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The theoretical background of Abusive Supervision, the daily effect over employees' emotions and recovery experience afterwork

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Preface

The current dissertation is presented from the angle of organizational psychology: a research on the abusive supervision topic and its negative impact on employees and organizations. This doctoral thesis was completed at the University of Barcelona (UB) and contributes to the research of the department of social and quantitative psychology, specifically to the area of work and organizational psychology of the Faculty of Psychology. Following the line of organizational behavior, the thesis attempts to give a detailed overview over the last ten years of research on abusive supervision highlighting advances and limitations; study daily perception of abusive supervision, and the daily impact on emotions as well as the daily recovery experience. Moreover, this thesis contributes to the research of the Mexican National Council of Science and Technology (CONACYT) and of the Council of Science and Technology of the State of Mexico (COMECYT), that were the sponsors of the research with a four-year scholarship.

This doctoral thesis makes five new research contributions. First, it gives an exhaustive overview over the research on abusive supervision over the last ten years. Second, with the data collected in Mexico, this thesis offers a first insight into the situation of a country with nearly no research on abusive supervision. It contributes to the question: is current abusive supervision different in this culture, or are the results similar to those from other countries? Third, the thesis adds to the scarce body of research on the daily fluctuating emotional perspective of abusive supervision using the Affect Event Theory as a pure emotional framework. Next, the thesis incorporates the insufficient researched concepts of employee's daily recovery from abusive supervision by using the Job Demand Resource and Recovery model. Last, by designing a daily diary study the thesis is able to analyze these fluctuations of daily abusive supervision and negative employee impacts on one hand, and on daily employee recovery on the other hand. The practical contributions of the thesis are diverse. It offers knowledge to CONACYT and COMECYT as well as to the research lines of PhD programs of the University of Barcelona, Faculty of Psychology.

Resumen

Nuestra disertación ha sido basada en la investigación del fenómeno de la supervisión abusiva en el lugar de trabajo. Desde el año 2000, la investigación previa de la supervisión abusiva ha demostrado la importancia de investigar los antecedentes y las consecuencias negativas de los lideres abusivos sobre sus empleados y grupos de trabajo, incluyendo las repercusiones negativas que la supervisión abusiva es para las empresas. Nuestra investigación incluye un estudio teórico y un empírico para entender cómo funciona el abuso dentro de las organizaciones. Primero, presentamos una visión general de que es la supervisión abusiva, sus bases teóricas, los descubrimientos previos, su relevancia en el área y nuestras contribuciones. Segundo, presentamos los objetivos de esta investigación, incluyendo la estructura que sigue. Tercero, en el capítulo 1 se analizan la literatura previa mediante una revisión sistemática que comprende entre 2010 a 2020. Nuestra revisión examina los enfoques teóricos, mecanismos y cuestiones metodológicas de 171 manuscritos empíricos y 239 muestras. Donde fueron encontrados interesantes vacíos de la literatura previa como es el cambio de perspectivas de los marcos teóricos, la falta de análisis multinivel y los análisis longitudinales para futuras investigaciones. En el capítulo 2 proveemos evidencia empírica de como diariamente la supervisión abusiva tiene efecto influenciando la fluctuación de emociones diarias de los empleados, así como su experiencia de recuperación (en su tiempo no laborable). Nuestros resultados demuestran la relación entre la supervisión abusiva y la fluctuación de las emociones de los empleados a lo largo de la jornada laboral. Por último, en el capítulo 3, al integrar los conocimientos y los hallazgos, formulamos nuestra discusión general, presentamos los principales resultados, las implicaciones teóricas y prácticas, las limitaciones y la recomendación para futuras investigaciones y finalizamos con las conclusiones.

Abstract

Our dissertation is based on the research of the abusive supervision (AS) phenomenon at the workplace. Since 2000, AS literature demonstrates the importance to investigate the antecedents and negative consequences of abusive leaders over their employees and work groups including the negative repercussion that AS has for companies. Our research includes a theoretical and empirical study to understand how the abuse works inside the organizations. First, we present a general overview of what AS is, a theoretical background, and previous findings. It is composed by its relevance and our contributions. Second, we introduce the research objectives and the thesis structure. Third, on chapter 1 we analyze the previous literature with a systematic review between 2010 and 2020. Our review examines the theoretical approaches, mechanisms, and methodological issues from 171 empirical manuscripts and 239 samples. Interesting gaps are found such as the change of frameworks perspectives, the lack of multilevel analysis, and longitudinal designs for future research. On chapter 2, we provide empirical evidence of how daily AS has an effect on influencing employee's fluctuations of emotions as well as daily recovery experience (during nonworking time). Our findings demonstrate the relation between AS and the fluctuation of employees' emotions throughout the working day. Finally, on chapter 3, by integrating the knowledge and findings, we formulate our general discussion, main results, theoretical and practical implications, limitations and recommendation for future research and conclusions.

General Introduction

Any kind of abuse suffered can create different reactions in the person ranging from responding to it, confronting, or avoiding the harm caused. When we translate the abuse to a working environment inside an organization, the abusive leaders can affect employees and the organization in a wide variety of forms (Eissa & Lester, 2017). Daily interaction between employees and leaders must be considered, along with the fact that the working relation can be different each day or can even change throughout the day (Kelemen et al., 2020). Further, when employees are working under the direction of an abusive supervisor, they can experience exhaustion or traumatic episodes which conduce employees to suffer high levels of stress, have headaches, engage in alcoholism, develop poor sleep quality and gastrointestinal problems (Lim et al., 2021; Vogel & Bolino, 2020; Wee et al., 2017). As well, employees who are mistreat by his bosses prefer to keep on silence withholding ideas, information or even important proposals under the idea that speak is worthless; besides, they don't report the abuse because managers cannot believe on them or speaking up don't change the abuse situation (Dedahanov et al.,2022). Also, abusive bosses create on subordinates' nervousness or fear, even similar emotions showed on domestic abuse victims (Wang et al., 2022). Moreover, when employees try to defend themselves or react to any received abuse, it is perceived as bad behavior from the employee or counterproductive work behavior (Bormann, 2017). According to Xu et al. (2012) the relationship between subordinates and an abusive leader had a distinct relation of less commitment, restrained communication, and even disrespect. Also, for organizations, abusive supervisors produce negative consequences. About 65–75 % of employees considered that their supervisors were the worst part of their job. This abuse is related to the increase of healthcare cost (Zhang & Bendnall, 2015). Tepper et al. (2006) offered a conservative estimate of $23.8 billion annually in costs to U.S. employers related to abusive leaders. Therefore, efforts to analyze and understand this negative phenomenon seemed worthwhile.

