

Dutch Work Addiction Scale (DUWAS) ©

- Definition:** Work addiction or workaholism is characterized by an irresistible inner drive to work very hard; it is a combination of working *compulsively* and *excessively* (see Taris & Schaufeli, 2003).
- Assessment:** By means of the DUWAS, consisting of two core-components:
- Working Excessively (WE – 9 items)
 - Working Compulsively (WC – 7 items)
- In addition, four questions each are posed about overwork and working hours.
- Background:** The WE-scale originates from the *Work Addiction Risk Test* (WART – Robinson, 1999), and was called ‘Control Tendencies’. The WART has been adapted for use in the Netherlands (Taris, Schaufeli & Verhoeven, 2005; Taris, Schaufeli, van Hoogenhuyze & Zon, 2003), whereby it appeared that the WE-scale could be used as a short measure of the WART. The CO-scale originates from the *WorkBat* (Spence & Robbins, 1992) and was originally called ‘Drive’ (see also Taris en Schaufeli, 2003).
- Classification:** Employees may be considered work addicted when they have a high score on WE as well as on WC (or on the combined WC+WE scale); i.e., when their score > 75th percentile (see tables 1-3).
Additional indications are:
- Performing overwork systematically, that is, $b < a$. Please note that Dutch employees on the average work 24% more than their formal labor contract requires (see table 4).
 - ‘(Almost) never’ dislike performing overwork; that is a score of 1 on item 1 (see table 5)
 - ‘(Almost) always’ work when feeling ill (i.e., a score of 4 on item 10), take work home (i.e., a score of 4 on item 20) and work in the weekend (i.e., a score of 4 on item 16) (see table 5).
- Scoring key:**
- Working Excessively (items 3, 4, 6, 8, 11, 13, 14, 17, en 19). The scores on all items are added and divided by 9. The resulting score is the WE-score
 - Working Compulsively (items 2, 5, 7, 9, 12, 15, 18). The scores on all items are added and divided by 7. The resulting score is the WC-score.
 - Overwork (items 1, 10, 16, 20)
 - Working hours (items a t/m d)
- Normgroups:** Currently information about norms for EW are available of (see table 1):
- *Group 1* ($N = 56$). Workers who are employed at a nuclear power plant that is out of production. Due to a political decision Holland will not have nuclear power in the future. However, nuclear plants cannot be closed just like that; the process of closing takes many years. Meanwhile, the most employable (most ambitious, young, talented) employees have left. The ‘survivors’ complain about work underload. Most workers are (male) operators with medium education levels.
 - *Group 2* ($N = 74$). Workers from two chemical plants who served as controls for Group 1 in another study. Except for the workload, this sample is comparable to group 1 (mainly male technical operators) Group 2 is younger than Group 1.
 - *Group 3* ($N = 122$). Employees who have been burned out and who – according to their counselor – have successfully participated in a work rehabilitation project. They completed a questionnaire one year after the project finished. Most have a higher (college, university) education.
 - *Group 4* ($N = 198$). Well-paid managerial staff and executives of a large internationally operating retail organization. About 40% is female, and the mostly full-time employed college and university-educated employees work on average 45 hours a week.

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Currently norms for CO (and EW+CO) are available of (see tables 2-3):

- *Group 5* ($N = 338$). Middle managers and executives of a large Dutch telecom company. Over 90% are male, the mostly full-time employed college and university educated employees work on average 48 hours per week.

Preliminary norms

Based on the information from the various norm groups, the following cut-off values ($> .75^{\text{th}}$ percentile) for EW are proposed:

- For skilled workers with medium education levels (*cf.* Groups 1 and 2): 2.25
- For middle and higher managers with high education levels (*cf.* Groups 4 and 5): 2.85

For CO and the total scale, only data are available for middle and higher managers with high education levels. The cut-off values ($> .75^{\text{th}}$ percentile) are presented in tables 2 and 3, respectively.

References:

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Table 1: Norms for Working Excessively (EW)

<i>Group</i>	<i>N</i>	<i>M</i>	<i>SD</i>	<i>α</i>	<i>Percentiles</i>			
					<i>5 very low</i>	<i>25 low</i>	<i>75 high</i>	<i>95 very high</i>
<i>1</i>	56	1.81	.48	.82	1.15	1.45	2.00	2.65
<i>2</i>	74	2.08	.51	.84	1.35	1.65	2.45	2.95
<i>3</i>	122	2.33	.69	.89	1.30	1.85	2.80	3.35
<i>4</i>	198	2.49	.52	.81	1.56	2.11	2.88	3.44
<i>5</i>	338	2.59	.39	.73	2.00	2.33	2.77	3.33

Table 2: Norms for Working Compulsively (WC)

<i>Group</i>	<i>N</i>	<i>M</i>	<i>SD</i>	<i>α</i>	<i>Percentiles</i>			
					<i>5 very low</i>	<i>25 low</i>	<i>75 high</i>	<i>9 very high</i>
<i>5</i>	338	2.27	.53	.84	1.28	2.00	2.57	3.14

Table 3: Norms for the total DUWAS (EW + CO)

<i>Group</i>	<i>N</i>	<i>M</i>	<i>SD</i>	<i>α</i>	<i>Percentiles</i>			
					<i>5 very low</i>	<i>25 low</i>	<i>75 high</i>	<i>9 very high</i>
<i>5</i>	338	2.42	.42	.87	1.65	2.18	2.69	3.21

Table 4: Overwork

<i>#</i>	<i>Item</i>	<i>M</i>	<i>SD</i>	<i>(almost) Never (%)</i>	<i>Sometimes (%)</i>	<i>Often (%)</i>	<i>(almost) Always (%)</i>
1	'I dislike overwork'	1.51	.56	52	45	3	0
10	'I go to work while feeling ill'	1.91	1.00	14	51	23	12
16	'I work on weekends'	1.87	.82	36	47	12	5
20	'I take work home'	2.33	.86	43	36	9	12

Table 5: Working hours among Dutch employees (2000-2002)*

<i>Occupational sector</i>	<i>Number of working hours</i>	<i>Number of overwork hours</i>	<i>Overwork (%)</i>
Food industry	35.2	8.8	25
Chemical industry	36.9	9.3	25
Metal industry	37.7	7.7	20
Remaining industry	36.4	7.4	20
Construction	38.8	8.5	22
Retail	22.4	6.6	29
Remaining commerce	33.8	7.5	22
Transportation	39.7	16.4	41
Post & telecommunication	30.8	5.6	18
Remaining transportation/ telecommunication	35.6	6.3	18
Banking	34.0	7.0	21
Remaining financial services	35.9	5.8	16
ICT & computer service	37.0	12.2	33
Remaining commercial services	35.1	9.5	27
Primary education	28.8	8.3	29
Secondary education	31.1	9.2	30
Higher education	32.7	6.8	21
Hospitals	31.2	8.4	27
Hospices	26.7	5.8	22
Remaining health care and welfare	27.4	5.5	20
Remaining non commercial services	28.9	5.8	20
Agriculture & fishing	34.2	7.3	21
Catering, hotels, restaurants	26.1	10.8	41
Civil servants	35.6	7.0	20
Remaining companies	33.9	7.8	23
<i>Average all employees</i>	<i>33.0</i>	<i>7.9</i>	<i>24</i>

* Source: TNO-arbeid (<http://www.arbeid.tno.nl/perskamer/20030508.html>)