

The Effect of workaholism among Female Human Service Workers on Organizational Commitment: Focusing on the Mediating Effect of Job Satisfaction.

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- **Abstract:** This study examines the mediating effect of job satisfaction on the relationship between workaholism and organizational commitment of human service workers. Data were derived from the 17th Korean labor and income panel study conducted in 2015. The study sample consisted of 189 female workers engaged in nursing and social welfare. We observed job satisfaction plays a partial mediating role in the relationship between workaholism and organizational commitment of human service workers. We discuss the evidence of mediating role of job satisfaction within in the context of Korean female human service workers and suggest practical and policy suggestions for improving job satisfaction of female human service workers.
- **Keywords:** Workaholism, Job Satisfaction, Organizational Commitment, Female, Human Services Worker