BIG FIVE PERSONALITY TRAITS AS FACTORS INFLUENCING VIDEO CONFERENCING FATIGUE AMONG WORK FROM HOME OFFICE WORKERS

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ABSTRACT

Video Conferences became a big part not only in school settings but also in the industrial and organizational field of work when this COVID-19 pandemic started. This study aims to determine the influence of the big five personality trait's Openness, Conscientiousness, Extraversion, Agreeableness, and Neuroticism towards video conferencing fatigue among work from home workers. Using a non-probability sampling technique, specifically, purposive sampling, a total of 111 work-from-home office employees participated in the study and employed a descriptive correlational design. The results suggest that the domain Neuroticism has a significant positive correlation with Video Conference Fatigue with the use of Pearson's r correlation. However, Extraversion, Agreeableness, Conscientiousness, and Openness is not significantly related with the outcome variable. These findings suggest that consistent with the literature, those individuals with high in Neuroticism tend to report more fatigue and with the current study, a higher video conferencing fatigue.

Keywords: personality, work from home, videoconferencing

INTRODUCTION

As people navigated into the new normal due to the COVID-19 pandemic, everything shifted to an online setting wherein video conferencing became the new platform for communications especially at work. Hence, "video conferencing went from a novelty to a necessity" causing its usage to increase due to people staying at home and not allowed to go out all over the world, but although video conferencing is digital one can still experience exhaustion (Fauville, 2020). Working from home with the use of computers or teleworking shows impact to the employees since it changes the way people work. (Sardeshmukh, et al., 2012). In addition, the study of Fauville, et. al. (2020) proved that frequency, duration, and packed meetings intensify video conferencing fatigue. According to Langvik, et al., (2019), being able to understand the connection of fatigue and personalities among workers is important as it helps organizations to immediately identify potential threats in work productivity among their employees. Hence, the researchers will seek to know if the big five personality factors have influence in the video conferencing fatigue.

Video Conferencing Fatigue

The term video conferencing fatigue ("Zoom Fatigue") was coined as a result of the increased usage of "Zoom," which is the most commonly used video conferencing app with a reported around 300 million regular meetings since the pandemic lockdown began in April 2020 and continues to expand still.and the construct of video conferencing fatigue

is now defined by (Fauville, et al., 2021; Iqbal, 2020) as "feeling of exhaustion from participating in video conference calls". A study conducted by Bennett A., Campion E., Keeler K., and Keener S., (2021) tested the validity of video conferencing fatigue (zoom fatigue) as a construct and it was confirmed by 92.9% of the participants in their qualitative survey. Moreover, a study by Fauville, G., Luo, M., Queiroz, A. C. M., Bailenson, J. N. and Hancock, J. (2021) seek factors that affects video conferencing fatigue have found that video conferencing fatigue (Zoom fatigue) increased with frequency, duration of meetings, and burstiness (i.e., shorter time in between various meetings) and that women experienced more fatigue than men, even after controlling for differences in usage of the app, demographics and personality types like introversion and extraversion.

Video conferencing as a form of computer mediated communications (CMC), have a variety of purposes such as tools for collaboration, saving time, and minimizing travel-related stress which can be very helpful during this time of pandemic to stay socially connected (Nguyen, et al., 2021). It was also considered that working from home with the use of a computer is beneficial since it reduces the time pressure and time-related stress of the employees since they do not need to stress about the travel time into work (Sardeshmukh, et al., 2012). However, it is not assured that video conferencing is fully beneficial for the employees, according to Denstadli, Julsrud, & Hjorthol (2012), in their study on Norweigian business travellers a lot of business travellers use face to face (FTF) meetings rather than video conferencing (VC) since it provide opportunities for developing new business connections and informal conversations, but according to the authors, VC and FTF meetings can be more beneficial to be used complementarily, since many face to face meetings probably cannot be replaced by video conferencing, and vice versa. Sardeshmukh, et al., (2012) on the other hand says that video conferencing is beneficial since it reduces the time pressure and time-related stress of the employees since they do not need to stress about the travel time into work, however, that assumption is not assured that video conferencing is fully beneficial for the employees. With video conferencing being widely used as a mode of communication in the workplace during the pandemic, fatigue is the number one complaint of employees, and digital technology is seen to be the cause presented in the study of Dol, K., (2016), that computer-related tasks (like video conferencing) cause high visual and motor demands, like frequent usage cause eye fatigue to its users. Furthermore, Bennett A., Campion E., Keeler K., and Keener S., (2021) studied the changes in fatigue after video conference meetings during Covid-19, and it was found that it is not video conference itself that affects fatigue, but it is when video conference occurs for instance. The study suggests that video conference fatigue can harm employee well-being, however, results have found that there are aspects like group belongingness, use of mute features, and time of day that can alter the likelihood of fatigue.