AS research has been growing more and more through the years. In the last two decades it is seen as one of the more important concepts that has dominated the empirical research (Schyns & Schilling, 2013). AS began to gain more interest from researchers after the topic was defined as "subordinates' perceptions of the extent to which supervisors engage in the sustained display of hostile verbal and nonverbal behaviors, excluding physical contact" (Tepper, 2000, p. 178). At the beginning, researchers and scholars focused on examining the process between AS and its consequences. After 2006, studies that explored the antecedents of AS (Tepper et al., 2017) begun to appear. Also, more issues were expanded in AS research and

two more definitions appeared. One was "non-physical actions such as angry outbursts, public ridiculing, taking credit for subordinates' successes, and scapegoating subordinates" (Tepper 2007, p. 262). The other was "sustained forms of non-physical hostility perpetrated by managers against their subordinates (e.g., loud outbursts, undermining, and belittling)" (Tepper et al., 2008, p. 721). The studies of AS are based under these three topics from Tepper (2000, 2007 and 2008), revealing interesting findings.

With these findings, researchers have examined how AS is related to employee's emotional exhaustion, toxic emotions, intentional turnover, negative effects, and anger (Akram et al., 2019; Arif et al., 2017; Brees et al., 2016; Chu, 2014; Ferris et al., 2016). The literature found that the association between AS and leaders is related to psychological empowerment, emotional manipulation, feelings of anxiety, frustration and guilt (Jha, 2019; Liang et al., 2016; Shum & Gatling, 2020; Xi et al. 2021). Furthermore, the employees associate AS in the workplace as a psychological contract breach, perceive organizational support negatively, and low organizational identification (Park & Kim, 2019; Shoss et al., 2013; Xu et al., 2019). Therefore, AS research has been theoretically framed predominantly under social theories and relational perspectives as social learning theory (SLT) (Bandura, 1977) or the social exchange theory (SET) (Blau, 1964). Moreover, after 2013 a change began. It was more notorious after 2015 from affective, resources and relational theories to affective events theory (AET) (Weiss & Cropanzano, 1996) and conservation of resources theory (COR) (Hobfoll, 1989).

The AS literature has been focused mainly on cross-sectional designs, which make it difficult to infer causal relationships (Zhang & Bendnall, 2015). Furthermore, it is more recommended to study AS with longitudinal designs to make inferences about the causality among the study variables (Eissa & Lester, 2017). Similarly, Mackey et al. (2015) claimed that future research can attempt to study and assess overtime the evolution of AS antecedents. Likewise, within the organizational domain some researchers are begging to use daily designs besides the longitudinal designs (i.e., experience sampling and daily diary methodologies) to enhance the existing knowledge in AS in which surveys are completed multiple times throughout a single day for a period of time, yielding information regarding within-individual relationships of study variables (Michel et al., 2016). Therefore, it seems plausible that the field of AS will be benefited from more diary methodologies since previous research show that leadership behaviors have a continuing fluctuation pattern (Kelemen et al., 2020). Prior empirical research evidence that AS is a dynamic construct that vary on daily basis (e.g., AS-daily work engagement or AS-recovery): one day the supervisor can be more abusive than next

day (Barnes et al., 2015; Qin et al., 2018). Furthermore, scarce research exists in AS on coworkers and individuals who are part of the work group. Rousseau and Aubé (2018) mentioned than inside of working groups the AS may have more adverse outcome, affecting the individual's proactive behavior at the moment they need to work closely with their supervisor. The truth seems to be that a harmful boss can have repercussions at all levels especially because the team leader's behaviors are likely to affect the employee due to their authority status (Rousseau & Aubé, 2018).

Indeed, other studies mentioned that more research is needed to analyze more mechanisms to determine whether AS can be prompted by subordinates. Tepper (2007) mentioned that previous research does not allow investigation of reverse or reciprocal causation. Likewise, he noticed that a compelling argument for alternatives to the temporary primacy of AS can be made given evidence from impetuosity of the victim. Previous studies demonstrate how the followers are the defenseless victims of the supervisor and how this is a repetitive issue that cannot be stopped (Wee et al., 2017). After 2010, AS researchers began to attempt complex mechanisms including moderators, mediators or both moderate-meditate models. Therefore, more mechanisms are needed to research that AS has a cycle process to discover if the spiral of abuse behavior can be broken. In addition, it is worth noticing that most research up to now has been centered around the supervisor-perpetration and employee-victim relationship, especially from the point of view of the subordinates. However, Velez and Neves (2016) recommend assessing variables from other sources such how AS is viewed by supervisors. This perspective brings and opens a broader panorama to apply in this research field. In addition, other factors that impact and have effect over AS is the country and cultures that can vary on perception of what is or is not considered as AS. Therefore, it is important to study AS in countries where this research topic has been under investigation. Martinko et al. (2013) has stressed the opportunity for future research to investigate the impact of cultural aspects on AS such as causes, perceptions, and reactions, since all this remains largely untapped.

AS has been predominately researched under social and relational theories. Since 2000, when the literature began to grow and researchers raised the interest to inquire what AS was, researchers broke down the studies in a variety of theories such as the social learning or social exchange theoretical perspectives until 2015. Nonetheless, after that we identified a change of perspectives, focusing more on affective and emotional theories like affective events or

conservation of resources. Under social theories, research framed AS to find relation between it and negative outcomes for individuals. For example, toxic emotions, intimidation, negative consequences for organizations such as service sabotage, unethical pro-organizational behavior, and interpersonal deviance (Chi et al., 2018; Chu, 2014; Guo et al., 2020; Lian et al., 2012; Lukacik & Bourdage, 2019). Additionally, applying affective or emotional theories researchers found a link between AS and intrinsic consequences on employees such as frustration or negative effects (Eissa & Lester, 2017; Michel et al., 2016). However, this research is still limited in applying emotional frameworks.

