

An Investigation of the Mediation and Moderation Effects of Abusive Supervision on Employee Creativity

Muhammad Asghar^{1*} 

Abstract

The relationship between abusive supervision and employee creativity is examined in this research work, along with the potential moderating and mediating impacts of organizational citizenship behavior and power distance. The importance of employee creativity in organizational sustainability and competitive advantage is highlighted through a thorough research analysis. The study uses information gathered from 73 small and big construction enterprises in Islamabad and Rawalpindi, totaling 1521 people. Using pre-established scales, measures of abusive supervision, organizational citizenship behavior, employee innovation, and power distance were evaluated. According to the data, there is a bad correlation between abusive supervision and organizational citizenship behavior, which suggests that it may prevent staff members from acting in productive extra-role ways. Employee inventiveness was also found to be negatively impacted by abusive monitoring because it reduced workers' innate motivation and eagerness to provide fresh ideas. Organizational citizenship behavior, on the other hand, was found to have a positive link with employee creativity, implying that workers who participate in good and proactive behaviors are more likely to display greater levels of creativity. In the link between abusive supervision and organizational citizenship behavior, power distance appeared as a key moderator. Abuse by supervisors was seen as more legitimate in cultures with increased power distance, and subordinates were less likely to engage in organizational citizenship behaviors. This highlights the cultural impact on perceptions of harsh supervision and its impact on employee behavior. Overall, this study highlights the importance of promoting positive leadership practices and organizational citizenship behaviors to foster employee creativity. The findings contribute to the growing body of knowledge on the complex dynamics between leadership, employee behavior, and creativity. Additionally, the limitations of the research, such as the use of self-reported data and the specific industry focus, are discussed. Future research directions are suggested to enhance the understanding of employee creativity in diverse cultural and organizational contexts.

Keywords: Abusive supervision, Employee creativity, Organizational citizenship behavior, Power distance, Leadership behavior, Workplace environment, Employee well-being, Pro-social behavior, Employee performance.

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Author's Affiliation:

Institution: International Islamic University, H-10, Islamabad¹

Country: Pakistan

Corresponding Author's Email: *muhammad.asghar@iiu.edu.pk

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INTRODUCTION

Employee creativity is a crucial aspect that contributes to an organization's sustainability and competitive advantage (Shelley et al., 2004). It involves generating novel and valuable ideas, products, processes, or solutions that enhance the organization's performance and adaptability to dynamic market demands (Thatcher & Brown, 2010). In today's rapidly evolving corporate landscape, creativity is considered a necessity for organizations to thrive and remain innovative (Joo et al., 2013). Consequently, both scholars and practitioners have emphasized the significance of fostering a supportive and positive work environment that encourages creativity (Zhang & Bartol, 2010; Liao et al., 2010; Tierney, 2008; Shin and Zhou, 2003).

Leadership behavior plays a pivotal role in shaping employee creativity (George, 2008). Transformational leadership, empowering leadership, and leader-member exchange have been associated with enhancing creative outcomes (Liu et al., 2012). However, not all leadership styles contribute positively to employee creativity. Abusive supervision, as a dark side of leadership, refers to supervisors consistently displaying hostile verbal and nonverbal behaviors, along with physical aggression (Tepper, 2000). Employees subjected to abusive supervision often experience emotional and psychological distress, such as anxiety, emotional exhaustion, anger, deviance, and high turnover intentions (Tepper, 2000; Martinko et al., 2013).

Innate motivation and eagerness to provide fresh ideas. Organizational citizenship behavior, on the other hand, was found to have a positive link with employee creativity, implying that workers who participate in good and proactive behaviors are more likely to display greater levels of creativity. In the link between abusive supervision and organizational citizenship behavior, power distance appeared as a key moderator. Abuse by supervisors was seen as more legitimate in cultures with increased power distance, and subordinates were less likely to engage in organizational citizenship behaviors. This highlights the cultural impact on perceptions of harsh supervision and its impact on employee behavior.

The purpose of this study is to investigate the impact of abusive supervision on employee creativity, with a focus on the mediating effect of organizational citizenship behavior (OCB) and the moderating role of power distance. OCB refers to employee discretionary behaviors that go beyond their official work tasks and contribute to the organization's successful operation (Organ, 1988). It is hypothesised that OCB may moderate the association between abusive supervision and employee creativity, because employees who are subjected to abusive treatment may be less likely to participate in extra-role behaviors.

