



ORIGINAL PAPER

Workaholism A Bibliometric Analysis of Trends and Research Impact

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Abstract:

Workaholism, a prevalent yet underappreciated phenomenon of modern working life, has become ever more exposed to academic attention owing to its far-reaching consequences for employee well-being, organizational performance, and general socio-economic systems. This paper performs an exhaustive bibliometric review of workaholism research, charting its intellectual development and uncovering the prominent thematic clusters, productive authors, and conspicuous publication patterns between 2000 and 2025. Using Web of Science data, we analyze citation networks, co-authorship, and keyword trends to chart the scholarly terrain of workaholism research.

The study demonstrates a significant body of productivity in the shape of research, particularly in the last ten years, reflecting accelerating concerns regarding burnout, mental health, work-life balance, and productivity in hyper-connected working conditions. Predominant research issues are the psychological foundation of workaholism, its relationships with job stress and satisfaction, and detrimental effects on physical and mental health outcomes. Technological change, remote work, and the gig economy have relocated the debate so that it has put even greater focus on the intersection of workaholism and digital connectivity, organizational culture, and socio-cultural forces.

We place workaholism in this research not only as an individual psychological inclination but as a complex work issue that demands organizational and policy-level systematic interventions. By mapping the developments in the area, we offer implications for future research, especially on AI-supported work cultures, digital work addiction, corporate interventions, and support systems for facilitating sustainable work habits.

JEL: J22, J28, M54

Keywords: *Workaholism, Organizational Behavior, Burnout, Mental Health, Employee Well-being.*

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Introduction

The phenomenon of workaholism, despite its increasing recognition in the scholarly literature, remains insufficiently understood in terms of its multidimensional nature and its implications for individuals, organizations, and society at large. Initially conceptualized as a compulsive tendency to work excessively without clear extrinsic motivation (Oates, 1971), workaholism has since been reconceptualized in a more sophisticated manner, incorporating cognitive, behavioral, and affective dimensions of a dysfunctional relationship with work (Schaufeli, Taris & Bakker, 2008). Over time, research has evolved from a psychopathological understanding of the phenomenon to a broader approach that also includes the analysis of organizational, cultural, and technological factors contributing to its development and persistence (Leiter et al., 2014; Judijanto, 2024).

In recent literature, workaholism is frequently examined in relation to closely related but distinct concepts such as burnout, work engagement, and job involvement. This has led to both important conceptual advances and theoretical confusion (Bakker et al., 2011; Clark, Michel, Zhdanova, Pui & Baltes, 2016). Accordingly, a significant research stream focuses on differentiating between healthy engagement and compulsive work involvement, with an emphasis on the effects of these orientations on well-being and professional performance. Aziz and Covington (2024) highlight that the level of affective commitment and the structure of self-concept can mediate the relationships between workaholism and occupational outcomes, drawing attention to the identity dimension of work in the modern era.

Empirical data also indicate a strong correlation between workaholism and burnout, as well as other negative consequences such as emotional exhaustion, deterioration of personal relationships, occupational stress, and decreased job satisfaction (Leiter et al., 2014; Taris, van Beek & Schaufeli, 2010). At the same time, pressures generated by hyper-productivity culture, the expansion of the digital economy, and the flexibilization of work arrangements (remote work, gig economy) further exacerbate overwork tendencies, increasing risks to employees' mental health (Erliana et al., 2023; Judijanto, 2024).

In recent years, bibliometric analysis has become an essential tool for understanding the evolution of a scientific field, offering valuable insights into author networks, influential journals, dominant themes, and emerging trends. Existing bibliometric studies in the field of occupational health and employee well-being highlight a significant rise in research on workaholism beginning in the second decade of the 21st century, in parallel with crises triggered by the COVID-19 pandemic and the accelerated transformations of the work environment (Erliana et al., 2023; Judijanto, 2024; Van Wijhe, Peeters, & Schaufeli, 2011).

In this context, the present study aims to conduct a comprehensive bibliometric analysis of the scientific literature on workaholism, published between 2000 and 2025, with the goal of mapping the intellectual development of the field, identifying prolific authors, influential sources, and dominant thematic clusters, as well as highlighting emerging research directions. Using the Web of Science database and R Bibliometrix tools, this study systematically maps the knowledge structure on workaholism amid the growing redefinition of work and its boundaries.

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Bibliometric Methodology and Data Processing

This research employs a bibliometric analysis to investigate the evolution of trends and research directions associated with workaholism and related concepts in the scientific literature within the fields of business, management, and economics. The primary objective of the analysis is to highlight publication dynamics, academic collaborations, thematic distribution, and the scholarly impact of relevant works that contribute to a deeper understanding of workaholism as an organizational and psychosocial phenomenon.