Furthermore, over the past years social and relational frameworks have offered practical implications that have been helpful to companies to identify antecedents and negative consequences of AS. These have been used as a tool to stop and prevent future abuse behaviors on leaders. Moreover, in recent years, organizations have benefited from frameworks that approach more internal, prevalent, and deep damage on employees such as the affective and emotional theories widening the knowledge of emotional harm caused by abusive leaderships. From these theories, human resources departments and high-level managers can take action and establish procedures to prevent and minimize damage.

Beyond all these previous findings and gaps on frameworks and methodology designs on AS research, our dissertation contributes to AS literature by providing in the following sections: first, I will introduce objectives, research questions, innovation and contributions that persuade this research. Second, I will reveal the research studies in chapter 1 and 2 to provide new evidence to AS literature with our dissertation. Beginning with our study of the theoretical background were AS has been investigated over the last 10 years of literature, to presenting an empirical study to enhance AS research with diary methodologies and research how abusive leaders affect employees' emotions as well as the recovery on non-working hours. Finally, I am going to formulate the general discussion, main results, theoretical and practical implications, recommendation for future research, and conclusions of this dissertation.

Research relevance and innovation

Our dissertation is relevant to the organizational behavioral field researcher and for organizations and human resources departments, because we analyze the daily damage that abusive leaders cause on employee's emotions, and it shows how the emotions are restored the next day. Also, we provide a deep analysis of the evolution of AS and previous research to clarify the most important gaps and direction for future research. Additionally, our dissertation goes beyond the consequences produced by abusive leaders. It researches the non-working hours, acknowledging the claim made by Tepper et al. (2017) who detected an important absence in AS research over the non-work time area, but can play an important role influencing the abusiveness on the workplace. Our research provides innovation for these two fields of AS inquiring unexplored areas. First, our systematic review improves past reviews that incorporated the use of the preferred reporting items for systematic reviews and meta-analysis (PRISMA) guidelines to analyze the theoretical frameworks from last 10 years. It found an important evolution on frames from social-relational to affective-emotional theories that are now the upcoming perspectives to apply on AS research. Second, in our empirical manuscript we research by adding a new country (Mexico) where leadership research is scarce (Mendoza et al., 2014), and AS an unexplored field. According to Zhang and Liu (2018) the AS perception can vary on subordinates by culture and country e.g., Asian employees expect and see an aggressive behavior from the supervisor as normal. Western employees however expect a respectful and dignify treatment from their supervisor. Following therefore, we will focus on western cultures and countries. According with Hofstede six cultural dimensions (1984, 2001) the culture characteristics influences the work values and behaviors and have an effect over the way to act to be proper with is culture. In accordance with our systematic review AS in western cultures, has been researched mostly in USA. On figure 1 we show the differences between Mexico, Spain and USA to evidence the cultural difference between countries (see at https://www.hofstede-insights.com/product/compare-countries/; Hofstede-insights, n.d.). We found four from these six dimensions are related with the perception of AS, according to the figure 1: First, the ¨power distance¨ dimension can persuade the unequal level of power. Mexico has a high level of tolerance because culturally it is accepted, while USA and Spain show lower level even compared with Spain that has the same language. This can have an effect over employee's perception of AS. Second, on the ¨individualism¨ dimension Mexico shows lower levels compared with Spain and USA. Mexico has more collectivism related to avoiding personal responsibilities and putting obligations over someone else e.g., the supervisor. Third

dimension refers to ¨uncertainty avoidance¨ who shows the degree of tolerance and adaptability to change, beliefs and behaviors, Mexico and Spain displayed a high level because are more drive by rule and traditions these can have an impact of his perceptions at the workplace and his leader; finally, the four dimension who is related to AS is ¨indulgence¨ Mexico shows a higher level than USA and Spain, because in Mexico the social rules are more restricted and drives what behaviors are accepted and what it's not, these regulation can affect the way of AS is accepted as ¨permissive¨ or not (see at https://www.hofstede-insights.com). A sample of Mexican workers allows us to investigate how AS works in Latin context. Finally, our analysis incorporated into AS the hierarchical linear modeling (HLM), this type of analysis has been applied less and represents an innovation for AS data analysis and tests the daily effect of positive and negative emotions fluctuation of AS consequences.
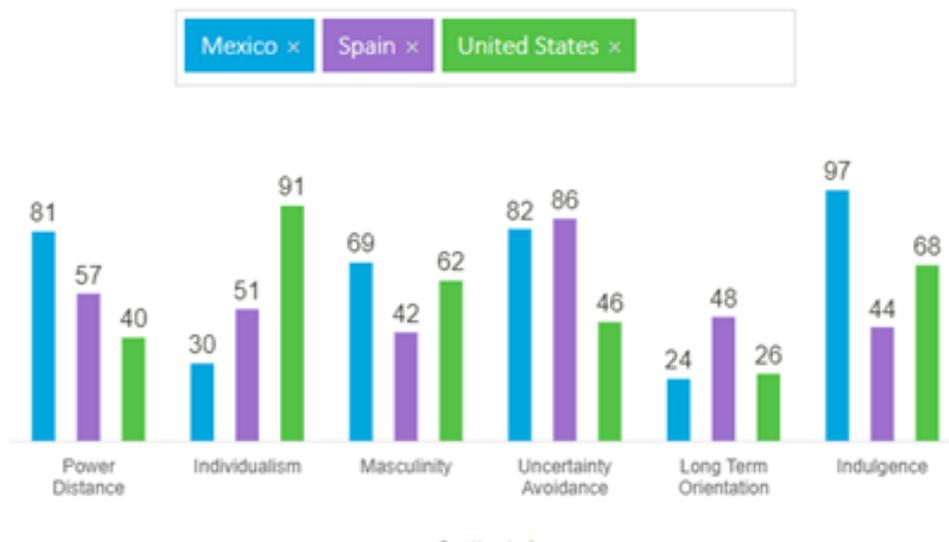
Figure 1. Hofstede countries culture comparation (Hofstede-insights, n.d.)

