

The Relationship Between Workaholism and Occupational Burnout: A Literature Review of Theoretical Approaches and Empirical Research*

Beata BEDZIK

Department of Economics, Finance and Accounting, CARE Competitive Advantage from Resilience, Faculty of Economics, West Pomeranian University of Technology in Szczecin, Poland

Correspondence should be addressed to: Beata BEDZIK, beata.bedzik@zut.edu.pl

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Abstract

The aim of this article is to present and organize the current state of knowledge on the relationship between workaholism and burnout. Despite a growing number of studies, there is still no uniform approach to understanding and measuring workaholism, nor is there any clear data confirming its link to burnout. This article is a review of the most important theoretical concepts, typologies, and components of workaholism, as well as the results of empirical studies from various countries. The study includes research based on structural equation models and correlational analysis, among others. Significant links between a compulsive approach to work, job dissatisfaction, and the risk of burnout have been identified. The most commonly reported symptoms were emotional exhaustion and reduced commitment. The results have practical implications for human resource management, especially in the context of profiling risky employee behavior and designing preventive interventions in the workplace.

Keywords: workaholism, occupational burnout, work engagement work–life balance, job stress.