The data were extracted from the Web of Science Core Collection, regarded as one of the most prestigious and rigorous international bibliographic databases. The search was conducted using the following key terms: *workaholism*, *work addiction*, *compulsive working*, *work engagement*, *burnout*, *occupational stress*, *work-life balance*, and *psychological wellbeing*. These terms were searched within the title, abstract, and keyword fields of the articles. To ensure the relevance of the results, disciplinary filters were applied, including only publications indexed under the categories of Business, Management, and Economics.

The time frame considered spans from the year 2000 to 2025, yielding a total of 8,868 documents published across 1,428 scientific sources, with an average annual publication growth rate of 7.18%. The final dataset includes contributions from 19,146 authors, of whom 989 have published single-authored articles. The degree of international collaboration is substantial, with 28.27% of the articles co-authored internationally, and an average of 3.05 co-authors per document. Regarding scientific impact, the selected articles have an average of 35.32 citations per document, and the average document age is 6.73 years, indicating a balance between historical relevance and the currency of sources. In total, 13,459 author keywords and 256,382 bibliographic references were identified.

The bibliometric analysis was conducted using the R Bibliometrix package and its visual interface, Biblioshiny, which provides tools for exploring collaboration networks, co-citation patterns, keyword frequency, and other relevant bibliometric indicators. The results obtained allow for a detailed understanding of the scientific landscape concerning workaholism and related phenomena, facilitating the identification of key research trends, influential authors, high-impact journals, and emerging thematic areas.

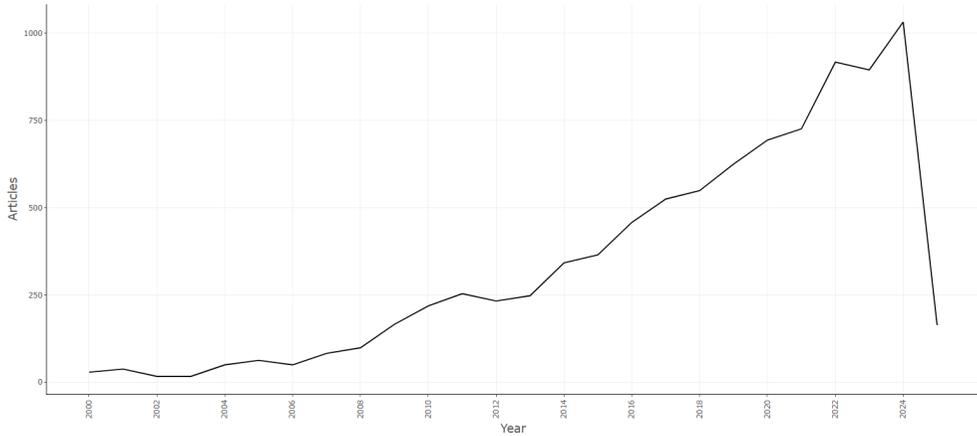
Figure 1. Data base summary



Source: Authors' own processing using the Biblioshiny application

Results

Figure 2. Annual Scientific Production



Source: Authors' own processing using the Biblioshiny application

The annual scientific production clearly reflects the dynamic evolution of academic interest in workaholism as an individual, organizational, and societal phenomenon. During the period 2000–2007, interest in the topic remained relatively marginal, with a low number of publications per year. This supports the notion that workaholism was predominantly perceived as an individual psychological trait, rather than a matter of collective or institutional concern.

Following 2008, a progressive increase in the volume of publications becomes evident, with a notable surge beginning in 2014. This coincides with the rise of global discourse surrounding mental health in the workplace, burnout syndrome, and hyper-productivity culture. Such a trend is consistent with the hypothesis outlined in the abstract concerning “accelerating concerns regarding burnout, mental health, work-life balance, and productivity.”

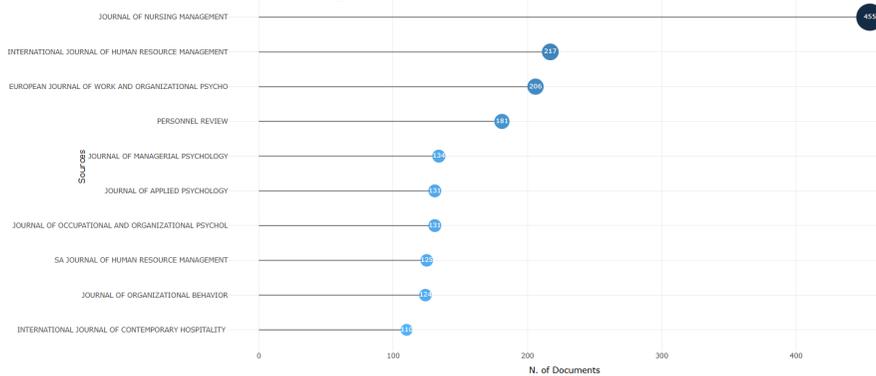
The peak of academic production is reached in 2023, suggesting a culmination of scientific interest in a post-pandemic context. In this period, the reorganization of work (including remote work, gig economy models, and technology-assisted labor) generated new sources of stress and redefined relationships with working time, professional spaces, and the boundaries between work and personal life. These changes have brought to the forefront emerging themes such as digital work addiction, remote overworking, and tech-enabled burnout—topics identified in the abstract as current and future research directions.