The contribution to research

Our research explores the current gaps on AS previous reviews, and the lack of daily studies on AS research who attempts to approach further negative consequences. We contribute to the state of the art by providing a complete systematic review from the last ten years of AS research; highlight frames, mechanisms, methodologies, samples, scales, finding and limitations of existing research to statement the coming directions and clarifying the most important gaps for future research and scholars. Also, our thesis contributes to the AS knowledge, testing the negative consequences of AS over internal resources of employee's

emotions. Furthermore, the thesis goes beyond the feasibility of restoring the damage caused by abusive leaders, to find out how the cycling of abuse works and if it could be stopped.

Objectives and research questions

The general objective of this research was to explore and find the daily consequences caused by AS over the employee's emotions and how they can recover from this damage.

To persuade this objective; we have two specific objectives:

A) Our first specific objective is finding the most important and original theories applied on affective-emotional frames and recovery perspectives over the last years. Because AS research has been framed with an infinity of theoretical approaches, mostly from social-relational perspectives, we noticed an absence of recovery perspectives. Consequently, it was necessary to inquire on the theoretical bases and frameworks which have been applied to AS research. It was important to carry out a systematic review to unfold the evolution of AS research in the last 10 years, and clarify what structures are applied to affective-emotional or recovery outcomes. Also, in order to achieve this specific objective of affective-emotional theories, the following two research questions were formulated:

Research question 1: Has theoretical frameworks where AS is grounded changed perspectives in the last 10 years?

Research question 2: What theories have been applied to assess the affective, emotional and recovery outcomes on AS?

B) Our second specific objective is wanting to know if employees' emotions were affected after experiencing daily AS. Specifically, we wanted to investigate if employees' emotions can be restored during the non-working hours. Previous AS research is still limited in addressing the damage caused by abusive leaders over daily positive and negative employee emotions. Still, no one attempted potential research recovery process for AS. It is necessary to research the deep daily consequences that abusive leaders provoke on their subordinates. Further investigation, on whether it is possible for employees to recover from the abuse during non-working hours, is needed. To aim our second specific objective, research questions three and four were formulated:

Research Question 3: Do employees' daily emotions fluctuate during the day as a consequence of experiencing daily AS?

Research Question 4: Is it possible to recover from daily AS during non-working hours through a good daily recovery experience?

Research structure

To achieve our main and specific objectives, we designed a research model (Fig. 2) that includes two studies: one theoretical and one empirical.

On chapter 1, while attempting to fill the gap of previous reviews, we investigate from the bases of previous AS research applying a theoretical systematic review. Our first study persuades the first specific objective of finding the most important and original theories that apply affective-emotional frames, and to answer our research's first and second question. We provide a systematic review based on theoretical evidence of frameworks applied on AS research over the last ten years (from 2010 to 2020). Using the Preferred Reporting Items for Systematic Reviews and Meta-analysis (PRISMA) guidelines, we analyze 171 manuscripts which encompassed 239 samples. These identified definitions of AS, theories, mechanisms, methods, samples, measures/scales, findings, and limitations of AS exiting research. Our study provides further evidence of the major evolution on the framework's expansion from social-relational theories to affective perspectives and found a lack of emotions theories who appraise the negative consequences of AS over employees.

On chapter 2, our dissertation inquires on an empirical study to persuade our second specific objective of how AS has an effect over employees' daily emotions and recovery and achieve the aim of the third and fourth questions with a sample of Mexican employees. It investigates the within day level applying the HLM for the analysis. We gain knowledge by researching how AS creates a cyclic state of damage on employees, and how this destructive dynamic can be stopped with a daily recovery process. We draw the empirical model research AS-emotion-recovery-emotion inquiring two theories. First, we framed our manuscript with the affective events theory (Weiss & Cropanzano, 1996) to highlight how employees can have different responses and behaviors depending on daily abuse events or experiences they confront, and how they can manage these emotions. We argue that if the employee is under abuse, this will affect his/her day-to-day work influencing the fluctuation of positive and negative emotions throughout the day. Second, we apply the job demands-resources model (JD-R) (Bakker & Demerouti, 2014) to research if the diverse demands that work implies

(psychological, physical, social and/or organizational), including any emotional drain or extra effort made for working under the abusive leader, impacts employees. We examine internal impair and if this can be recovered after a good quality recovery experience during non-working hours to restore resources. Using these frames our dissertation investigates how daily abuse influences employees' daily emotion fluctuation as a consequence of experiencing daily AS, and it explores if non-working hours are essential for employees to recuperate from the daily mistreatment recovering and restoring emotions trough an effective daily recovery experience for the next working day. According to Sonnentag and Fritz (2007) good recoveries help in the relaxation process from stress and provide a better psychological well-being.

Day, 15.00 hr.

Day + 1, 08:00 hr.

