

# **VIDEO PRESENTATION**

### 5023 Moderating Effects of Personality on Cyberloafing and Job Burnout

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Cyberloafing is defined as the voluntary acts of employees using their companies' Internet access for non-work related purposes during working hours. In this study, we developed and tested a model examining the moderating influence of personality traits on the relationship between cyberloafing and job burnout. Specifically, the study theorizes the mechanisms through which each of the specific personality traits namely, openness-to-experience, neuroticism, agreeableness, conscientiousness, and extraversion interacts with cyberloafing to differently influence job burnout. Using data obtained from 256 working professionals, we found general support for our proposed model. Theoretical and practical implications of our findings are discussed.

### 5024 Payoffs of Technostress Creators: Evidence from Working Professionals

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Technostress is the phenomenon of stress caused by an inability to cope with the demands of organisational information-and-communication technologies usage. In this study, we developed and tested a model examining the payoffs of technostress creators. Specifically, the study theorizes the effect of technostress creators on first-order job outcomes namely, job engagement and job burnout. Subsequently, we examine the association of these first-order job outcomes with two second order dimensions of job outcomes namely, job satisfaction and turnover intention. Using data obtained from 214 working professional, we found general support for our proposed model. Implications of our findings are discussed.