

Introduction

- While the negative impacts of gambling on work-life are well known¹, and workplace gambling has been identified as an issue of concern², little is known about the experiences of individuals who engage in workplace gambling.
- The availability of Internet gambling has increased dramatically, leading to increased opportunities for overlap between work and gambling behaviours for individuals with internet access through their workplace or smart phones³.
- An understanding of career is important in conceptualizing the experiences of workplace gambling, as this recursive interaction between the individual and their environment may include factors that protect, or heighten vulnerability, to problem gambling
- Further, it is important to understand the role of job satisfaction in workplace problem gambling, given that job satisfaction has been found to act as a mediator in various counterproductive workplace behaviours⁴.
- Research Goal: To understand the characteristics and experiences of workplace gamblers in Canada, including preferred activities, the nature of Internet gambling, problem gambling, use of workplace time/resources, and perceived consequences**

Method

Phase I: Quantitative

- N = 1742
- Online survey delivered to panel respondents across Canada
- English- & French-speaking
- Problem & Pathological Gaming Measure (PPGM)⁵

Phase II: Qualitative

- Eligibility: regular workplace gambling (N = 300)
- Interviews completed: N ≈ 25
- English-speaking only
- 1:1 semi-structured interviews about experience of workplace gambling
- Interpretative phenomenological analysis of emerging themes

