
اعتیاد به کار :

چالش جدید مدیریت منابع انسانی سازمان‌ها

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بر خلاف این که اکثر کارکنان سازمان‌ها با کار خودشان عجین نمی‌شوند و تمایل به کاهلی و وقت‌گذرانی دارند، ولی عده‌ای هم‌چون دانشوران ساعات متعدد را با کارایی بالا به کار می‌گذرانند. اشتغال به کار این افراد در فضای کاری نیروی انسانی کشور بسیار تعجب‌برانگیز است. در این مقاله تلاش می‌شود شیفتگی عجیب دانشوران به کار در قالب اعتیاد به کار تبیین شود. یافته‌های مقاله حاکی از آن است که بین ویژگی‌های شخصیت این افراد و اعتیاد به کار رابطه معنی‌دار وجود دارد. کانون کنترل درونی، خودباوری و خود شیفتگی رابطه معنی‌دار و مثبت و کانون کنترل بیرونی رابطه منفی با اعتیاد به کار نشان می‌دهند. جامعه آماری شامل پزشکان و متخصصانی است که در مطب، دانشکده و بیمارستان به‌طور هم‌زمان فعالیت می‌کنند.

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