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# Exploring the Relationship Between Personality Traits, eMail Overload and Productivity in the Workplace

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### **Exploring the Relationship between Personality Traits, Email Overload and Productivity in the Work Place**

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#### **Abstract:**

As email use becomes more ubiquitous in organisations, negative effects that stem from its use are becoming more prevalent. This study classifies Email Overload as a negative product of email use. It investigates the link between the personality traits Self Esteem and Locus of Control and Email Overload. Furthermore it proposes a link between the level of perceived Email Overload and individual productivity in the work place. A sample of 239 respondents from an engineering organisation was collected for this study. Using Partial Least Squares (PLS) results suggest a strong negative relationship between Email Overload and productivity, indicating that as perceived Email Overload increases, a person's productivity decreases. Weaker links were formed with Self Esteem and Locus of Control to Email Overload.