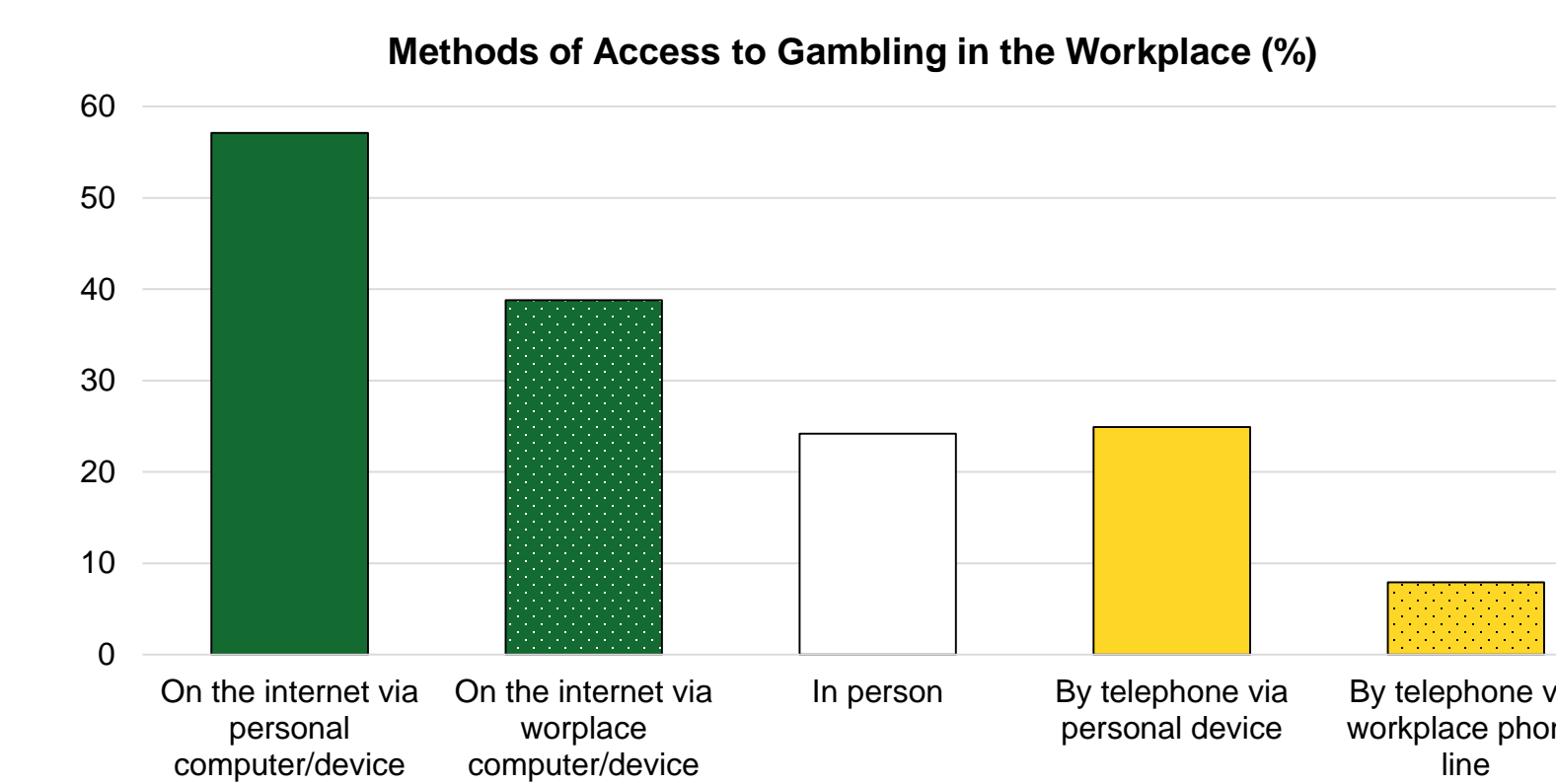
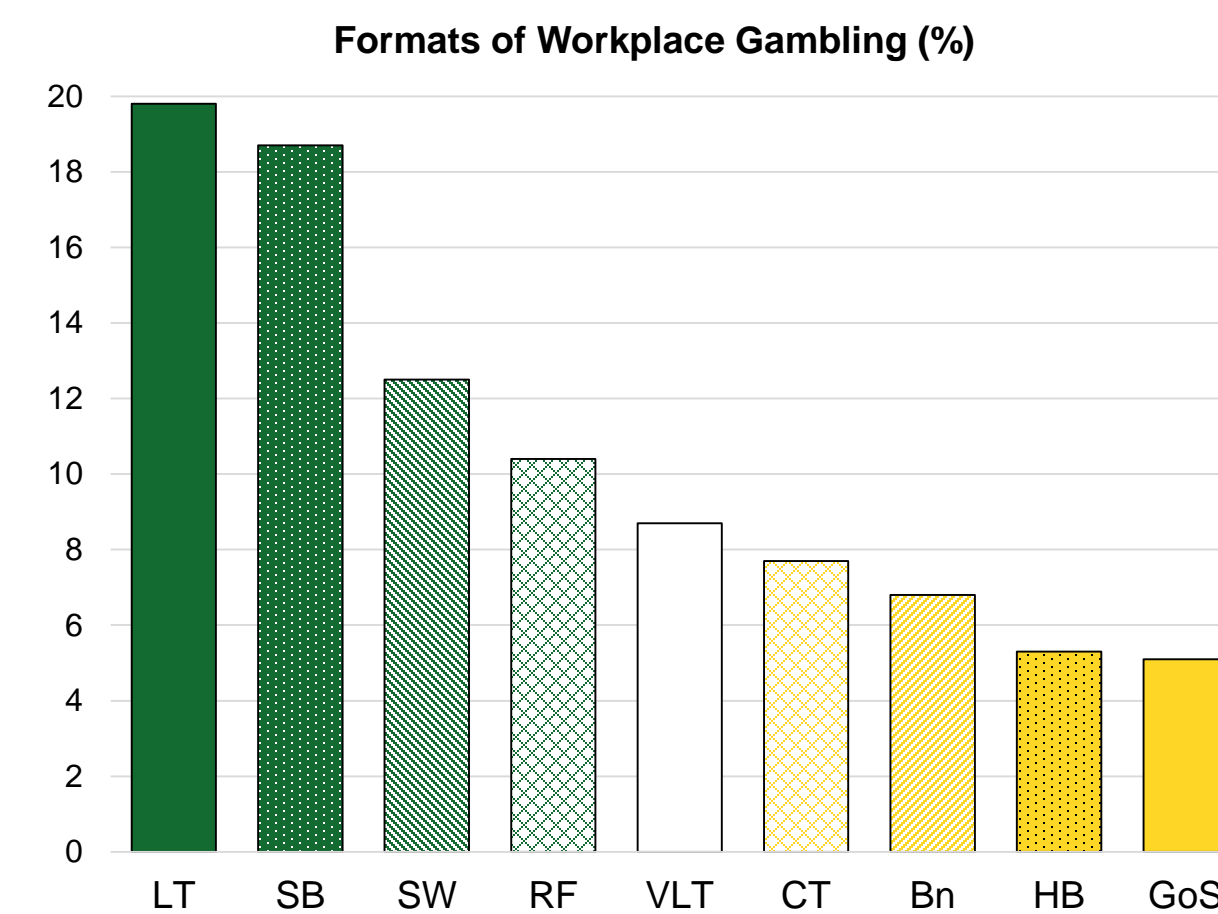
Phase III: Mixed Methods

