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A Multidimensional Model of Abusive Supervision and Work Incivility**Shahab Ali¹, Iftikhar Hussain², Farrukh Shahzad^{3,*}, and Aneeqa Afaq²**¹*School of Economics and Business Administration, Chongqing University, Chongqing 400030, China;*²*Department of Public Administration, Faculty of Management Sciences, University of Kotli Azad Jammu & Kashmir, Kotli 11100, Pakistan;*³*School of Economics and Management, Guangdong University of Petrochemical Technology, Maonan, Maoming 525000, China*

The ubiquity of abusive supervision in the workplace, as well as the serious repercussions that come with it, has prompted scholars to investigate the numerous dynamics of this problem. This research examines the circumstances in which subordinates react to abusive supervisory behavior which effects the mental health and performance of the employee. The study hypothesizes the negative impacts of abusive supervision associated with the impression of unfairness and politics in the workplace toward a subordinate deviant attitude based on current research and theoretical perspectives. According to the suggested paradigm, abusive supervision leads to subordinates' work incivility by creating an unfair and politically thrilling atmosphere in the workplace. Furthermore, the study found that political skill and work incivility are linked to each other; workers who are experts in using political tactics are not supposed to turn toward work incivility while responding to the abusive behavior of the top management. The research was based on the social exchange theory and uncertainty management theory. The implications of this study suggest organizational systems should discourage supervisors from undermining subordinates. There is a need to offer regular training to supervisors. Furthermore, employees should be provided some platforms and the freedom to positively speak at work. Supervisors should be more inspiring, which can dilute negative perceptions of abuse.

Biography

Shahab Ali has his expertise in evaluation and passion in field of management. His major focus is on management structure and organizational management system-Abusive supervision, organizational cronyism, and has published number of research papers in well-reputed journals to highlight the key issue abusive supervision and its consequences on to the employees.