



## Effect of Workaholism on Human Resource Productivity Case study: Managers of East Azerbaijan Water and Waste Water Company

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### Abstract:

In the modern world, work is considered as an integral part of the human life. Every day many people spend lots of their time in different organizations and departments in order to earn their living. Unlimited organizational pressures and demands facing people have made them allocate much of their time to working. As the result of these pressures now people are becoming increasingly subject to workaholism. On the other hand leaders and managers are trying to improve performance and activities of their respective organizations. Therefore concepts like productivity has been turned to the major subject of the main management and organizational studies within the same organizations. It is noticeable that today changeable and competitive environment and the available limited resources and facilities have turned the concept of productivity into one the most important preoccupations of management within modern organizations. In view of the limited studies and information available in our country on workaholism and its adverse consequences the present research intended to investigate and identify impacts of workaholism components on human resource productivity. In the present research the descriptive-survey research method was used and its statistical community included 130 managers of the East Azerbaijan Water and Waste Company. Using the correlation coefficient and linear regression technique the research tried to investigate the relationships between the concepts of workaholism and human resource productivity and show how they are applied in above-mentioned community. In the end the research has introduced mechanisms for employing these two concepts in a desirable manner.

### Keywords:

Workaholism, productivity, human resource productivity

### 1. Introduction

Since his creation human being has always been trying to make maximum use of the available resources given the time and space constraints. The human being has never enjoyed unlimited resources and given the growing population and limited production capacity even in the industrialized states optimum use of the existing capacities is the best way to promote production (services and goods) and accordingly welfare within the society (Moqli and Azizi: 2011, p1). Productivity as a vital element for every state and organization prepares the ground for further economic growth. It promotes