- Quantitative results (descriptive & inferential statistical analyses) integrated with matched qualitative interview data

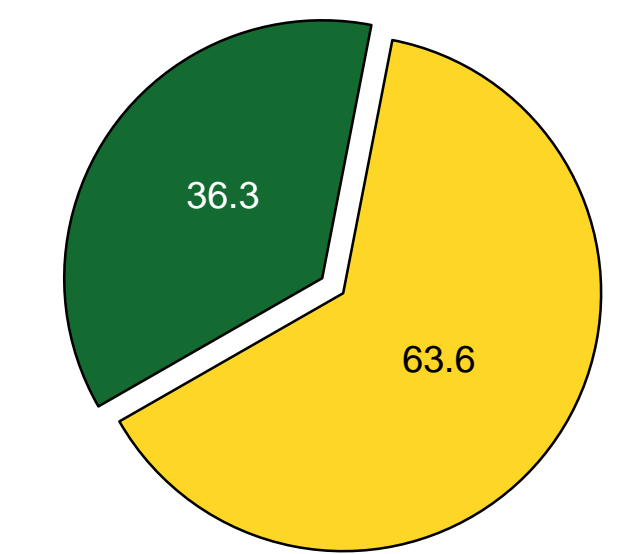
References

- ¹McCormack, A., & Griffiths, M. (2011). The effects of problem gambling on quality of life and wellbeing: A qualitative comparison of online and offline problem gamblers. *Gambling Research*, 23, 63–81.
- ²Griffiths, M. (2009). Internet gambling in the workplace. *Journal of Workplace Learning*, 21(8), 658–670.
- ³Williams, R. J., Wood, R. T., & Parke, J. (2012). History, current worldwide situation, and concerns with Internet gambling (pp. 3–26). In R. J. Williams, R. T. Wood, & J. Parke (Eds.), *Routledge international handbook of internet gambling*. Routledge.
- ⁴Crede, M., Chernyshenko, O. S., Stark, S., Dalal, R. S., & Bashshur, M. (2007). Job satisfaction as mediator: An assessment of job satisfaction's position within the nomological network. *Journal of Occupational and Organizational Psychology*, 80(3), 515–538.
- ⁵Williams, R. J., & Volberg, R. A. (2010). *Best practices in the population assessment of problem gambling*. Ontario Problem Gambling Research Centre.