Recent studies have explored different factors on what influences the likelihood of fatigue especially at work, in a study conducted by Dol K., (2016) supported the preliminary assumption that computer related tasks cause high visual and motor demands, like for instance frequent usage cause eye fatigue to its users, they found that the key regions of pain are the neck, shoulders, and waist. In addition, the self-reported fatigue scores increased with the amount of internet use, this implies that the pain levels and the fatigue of the participants increased in relation to the duration of their internet use per day. On the other hand, Gultom S., Endriani D., Harahapa A., (2020) correlated these mental and physical fatigue with age of computer users, and found that elderly employee group, so was the younger employee group, was both having physical and mental fatigue when performing computer related tasks. This implies that age is not the factor for the employees experiencing fatigue when using computers. Furthermore, the results from the study of Bolliger & Halupa (2020) tested the technology fatigue of faculty in higher education and negated the results from previous studies. Their results indicated that their participants reported relatively low and moderate levels of technology fatigue and perhaps the instructors do not experience high levels of fatigue because they noted that technology use is all over in our society and workplaces, which means that they were used to it, participants also disagreed that they feel tired of using technology. This was supported by the study of Johnson D., et. al., (2018) who found that fatigue was not dependent on physical energy that is exerted, or perceived work demands at work, but it was related to perceived control over work and perceived reward associated. These findings on control and reward as a predictor of fatigue is consistent with the motivational control theory of Hockey (2011).

Big Five Personality

Recent studies have found that personality traits Openness, Extraversion, and Neuroticism can affect workplace stressors like burnout either positively or negatively. A study conducted by Kashyap, N. & Sharma, A. (2017) have found that open-minded people (individuals high

in openness) can be expected not to be easily emotionally exhausted, since the assumption is that they are adjustable and adaptable to new situations which implies that Openness may be associated with lesser stress, and with extraversion, emotional exhaustion is negatively correlated with male and female samples, this can be because of high self-confidence and dominance and optimism of highly extroverted individuals. On the other hand, Maylor, S. (2017) argued that individuals high in Neuroticism experienced less or reduced feelings of personal accomplishment and it was found that Neuroticism was the only trait that showed a correlation with all three dimensions of burnout. This were also congruent with the longitudinal study of Langvik, E., Lehouillier, I.S., & Sorengaard, T.A. (2019) which showed that neuroticism had a positive correlation with both physical and mental fatigue at Time 1 and was the only trait that could predict physical fatigue at Time 2. Moreover, the longitudinal study also showed that the personality trait Agreeableness, which is defined in the study of Abbondanzio, M., (2020), as friendliness and cooperativeness of an individual, appeared to have a negative correlation with fatigue at work, especially physical or mental fatigue, hence the personality trait Extraversion, which is a trait that is known for activeness, assertiveness, and act of sociability of a person (Abbondanzio, M., 2020), only showed a negative correlation with mental fatigue when it was measured at the same time. While the personality trait Conscientiousness, which is also known as a trait that complies with organization, efficiency, and planning, was revealed to have a positive association with emotional facets of burnout which may lead to emotional fatigue (Armon, G., Shirom, A., & Melamed, S. 2012). This is also supported by the study of Azeem, D. (2013), that Conscientiousness can significantly predict burnout among healthcare employees, but it can also help against the effects of work burnout.

Various studies on big five personality and burnout on employees also further revealed that the big five personalities to be critical on both individual and organizational performance. Big five personalities vary differently on burnout and emotional regulation depending on individuals' personality traits. In the study of Santos, Mustafa, & Chern, (2016), on personality being useful in determining whether employees are likely to experience strain by their emotion regulation, highlights that certain personality traits buffer or exacerbate the stress caused by emotion regulation. The study found that people high in conscientiousness are emotionally stable and are not susceptible to personal or work-related burn-out while extraverted ones who use deep acting emotional regulation were less likely to experience personal and work-related burnout, since extroverts are more sensitive to rewards and are likely to be more emotionally reactive. In addition, the conscientiousness trait prevents the symptoms of burnout wherein employees with high conscientiousness can cope up with the possible stress they may encounter in work. On the other hand, the study of Enwereuzor, et, al (2017) studied the moderating role of agreeableness and conscientiousness between emotional exhaustion and workplace deviance. It was found that the more agreeable and conscientious the employee is, the less likelihood for it to have workplace deviance, which implies that agreeableness and conscientiousness alters workplace deviance which also lowers emotional exhaustion.