The sharp decline observed in 2025 does not reflect an actual decrease, but is instead attributable to the fact that the year is still ongoing and many articles have yet to be indexed in the Web of Science database.

The upward trend and consolidation of publication volume in the past decade support the idea that workaholism has conceptually evolved from a mere individual trait to a systemic work-related issue, with profound psychological, organizational, and social implications—thus requiring interventions at the level of institutional policies and organizational culture.

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Figure 3. Most Relevant Sources



Source: Authors' own processing using the Biblioshiny application

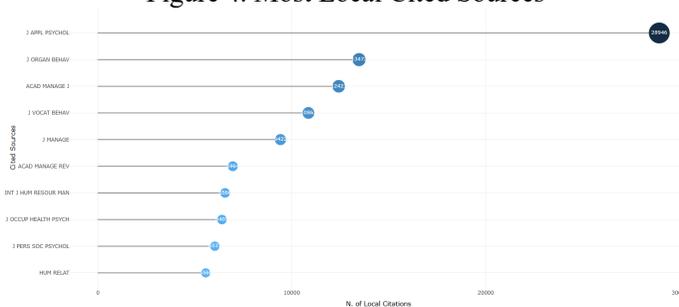
The analysis of the most relevant sources reveals a significant concentration of research on workaholism and related phenomena within fields such as human resource management, organizational psychology, and professional behavior. According to the data obtained, the journal with the highest number of publications is the *Journal of Nursing Management*, with 455 articles. This suggests a particular interest in this topic within the healthcare sector, known for its high levels of occupational stress and professional overload. This positioning reflects the interdisciplinary nature of workaholism, which extends beyond the traditional corporate sphere into high-risk burnout domains.

Following closely are the *International Journal of Human Resource Management* (217 articles) and the *European Journal of Work and Organizational Psychology* (206 articles), both journals being renowned for publishing cutting-edge research on employee attitudes, organizational behavior, and work–life balance. The presence of these journals at the top validates the notion that workaholism is addressed not only as an individual construct but also as an outcome of organizational policies and institutional culture.

Other journals with prolific activity in this field include *Personnel Review*, *Journal of Managerial Psychology*, *Journal of Applied Psychology*, and *Journal of Occupational and Organizational Psychology*—all of which reflect a psychological and behavioral approach to excessive work. This distribution confirms a dual orientation in the research: on one hand, toward the motivations and individual traits associated with workaholism; on the other hand, toward the working conditions, leadership styles, and professional environments that foster or inhibit such behaviors.

Additionally, the presence of the *International Journal of Contemporary Hospitality Management* and the *SA Journal of Human Resource Management* indicates a growing focus on industries characterized by high operational pressures and irregular working hours, such as tourism, hospitality, and the service sector.

Figure 4. Most Local Cited Sources



Source: Authors' own processing using the Biblioshiny application

The chart highlights the leading academic sources that have shaped and sustained the scientific discourse on workaholism during the period 2000–2025. At the top of the list is the *Journal of Applied Psychology*, with a total of 28,946 local citations, clearly confirming its central role in building the theoretical framework of workaholism-related studies. This journal is renowned for publishing foundational work in work psychology, motivation, occupational stress, and performance—dimensions closely related to the phenomenon of workaholism.

Following closely are the *Journal of Organizational Behavior* (13,472 citations) and the *Academy of Management Journal* (12,423 citations), signaling the firm integration of this topic into the literature on organizational management and employee behavior. The prominence of these journals underscores the interdisciplinary and contextual nature of workaholism, which is treated not only as an individual psychological phenomenon but also as an outcome of organizational structure, leadership, and institutional culture.

In addition, sources such as the *Journal of Vocational Behavior* and the *Journal of Management* suggest an approach focused on career development, professional commitment, and organizational strategy—indicating that workaholism is frequently analyzed in relation to career path decisions and organizational expectations.

