

Mathematical modeling of workaholism in Spain: analyzing its economic and social impact.

E. Alberola¹. M. Del Líbano². E. De la Poza¹. I. García³. L. Jódar⁴. P. Merello⁴.

¹ *Facultad de Administración y Dirección de Empresas. Universitat Politècnica de València.*

² *WONT Team (Work and Organizational NeTwork). Universitat Jaume I de Castelló.*

³ *Departamento de Comunicación Audiovisual y Publicidad. Universidad del País Vasco.*

⁴ *Instituto Universitario de Matemática Multidisciplinar. Universitat Politècnica de València.*

Abstract

One of the most ‘desirable’ behavioral addictions that any person could develop nowadays is workaholism, a negative psychological state characterized by working excessively and compulsively (Del Líbano, Llorens, Salanova, & Schaufeli, 2010).

In our society, the successful person is who spends all time working. Moreover, a common pattern of company’s management consists of stressing and putting pressure on their employees to achieve the maximum profit. This trend has increased with the economic crisis in Spain and over the world.

As a consequence, the terms hard working and workaholism are nowadays easily confounded, but their effects on the companies are highly different in terms of productivity.

This paper proposes a discrete mathematical model to forecast the development of workaholism in Spain in the next years. A questionnaire is developed in order to measure and classify our sample in subpopulations by their level of addiction. Then, different economic scenarios are simulated. Finally, economic and social consequences of this addiction are studied and public health recommendations are suggested.

Keywords: workaholism; mathematical model; productivity, addiction; public health recommendations.