

## **The Role of Big Five Personality Factors in the Relationship between Job Stress and Emotional Exhaustion and Fatigue**

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### **Abstract**

This research was conducted with the aim of investigating the moderating role of big five personality factors in the relationship between job stress and emotional exhaustion and fatigue. Research statistical population was employees of a public organization in Tehran city, Iran. Among them, two hundred sixty five employees were selected using systematic random sampling. Research instruments were Big Five Personality Factor Questionnaire, Job Stress Questionnaire (JSQ), Emotional Exhaustion Questionnaire (EEQ) and fatigue researcher-made Questionnaire. Data were then analyzed using Pearson's correlation coefficient and hierarchical regression analysis. Results revealed that neuroticism moderates the relationship between job stress and emotional exhaustion and fatigue. Simple slope analysis showed that in high neuroticism, rather than low neuroticism, there is a stronger positive relationship between job stress and emotional exhaustion and fatigue. Results of the current research also indicated that high neuroticism is a risk factor for relating job stress to emotional exhaustion and fatigue.

**Keywords:** Big five personality factor, Emotional exhaustion, Fatigue, Job stress.