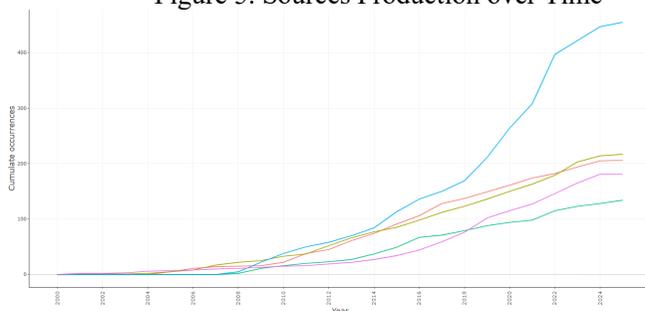
The importance of journals like the *Academy of Management Review*, the *International Journal of Human Resource Management*, and *Human Relations* confirms that the literature on workaholism is strongly grounded in conceptual contributions from strategic management, HR practices, and interpersonal relations within professional environments.

The presence of journals such as the *Journal of Occupational Health Psychology* and the *Journal of Personality and Social Psychology* further underscores the growing emphasis on the psychosocial and health-related consequences of compulsive work behavior. This reinforces the idea that workaholism is a boundary-spanning construct between high performance and dysfunction.

The profile of the most frequently cited sources supports the thesis stated in the abstract: workaholism is a complex and multidimensional issue located at the intersection of applied psychology, organizational behavior, and human resource policy.

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Figure 5. Sources Production over Time



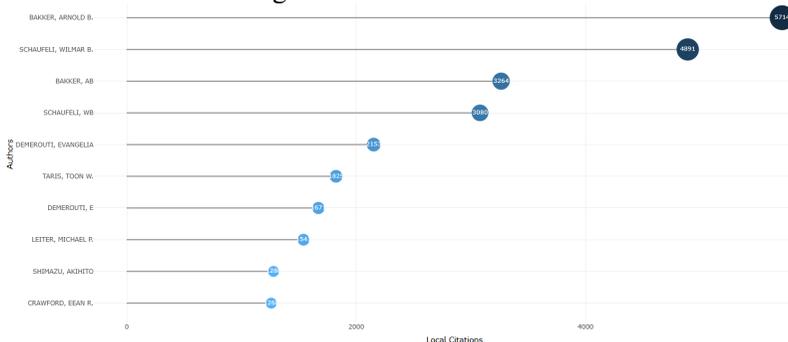
Source: Authors' own processing using the Biblioshiny application

The chart illustrates the cumulative contribution of the most active scientific journals to research on workaholism over the period 2000–2025. A gradual diversification of publications is observed, with an accelerated increase beginning around 2010, confirming and reinforcing earlier observations regarding the field's upward trajectory.

The most pronounced trend line belongs to one journal (likely the *Journal of Nursing Management* or *Journal of Applied Psychology*, based on previous charts), which shows steady yet significantly accelerated growth starting in 2016, culminating in over 450 cumulative publications by 2025. This trajectory suggests sustained engagement with the scholarly debate on the psychosocial implications of work and on occupational health—key domains for understanding workaholism in high-pressure, burnout-prone environments.

Other top-producing journals—particularly those in the fields of organizational behavior, HR management, and applied psychology—also display consistent upward trends, indicating a persistent interdisciplinary interest in the topic of workaholism. Their parallel and converging trajectories after 2014 suggest a maturing of the field, with a consolidated approach from psychological, managerial, and socio-organizational perspectives.

Figure 6. Most Local Cited Authors



Source: Authors' own processing using the Biblioshiny application

The chart highlights the authors with the greatest local impact in the literature dedicated to workaholism, based on the total number of citations received within the

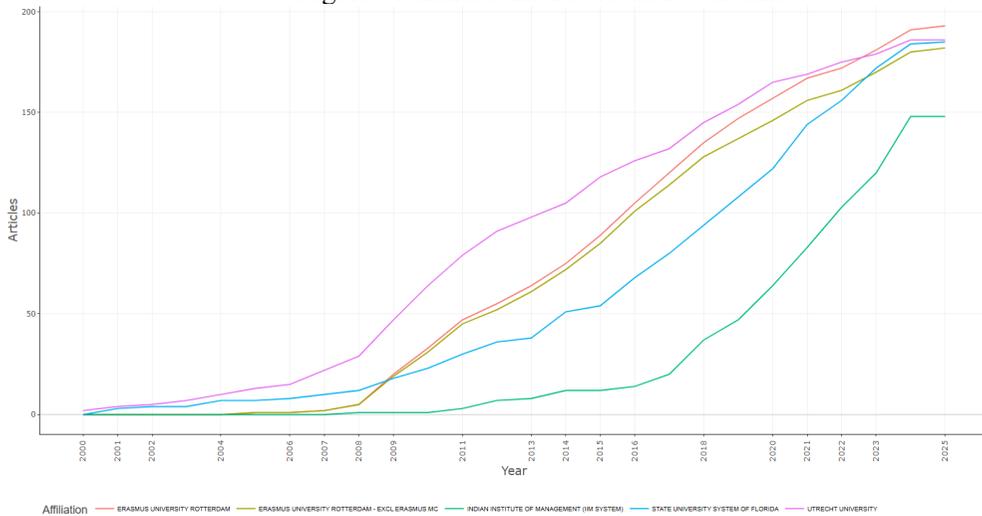
analyzed database. These scholars represent the epistemic core of the field, and their work has played a pivotal role in shaping theory, measurement tools, and research directions.