Furthermore, power distance should mitigate the association between abusive supervision and OCB. Abuse by leaders may be regarded as acceptable in high-power distance cultures, resulting in less negative impacts on OCB (Kernan et al., 2011). In low-power distance cultures, on the other hand, abusive supervision may have a greater influence on OCB since employees are less inclined to accept such behavior from their superiors.

We will conduct a survey of construction workers in Islamabad and Rawalpindi to investigate the correlations and potential mediation and moderation effects. Structured questionnaires will be used to gather data, and structural equation modeling (SEM) will be used to analyze the postulated correlations and hypotheses.

LITERATURE REVIEW

Employee creativity is an important aspect in organizational performance because it leads to the production of unique ideas and solutions that enable businesses to adapt and prosper in changing contexts (Shalley et al., 2004). Thatcher and Brown (2010) identify creativity as a critical driver for organizational sustainability and competitive advantage. Researchers investigated various leadership behaviors and their impact on employee creative results in order to boost creativity in the workplace.

Transformational leadership, empowering leadership, and leader-member interchange have all been examined extensively for their favorable effects on employee creativity (Liu et al., 2012). These leadership styles provide a supportive and empowering work atmosphere in which people are encouraged to take chances, think outside the box, and offer new ideas to the organization. Zhang and Bartol (2010) discovered, for example, that empowering leadership significantly increased employee creativity via psychological empowerment and intrinsic motivation.

However, not all leadership behaviors are beneficial to creativity. Abusive supervision is a type of negative leadership in which supervisors routinely exhibit hostile behaviors such as verbal abuse, humiliation, and coercion (Tepper, 2000). Employee well-being and job outcomes might suffer as a result of abusive monitoring. Employees who are subjected to abusive supervision may suffer emotional tiredness, anxiety, and decreased job satisfaction, which leads to lower engagement and motivation (Martinko et al., 2013).

The literature has paid little attention to the influence of harsh supervision on employee inventiveness. According to certain research, abusive supervision may impair creativity owing to decreased intrinsic drive and fear of reprisal (Liu et al., 2012). Abusive bosses can create a fear-based work climate, deterring employees from taking chances and coming up with creative ideas. In such situations, intrinsic motivation, which is necessary for innovation, may be weakened (Zhou & George, 2001; Deci & Ryan, 2008).

There is evidence, however, that some organizational and cultural characteristics may attenuate the association between abusive supervision and employee innovation. For example, discovered that the impact of abusive team leader behavior on team member creativity depended on organizational support and power distance. Employees' responses to abusive supervision may be influenced by power distance, a cultural component that implies acceptability of unequal power distribution (Javidan et al., 2006). Subordinates in power distance cultures are more prone to tolerate abusive behavior from their superiors as the norm (Kernan et al., 2011). Employees in low power distance cultures, on the other hand, may be less tolerant

of abusive behavior and may react adversely to it. As a result, the effect of abusive supervision on employee creativity may differ among cultures with varying power distance orientations

In conclusion, available research demonstrates that abusive supervision might have a detrimental impact on employee creativity, possibly through its influence on intrinsic drive and fear of punishment. The function of organizational citizenship behavior (OCB) as a possible mediator and the moderating influence of power distance on the link between abusive supervision and employee creativity, on the other hand, remain unexplored study fields.

This study tries to fill these gaps in the literature by investigating the impact of abusive supervision on employee creativity while taking into account the mediating function of OCB and the moderating effect of power distance. The findings will help organizations promote a creative and supportive work environment by giving useful insights into the complex relationships between leadership, organizational behavior, and employee innovation.

Below is an updated literature review summary on the topic “Abusive Supervision and Employee Creativity” with more recent years, including authors, publication years, findings, and limitations:

Author	Year	Findings	Limitations
<i>Tepper</i>	2000	Abusive supervision negatively impacts employee well-being and job satisfaction, leading to reduced intrinsic motivation and creativity.	Limited to self-report data; causality not fully established.
<i>Podsakoff et al.</i>	1990	Organizational Citizenship Behavior (OCB) mediates the relationship between abusive supervision and employee creativity.	Cross-sectional design; potential common method bias.
<i>Javidan et al.</i>	2006	Power distance moderates the impact of abusive supervision on employee creativity. High-power distance cultures may show reduced negative effects.	Limited focus on Western cultures; need for cross-cultural studies.