Abusive Supervision

−

Positive Emotions

+

Negative Emotions

+

Recovery Experiences

−

+

Positive Emotions

+

Negative Emotions

−
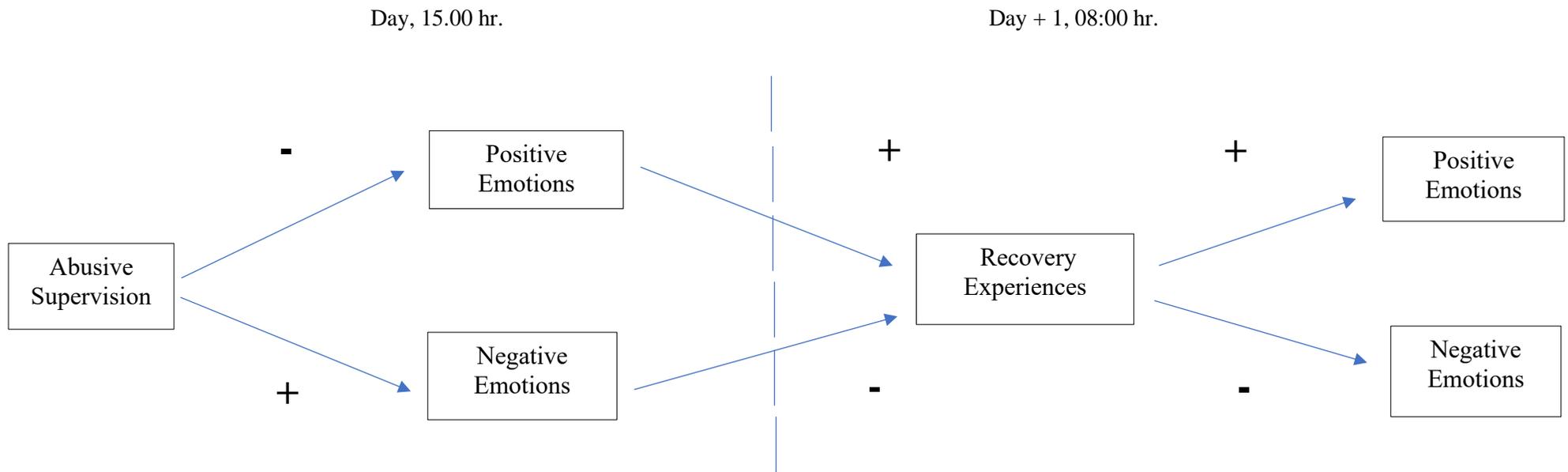
Figure 2. Daily research model

Following our objectives, this thesis presents as results two papers published on scientific journals related to the topic:

- Gallegos, I., Guardia-Olmos, J., & Berger, R. (2022). Abusive Supervision: A systematic review and new research approaches. *Frontiers in Communication, 6*. https://doi.org/10.3389/fcomm.2021.640908

- Gallegos, I., Berger, R., Guardia-Olmos, J. & Escartín, J. (2022). The effect of daily fluctuation of abusive supervision over employees positive and negative emotions, and recovery experience. *The Spanish Journal of Psychology, 25,* E3. https://doi.org/10.1017/SJP.2021.49

Chapter 1.

Abusive Supervision: A systematic review and new research approaches.

1.1 Abstract

Abusive leaders affect employees' emotions and health and produce counterproductive behaviors that cause economic damage to organizations. The literature has focused predominantly on the antecedents of abusive supervision and its negative impact, providing knowledge on mechanisms that link abusive supervision to consequences for subordinates. There has been limited research on the supervisor perspective, on the group level and on recovery. This review makes three contributions: first, we examine the theoretical approaches used by previous research to understand abusive supervision. Second, we analyze the types of mechanisms that explain how and when abusive supervision process occurs. Third, we identify and discuss applied methodologies and limitations. Based on the preferred reporting items for systematic reviews and meta-analysis guidelines, and transactional well-being process perspective, analyzed 171 empirical manuscripts and 239 samples between 2010 and July 2020. We identified a growth in abusive supervision research between 2018 to 2020 and found 101 different theories. Most of these theories view abusive supervision from a social, relational, or affective perspective but seldom from an emotional perspective. We classified four types of mechanisms: simple relations between abusive supervision and antecedents-consequences (12), moderators (47), mediators (26), and a combination of mediators and moderators (86). We found research has mostly been performed at the employee level or on dyads; studies that analyze the team level are rarely found. We identified two methodological problems: cross-sectional designs, which do not allow the analysis of its causality. Another problem is the increased risk of common method variance that may influence the results obtained via single-source data. In conclusion, the theories used have focused on employee perceptions, which has not enabled the broadening of the abusive supervision concept to include the supervisor's perspective and a recovery-related perspective. Research on how and when abusive supervision occurs analyzed with complex mechanisms using emotional variables and appropriate daily methodologies has been scarce. We propose an expanded integrative theoretical approach, including emotional theories, to uncover emotional consequences of abusive supervision and the recovery concept to enable deeper insight into abusive supervision process. We contend that longitudinal and diary designs that include teams and supervisor levels are necessary.

1.2 Introduction

Abusive supervision (AS) is an important organizational concept that is present in empirical leadership research over the last two decades (Schyns & Schilling, 2013). AS is a type of destructive leadership that is seen in the literature as a relevant, prevalent and toxic phenomenon that negatively impacts direct subordinates, teams and the entire organization (Rousseau & Aubè, 2018). It leads to a wide variety of negative responses such as workplace deviance, destructive attitudes, and daily counterproductive work behaviors (CWB) (Bormann, 2017; Eissa & Lester, 2017; Oh & Farh, 2017; Zhang & Liu, 2018). For example, employees under AS have increased turnover, emotional exhaustion, and aggression and reduced performance (Aryee et al., 2008; Oh & Farh, 2017; Tepper, 2000). These negative consequences are associated with absenteeism, and the legal expenses from AS cost U.S. employers $23.8 billion per year (Tepper et al., 2006). Additionally, 65–75 % of employees consider their supervisor to be the worst part of their job, and this finding is associated with loss of well-being for employees and increasing healthcare cost for companies (Zhang & Bednall, 2016; Zhang & Liao, 2015).

For these reasons, since AS began to be investigated, scholars and researchers have raised the questions "What is AS?" Since 2010, researchers have focused more on the antecedents of AS to understand and clarify why AS occurs (Tepper et al., 2017). AS is part of the dark traits of destructive leadership behaviors including authoritarian and laissez-faire supervisors; who differ mostly with the level of negative effect over employees, distinguish the authoritarian leaders by supervisor who employ total control and authority over subordinates and the laissez-faire supervisors conversely are characterize by procrastination, elude responsibilities and not interacting with employees (Breevaart & Zacher, 2019; De Vries, 2018; Kelemen et al., 2020; Tepper et al., 2017). That is why, AS are differentiated and defined as a process that is conceptualized as "subordinates' perceptions, as the extent to which supervisors engage in the sustained display of hostile verbal and nonverbal behaviors, excluding physical contact" (Tepper, 2000, p. 178). Studies about AS have been performed from the self-regulation perspective to analyze the loss of stress-related internal resources such as mental energy, the development of contradictory emotions, poor sleep quality and damage to work-life balance as a precedent of AS (Tepper et al., 2017), focusing mainly on the employee perspective. In the next phase, the question "What are the consequences of AS?" was raised based on social theories such as social exchange theory (SET) (Blau, 1964), social learning

