

## Publication

# The Stress-Burnout Relationship: Examining the Moderating Effect of Physical Activity and Intrinsic Motivation for Off-Job Physical Activity

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Current research highlights the need to critically examine the factors that can reduce the relationship between work stress and burnout to improve employee health and well-being, as well as to create healthier workplaces. The objective of this study was to enhance insight into the association between stress and job burnout by testing the moderated moderating effect of off-job physical activity (PA) and intrinsic motivation for off-job PA on this association. A total of 369 university staff (70% females) completed a web survey comprising measures of perceived stress, job burnout, PA, and intrinsic motivation for PA. A three-way conditional process model revealed that the "Stress  $\times$  PA" interaction was significant for cognitive weariness, and that the three-way interaction between "Stress  $\times$  PA  $\times$  Intrinsic Motivation for PA" was significantly related to job burnout, and to cognitive weariness. The results highlight (a) that stress was associated with higher levels of job burnout; (b) that under a high stress condition, PA was negatively linked to cognitive weariness; and (c) that intrinsic motivation for PA reinforced the positive moderating effect of PA on the stress-burnout relationship, especially when stress is high.

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