Characteristics such as openness to certain objects and people, engagement in discourse, and openness to interpretation make up personality traits. The use of the Network for social media sites has grown in popularity, and as an outcome of this popularity, the number of social networking consumers has risen significantly in recent years. According to the surveys, in some countries the concept of social media exhaustion has indeed emerged among the users of different social media platforms, and this greatly causes their passion for digital networking to subside. Lee, C., Chou, S.T., & Huang, Y. (2014) conducted a study examining the correlation between social media fatigue and the Big Five personality, and the results showed that Big Five personality has an impact on social media fatigue. It is concluded in the study that the take of a person on social activities, functions, and contents can vary on the individual's personality traits on how long one can spend time on these sites. In line with this, according to Pflügner, Mattke, & Maier (2019) study that using information and communication technologies (ICTs) such as social medias, video conferencing apps etc. can make the individuals experience techno-stressors which can cause unproductivity and emotional exhaustion. It is highlighted in the findings that specific personality traits do not necessarily have a positive or negative influence on techno stressors but it rather depends on the combination of these big five traits if it would predispose such stress on individuals, these six different combinations of personality traits to predispose to techno-stressors are namely neurotic-agreeable (C1), neurotic-conscientious (C2), agreeable conscientious (C3), neurotic-agreeable and conscientious (C4), open-extraverted and agreeable (C5), and open-neurotic (C6).

The persistent view of studies on fatigue is that it has been caused by the exhaustion of bodily resources from carrying out work. But the Motivational Control Theory of fatigue by

Hockey (2011) supports the assumptions of recent findings on the big five personality as a predictor of fatigue at work. The Motivational Control Theory of fatigue conceptualizes fatigue as a state resulting from extended use of executive (high effort) control strategies and reflecting the conflict between current goals and alternative goals for the control of an action. It assumes that it is more likely that fatigue will turn out to be problems of cognitive control rather than with a loss of physical energy resources. By theory, Hockey (2011), postulates that fatigue is a problem of the management of control rather than of energy exertion. This means that fatigue is a result of conflict between the innate competing cognitive and behavioral tendencies of an individual like the personality, for instance. However, it is not clear in the current findings and assumptions in the literature on whether personality still constitutes fatigue in relation to work from home employees using video conferencing applications during the COVID-19 pandemic. Thus, based on the collected studies mentioned above, the researchers come up with the following hypothesis.

The researchers hypothesized that only the domain Neuroticism will show a positive correlation with video conference fatigue while the domains; Extraversion, Agreeableness, Conscientiousness, and Openness will have a negative correlation with video conference fatigue.

H1: Neuroticism has positive influence with Video Conferencing Fatigue

H2: Openness has negatively influence with Video Conferencing Fatigue

H3: Conscientiousness has negative influence with Video Conferencing Fatigue

H4: Extroversion has negative influence with Video Conferencing Fatigue

H5: Agreeableness has negative influence with Video Conferencing Fatigue

The purpose of this study is to provide additional information to the employees working from home to organizations that utilize video conferencing as means of communication for work, and to other researchers that seek supplemental information regarding the relationship of personality traits towards video conferencing fatigue, which is a very relevant topic not only for this time but also in to the future, as the world progresses and fully adapts on technological setting.

METHODOLOGY

Participants

To carry out the study, a purposive sampling technique will be used to select participants. The samples that were chosen to participate are based on the goals of the study and should qualify with the certain criteria set by the authors. In this study, the participants must be qualified in this criterion: any employees that are currently working from home, residing in the Philippines, that use video conferencing platforms such as Zoom, Skype, Google meet, MS teams and others most of the days in their work. In this way the researchers can focus on the characteristics of the participant of interest, which will best enable for conclusive results. Data gathering remotely within a short period of time, the researchers chose participants that were within the reach.

Among the 111 participants, their job positions were 17 (15.3%) Teachers, 17 (15.3 %) Customer Service Representatives, 11 (10%) BPO Worker, 9 (8.1%) Analyst, 8 (7.2 %) Manager, 4 (3.6%) Sales Associate, 2 (1.8%) Designer, 2 (1.8%) Engineer, 2 (1.8%) Financial Advisor, 2 (1.8%) Librarian, 2 (1.8%) School Admin, 2 (1.8%) Associate Program Coordinator, 2 (1.8%) Trainer, 2 (1.8%) Virtual Assistant, 2 (1.8%) Content Developer and 27 (24.3%) other positions such as English Tutor, CEO, IT, and Office Staff. See table 1.