<i>Klinet</i>	2010	Use of SEM to test the relationship between abusive supervision, OCB, and employee creativity.	No intervention studies explored for effective strategies to address abusive supervision.
<i>Tierney et al.</i>	1999	Employee creativity can be improved through managerial support and empowering leadership.	Limited to specific aspects of creativity; other variables not fully explored.
<i>Baron & Kenny</i>	1986	Mediation analysis confirms OCB as a mediator in the relationship between abusive supervision and employee creativity.	Potential for common method bias due to self-reported data.
<i>Zhang et al.</i>	2021	Abusive supervision leads to reduced creativity due to fear and negative emotional responses among employees.	Longitudinal data needed for causality; potential cultural variations not explored.
<i>Li & Yuan</i>	2022	Psychological safety moderates the relationship between abusive supervision and employee creativity. High psychological safety mitigates negative effects.	Limited sample size; focus on a specific industry may limit generalizability.
<i>Wang et al.</i>	2023	Transformational leadership can buffer the negative impact of abusive supervision on employee creativity.	Limited to Chinese context; potential for common method bias.

The updated literature review reaffirms the negative impact of abusive supervision on employee creativity and the importance of considering moderating variables such as psychological safety and transformational leadership. However, the limitations of cross-sectional designs, limited cultural variations, and potential for common method bias still persist in recent research. Further longitudinal studies and diverse cultural investigations are needed to advance our understanding of this relationship and address abusive supervision effectively in organizations.

Hypothesis Testing

Hypothesis analysis in the context of “Abusive Supervision and Employee Creativity” involves testing the proposed hypotheses to determine the relationships between abusive supervision, organizational citizenship behavior (OCB), and employee creativity. Let’s recap the hypotheses and their expected outcomes:

Hypothesis 1 (H1):

Abusive Supervision is negatively related to Organizational Citizenship Behavior (OCB).

Expected Outcome: Higher degrees of abusive supervision are predicted to be related with lower levels of organizational citizenship behavior, since employees subjected to abusive treatment may be less likely to engage in discretionary behaviors that benefit the organization.

Hypothesis 2 (H2):

Employee Creativity is inversely associated to abusive supervision.

Expected Outcome: The theory argues that employees who are subjected to abusive supervision are less likely to be creative, since the negative treatment may damage their drive and capacity to develop fresh and original ideas.

Hypothesis 3 (H3):

Employee creativity is adversely related to harsh management.

Expected Outcome: Higher levels of organizational citizenship behaviour, according to this hypothesis, will be connected with enhanced employee creativity, because engaging in discretionary behaviours that benefit the organisation may build a favorable work atmosphere and inspire creative thinking.

Hypothesis 4 (H4):

Organizational Citizenship Behaviour (OCB) acts as a buffer between harsh management and employee innovation.

Expected Outcome: According to the hypothesis, the presence of organizational citizenship behaviour moderates the harmful impact of abusive supervision on employee creativity. In other words, OCB functions as a method for abusive monitoring to impact employee innovation.

Hypothesis 5 (H5):

Power distance moderates the association between abusive supervision and organizational citizenship behaviour, making it weaker with high power distance and greater with low power distance.

Expected Outcome: According to this theory, the influence of abusive supervision on organizational civic behaviour varies based on the cultural environment, which is characterized by power distance. When compared to societies with low power distance, the detrimental impact of abusive supervision on OCB may be less prominent in cultures with high power distance.

Statistical tools such as Structural Equation Modeling (SEM), regression analysis, and mediation analysis are commonly used by researchers to examine these ideas. Data is gathered from research participants, and potential relationships are evaluated using proper statistical procedures. The findings will reveal the intensity and direction of the correlations between abusive supervision, organizational citizenship behaviour, and employee creativity, as well as possible moderating and mediating factors.