Results

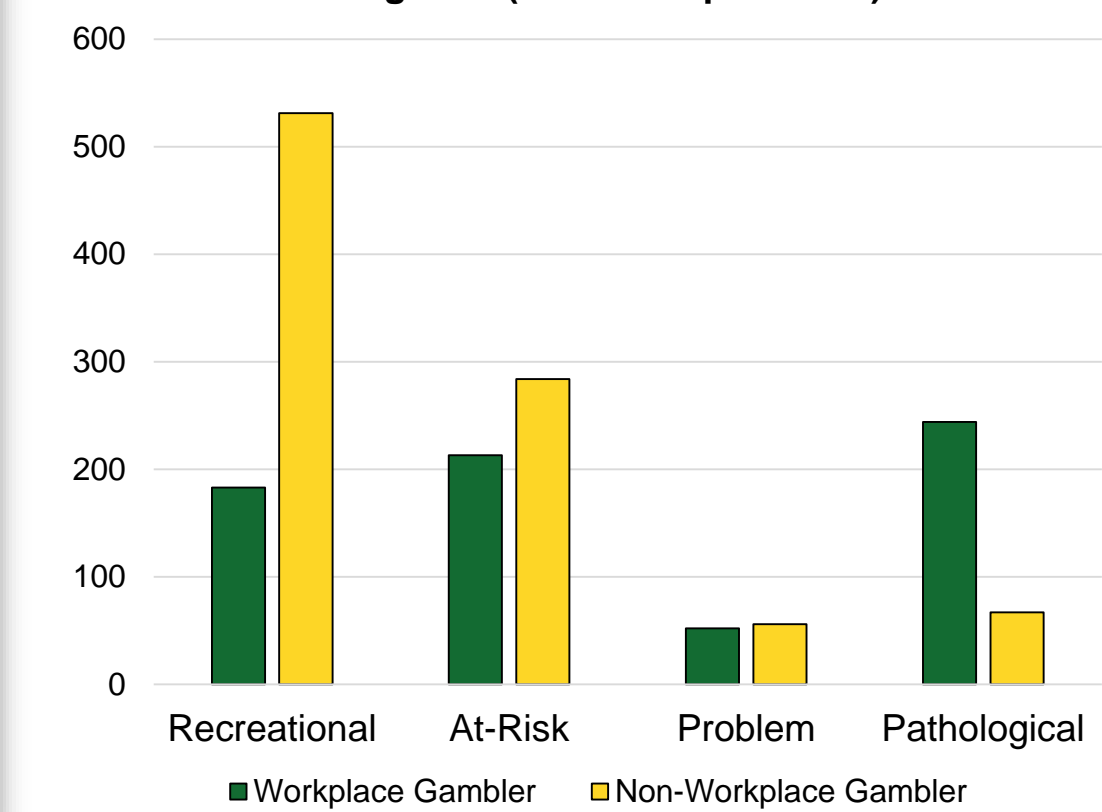


Employer vs. Personal Resources for Gambling in the Workplace (%)

