kamila Wojdyloet al. (2014) have shown that the negative relationship between deficits of self-relaxation towards health is partly mediated by work craving and the positive relationship between self-motivation and health competencies is partly mediated by work engagement.

2. LITERATURE REVIEW

2.1 Work Engagement

Is one of the states of mind, when a person experiences positive thoughts and satisfaction with something related to work. Work craving is characterized by vigor, dedication and absorption (Schaufeli, et al., 2001). Vigor is one of the behaviors of someone who has the characteristics of work craving, it can be characterized from the high energy to work, the desire to invest in business, and never give up in his work. Dedication is a character that has a high involvement in his work and has influence, enthusiasm, inspiration, and pride in his work. While absorption is a character that is very concentrated, easily carried away when working and has difficulty leaving his job.

2.2 Work Craving

Is a high desire to work. Research conducted by Wojdylo, et al. (2013) showed that there are four main dimensions of work craving, namely obsessive-compulsive, the anticipation of self-worth, anticipation of a reduction of negative affect and withdrawal, and neurotic perfections. Obsessive-compulsive is one of a person's behaviors in work that cannot be controlled; someone has an obsession and repetitive behavior. The anticipation of self-worth is one of the behaviors performed by someone who has work craving symptoms to cover up a feeling of self-distrust. The anticipation of a reduction of negative affect and withdrawal is one of a person's working behaviors so that they cannot think of other negative things. Neurotic perfectionism is a perfectionist behavior; want to do something perfectly especially in his work.

2.3 Emotional Self Regulation

Is a way for someone to regulate his emotions when experiencing problems and pleasant events. This study focuses on two main factors that are closely related to work craving and work engagement, namely AOF and AOD. AOF is a way for someone to regulate emotions from a negative event or self-relaxation. While AOD is a way for someone to regulate emotions from positive events that will eventually become a reaction (Wojdylo, 2014).

2.4 Effect of Work Craving on Occupational Health of the Employees

The results of descriptive frequency analysis show that there is a negative influence between work craving on occupational health on employees. Some examples of work craving related to negative results are psychosomatic symptoms, mental and physical health

complaints (Shimazu A, et al., 2012) and poor emotional well-being (Burke RJ, 1999), increased family conflict (Bakker, et al. , 2009), and low life satisfaction (Bonebright, et al., 2000).

2.5 Effect of Work Engagement on Occupational Health of the Employees

The results of descriptive frequency analysis show that there is a positive influence between work engagement on occupational health of the employees. Work engagement can form extra behaviors that will affect the occupational health of the employees. Kamila Wojdylo, et al. (2014) showed that the results of a positive relationship of competence in self-motivation towards health were partly mediated by work engagement .

2.6 Hypothesis

Based on the background of the problem described above, the authors are interested in examining the "Effect of Work Craving and Work Engagement Against Occupational Health of the Employees at Jakarta ". Based on previous research, the hypothesis in this study are:

- H1 : Work Craving has an influence on general health
- H2 : Work Engagement has an influence on general health
- H3 : Self-relaxation has an influence on general health
- H4 : Self-motivation has an influence on general health
- H5a : Good relationship between competency of self-relaxation and self-motivation and general health is supported by work engagement
- H5b : The low relationship between self-relaxation and self-motivation is caused by work craving

3. METHODS AND PROCEDURES

The data in this study were processed from quantitative data collected using a questionnaire. The samples collected were people who had worked at Jakarta. All the questionnaire begins with whether the respondent is currently working in Jakarta area or outside Jakarta, this will determine whether the respondent going to answer questions as below or not. Sample selection was performed randomly. The collected data were processed with the help of SPSS and Smart PLS. Outer and inner models were used to analyze the data. The outer model method is an analysis that focuses on the validity and reliability of data. Meanwhile, an inner model test was conducted to analyze the effect of

variables on other variables directly and indirectly. Then, the correlation test was performed on each variable.

