Consequences of Abusive Supervision The Mediating Effects of Negative Affectivity

E-mail: 9418279@ mail.dyu.edu.tw

ABSTRACT

This research is based on the general strain theory to investigate the mediating role of negative affectivity. Data of total 888 questionnaires were analyzed by hierarchical multiple regression. The results indicated that negative affectivity mediated the relationship between abusive supervision and organizational deviant behavior. In addition, negative affectivity also mediated the relationship between abusive supervision and subordinates' work attitudes. Implications for both management practice and academic research are discussed. Key Words Abusive supervisor, Negative affectivity, Job satisfaction, Organizational commitment, Person-organizational fit, Organizational deviant behavior, General strain theory

Keywords : Abusive supervisor ; Negative affectivity ; Job satisfaction ; Organizational commitment ; Person-organizational fit ; Organizational deviant behavior ; General strain theory

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