

ABSTRACT

This study explores the subjective well-being of workaholics in an overwork climate, using a descriptive phenomenological qualitative approach. Data were collected through in-depth interviews with six employees with workaholic tendencies who have worked in an overwork climate for more than two years. The study identified seven essential themes that described the participants' experiences: (1) working conditions; (2) motivation, values, and work principles; (3) work style and personal characteristics; (4) impact of work on personal life; (5) adaptation and self-management; (6) social support; and (7) subjective well-being. Participants experienced high workload and internal drive to continue working, which impacted their physical, psychological, social, financial, and career development. However, participants coped with these circumstances through adaptation and social support. Subjective well-being is viewed as a process of meaning-making, evaluation, and reflection that encompasses meaningful achievements, satisfaction, and future expectations. The managerial implications of these findings emphasize the importance of collaboration between individuals and organizations in managing workaholism risks and maintaining employee well-being. On an individual level, self-awareness, healthy work regulation, and social and professional support are needed. On an organizational level, a supportive work system is needed through clear work policies, supportive leadership, and an adaptive work environment that is mindful of the diversity of values and needs of employees.

Keywords: *subjective well-being, workaholism, overwork climate, workaholic*