

# A Moderated Mediation Model of Technostress Influencing Workaholism in the Context of Digital Transformation: Examining the Roles of Job Insecurity and Technological Self-Efficacy



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## OBJECTIVE

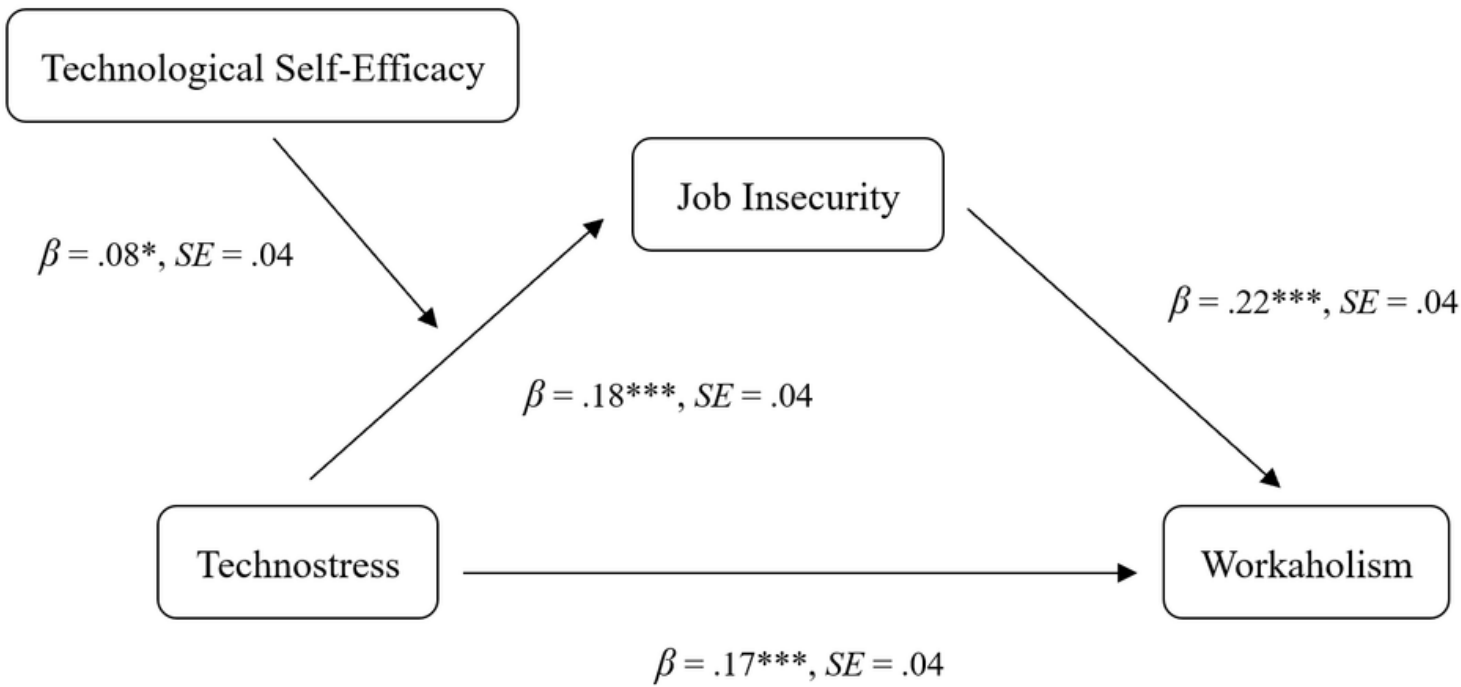
Under the digital transformation context, this study utilizes Conservation of Resources theory to examine the structural mechanism linking technostress to workaholism. Specifically, we analyze the mediating role of job insecurity and explore how technological self-efficacy acts as a boundary condition that unexpectedly intensifies technology-driven insecurity.

## METHODS

Participants were individuals who regularly engaged in technology-related work environments. Measures included the Technostress Scale, Job Insecurity Scale, the Brief Inventory of Technology Self-Efficacy-Short Scale (BITS-SF), and the Work Addiction Risk Test (WART). Finally, moderated mediation modeling was performed using SPSS PROCESS Macro (Model 7) with 5,000 bootstrap resamples to validate the theoretical paths.

## RESULTS

Data were collected from 610 Taiwanese employees (50.3% female; modal age 45–54 at 32.0%). PROCESS Model 7 confirmed that job insecurity significantly mediated the path from technostress to workaholism ( $\beta = .04$ , 95% CI [.02, .07]). Crucially, the moderated mediation index was significant (Index = .02, 95% CI [.00, .04]). Simple slope analysis confirmed the first-stage moderation, and conditional indirect effect analysis further revealed that the indirect effect of technostress on workaholism via job insecurity was stronger at high levels of technical self-efficacy ( $\beta = .06$ , 95% CI [.03, .09]), whereas it was weaker and non-significant at low levels ( $\beta = .03$ , 95% CI [.00, .06]).



## RESULTS

Table 1  
Results of the Moderated Mediation Analysis

| Path/Effect                                                                                  | $\beta$ (SE) | 95% CI       |
|----------------------------------------------------------------------------------------------|--------------|--------------|
| Technostress $\rightarrow$ Job Insecurity (a)                                                | .18(.04)***  | [0.10, 0.26] |
| Job Insecurity $\rightarrow$ Workaholism (b)                                                 | .22(.04)***  | [0.14, 0.29] |
| Technostress $\rightarrow$ Workaholism (c')                                                  | .17(.04)***  | [0.10, 0.25] |
| <b>Indirect Effect (a <math>\times</math> b)</b>                                             |              |              |
| Low Technological Self-Efficacy                                                              | .03(.01)     | [0.00, 0.06] |
| High Technological Self-Efficacy                                                             | .06(.02)     | [0.03, 0.09] |
| Interaction (Technostress $\times$ Technological Self-Efficacy $\rightarrow$ Job Insecurity) | .08(.04)*    | [0.01, 0.15] |
| Index of Moderated Mediation                                                                 | .02(.01)     | [0.00, 0.04] |
| <b>Total Effect</b>                                                                          | .21(.04)***  | [0.13, 0.29] |

Note. N = 610. CI = confidence interval; SE = standard error.  
\* $p < .05$ . \*\*\* $p < .001$ .

## DISCUSSION

Our findings demonstrate that technostress significantly predicts workaholism through the mediating role of job insecurity, aligning with observations by Molino et al. (2020) regarding technology-driven boundary blurring. Crucially, the moderation analysis extends Conservation of Resources theory. Contrary to the traditional buffering hypothesis proposed by Yener et al. (2021), high technological self-efficacy unexpectedly intensifies the relationship between technostress and job insecurity. Consistent with Zhao and Wu (2023), highly efficacious individuals exhibit greater sensitivity to AI substitution risks, rendering technological confidence a psychological burden under intense demands. Consequently, organizations undergoing digital shifts must look beyond basic skills training; they must actively cultivate psychological safety and career conversion paths to mitigate compulsive over-connection and prevent severe employee burnout.

## REFERENCES

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