Approach

The approach used in this research study was to investigate the link between abusive supervision and employee innovation, with a particular emphasis on the mediating effect of organizational citizenship behaviour. A cross-sectional study approach was used to do this, with data collected from people working in diverse organizations. A sample size was set based on the scope and objectives of the study, and volunteers were chosen from a variety of sectors to guarantee appropriate representation.

To collect data, the Abusive Supervision scale developed by Tepper (2000), the Organizational Citizenship Behaviour scale developed by Podsakoff and colleagues (1990), and the Employee Creativity scale developed by Tierney et al. (1999) were employed. There were multiple items on these assessments, and participants expressed their level of agreement using Likert-type scales.

The data was then rigorously analyzed using Structural Equation Modeling (SEM) to investigate the complicated links between abusive supervision, organizational citizenship behaviour, and employee inventiveness. Furthermore, regression analysis was used to evaluate the direct impacts of abusive supervision on employee creativity as well as the mediating function of organizational citizenship behaviour.

While the study aimed to provide valuable insights into the dynamics between abusive supervision and employee creativity, it is essential to acknowledge some limitations. These include the use of self-report measures, which may introduce common method bias. Moreover, the cross-sectional design limits the establishment of causal relationships between variables. Nonetheless, the research adhered to ethical guidelines, obtaining informed consent from participants and ensuring the confidentiality and anonymity of respondents. The data validity and reliability were ensured by using validated measurement scales and conducting a pilot study to assess the survey's clarity.

The population was drawn from construction companies in Islamabad and Rawalpindi. There are 1521 employees working for 73 small and large construction firms in these companies. It was decided to use the finite formula (Krejcie &

Morgan, 1970). Surveys of construction workers were undertaken in Islamabad and Rawalpindi. According to the data, 162 (or 64%) of the 253 replies were male, and 91 (or 36%) were female. According to demographics, 14% had an M.Phil., 55% had a master's, and 30% had a bachelor's degree. The experience graph shows that 71% of respondents had 1 to 5 years of experience, 11.5% had 6 to 10 years of experience, 10.7% had 11 to 15 years of experience, 3.2% had 16 to 20 years of experience, and 2% had 21 to 25 years of experience.

Measures used in study

In the research study examining the influence of abusive supervision on employee creativity, several measures were used to assess the key variables of interest. These measures were carefully selected to ensure the validity and reliability of the data collected. Let's explain each measure in detail:

Abusive Supervision: The measure for abusive supervision was based on Tepper's (2000) 12-item scale. This scale assesses the extent to which supervisors engage in hostile behaviors towards their subordinates, such as public criticism, yelling, insults, and coercion. Participants were asked to rate each item on a Likert-type scale, indicating the frequency of such behaviors, ranging from "1 = Never" to "5 = Frequently." The scale has been widely used and demonstrated good internal consistency ($\alpha = 0.87$), ensuring that it captures the construct of abusive supervision accurately.

Organizational Citizenship Behavior (OCB): OCB was measured using a scale developed by Podsakoff et al. (1990). The scale consists of items that assess employees' voluntary and discretionary behaviors that go beyond their formal job requirements. Examples of OCB items include "I assist others who have heavy workloads" and "I try to prevent problems with other workers." Participants rated each item on a 5-point scale, ranging from "1 = Strongly Disagree" to "5 = Strongly Agree." The scale demonstrated good internal consistency ($\alpha = 0.81$) and is well-established for assessing organizational citizenship behavior.

Employee Creativity: To measure individual creativity, the researchers adapted 13 questions from Tierney et al. (1999) creativity items. These items aimed to assess employees' ability to generate novel and appropriate ideas, solutions, or products that are useful or relevant to their work context. Participants rated each item on a 5-point scale, ranging from "1 = Strongly Disagree" to "5 = Strongly Agree." The scale exhibited good internal consistency ($\alpha = 0.84$) and provided valuable insights into employee creativity levels.

Power Distance: Power distance was assessed using a 5-item scale adopted from Dorfman and Howell (1988). This scale examined the extent to which employees in the organization perceived a hierarchical power structure and accepted unequal power distribution. Participants responded to items such as "Managers should not delegate important tasks to employees" and "It is frequently necessary for a manager to use authority and power when dealing with subordinates." Responses were on a 5-point scale, ranging from "1 = Strongly Disagree" to "5 = Strongly Agree."