theory (SLT) (Bandura, 1977), and identity theories (Oh & Farh, 2017; Tepper et al., 2017). After 2013, researchers began to incorporate relational and affective theories to understand the negatives effects of AS on employees' work engagement, psychological health and well-being (Zhang & Liao, 2015). However, the applied frameworks lead to inconsistent results when approaching emotion-related variables, combining increased negative and reduced positive emotions under the same theory. Positive emotions are stronger in relation to well-being, and negative emotions are stronger in relation to a problematic situation that needs to be changed (Ashkanasy & Dorris, 2017). Different theoretical frameworks should be used to adequately analyze the relationship between AS and emotions. To answer the question of "How and when AS occurs as a process?", new theoretical approaches using pure emotions (not mood or feelings), including resource theories, have been adopted to explain how emotions diminish employees' capacity for self-control or how self-regulation serves as an employee resource (Thu, Ashkanasy & Dorris, 2017). Most of the research has employed moderators such as demographic factors, neuroticism, leader-member exchange (LMX) and employee empowerment or analyzed mediators such as intrinsic motivations, anger, and psychological distress. However, no studies have included recovery constructs as a mediator or moderator mechanism. The research mechanism focus has remained at the individual level (employees) (Garcia et al., 2015; Haggard & Park, 2018; Mackey et al., 2015; Meng et al., 2017; Mitchell et al., 2015; Zhang & Liao, 2015). Thus, research that analyzes moderating-mediating mechanisms on dyads, e.g., AS on both subordinates and a supervisor (N=0), and at the team level (mechanisms focusing on the AS perception of an entire group, including the group's supervisor) is rare (Ogunfowora et al., 2021; Rousseau & Aubé, 2018; Taylor et al., 2019). From the methodological point of view, until now, the majority of prior investigations on AS have used a cross-sectional design and failed to establish causality or follow the cycle of mistreatment behavior. Additionally, most of the studies have been characterized by measurement bias and common method variance, as the data were self-reported and obtained from the same source (employee). The results of these studies present methodological concerns for future research because they can be influenced by variable effects (Zhang & Bednall, 2016; Zhang & Liao, 2015). Hence, to answer the question of how and when AS occurs requires appropriate advanced research designs such as longitudinal methods, daily studies and multilevel analysis (Thu, Mackey et al., 2015). Since 2015, experimental laboratory studies of AS have appeared and have subsequently increased, and they now represent a new methodological resource that provides greater insight into abusive behavior (Kelemen et al., 2020). Moreover, previous systematic reviews and meta-analyses of the AS literature still do

not offer a useful theoretical overview, focus only on few theoretical perspectives and center purely on antecedents or just consequences (Tepper et al., 2017; Zhang & Bednall, 2016; Zhang & Liao, 2015). As well, prior studies did not apply the guidelines of the preferred reporting items for systematic reviews and meta-analysis (PRISMA) to analyze a complete panorama highlighting important aspects of previous research to offer a practical guide of empirical evidence for scholars and future research.

To address these shortcomings, this review analyzes the evolution of empirical research over the last 10 years regarding AS and its impact on subordinates' outcomes. Well-being, is reflected under the sustainable development goals 3 (SDG) of the United Nations (Nunes et al., 2016) as an important challenge. It is well-known that leadership styles impact in employee well-being and health (Arnold, 2017; Inceoglu et al., 2018). Not only positive leader behaviors were found to be important, also, abusive leaders can be considered an important organizational stressor leading to negative employee's affective outcomes (Katana et al., 2019; Yagil et al., 2011) and to unhealthy behaviors (Kelloway & Barling, 2010) impacting in employee well-being. From the stress literature we understand psychological well-being as subjective employee well-being (Arnold, 2017; Keyes et al., 2002) related to stressors from a transactional perspective of stress (Lazarus & Folkman's, 1984). Due to this fact, we review AS research under the theoretical transactional framework of occupational stress and psychological subjective employee well-being. To do so, we analyze AS definitions and the evolution of the diverse theories to explain concept and relationship as well as its detailed mechanisms and conditions linking AS with employee well-being.

From our point of view, AS research needs to improve in three important aspects. First, the existing theoretical approaches seem to be limited in their consideration of emotions and recovery outcomes. In our opinion, future research should integrate these areas into a new theoretical model to understand more aspects of the AS process. Our review examines these previously used theoretical approaches and offers an integrative theory proposal. This allows us to see how emotional and resource theories from a positive resource perspective can help future research to consider recovery methods and raises the question "How to recover from AS?" Here, we find a clear gap that should be observed because only a few studies understand AS as a process in which the employee can restore his or her internal resources and recover from a stressful situation that involves working under an abusive leader (Sonnentag & Fritz, 2007). Second, combined mechanisms are seldom analyzed entire team's

perception. We contribute by identifying the lacuna of existing mechanisms in which research on AS as a cycle process can obtain detailed knowledge on how and when AS occurs as a process. Third, advanced research methods appropriate for analyzing complex processes and causalities are rarely applied, but they are necessary in diverse samples and contexts. We address this by summarizing the existing research designs highlighting what has been done and what is needed to investigate AS in the future. To achieve these aims, we structure our review in three main sections: first, the theoretical approaches; next, the researched mechanisms; and finally, the methodological issues. We end with a discussion of the findings, and we give suggestions for scholars and future research.

1.3 Method

1.3.1 Literature search and inclusion criteria

Following using the preferred reporting items for systematic reviews and meta-analysis (PRISMA) guidelines, we assure to clearly identify, select, collect and integrate results to analyze the data included (Moher et al., 2009); we conducted our search via Web of Science (WOS) on relevant online databases (Core collection, SciELO Citation Index, Current Contents Connect and Medline). We focused our search on articles that were published from 2010 until July 2020. Applying the search terms "abusive supervision" and* or* "abusive supervisor", we screened and restricted our search for these terms to only the title, and we permitted auto-suggested publications. Following the indicators of previous reviews (Mackey et al., 2017), our search was limited to articles published in English. The first screening identified 456 relevant studies. Consequently, to minimize any bias from duplicate articles, we performed a second search by document type to identify only articles; according to Mackey et al. (2017), under these criteria, we can guarantee that a peer-expert review process of the included data has been applied, serving as a second filter by language (English). The second screening resulted in 365 potential articles.