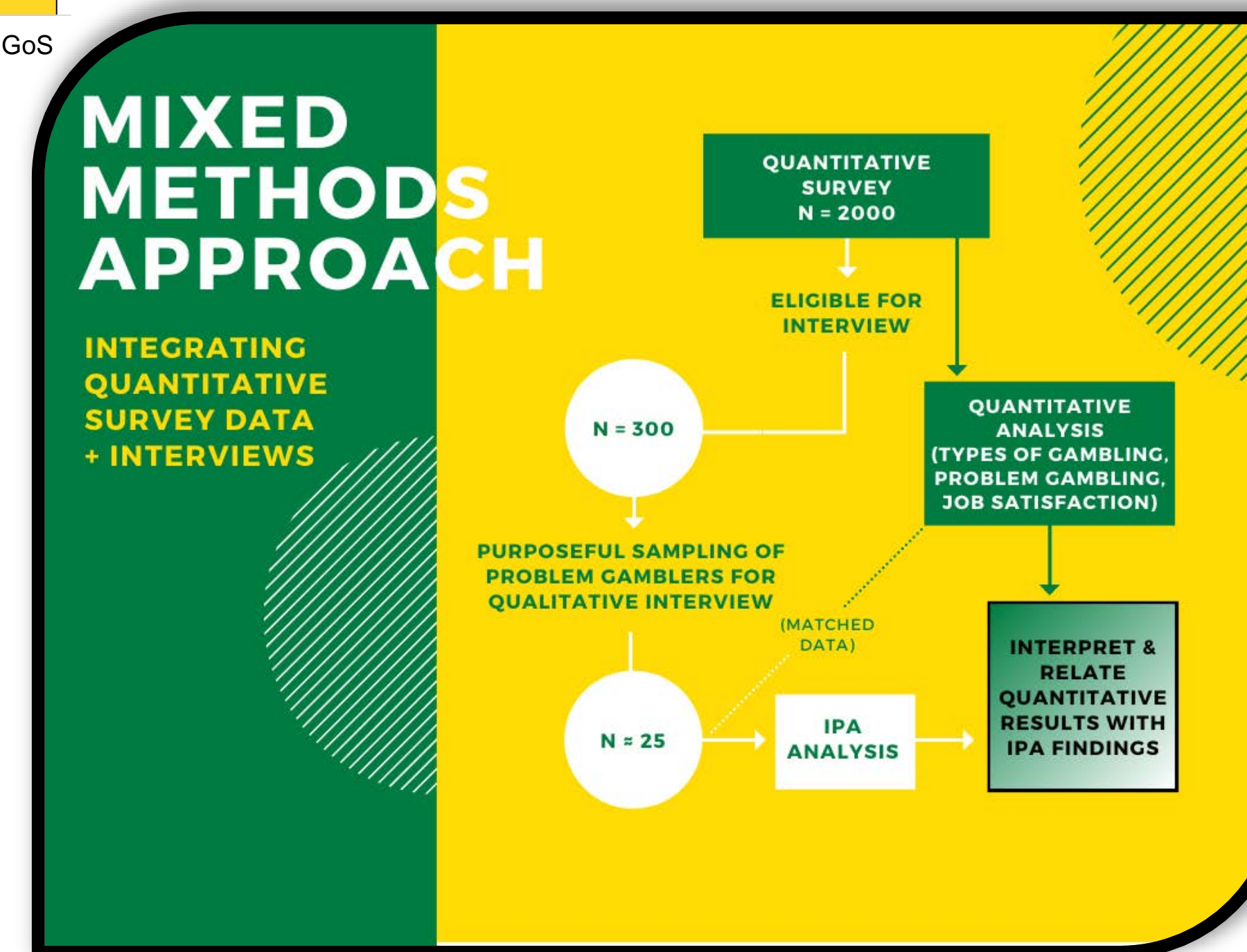


■ Use of Personal Resources
■ Use of Employer Resources

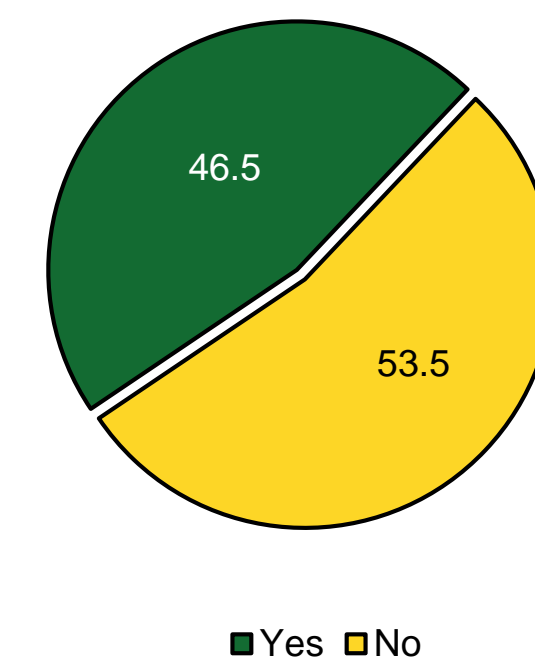
Problem & Pathological Gambling Measure Categories (No. of Respondents)



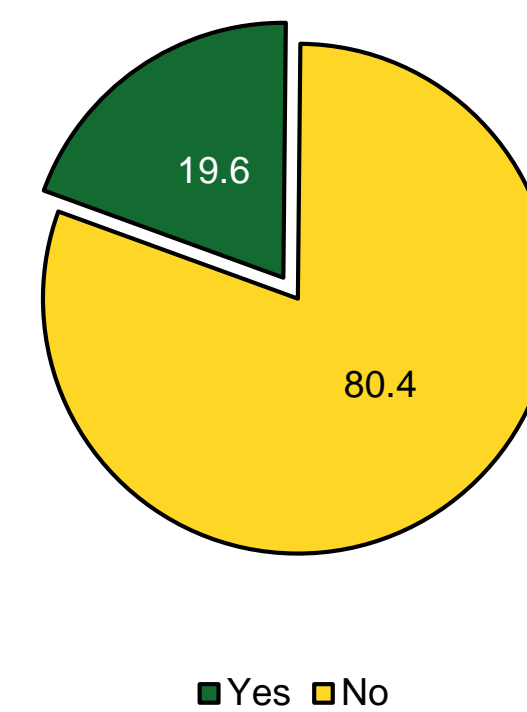
Gambling Motivations by Activity Type (%)