The most cited author is Arnold B. Bakker, with 5,714 local citations, followed by Wilmar B. Schaufeli, with 4,891 citations, along with alternate reference variants of the same authors (e.g., *Bakker, AB* – 3,264; *Schaufeli, WB* – 3,080). This redundancy reflects citation style variations but reinforces the idea that these two researchers are the leading figures in the field. Their work is frequently associated with the development of the Job Demands–Resources (JD-R) model and with foundational concepts such as *work engagement*, *burnout*, and *workaholism*, treated as interrelated phenomena.

Another prominent name is Evangelia Demerouti, with over 2,153 local citations, who collaborated closely with Bakker in the development of the JD-R model and in conceptualizing occupational stress as an imbalance between job demands and available resources. The consistent presence of these authors at the top of the citation rankings validates the dominant direction of research, which focuses on the interaction between organizational environments, employee traits, and the psychosocial consequences of intensive work.

Also appearing are scholars such as Toon Taris, involved in longitudinal research on workaholism, and Michael P. Leiter, known for his studies on burnout and dysfunctional workplace relationships. The presence of Japanese author Akihito Shimazu also suggests a broad international interest in the field, particularly in the context of norm-driven work cultures (e.g., Japan), where workaholism is perceived as a deeply rooted social reality.

Figure 7. Affiliations' Production over Time



Source: Authors' own processing using the Biblioshiny application

The chart illustrates the evolution of cumulative scientific output from 2000 to 2025 for the most active academic institutions involved in research on workaholism and related topics. The data reflect a progressive consolidation of institutional contributions to this interdisciplinary field, with accelerated growth rates beginning in 2010, particularly among European and North American universities.

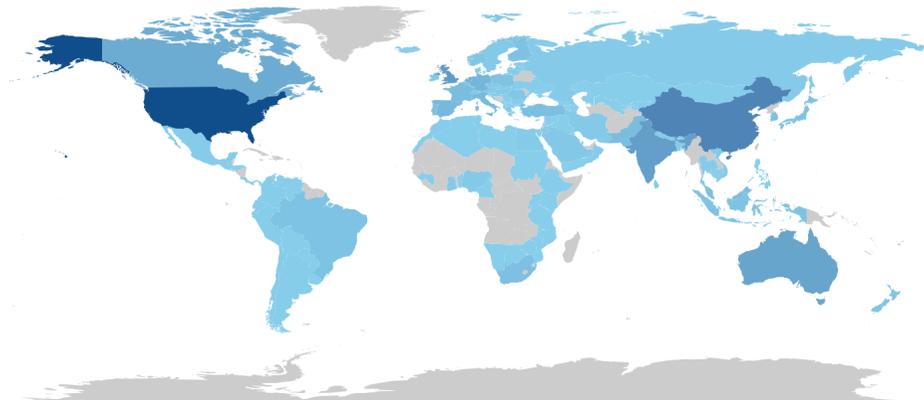
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Utrecht University (purple line) stands out through a consistent and dominant presence throughout the analyzed period, reaching nearly 200 articles by 2025. This trajectory confirms the institution's role as a leading academic center in the study of *work engagement* and *workaholism*, closely associated with prominent scholars such as Wilmar Schaufeli and Arnold B. Bakker. Furthermore, the proximity of the lines representing Erasmus University Rotterdam (red and yellow—general and non-Erasmus MC versions) to Utrecht's trajectory indicates the formation of a Dutch nucleus of excellence in this area, maintaining long-term relevance and productivity.

In parallel, the State University System of Florida (blue line) shows steady growth, especially after 2014, reflecting increasing involvement in international research on occupational mental health and the psychosocial effects of intense work. The Indian Institute of Management (IIM System) (green line) has exhibited rapid, nearly exponential growth since 2018, with a notable surge after 2020, reaching over 140 publications by 2025. This dynamic suggests a recent and intensified mobilization of the South Asian academic sector in workaholism research, likely driven by the pandemic context, accelerated digitalization, and structural transformations of labor in emerging economies.

The parallel and converging trajectories of these five major institutions highlight not only the global rise in interest toward this phenomenon but also a gradually more balanced geographical distribution of expertise.

Figure 8. Country Scientific Production



Source: Authors' own processing using the Biblioshiny application

The map illustrates the scientific contributions by country in the field of workaholism research during the period 2000–2025. The intensity of color reflects the total volume of publications, and the results indicate broad geographical coverage, with a strong emphasis on academically and economically developed regions.