1.3.2 Coding Procedure

In our process, the complete search procedure was replicated by a research colleague to avoid any bias and ensure the reliability of the process. In the next step, we focused our attention on screening and coding only those empirical articles that a) included quantitative data samples, b) incorporated AS as a measured variable, and c) analyzed the relation between

AS and other variables (Mackey et al., 2017; Zhang & Bednall, 2016; Zhang & Liao, 2015). Conceptual dissertations, abstracts, books, and unpublished studies were excluded. The screening resulted in a total of 171 articles that included 239 samples; these articles represented the final sample of publications that fulfilled our inclusion criteria. Below, complete and detailed information about the screening process is provided in a flow diagram (Fig. 3). The final articles and samples were analyzed by the first author and reviewed by all three authors. Additionally, Fleiss kappa was computed ($\kappa = .98$). Under the theoretical perspective of subjective employee well-being we first analyze and categorize the used definitions of AS to ensure they investigate AS to clarify the construct. Second, to identify how previous research framed AS, we code categories for the diverse applied theoretical frameworks. Third, we code the mechanisms that analyze the AS process and how the study is performed. Forth, we analyze whether the study of these mechanisms and conditions was done with appropriate methodology (cross-sectional, longitudinal, diary). Fifth, to understand who appraises AS, we analyze the samples (e.g., individual-dyads). Six, we analyze how AS is measured to investigate who assesses AS (e.g., employee, supervisor). Seventh, we summarize the findings on theory, mechanisms, methods to highlight what was research. Finally, we categorize the limitations of previous research to present what is needed to investigate AS in the future. Based on the results we make suggestions to expand existing theories and to offer suggestions for new research in AS. The following infographic shows the different steps (see Fig. 4). The mechanisms were categorized as positive or negative in accordance with the outcomes. For studies that included more than one sample, we examined only the samples that measured and analyzed AS. Following that, the authors and one external researcher expert on the topic reviewed the manuscripts to identify any discrepancy.
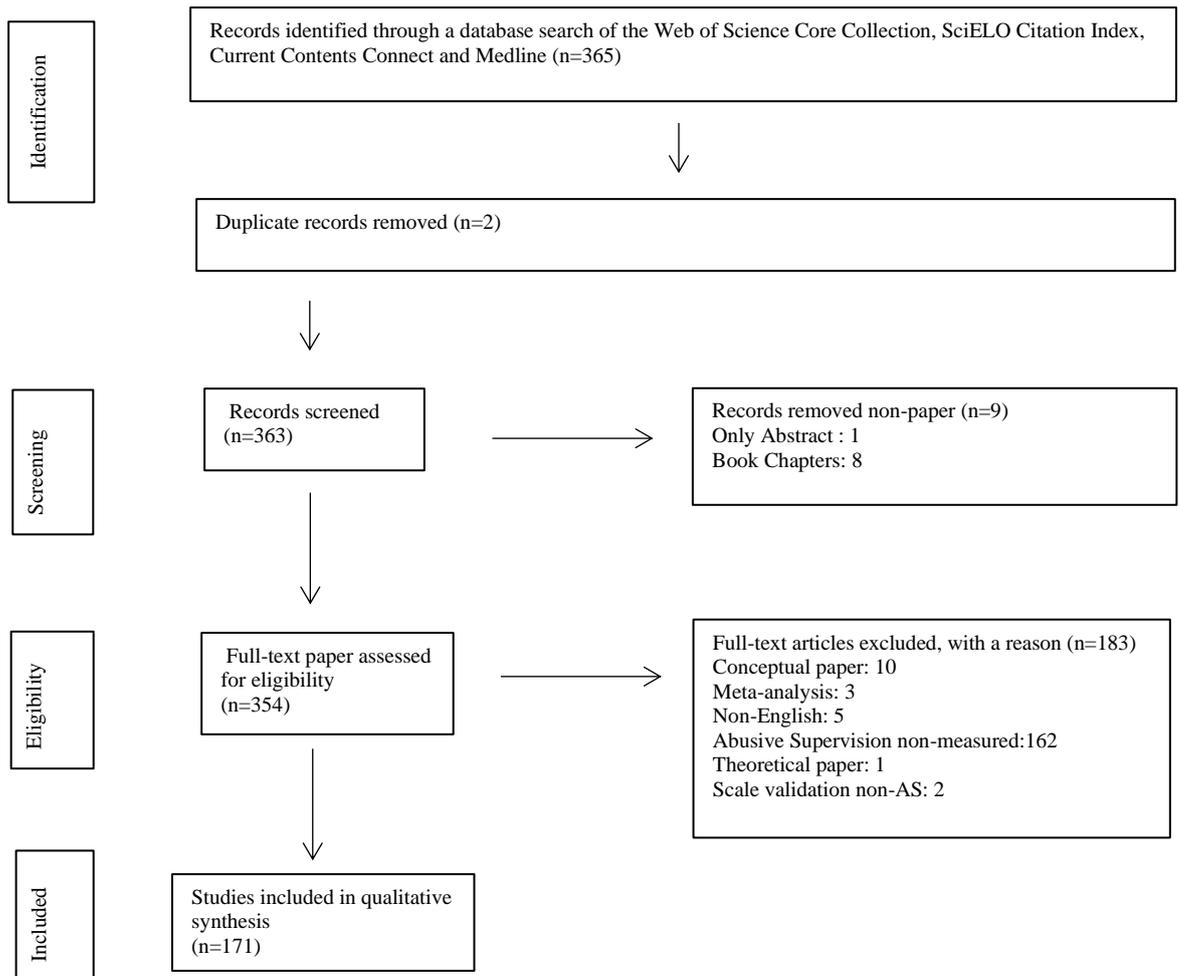
Fig. 3 PRISMA flow diagram of the applied paper selection process.
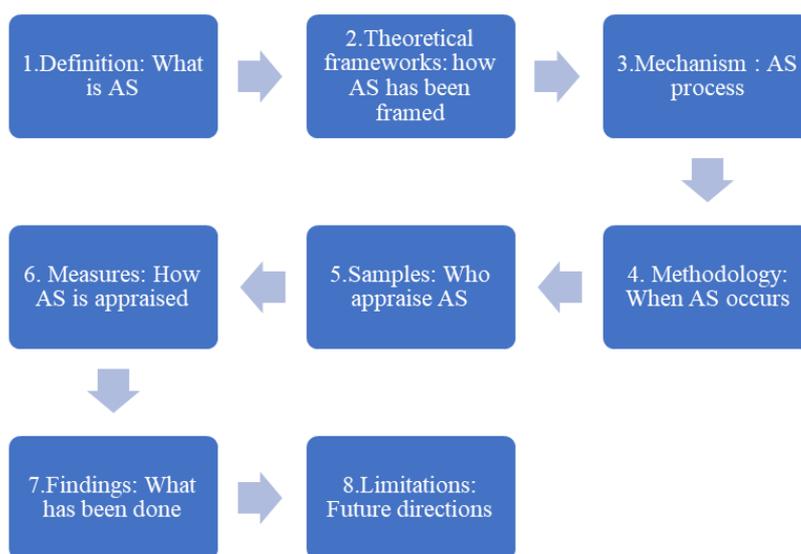
Fig. 4 Infographic