The factors used in this study were;

- Work Engagement. It analyzed using the Utrecht Work Engagement Scale method with 17 questions. The panelist answered each question by determining the scale from 0 (never) to 6 (every day). The greater the number obtained determines the higher level of work engagement.
- Work Craving. It analyzed using the work craving scale method with four measurement factors, namely the desire to work excessively, self-esteem assessment related to things done by someone, the effect of reducing negative things, and the presence of neurotic perfections. There were 6 questions from each measurement factor and the panelist was asked to determine the scale from 1 (not at all) to 7 (very self-describing) on each question. The higher value states the high work craving.
- Emotional Self-Regulation. It analyzed using the Action Control Scale (ACS) method with two-dimensions; AOF and AOD. AOF was conducted to determine a person's ability to calm his emotion from negative things that occur because of failure, or it can be called self-relaxation. Whereas AOD was performed to determine a person's ability to regulate emotions acquired that caused by certain actions or it can be called self-regulation. In this case, panelists were given 12 questions from each dimension, with 2 answer choices of state-oriented and action-oriented. Higher values state the greater value of the action orientation.
- General health. It analyzed using the General Health Questionnaire (GHQ-12) method with several test factors such as somatic symptoms, insomnia and anxiety, social dysfunction, and depression. Each test factor has 3 question points. In this questionnaire, panelists were asked to determine the scale from 1 to 4. The greater the value of the analysis obtained illustrates the level of good mental health.

4. RESULTS AND FINDINGS

The demographics of the samples consisted of men (49.5%) and women (50.49%). The age range of 25-34 years was 67.82% and 35-44 years was 32.18%. All respondents work as permanent employees. The marital status of the respondents were married (40.09%) and single (59.9%). Meanwhile, the

education level of respondents was bachelor degree (73.76%) and master's degree (26.24%).

Table 1. Demography

		Frequency	Percentage (%)
Gender	Male	100	49.50%
	Female	102	50.49%
Age	25 - 34 years old	137	67.82%
	35 - 44 years old	65	32.18%
Marital Status	Married	81	40.09%
	Single	121	59.90%
Education	Undergraduate	149	73.76%
	Graduate/ Doctorate	53	26.24%

4.1 Outer Model (Evaluation of Measurement Model)

The evaluation model was conducted to review the accuracy of the questionnaire in measuring the research model. Table 2 shows that the AVE test on health, self-motivation, self-relaxation, work craving and work engagement variables has results above 0.5 (> 0.50) so it can be concluded that the results of the analysis are valid.

The reliability test was performed to determine the level of confidence of data from the consistency of the respondents' answers. The analysis used was composite reliability against the variables of health, self-motivation, self-relaxation, work craving, and work engagement. The result showed a value greater than 0.70, so it means that the data do not have unreliable questions.

Table 2. Validity test results

Variable	AVE	Conclusion
<i>Health</i>	0.707	Valid
<i>Self-Motivation</i>	0.590	Valid
<i>Self-Relaxation</i>	0.633	Valid
<i>Work Craving</i>	0.524	Valid
<i>Work Engagement</i>	0.620	Valid

Table 3. Reliability test results

Variable	Composite Reliability	Conclusion
Health	0.767	Reliable
Self-Motivation	0.708	Reliable
Self-Relaxation	0.774	Reliable
Work Craving	0.776	Reliable
Work Engagement	0.827	Reliable

4.2 Inner Model (Evaluation of Structural Model)

The inner model test in this study used a structural equation model (Figure 1). The direct effect test

without mediation was conducted for path analysis. Table 4 shows a positive significant effect on general health variables, except for the variable of emotional self-regulation (AOF). Work craving, emotional self-regulation (AOD), and work engagement have t values greater than t statistics of 1.97 with a probability of 0.05. Meanwhile, emotional self-regulation (AOD) has a smaller t value compared to t statistics, which is 1.97. It can be concluded that AOD does not significantly affect general health, and then H2 is rejected. Table 6 shows that there are positive effects of emotional self-regulation (AOF) and emotional self-regulation (AOD) on general health.