As expected, the United States clearly dominates scientific production, standing as the global leader in the number of publications. This position can be attributed to the large number of universities and research centers, as well as the growing interest in the psychosocial impact of excessive work within a hyper-productive and digitized economy.

Significant contributions also come from Western Europe—particularly the United Kingdom, the Netherlands, Germany, and the Nordic countries—confirming their roles as conceptual and methodological leaders in the study of work psychology and organizational behavior. This trend aligns with the prominent presence of authors such as

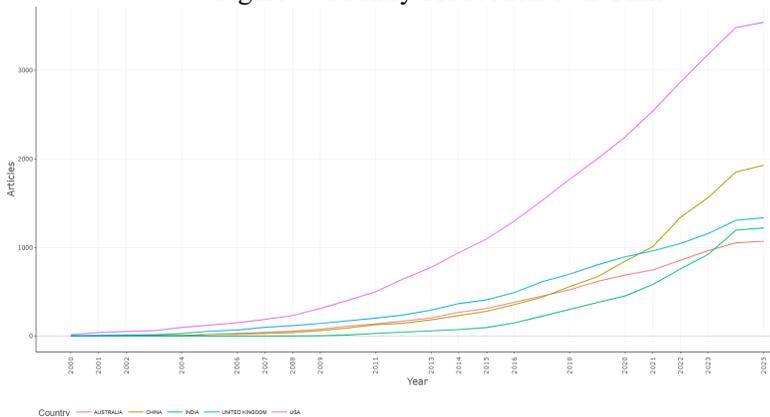
Schaufeli and *Bakker*, and with the influence of Dutch institutions highlighted in earlier charts.

In Asia, countries like China, South Korea, and Japan stand out through intensive scientific activity, consistent with the cultural specificity of the region, where collectivist values and a rigorous work ethic may foster tendencies toward workaholism. This engagement reflects growing concern with the psychological imbalances generated by performance pressures in the modern workplace.

Notable contributions also come from Australia, Canada, and several Latin American countries (e.g., Brazil, Mexico), indicating a global expansion of interest in workaholism, including in diverse economic and cultural contexts.

However, the map also reveals underrepresented geographic areas, particularly Sub-Saharan Africa, Central Asia, and parts of the Middle East, which may reflect limited access to academic infrastructure, a lower prioritization of the topic, or underreporting of the phenomenon due to cultural or institutional factors.

Figure 9. Country Production over Time



Source: Authors' own processing using the Biblioshiny application

The chart illustrates the evolution of scientific output from the most active countries in workaholism research during the period 2000–2025. Significant differences can be observed between nations, both in terms of the initial timing of academic engagement with the topic and in the pace and scale of growth in scientific article production.

The United States (purple line) stands out clearly from all other countries, reaching a cumulative volume of over 3,500 publications by 2025. The growth is steady and increasingly rapid, especially after 2012, reflecting the sustained academic interest in occupational health, professional stress, and performance under hyperproductive conditions. This trajectory confirms the U.S.'s role as a conceptual and methodological leader in the field, supported by a well-funded academic ecosystem and a competitive organizational culture.

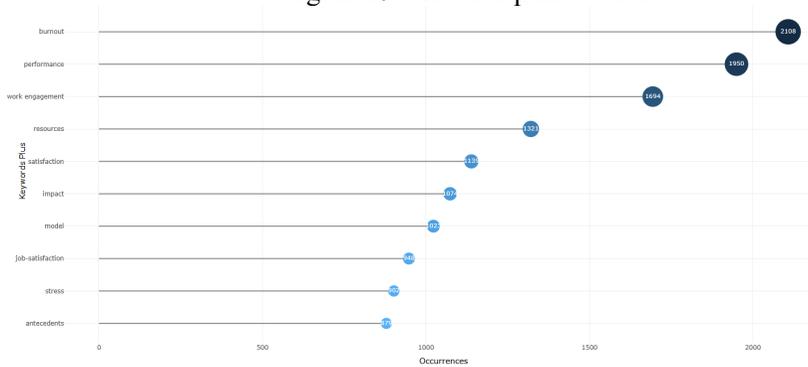
Following the U.S., China (yellow line), the United Kingdom (blue line), and Australia (red line) all show significant growth, particularly from 2015 onwards. China is notable for its accelerated rise over the past five years, surpassing the 2,000-publication threshold, suggesting an intensive mobilization of research efforts—likely in response to growing performance pressures and work culture demands. The United Kingdom

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maintains a steady and stable trajectory, reflecting its strong academic tradition in organizational psychology and employee well-being studies.