Table 1. Job Positions of the Respondents

Job Position	Frequency	%
Teacher	17	15.3%
Customer Service Representative	17	15.3%
BPO Worker	11	10%
Analyst	9	8.1%
Manager	8	7.2%
Sales Associate	4	3.6%
Designer	2	1. 8%
Engineer	2	1.8%
Financial Advisor	2	1.8%
Librarian	2	1.8%
School Admin	2	1.8%
Associate Program Coordinator	2	1.8%
Trainer	2	1.8%
Virtual Assistant	2	1.8%
Content Developer	2	1.8%
Others (English Tutor, CEO, IT, Office Staff)	27	24.3%

**N=111

Materials

A demographic questionnaire with questions given such as age, sex, and job position, along with self-administered questionnaire that includes questions such as "What app do you use in video conferencing at work?" and "How long does the video conferencing take during your work?" will be used in the study alongside with the two research tools to measure the variables.

Zoom Exhaustion & Fatigue Scale

The Zoom Exhaustion & Fatigue Scale is a 15-item test developed in Stanford University by Fauville, et al., (2021), which measures the five dimensions of fatigue, namely: (a) general fatigue involve items such as how tired do you feel after video conferencing?, (b) social fatigue involve items such as How much do you want to be alone after video conferencing?, (c) emotional fatigue involve items such as how emotionally drained do you feel after video conferencing?, (d) visual fatigue involves items such as how blurred does your vision get after video conferencing?, and (e) motivational fatigue involve items such as how often do you feel like doing nothing after video conferencing? . Each item is scored based on a 5-point Likert scale where 1 means "not at all", 2 means "slightly", 3 means "moderately", 4 means "very", and 5 means "extremely". A summation of the scores will be obtained to assess the final Zoom Exhaustion & Fatigue Scale score that will determine the level of fatigue. A total of 114 participants took part in the development of the scale. The reliability on constructs was above .8 (general fatigue: $\alpha = .88$, visual fatigue: $\alpha = .88$, social fatigue: $\alpha = .84$, motivational fatigue: $\alpha = .83$, emotional fatigue: $\alpha = .86$), this indicates a good scale reliability. For the validity, ZEF Score was positively correlated to the three measures of video conferencing use to a higher level of fatigue is associated with having more meetings (frequency, $r(202) = .23$, $p < .005$), longer meetings [duration, $r(202) = .17$, $p < .05$], and the tendency to cluster meetings together without breaks in between [burstiness; $r(202) = .17$, $p < .05$], suggesting high convergent validity. Lastly, a confirmatory factor analysis revealed a good fit and dimensionality of the 5-factor structure in diverse adult sample: CFI = .958, TLI = .949, RMSEA = .076 and SRMR = .050, $X2 (85) = 185.17$.

Big Five Inventory-2 Short Form (BFI-2S)

The Big Five Inventory-2 Short Form (BFI-2S) with 30-item inventory developed by Sotto and John (2017) to measure the Big Five Personality domains (a.) Extraversion with an item includes "Is dominant, acts as a leader", (b.) Agreeableness with items such as "Is compassionate, has a soft heart", (c.) Conscientiousness with items such as "Is reliable, can always be counted on", (d.) Negative Emotionality with items such as "Worries a lot", and (e.) Open-mindedness with items such as "Is fascinated by art, music, or literature". It is a Likert scale type with 1 as strongly disagree to 5 as strongly agree. The authors found that the BFI-2-S retained much of the full measure's reliability and validity of the full 60 item BFI-2 scale. Their study 1 found that Congruence coefficients comparing pairs of corresponding factors across samples were at least .96. This suggests that BFI-2-S have a clear Big Five structure. The study 2, in each validation sample, part-whole correlations for the BFI-2-S averaged .95 (total range across the two samples = .94 to .97), this replicated the preliminary findings from Study 1, BFI-2-S capture approximately 91% and 80%, respectively, of the total variance in the full 60 item BFI-2 domain scales. In addition, the Alpha of the BFI-2-S domains averaged .77 or .78 (total range = .73 to .84), replicating the preliminary findings from Study 1, which means that BFI-2S retained approximately 91% of the full measure's internal consistency. Lastly, when they examined the replication of the factor loadings across the validation samples, the congruence coefficients between corresponding factors were at .97 (M = .98) for the BFI-2S. These results indicated that BFI-2 short forms have a valid and reliable measure for big five personality traits.

