

Using hierarchical linear modeling to investigate effects of abusive supervision and cultural value on deviant behavior

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ABSTRACT

Based on affective events theory, this paper seeks to advance research on interpersonal relationships between supervisors and subordinates at work by integrating abusive supervision, cultural value, negative emotion, and deviant behavior research to develop a multi-level model. We tested the model using hierarchical linear modeling (HLM) to examine our hypothesis. At the individual level, negative emotion mediated the abusive supervision-deviant behavior relationship. At the group level, our results indicated that the relationship between abusive supervision and negative emotion was moderated by uncertainty avoidance and collectivism. Implications of the current study and directions for future research are discussed.

Keywords : abusive supervision、 cultural value、 deviant behavior、 affective events theory

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