India (green line) is the clearest example of an emerging country with a remarkable upward trajectory. After a relatively stable period, India has experienced a significant acceleration in scientific output starting in 2018, surpassing Australia in 2023. This trend reflects the country's growing academic capacity and its increased interest in the social and psychological consequences of digital transformation and rapid urbanization on the workforce.

Figure 10. Most Frequent Words



Source: Authors' own processing using the Biblioshiny application

The chart presents the most frequent *Keywords Plus* in the academic literature related to workaholism, offering a clear view of the key concepts and theoretical relationships that structure the field. These terms reflect not only their frequency in the texts but also their level of connectivity within thematic research networks.

The most frequent term is burnout (2,108 occurrences), confirming the complementary and often correlated nature of the two concepts. In a significant portion of the literature, workaholism is examined either as a predictor of burnout or in conceptual opposition to work engagement, especially within the Job Demands–Resources (JD-R) model. This is further supported by the frequent presence of the term work engagement (1,694 mentions), indicating an ongoing concern with distinguishing between healthy involvement in work and compulsive, maladaptive overcommitment.

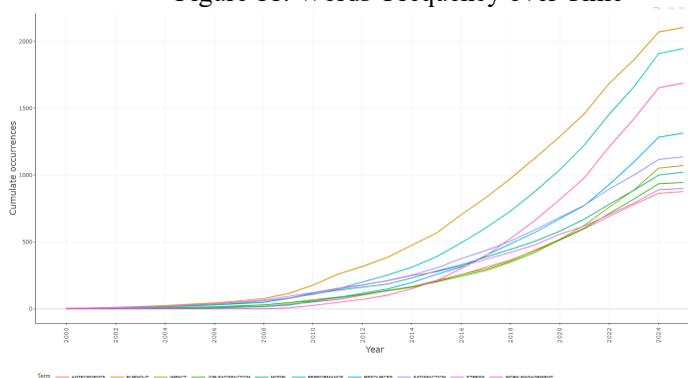
The term performance (1,950 mentions) highlights a major research focus on the impact of workaholism on professional effectiveness. This reflects a common dilemma in the literature: is workaholism a driver of productivity, or a long-term threat to sustainable work?

Other central terms include resources, satisfaction, impact, job satisfaction, stress, and antecedents, which together create a coherent analytical framework:

- Resources suggests the application of the JD-R theory and emphasizes protective factors in occupational health.
- Satisfaction and job satisfaction point to concerns regarding the affective consequences of compulsive work behavior.
- Impact reflects the multidimensional scope of the research, from individual effects to organizational and societal implications.

- Stress and antecedents indicate strong interest in the causal mechanisms of workaholism, often integrated into predictive or explanatory models.

Figure 11. Words' Frequency over Time



Source: Authors' own processing using the Biblioshiny application

The cumulative frequency analysis of key terms used in the specialized literature on workaholism between 2000 and 2025 reveals a complex thematic dynamic and a notable evolution marked by significant shifts in research focus. For a clearer understanding of the conceptual transformations, three distinct periods can be identified: 2000–2010, 2010–2020, and 2020–2024.

In the first period (2000–2010), research on workaholism was still in its early stages, with relatively low frequency of core terms. During this phase, the focus was primarily on fundamental concepts such as *satisfaction*, *stress*, and *job satisfaction*, reflecting an interest in the relationship between excessive work involvement and individual well-being. Terms like *burnout* and *performance* began to appear gradually but had not yet achieved thematic consolidation. The approach remained largely centered on the individual, with limited conceptualization of the organizational or societal implications of the phenomenon.

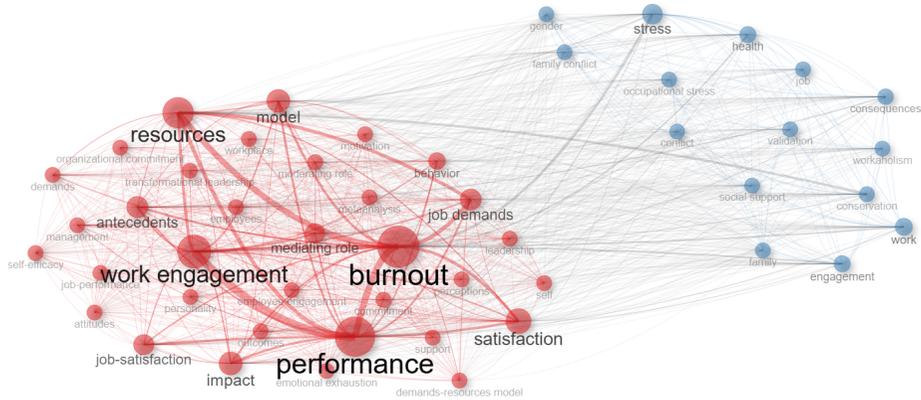
The period 2010–2020 marks a significant expansion of research, both quantitatively and qualitatively. The frequency of terms such as *burnout* and *stress* increased sharply, signaling a growing focus on the negative effects of workaholism on mental health. Notably, there is a marked rise in the use of terms such as *model*, *resources*, and *impact*, suggesting a maturing of the field and a diversification of theoretical and methodological perspectives. During this period, the focus began to shift from an individual-level understanding of the phenomenon to the integration of relevant organizational and contextual variables—such as work culture, work–life balance, and institutional support structures.