Procedure

The researchers conducted an online survey for data gathering with the use of Google forms, wherein the tests were administered individually to each participant using email and messaging platforms. Prior to the answering of the questionnaires, an informed consent will be presented to the participants. Participants who agreed to participate in the study will answer the demographic questionnaire which includes personal information questions such as name, age, sex, and type of job. After answering the demographic questionnaire, the participants will proceed on answering the Zoom Exhaustion and Fatigue Scale by (Fauville, 2021) to measure the level of video conferencing fatigue, followed by the Big Five Inventory-2 Short Form by (John and Soto,

2015). To assess their personality traits, in the domains such as Extraversion, Agreeableness, Conscientiousness, Negative Emotionality, and Open-mindedness. Finally, there would be a debriefing section for the researchers to address any concerns, and clarifications from the participants, via email.

Design

The study used descriptive and correlational research design to provide statistically significant findings about the video conferencing fatigue among work from home office employees. Thus, this will accurately and systematically describe the video conferencing fatigue among work from home office workers. It will seek to find what domains of the big five personality traits are influencing the video conferencing fatigue and how it is happening at work from home office employees. Jeffreys's Amazing Statistics Program or JASP, will be used to run the gathered data. A test for Correlation Coefficient will be employed to find the linear correlation between the big five personality factors and video conferencing fatigue. This will give the quick and simple summary of the direction and strength of the relationship between the variables. In addition, Multiple regression analysis will be employed to produce a regression equation where the coefficients will represent the relationship between each independent variable and the dependent variable. This would determine which big five personality factors significantly influence the likelihood of video conferencing fatigue. Hence, the results will be used to make empirical findings and conclusions of the study.

RESULTS AND DISCUSSION

The researchers hypothesized that the Big Five Personalities are factors that can influence Video conferencing fatigue. Means and Standard Deviation of Video Conferencing Fatigue with the use of Zoom Exhaustion and Fatigue (ZEF) and the Big Five Personality were as follows. The respondents scored moderately high in having video conferencing fatigue. Whilst the Big Five Personality were Agreeableness seemed to be the dominant personality among the respondents, which showed that most of the respondents are very warm and sociable people. See table 2.

Table 2. Mean and Standard Deviation of Zoom Exhaustion and Fatigue and Big Five Personality

Variables	M	SD
Video Conferencing Fatigue		
Zoom Exhaustion and fatigue (ZEF)	41.955	14.218
Big Five Personality		
Extraversion	18.099	2.892
Agreeableness	22.450	3.416
Conscientiousness	21.117	3.731
Neuroticism	17.189	4.377
Openness	19.838	2.627

**N=111

The study shows that out of the different video conferencing applications, Zoom with 66 (59.5%) is the most frequently used application, followed by MS Teams with 59 (53.2%), Google Meet, with 47 (42.3%), Skype with 23 (20.7%), and other applications with 12 (10.8%) like Webex, Chimes, and etc. See table 3.

Table 3. Different Video Conferencing Applications

Video Conferencing App	Frequency	Percentage
Google Meet	47	42.3%
Skype	23	20.7%
Zoom	66	59.5%
MS Teams	59	53.2%
Others (Webex, Chimes ...)	12	10.8%

**N=111

Most of the respondent's length of video conferencing were 1 hour with 27 (24.3%), followed by 6 hours or more with 21 (18.9%), 2 hours with 16 (14.4%), less than an hour with 16 (14.4%), 3 hours with 13 (11.7%), 4 hours with 13 (11.7%), and lastly, 5 hours with 5 (4.5%). See table 4.

Table 4. Length of Video Conferencing

Length of Video Conferencing	Frequency	Percentage
Less than an hour	16	14.4%
1 hour	27	24.3%
2 hours	16	14.4%
3 hours	13	11.7%
4 hours	13	11.7%
5 hours	5	4.5%
6 hours or more	21	18.9%

**N=111

In determining the relationship between Big Five Personality to Video conferencing fatigue, a correlation was

used as a statistical treatment for the data. The statistical treatment showed that Extraversion, Agreeableness, and Neuroticism has a positive correlation with Video Conferencing Fatigue. On the other hand, Conscientiousness and Openness has a negative correlation with video conferencing fatigue. Among the big five personality Neuroticism is the only trait to be found to have a significant relationship with video conferencing fatigue. See table 5.

