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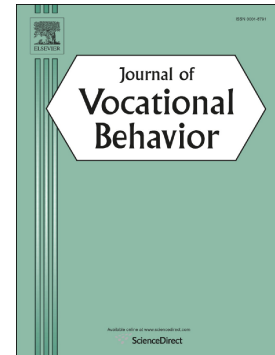
When does proactivity have a cost? Motivation at work moderates the effects of proactive work behavior on employee job strain

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**WHEN DOES PROACTIVITY HAVE A COST? MOTIVATION AT
WORK MODERATES THE EFFECTS OF PROACTIVE WORK
BEHAVIOR ON EMPLOYEE JOB STRAIN**

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