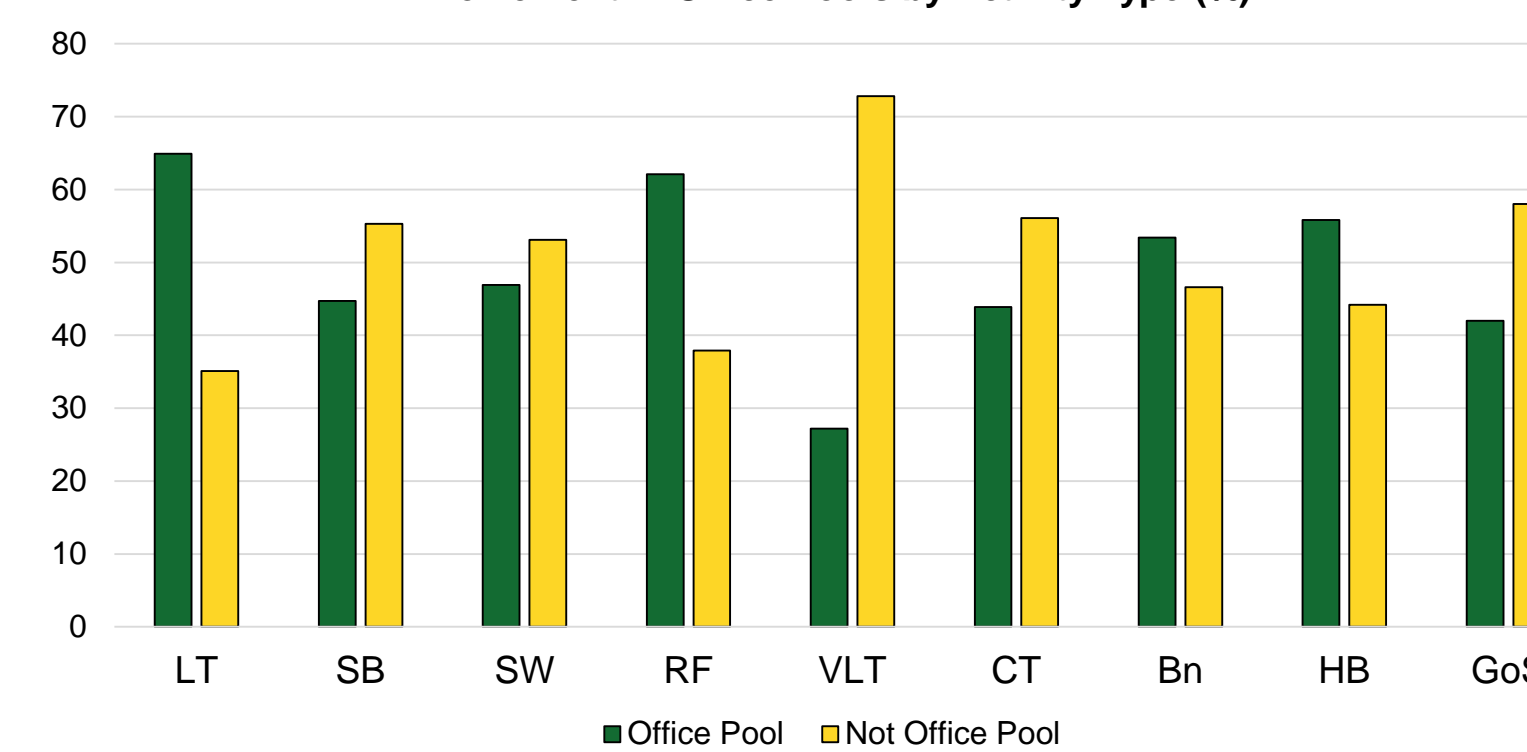
Do you think you would face discipline if your employer/supervisor was fully aware of your gambling in the workplace? (%)



Have you ever been disciplined and/or lost a job as a result of gambling in the workplace? (%)



Involvement in Office Pools by Activity Type (%)



RF=Raffles & fundraisers | SW=Scratch & win | LT=Lottery | SB=Sports betting | HB=Horse betting | Bn=Bingo | CT=Card & table games | VLT=Video lottery terminals | GoS=Betting on games of skill

Discussion & Next Steps

- Greater understanding of the nature and extent of workplace gambling, perceived consequences and the meaning individuals ascribe to their experiences of work and gambling will enhance understandings of the nature of this problem
- Results can improve treatment for problem gambling, inform policy regarding Internet gambling in Canada, and to contribute to employer understandings and approaches to the issue of workplace gambling
- Phase II: Qualitative analysis of workplace gambling experiences**

Gambling in the Workplace



- Negative influence of gambling on work-life
- Influence of career satisfaction
- Availability of online gambling platforms



