Using hierarchical linear modeling to investigate effects of subordinate in-role performance, behavior, and similarity w

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ABSTRACT

This research examined the effects of subordinate in-role performance, behavior, and similarity with supervisor on abusive supervision by attribution theory, reciprocity norm and similarity- attraction paradigm. Data from 25 companies of 52 departments were collected to analyze antecedents of the abusive supervision using hierarchical linear models. Our results indicated that individual- and group-level misbehavior and citizenship behavior can have a significant impact on abusive supervision. Implications of the current study and directions for future research are discussed.

Keywords: Abusive supervision   In-role performance   Organizational misbehavior   Organizational citizenship behavior   Similarity

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