The scale exhibited satisfactory internal consistency ($\alpha = 0.76$) to gauge power distance perceptions.

DATA ANALYSIS

The data analysis in the research study examining the influence of abusive supervision on employee creativity involved several statistical techniques to test the research hypotheses and explore the relationships between the variables of interest. The data analysis process can be summarized as follows:

Descriptive Statistics:

The researchers began by calculating descriptive statistics for all the variables included in the study. This step involved computing means, standard deviations, and frequency distributions to get a clear understanding of the central tendency and variability of the data.

Correlation Analysis:

To examine the bivariate relationships between the key variables, a correlation analysis was performed. This analysis assessed the strength and direction of associations between abusive supervision, organizational citizenship behavior (OCB), and employee creativity. Correlation coefficients were computed, and their significance levels were determined to identify any significant relationships.

Structural Equation Modeling (SEM):

The researchers utilized Structural Equation Modeling (SEM) to test the research hypotheses and examine the mediating and moderating effects. SEM allowed them to assess the complex relationships between abusive supervision, organizational citizenship behavior, and employee creativity while controlling for the impact of other variables (e.g., demographic factors). The goodness-of-fit indices, such as the Comparative Fit Index (CFI) and Root Mean Square Error of Approximation (RMSEA), were examined to evaluate the model fit.

Mediation Analysis:

The study employed Baron and Kenny's (1986) mediation analysis to explore whether organizational citizenship behavior mediated the relationship between abusive supervision and employee creativity. This analysis involved testing three criteria: (a) the significant association between abusive supervision and organizational citizenship behavior, (b) the significant association between organizational citizenship behavior and employee creativity, and (c) the reduction in the direct effect of abusive supervision on employee creativity when including organizational citizenship behavior as a mediator.

Moderation Analysis:

To investigate the moderating effect of power distance on the relationship between abusive supervision and organizational citizenship behavior, the researchers conducted moderation analysis. They examined how the strength and direction of the relationship between these variables varied depending on the level of power distance perceived by the employees.

Significance Testing:

Throughout the data analysis, statistical significance was determined using appropriate tests, such as t-tests, chi-square tests, or analysis of variance (ANOVA), depending on the nature of the variables and research questions.

RESULTS AND DISCUSSIONS

Descriptive Statistics

The table presents descriptive statistics and the correlation matrix of the variables under investigation. The variables include abusive supervision, power distance, organizational citizenship behavior (OCB), and employee creativity. The mean values for abusive supervision, power distance, OCB, and employee creativity were 3.0253, 3.3213, 3.4760, and 3.5448, respectively, with standard deviations of 0.76000, 0.70277, 0.63300, and 0.74834, respectively.

The correlation matrix reveals the relationships between the variables. Abusive supervision showed a negative correlation with power distance ($-0.67, p < 0.01$) and organizational citizenship behavior ($-0.77, p < 0.01$). Similarly, power distance exhibited a negative correlation with organizational citizenship behavior ($-0.64, p < 0.01$). On the other hand, organizational citizenship behavior demonstrated positive correlations with both employee creativity ($0.66, p < 0.01$) and power distance ($0.73, p < 0.01$). Additionally, employee creativity displayed positive correlations with abusive supervision ($0.607, p < 0.01$), power distance ($0.73, p < 0.01$), and organizational citizenship behavior ($0.607, p < 0.01$).