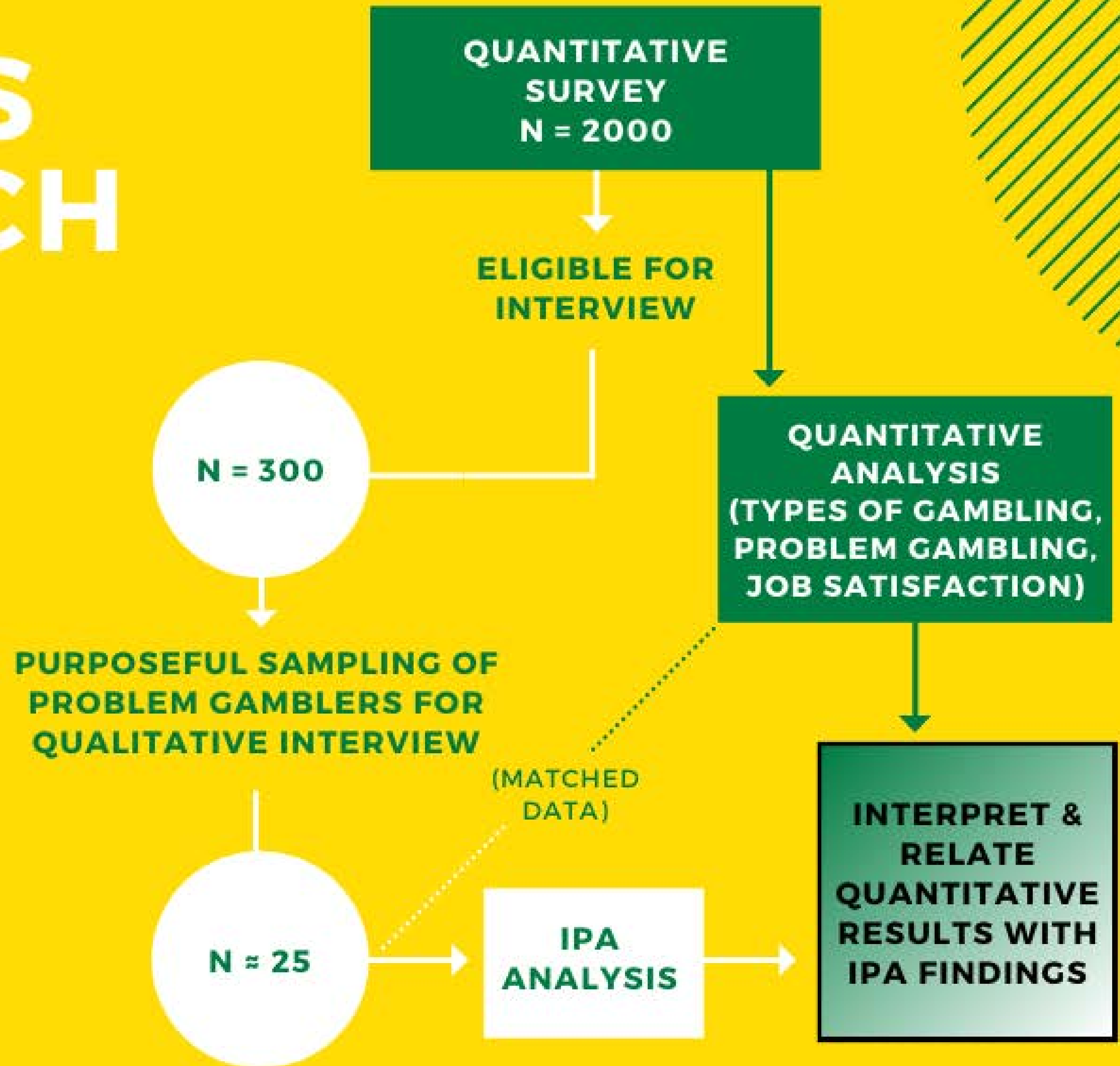
Main Findings

- Lottery & sports betting = most common methods of workplace gambling
- Lottery & raffles = socially motivated (potentially more socially acceptable)
- Some formats more gambling-centric (e.g. sports betting, games of skill)
- Primarily using personal devices, but some using work devices (e.g. 36.3% use employer resources to access gambling)
- 46.5% of respondents would expect to be disciplined for the severity of their workplace gambling habits, but only 19.6% have faced consequences
- Workplace gamblers are more likely to be problem gamblers (PPGM)



MIXED METHODS APPROACH

INTEGRATING QUANTITATIVE SURVEY DATA + INTERVIEWS



References

Crede, M., Chernyshenko, O. S., Stark, S., Dalal, R. S., & Bashshur, M. (2007). Job satisfaction as mediator: An assessment of job satisfaction's position within the nomological network. *Journal of Occupational and Organizational Psychology*, 80(3), 515–538.

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Ethics

Study approved by the University of Alberta
Research Ethics Board
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