

The Effect of Abusive Supervision and Leader-Member Exchange on Work Attitude

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ABSTRACT

The western scholar finds, abusive supervision the attitude to staffs job of the behavior influencing improperly via organizational justice the just intermediary to influence the staff's job satisfaction, organization commitment etc., in addition leader-member exchange have positive effect on job satisfaction and organization commitment, this two kinds are in charge of attitude to staff's job while organizing of the behavior and very influenced the hard iron. Probe into and abusive supervision and leader-member exchange to a ministry improperly mainly in this research, including the staff job satisfaction, organization commitment, person-organization fit, among them to abusive supervision the definition of the behavior and discussion on influence of reverse side of the attitude to job improperly, but study leader-member exchange have positive effect on work attitude, utilize convenient to sample way carry on questionnaire investigation, use structure equation of preface carry on research suppose prove. The result of study find that abusive supervision the attitude to staff's job of the behavior having reverse side to influence improperly, however leader-member exchange have positive to effect organization commitment, negative to effect job satisfaction, person-organization fit.

Keywords : Abusive Supervision ; Leader-Member Exchange ; Job Satisfaction ; Organization Commitment ; Person-Organization Fit

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