

"A man is
great by
deeds, not by
birth"

-Chanakya

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**Can meaningful work mitigate the impact of technostress creators?
Evidence from India**

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ABSTRACT

Although prior research has examined the influence of technostress creators on various job outcomes, insights into the influence of meaningful work on the perceptions of individual technostress creators and their impacts on job outcomes are rather limited. In this research, using the lens of Job Demand-Resource (JD-R) framework, we investigate the mitigating influence of meaningful work on the relationship between technostress creators and burnout. We also examine if burnout mediates the relationship between technostress creators and turnover intention. We situate the research in India, one of the fastest growing economies in the world. Analyzing data collected through an online survey that was administered to professionals who regularly use information and communication technologies (ICTs) for their work, we found encouraging pieces of evidence for our hypotheses. Specifically, our findings revealed that burnout mediated the relationship between techno-insecurity and turnover intention, while meaningful work dampens the positive relationship between techno-overload and techno-uncertainty with burnout. The contributions of the study to theory and practice are also discussed.

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