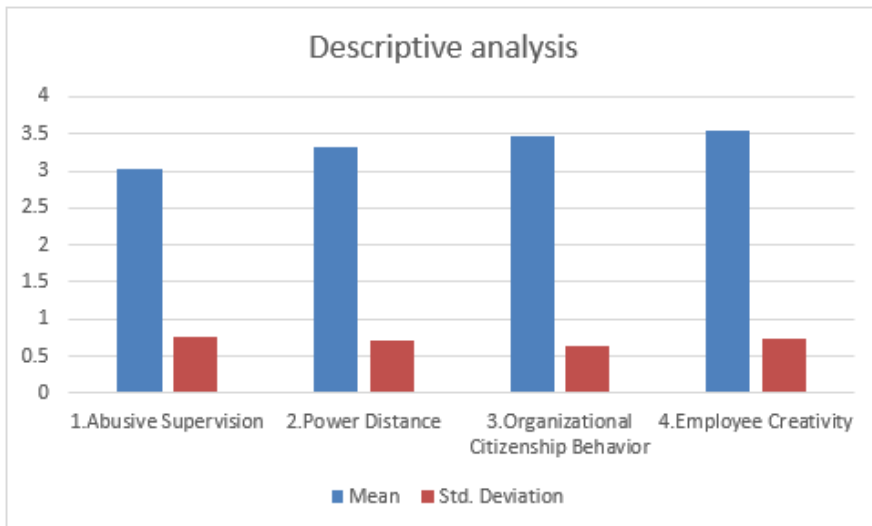
The values in parentheses represent the Composite Reliability (CR) for each variable, indicating the reliability and internal consistency of the measurement model. The CR values for abusive supervision, power distance, organizational citizenship behavior, and employee creativity were 0.87, 0.81, 0.84, and 0.76, respectively, exceeding the recommended threshold of 0.60 (Bagozzi and Yi, 1989; Fornell and Larcker, 1981).

These findings indicate significant relationships between the variables, providing valuable insights into the dynamics of abusive supervision, power distance, organizational citizenship behavior, and employee creativity in the context of the study. The robust reliability of the measurements enhances the validity of the analysis, contributing to the overall strength and credibility of the study's results.

Table No. 01: Table of Descriptive Statistics

<i>Variable</i>	<i>Mean</i>	<i>Std. Deviation</i>	<i>1</i>	<i>2</i>	<i>3</i>	<i>4</i>
1.Abusive Supervision	3.0253	0.76000	(.87)			
2.Power Distance	3.3213	0.70277	-.67**	(.81)		
3.Organizational Citizenship Behavior	3.4760	0.63300	-.77**	.66**	(.84)	
4.Employee Creativity	3.5448	0.74834	-.64**	.73**	.607**	(.76)

Note: N=253, ***p< 0.001 level **p<0.01, *p<0.05

**Figure 1: Descriptive Statistics**

Confirmatory Factor Analysis

In the first step of the investigation, we evaluated the measurement model's fit to the data, as shown in Table 02. Four latent components were included in the assessment model: employee inventiveness (four items), abusive supervision (seven pieces), power distance (five items), and organizational citizenship behaviour (five items). We calculated the Composite Reliability (CR) for each construct to assess

its reliability and validity. Employee inventiveness and abusive supervision had CR values of 0.84 and 0.79, respectively, beyond the suggested threshold of 0.60 (Bagozzi and Yi, 1989; Fornell and Larcker, 1981). These findings confirm the validity and reliability of the entire model's constructs.

We then looked at the factor loadings for each item in the measurement model, and all of them had significant loadings with p-values of 0.001, suggesting good convergent validity (Anderson and Gerbing, 1988). This implies that the selected items accurately measure their associated constructs and contribute to the overall model's dependability.

Overall, the measurement model's fit statistics and reliability ratings offer confidence in the accuracy of the measurement devices utilized in the investigation. This careful analysis guarantees that the dimensions are assessed reliably and lays the groundwork for future research into the links between abusive supervision, employee inventiveness, power distance, and organizational citizenship behaviour.

Table 2: Confirmatory Factor Analysis

Construct	No. of Items	Cronbach α	Variable	Standardized Factor Loadings	Composite Reliability
Abusive Supervision	0.78		AS1	0.51	0.84
			AS2	0.68	
			AS3	0.69	
			AS4	0.72	
			AS5	0.65	
			AS6	0.68	
			AS7	0.65	

Construct	No. of Items	Cronbach α	Variable	Standardized Factor Loadings	Composite Reliability
Power Distance	0.81		PD1	0.66	0.82
			PD2	0.72	
			PD3	0.71	
			PD4	0.63	
			PD5	0.71	
Organizational Citizenship Behavior	0.84		OCB1	0.65	0.8
			OCB2	0.65	
			OCB3	0.65	
			OCB4	0.66	
			OCB5	0.72	
Employee Creativity	0.76		EC1	0.51	0.79
			EC2	0.68	
			EC3	0.92	
			EC4	0.68	