Table 5. Correlation Matrix of the Big Five Personality and Zoom Exhaustion and Fatigue

Variable		ZEF	Extraversion	Agreeableness	Conscientiousness	Neuroticism	Openness
1. ZEF	Pearson's r	--					
2. Extraversion	Pearson's r	0.023	--				
3. Agreeableness	Pearson's r	0.091	0.308***	--			
4. Conscientiousness	Pearson's r	-0.045	0.309***	0.352***	--		
5. Neuroticism	Pearson's r	0.218*	-0.185	-0.129	-0.453***	--	
6. Openness	Pearson's r	-0.036	0.184	0.287**	0.230 *	-0.390***	--

**N=111, * p < .05, ** p < .01, *** p < .001

This research is conducted to determine if Extraversion, Agreeableness, Conscientiousness, Neuroticism and Openness influence video conferencing fatigue among work from home employees. It is hypothesized that the five predictor variables will be associated with video conferencing fatigue. The results show that the 6.3% of the variance is explained by the five predictors, F (5,105) = 1.422, p<.001). Specifically, Neuroticism positively correlated with video conferencing fatigue. On the other hand, Extraversion, Agreeableness, Conscientiousness, and Openness is not significantly related with the outcome variable. This suggests that those individuals with high in Neuroticism tend to report having higher video conferencing fatigue. See table 6.

Table 6. Multiple Regression Analysis with Video Conferencing Fatigue as Outcome Variable

Predictor	SE	*β*	*t*	*p*
Intercept	18.641		0.616	0.539
Extraversion	0.503	0.028	0.276	0.783
Agreeableness	0.444	0.100	0.940	0.349
Conscientiousness	0.435	0.021	0.181	0.857
Neuroticism	0.368	0.255	2.253	0.026
Openness	0.576	0.025	0.236	0.814

**R^2= .063(N = 111, p< 0.001) CI confidence interval for B

CONCLUSION

Consistent with the literature and the hypotheses of the researchers, the findings of this study shows that Neuroticism is the only personality trait that was found to have a significant influence with video conferencing fatigue. Although the present results of the study revealed that being high in Neuroticism can influence video conferencing fatigue, it was found that there is no significant relationship between the personality domains Extraversion, Openness, Conscientiousness and Agreeableness in relation to fatigue or VCF. Moreover, in utilizing the theoretical framing from the motivational control theory by Hockey (2011), which outlines and conceptualizes fatigue not in terms of energy depletion, but rather as a conflict in the "control of motivational choices of an individual'. The results became consistent with the assumption of the theory that fatigue can be a result of a conflict between the innate competing cognitive and behavioral tendencies of an individual like the personality.

Employees with high neuroticism are more susceptible with having video conferencing fatigue. It is supported by the findings of Langvik, Lehouillier & Sorengaard (2019) wherein neuroticism has a positive relationship with mental and physical fatigue and Armon, G., Shirom, A., & Melamed, S. (2012) stated that a person with high neuroticism is vulnerable to burnout and emotional exhaustion. Corresponding with Azeem (2013) study employees with neuroticism triggers burnout. In this study, it is only highlighted that employees with high levels of neuroticism can influence conferencing fatigue. Hence, employees with low neuroticism may or may not be predisposed to video conferencing fatigue. Furthermore, according to Maylor (2018) and Abbondanzio (2020) neuroticism can affect the fatigue of the employees wherein when they are high in neuroticism, they tend to experience low or decrease feeling of personal accomplishments which cause emotional exhaustion that triggers fatigue.

The results drawn from this study can help organizations who are using work from home schemes, on predicting the likelihood of their employees to experience video conferencing fatigue based on their personality trait. Moreover, this can help organizations to strategize policies and interventions for employee motivation. This would give them a deep understanding of video conference fatigue effectively mitigating its implications with the productivity of their work from home employees. Furthermore, study on this topic in the future will aid in the advancement of the video conferencing fatigue as a construct since this can raise awareness in the public needed for it to take into account for future studies.

This study has certain limitations as it only tested a small number of sample participants. Future researchers may consider selecting a specific type of job as a criterion for their participants and a much larger number of samples, for a more generalizability on future study results. In addition, future research may also gather more participants by using different sampling techniques aside from the one used in the present study. Furthermore, to have better results, future studies in this field may consider other factors such as the time of the day the work occurs, the specific type of work of an employee, and other factors that can be assumed to be a moderator of video conferencing fatigue among employees.

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