



Understanding the Dynamics of Organizational Identification, Workaholism, and Burnout: A Qualitative Approach

Marija Geidelina-Lugovska, Andrejs Cekuls

University of Latvia, Faculty of Business, Management and Economics, Department of Management

Abstract

Caprar et al. (2022) note that the current scientific literature does not offer an explanation as to why a higher level of organizational identification leads to workaholism but not burnout. To address this gap, the present research utilized a qualitative approach by conducting a search for relevant scientific articles in major databases such as Web of Science, Scopus, and Google Scholar, focusing on identifying the main variables that influence the relationship between organizational identification, workaholism, and burnout. The search encompassed research articles published from 2000 to the present. Results, limitations and implications for further research are discussed within the article. The higher levels of organizational identification are primarily influenced by external factors such as job demands, social support, job autonomy, work engagement, and organizational culture. If an organization fosters a healthy work environment that includes reasonable job demands and autonomy, an engaging culture, and social support, it can potentially mitigate or eliminate the link between workaholism and burnout, even if an individual exhibits personality traits such as perfectionism and neuroticism.

Keywords: organizational culture, perfectionism, social support, stress, work engagement