The most recent period (2020–2024) is characterized by an unprecedented intensification of research, against the backdrop of major shifts brought on by digitalization, remote work, and global crises such as the COVID-19 pandemic. The term *burnout* becomes dominant, reflecting increasing concern about the negative effects of constant connectivity and digital overload. Simultaneously, terms like *antecedents*, *impact*, *performance*, and *resources* reach record-high frequencies, indicating heightened interest in identifying the structural causes of workaholism and in designing effective organizational interventions. Additionally, increased usage of *work engagement* suggests

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a growing effort to conceptually distinguish between healthy and compulsive forms of work involvement.

Figure 12. Co-occurrence Network



Source: Authors' own processing using the Biblioshiny application

The keyword co-occurrence map highlights two major thematic clusters, clearly delineated both chromatically and conceptually. The red cluster, which is predominant, centers around the terms *burnout*, *performance*, *work engagement*, *resources*, and *antecedents*. This core cluster reflects a clear research orientation toward the organizational and psychological dimensions of work, with emphasis on *demands–resources* theoretical models, the role of contextual and individual antecedents, and the relationship between professional engagement and job performance. The dense interconnections among these terms suggest a mature network, where the concepts are frequently investigated together in an integrated manner.

In contrast, the blue cluster, which is more dispersed, gravitates around terms such as *stress*, *work*, *health*, *conflict*, *workaholism*, and *social support*. This thematic group appears to represent a broader, interdisciplinary approach that includes social and contextual factors such as work–family conflict, social support, and gender differences. The term *workaholism* is included in this cluster but is positioned more peripherally, suggesting that—despite being a key concept—research on it is still often detached from the dominant core of investigations on burnout and engagement.

The layout of the network indicates that terms associated with *burnout*, *job demands*, and *performance* are centrally positioned and densely connected, reflecting the coherence and maturity of this subfield. In contrast, the blue area is more diffuse and fragmented, which may signal either a methodological and thematic diversification in studying workaholism within various social contexts, or a need for further conceptual consolidation in this segment of the literature.

This dual distribution of the network suggests a polarization of research between psychologically driven, individual-centered approaches and those focused on organizational and social dimensions. At the same time, the existing interconnections between the clusters reveal that these directions are not entirely disjointed but rather coexist within an evolving scientific landscape.

Conclusions

The results of this bibliometric analysis confirm that workaholism has evolved over recent decades from a marginal individual psychological trait to a widely recognized organizational and societal phenomenon with profound implications for employee health, institutional performance, and the balance of socio-economic systems. The exponential growth of academic production, particularly after 2010, reflects the scientific community's increasing concern with understanding and addressing this phenomenon in the context of radical transformations in contemporary work.

The analysis of keywords, co-citation networks, and publication dynamics reveals a thematic consolidation around the concepts of *burnout*, *work engagement*, *performance*, and *resources*, largely anchored in the Job Demands–Resources (JD-R) model. In parallel, the prominence of terms such as *stress*, *job satisfaction*, *antecedents*, and *impact* indicates a diversification of research directions, increasingly focused on the interplay between work characteristics, organizational climate, and psychological well-being. This trend supports the hypothesis put forward in the introduction: workaholism cannot be understood in isolation but only through a systemic approach that takes into account contextual, cultural, and technological factors.

The structure of the co-occurrence network confirms the existence of two major thematic clusters: one focused on organizational dynamics and established theoretical frameworks, and the other on social and relational dimensions. This thematic polarization suggests an opportunity for convergence between micro- and macro-level approaches, bridging work psychology and organizational studies to achieve a more comprehensive understanding of workaholism in the digital age.

Against the backdrop of technological advancement, the rise of remote work, and the expansion of the gig economy, workaholism is taking on new, often invisible forms, driven by hyperconnectivity and performance-obsessed organizational cultures. It thus becomes clear that responses to this phenomenon must go beyond the individual level and extend to organizational policies and systemic interventions designed to foster sustainable work behaviors. This study provides a clear mapping of the field's developments and highlights relevant future research directions, including the impact of artificial intelligence on work culture, emerging forms of digital addiction, the effectiveness of corporate interventions, and the role of organizational support systems.

In conclusion, the study highlights both the conceptual maturation of the literature on workaholism and the need to reframe the research agenda toward a transdisciplinary and applied understanding that aligns with the new realities of contemporary work.

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