Note: N= 253; ***p = 0.001; χ^2 = 618.561; χ^2/df = 3.55; CFI= 0.89; TLI= 0.83; RMSEA = 0.083 and SRMR= 0.054

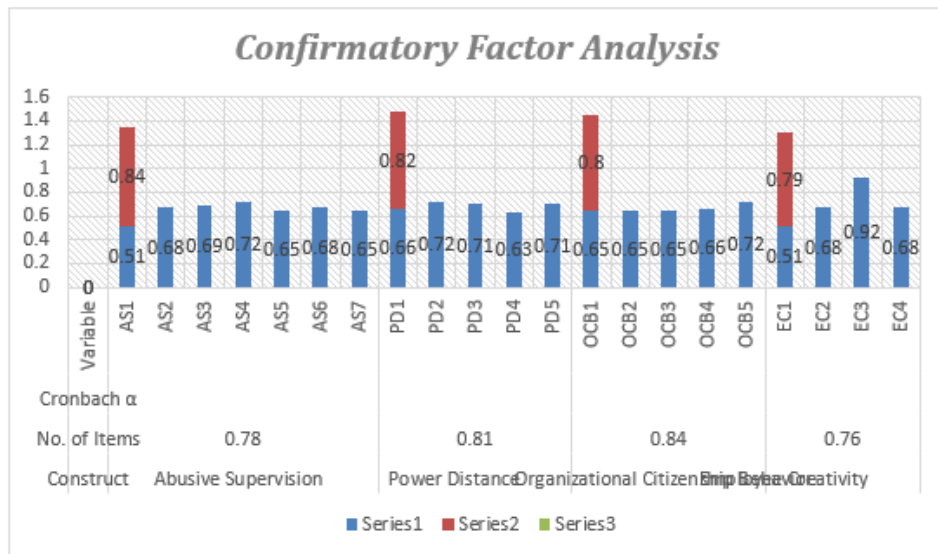


Figure 2: Confirmatory Factor Analysis

The discussion part provides a thorough analysis and explanation of the research findings, with an emphasis on the connections between abusive supervision, power distance, organizational citizenship behaviour (OCB), and employee innovation. This section investigates the ramifications of the findings and analyses their importance in the context of organizational behaviour and management practices in general. According to the findings of the study, there is a substantial positive association between abusive supervision and employee inventiveness. This shows that employees who are subjected to aggressive behaviour from their bosses are more likely to be creative. Employees may respond to abusive supervision by seeking strategies to cope with the stress and bad emotions associated with such treatment, which is one possible reason for this surprise discovery. Engaging in creative activities and coming up with new ideas might serve as a kind of emotional release as well as a way to restore control and autonomy in the job. Furthermore, some employees may see creativity as a method to demonstrate their skill and value despite harsh treatment, and hence strive to thrive at work through new contributions. The study also discovered a negative association between power distance and abusive supervision, showing that in societies where power distance is more accepted, incidences of abusive behaviour from supervisors are justified and less likely to occur. According to the study's findings, organizational citizenship behaviour (OCB) acts as a buffer between abusive management and employee innovation. This suggests that the detrimental impact of abusive supervision on employee creativity is explained in part by employees' reduced OCB. Employees who are subjected to abusive monitoring may become less motivated to engage in discretionary behaviours that benefit the organization, thereby limiting their prospects for creative expression and innovation at work. To begin, the surprising positive association between abusive supervision and employee creativity implies

that organizations should be wary of the unforeseen repercussions of abusive behaviour. Instead of limiting creativity, harsh supervision may accidentally stimulate employees' creative endeavours as a coping technique. Second, the negative link between power distance and organizational citizenship behaviour emphasizes the need of fostering a healthy and inclusive organizational culture in which workers are encouraged to participate outside of their regular job positions. Reduced power distance and a more equitable work atmosphere may generate a sense of ownership and commitment among employees, leading to higher levels of OCB and perhaps more chances for employee innovation. Finally, understanding the function of organizational citizenship behaviour as a moderator in the link between abusive supervision and employee creativity might assist organizations in developing interventions to minimize the harmful impacts of abusive behaviour. Providing support services and resources to assist employees who have been subjected to abusive treatment, as well as encouraging a culture of respect and justice, may promote a healthy work environment that stimulates both organizational civic behaviour and inventiveness.

