

Examining the impact of Obsessive and Harmonious passion on life Satisfaction: The Moderating Role of psychological Detachment

ABSTRACT

The purpose of this study is to examine harmonious and obsessive work passion impact on work-life enrichment and how it affects life satisfaction with the moderating role of psychological detachment. The primary instrument employed for data collection was a survey questionnaire, which was administered across diverse education sectors in Pakistan. The data collection process utilized a combination of online and face-to-face approaches, culminating in a total sample size of 102 participants. Given the absence of comprehensive information such as names and contact numbers for all employees, a non-probability sampling technique was employed. This methodology was chosen to ensure inclusivity in the absence of a complete list of potential participants. We adapted conservation of resource theory in this study to investigate the impact of harmonious and obsessive work passion on life satisfaction mediating role of work life Enrichment and the moderating role of psychological detachment. The research findings indicate that harmonious work passion positively influences work-life enrichment. When work-life enrichment is high, it, in turn, has a positive effect on life satisfaction. However, constant pressure associated with obsessive work passion can lead to a negative impact on work-life enrichment, and this, in turn, negatively affects life satisfaction. Notably, the moderating effect of psychological detachment is observed in the relationship between harmonious work passion and its impact, but it does not play a moderating role in the case of obsessive work passion under constant pressure.