

Appendix (Online Supplement)

Table 1: Exploratory Factor Analysis on Sample Set 1 (400 Cases)
1a. Rotated Component Matrix – “Technostress Creators”

	Component					
	1	2	3	4	5	6
II_1	.790					
II_2	.834					
II_3	.810					
II_4	.617					
II_5	.638					
II_8		.718				
II_9		.748				
II_10		.815				
II_11		.683				
II_12			.661			
II_13			.840			
II_14			.632			
II_16			.707			
II_17				.579		
II_18				.676		
II_19				.772		
II_20				.645		
II_21				.651		
II_22					.709	
II_23					.862	
II_24					.811	
II_25					.772	
II_15			.453			.422
II_6						.726

Note: Factor cross loadings below 0.4 are not shown. Factor 6 is deleted from further analysis.

1b. Rotated Component Matrix – “Technostress Inhibitors”

	Component		
	1	2	3
I2_1	.830		
I2_2	.831		
I2_3	.693		
I2_4	.627	.416	
I2_5	.659		
I2_6		.778	
I2_7		.796	
I2_8		.829	
I2_9		.840	
I2_10			.570
I2_11			.779
I2_12			.893
I2_13			.830

Note: Factor cross loadings below 0.4 are not shown.

Table 2: Testing for the Moderating Effect of (a) “Technostress Inhibitors” on the relationship between “Technostress Creators” and “Job Satisfaction” and (b) sub-factors of “Technostress Inhibitors” on the relationship between sub-factors of “Technostress Creators” and “Job Satisfaction”

Model	Independent Variable	Beta	t-value-	Significance
1	Technostress Creators	-0.153	-2.96	0.003
	Technostress Inhibitors	0.351	8.45	0.000
	Moderator	-0.005	-0.88	0.378
2	Techno- Overload	-0.093	-2.83	0.005
	Technical Support Provision	0.241	6.28	0.000
	Moderator	0.001	0.03	0.973
3	Techno- Insecurity	-0.099	-2.67	0.008
	Technical Support Provision	0.240	6.26	0.000
	Moderator	0.002	0.05	0.961
4	Techno- Invasion	-0.085	-2.38	0.018
	Technical Support Provision	0.262	6.69	0.000
	Moderator	0.047	1.11	0.270
5	Techno- Uncertainty	0.030	0.76	0.451
	Technical Support Provision	0.239	6.10	0.000
	Moderator	-0.048	-1.14	0.254
6	Techno- Complexity	-0.066	-1.67	0.098
	Technical Support Provision	0.242	6.26	0.000
	Moderator	-0.021	0.45	0.652
7	Techno- Overload	-0.083	-2.51	0.012
	Literacy Facilitation	0.262	7.44	0.000
	Moderator	-0.044	-1.35	0.177
8	Techno- Insecurity	-0.110	-2.99	0.003
	Literacy Facilitation	0.265	7.66	0.000
	Moderator	-0.051	-1.34	0.180
9	Techno- Invasion	-0.083	-2.34	0.020
	Literacy Facilitation	0.269	7.75	0.000
	Moderator	0.001	0.02	0.982
10	Techno- Uncertainty	-0.008	-0.20	0.841
	Literacy Facilitation	0.264	7.37	0.000
	Moderator	-0.056	-1.45	0.147
11	Techno- Complexity	-0.040	-0.99	0.324
	Literacy Facilitation	0.257	7.28	0.000
	Moderator	0.022	0.55	0.580
12	Techno- Overload	-0.101	-3.06	0.002
	Involvement Facilitation	0.200	6.00	0.000
	Moderator	-0.007	-0.22	0.825
13	Techno- Insecurity	-0.148	-3.93	0.000
	Involvement Facilitation	0.217	6.56	0.000
	Moderator	-0.035	-0.99	0.325
14	Techno- Invasion	-0.115	-3.15	0.002
	Involvement Facilitation	0.222	6.61	0.000
	Moderator	-0.057	-1.55	0.122
15	Techno- Uncertainty	0.020	0.51	0.609
	Involvement Facilitation	0.198	5.87	0.000
	Moderator	-0.021	-0.58	0.564
16	Techno- Complexity	-0.082	-2.06	0.040
	Involvement Facilitation	0.201	6.09	0.000
	Moderator	0.051	1.32	0.188