

One of the significant sources of competitive advantage for an organization is its human capital. Focusing on human capital, the purpose of the study was to explore the effect of intrinsic motivation, self-esteem, and external and internal locus of control on the personal well-being through the mediating effect of workaholism. A person when working for the organizational well being is a possibility that he/she may become workaholic but when they are working for their personal well-being do they get demotivated on work through workaholism or not. Exploratory factor analysis, Confirmatory factor analysis, and structural equation modeling were carried out to test the hypothesized relationships in the data provided by 348 administrative staff of the Universities of Multan District.

This study provides novel insight into the understanding of role of Workaholism towards personal well-being. Initially as literature commends the role of Workaholism was considered to be more well-being oriented than its negative out comes on life satisfaction of employees. This study adds new evidences which report that Workaholism nullifies the positive impact of important predictor of well being. The new relationships add significantly to the understanding Workaholism.