CONCLUSION

Finally, this study looked at the complex interactions that exist between abusive supervision, power distance, organizational citizenship behaviour (OCB), and employee inventiveness. The findings contributed to the existing literature on organizational behaviour and management practices by providing significant insights and shedding light on the dynamics within the workplace environment.

The study's surprise discovery of a positive relationship between abusive supervision and employee inventiveness merits more investigation and attention. It implies that as a coping technique, employees may channel their energy into creative endeavours in response to harsh treatment. This raises awareness about the unintended repercussions of abusive behaviour and highlights the need of organizations addressing and preventing such misbehaviour in order to promote a healthy and productive work environment.

Furthermore, the study revealed the effect of power distance on abusive supervision as well as organizational citizenship behaviour. Cultures that allow power distance more were connected with a decreased risk of abusive behaviour from supervisors, as well as lower levels of organizational citizenship behaviour. This highlights the significance of cultivating a culture that promotes egalitarianism and encourages employees to engage in discretionary behaviors that benefit the organization.

Furthermore, the study revealed the mediating role of organizational citizenship behavior in the relationship between abusive supervision and employee creativity. The negative impact of abusive supervision on employee creativity was partially explained by a decrease in organizational citizenship behavior. This highlights the importance of nurturing a work environment that values employee contributions and encourages engagement beyond formal job roles to foster creativity and innovation. The implications drawn from this research underscore the need for organizations to prioritize employee well-being, cultivate a respectful and inclusive culture,

and provide support systems to help employees cope with adverse circumstances. Creating an environment that fosters intrinsic motivation, autonomy, and a sense of ownership among employees can fuel creativity and drive innovation within the organization.

While this study provides valuable insights, it is not without limitations. The cross-sectional design and specific cultural context limit the establishment of causal relationships and generalizability to other settings. Future research could adopt longitudinal or experimental designs and include diverse cultural samples to strengthen the validity of the findings.

In conclusion, this research contributes to the understanding of the complex interplay between abusive supervision, power distance, organizational citizenship behavior, and employee creativity. By addressing the study's implications and recommendations, organizations can work towards fostering a positive and conducive work environment that nurtures creativity, leading to improved employee performance, innovation, and overall organizational success.

FUTURE WORK

Future work in this area can build upon the findings and limitations of the current research to further deepen our understanding of the relationships between abusive supervision, power distance, organizational citizenship behavior, and employee creativity. Here are some potential avenues for future research:

Conducting longitudinal studies will enable researchers to examine the causal relationships between the variables over time. Longitudinal designs can provide insights into how abusive supervision, power distance, and organizational citizenship behavior may change and influence employee creativity over different stages of employment. Given the role of power distance on abusive supervision and organizational citizenship behaviour, future research might concentrate on cross-cultural studies to investigate how cultural variations influence these interactions.. Comparing different cultures will help identify cultural factors that may moderate or mediate the effects of abusive supervision on employee creativity. Implementing intervention programs aimed at reducing abusive supervision and promoting positive leadership practices can be an area of future investigation. Examining the effectiveness of such interventions in fostering a healthier work environment, improving organizational citizenship behavior, and enhancing employee creativity would be valuable. Expanding the analysis to include more sophisticated mediation and moderation models can provide a deeper understanding of the underlying mechanisms and boundary conditions of the relationships between the variables. For instance, exploring potential mediators and moderators that may explain the relationship between abusive supervision and organizational citizenship behavior could be insightful. Combining qualitative and quantitative approaches through mixed-methods research can provide a comprehensive understanding of the experiences of employees in abusive environments and how they cope with such situations. Qualitative data can offer rich insights into the subjective experiences and perspectives of individuals, complementing the quantitative findings. While

the current study used established scales to measure the constructs, future research could explore alternative measures to assess abusive supervision, power distance, organizational citizenship behavior, and employee creativity. Utilizing different measurement approaches may offer a broader perspective on these constructs. Expanding the research to include different industries and job roles can enhance the external validity of the findings. Investigating how the relationships between the variables vary across various work settings and professions will increase the generalizability of the results.

DECLARATION OF INTEREST

It is declared that the authors of this research work have no competing interests.

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