

# The Moderating Effect of Technostress on the Relationship between Personality Traits and Employee Turnover Intentions

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## ABSTRACT

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Employee Turnover intention has been a point of interest in the human resources literature for a long time, however the relationship between personality and turnover intention has not been thoroughly discussed in literature yet. More importantly, the role technostress and how it affects this relationship is a gap in literature. The aim of this paper is to examine the role technostress plays and introduce it to the HR literature. The research conducted in this study is a quantitative method, where 299 participants were selected to fill a survey that was distributed through online platforms such as linked in, instagram, and whatsapp. The results of the study indicated that there is a negative relationship between personality traits and employee turnover intentions. Also, the results indicated that technostress partially moderates the relationship between some personality traits and employee turnover intentions. After conducting the study, we concluded that technostress does not fully moderate the relationship between personality traits and employee turnover intention, and it depends on the trait.

**Keywords:** Personality Traits, Employee Turnover Intentions, Technostress, information and communication technologies (ICTs).