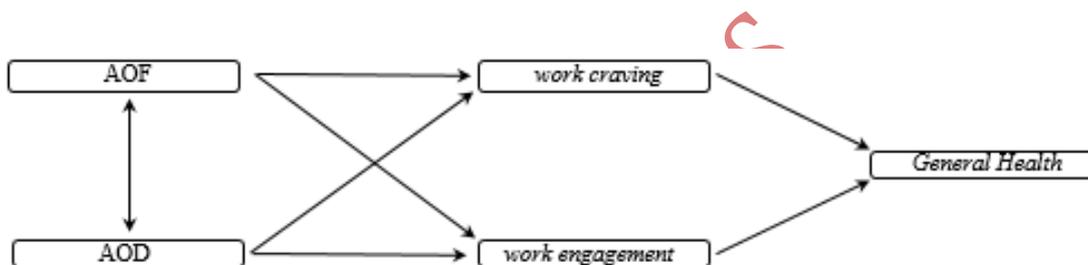


Figure 1. Structural Equation Model (SEM) used in this research

Table 4. Direct analysis test result

Variable Relationship	Beta	t-statistics	Conclusion
<i>work craving</i> → <i>general health</i>	0.228	2.843	H ₁ : Positive significant difference
<i>emotional self regulation (AOF)</i> → <i>general health</i>	-0.073	-0.816	H ₂ : No significant difference
<i>emotional self regulation (AOD)</i> → <i>general health</i>	0.247	2.762	H ₃ : Positive significant difference
<i>Work Engagement</i> → <i>general health</i>	0.274	3.365	H ₄ : Positive significant difference

Table 6. Direct analysis with mediation results

Direct with Mediation	Beta	t-statistics	Conclusion
<i>(emotional self regulation (AOF) → work craving) x (work craving → general health)</i>	0.092	3,431	H ₅ : Positive significant difference
<i>(emotional self regulation (AOD) → work engagement) x (work engagement → general health)</i>	0.071	3,721	H ₆ : Positive significant difference

Table 7. Result of pearson correlation analysis

	Action Orientation (AOD)	Work Engagement (WE)	Work Craving (WC)	General Health (GH)
Action Orientation (AOF)	0.536**	0.178*	-0.045	0.118
Action Orientation (AOD)		0.158	0.007	0.249**
Work Engagement (WE)			0.343**	0.378**
Work Craving (WC)				0.317

*p≤0.05,

**p≤0.01,

***p≤0.00

4.3 Correlation Test

Table 7 shows that there are two positive correlation values in the relationship of work engagement and work craving to general health. The difference in hypothesis H1a with the results of this analysis can be caused by an indication that work craving is a way to motivate someone to work harder than others (Wojdylo, et al., 2013). Negative correlation was obtained from the relationship of action orientation (AOF) against work craving (WC), while a positive correlation was obtained from the action orientation (AOD) of work craving (WC). The results of this study indicate that the low value of AOF (self-relaxation) and AOD (self-motivation) has a correlation with the high value of work craving (WC). This can be caused by the low ability of self-relaxation and the existence of high self-motivation can cause someone to have a work craving to cover the low self-esteem and negative feelings (Wodjylo, et al., 2017). This can also be caused by feelings of guilt so that someone wants to work harder (Wojdylo, et al., 2016). In addition, this study also shows that there is a positive influence of self-relaxation and self-motivation on general health.

5. CONCLUSION

Based on the results of the analysis and discussion of the research that has been described, it can be concluded as follows: (1) the level of work craving is low: bringing work to home; (2) the level of work engagement of most employees is very high: many important things occur when engaged in current work, most of the employee's interests are centered around the work, and sometimes employees feel separated from their work; (3) the level of occupational health is high: every sick employee will be referred to a hospital that has been determined by the workplace; (4) work craving positively influences the occupational health of employees (5) work engagement has a positive effect on occupational health of employees. The company

can improve supervision and maintain the level of work engagement to improve the occupational health of its employees. Suggestions for further research are to separate panelists based on their divisions in order to see which divisions are most affected by AOF, AOD, work craving and work engagement.

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