



# The Long Work Hours Culture: Causes, Consequences and Choices

*Ronald J. Burke, Cary L. Cooper*

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**The Long Work Hours Culture: Causes, Consequences and Choices** Ronald J. Burke, Cary L. Cooper  
Work hours has become a "hot topic". This volume examines the effects of work hours on individual, family and organizational health. It considers why some people work long hours and the potential costs and benefits of this investment. Some work long hours out of necessity, others willingly. Interestingly, most people, however, want to work fewer hours than they now do. One's motives for working long hours (the why) and one's attitudes and behaviors while working (the how) emerge as critical factors in the link between work hours and well-being. Contributions from experts from six countries address workaholism, the distinction between passion and addiction to work, "loving one's job", the role of technology as an enabler of long work hours, consequences of fatigue from over-work, strategies for short-term recovery from long hours, and initiatives for enriching one's quality of life. Coming to grips with work hours requires difficult choices by individuals, families, organizations and society at large. This collection will be of value to managers and professionals concerned about people, and academics, students, researchers and policy makers interested in ways work can be meaningful, decent rather than debilitating.

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