1.4 Results

1.4.1 Theoretical approaches

First, our literature search provides evidence of a notable growth in AS research from 2018 to 2020 (see Fig. 5). The literature examines the question "What is AS?" mostly from the individual's (subordinate's) perspective, analyzing antecedents and negative consequences (see Fig. 6). We identified two prevalent types of theoretical approaches: the social-relational theories (e.g., SET, SLT) and affective theories (e.g., conservation of resources theory (COR) (Hobfoll, 1989) on the one hand and the affective events theory (AET) (Weiss & Cropanzano, 1996)) on the other hand. Until 2015, AS studies predominantly used social-relational theoretical frameworks to analyze how supervisors emulate abusive behavior from familiar role models as an antecedent of AS and how employees engage in withdrawal actions such as reactions in response to the abuse condition (Tepper et al., 2017; Zhang & Liao, 2015). Our literature search found 78 studies that reflected a workplace where AS occurs as part of the employees' social context with relations and social support between individuals (Oh & Farh, 2017). However, these studies failed to address the behavior of the abuser and captured only the perspectives of the social-relational cycle of the employee and his or her coworkers, even when the supervisor had the most direct and close working relation with the employee. Generally, SET and SLT were applied to explain the AS concept (the 9.9%). We distinguished twenty-seven studies that employed SET (6.4%) to investigate the interactions and relationship between a supervisor and a subordinate. Subordinates' behaviors are influenced by supervisors and how supervisors treat them (Kim et al., 2015). Interestingly, none of these studies explicitly examined the supervisor's perception under the SET framework. We identified ten studies that, applying SLT (3.5%), showed how aggressive behavior can be learned. Additionally, none of the studies investigated the application of SLT to supervisors' own perceptions of abusive behavior.

Second, to answer the question "What negative consequences does AS have?", we observed that among health impairment and emotional exhaustion studies, the focus was on the loss of resources. These studies mainly used affective frameworks with COR (8.8%) or AET (3.5%), while stress and emotion theories were usually not applied. For example, with regard to research on internal resources (gain or loss), well-being, emotions, and exhaustion, our

analysis showed twenty-one studies that mainly cited COR. Through COR, these studies approached the question of how the demanding condition of having an abusive leader absorbs the personal resources of followers and causes and increases their distress (Agarwal, 2019) and strain, which can lead to negative attitudinal and behavioral reactions (Akram et al., 2019; Lee et al., 2018; Park et al., 2018) and increased turnover intention (Pradhan et al., 2018). When positive and negative emotions as outcomes were analyzed, studies based on the COR perspective were unsuccessful because they analyzed both emotions as if they are the same without taking into account that some emotions can drive employees to different responses, such as assigning external culpability or taking internal responsibility (Ashkanasy & Dorris, 2017). The AET perspective enables researchers to better consider that emotions differ from another e.g., anger and fear generate different responses and cannot be considered under the same negative dimension (Ashkanasy & Dorris, 2017). Through AET, we identified only six studies that analyzed whether individuals could have different responses and behaviors depending on the different affect-related events or experiences they confronted. Moreover, the studies analyzed how work overload affects supervisors and can cause them to have negative feelings such as frustration and engage in abusive behaviors (Eissa & Lester, 2017). Both affective theoretical perspectives, COR and AET, show limitations when analyzing emotions. AET and even COR treat affective experiences, mood, and emotions in the same way, but they are different. An example is job satisfaction: it is not a pure emotion but an attitude; it involves cognitive aspects and behavior, but it is often analyzed only as an emotion (Ashkanasy & Dorris, 2017). Additionally, each emotion must be researched as a unique variable related to a unique emotional reaction (Ashkanasy & Dorris, 2017). Furthermore, the frameworks need to consider whether the variables are static or dynamic, as AS involves continued mistreatment and therefore requires a specific daily study design and other frames for longitudinal measures. Additionally, the variables analyzed as events, affective reactions, and emotions that are short-term constructs can change continually, and these continual variations need to be captured and examined according to dynamic theoretical frameworks (Thu, Kelemen et al., 2020).

Nevertheless, we noticed a major evolution that seems to reflect an expansion towards other theoretical frameworks and may bring changes to future research perspectives: research started from social perspectives that perceived AS mostly as social-contextual; it then shifted to the relational perspective, and it is currently moving towards affective theories, which are more focused on capturing the individual process in an AS (see Fig. 7). In general, the evolution of AS research has been valuable and notable, highlighting how abusive supervisors directly

harm individuals and organizations. Based on our review, further theoretical expansion is necessary to consider more affective and emotional theories. Taking the aforementioned into account, we can conclude the following. First, the use of social-relational theories can be considered a limitation because studies used these theories to consider just the individual perception when the social context requires interactions between individuals, e.g., studies that include dyads, teams, or family members. Second, the use of affective theories can be considered a limitation because they examine static outcomes based on dynamic variables, e.g., emotions as being a short-lived variable. For future research, we encourage scholars to consider theoretical frameworks that include dynamic constructs and examine the relationship between AS and subordinates' subjective psychological well-being. Furthermore, we recommend daily studies that include emotional variables examined under the novel emotional process theory (Oh & Farh, 2017). Under this theory, employees' daily reactions and behavior modulations in an abuse process can be captured. Additionally, when researching include on the studies the LMX as construct, we recommend considering the AET framework based on how it was developed by Cropanzano et al. (2017), which integrates AET with the development of LMX construct. These perspectives provide a very useful outline of how employees in an abusive situation will probably experience negative effects on work performance and quality of the LMX relationship and will subsequently experience feelings of injustice in comparison to teammates. See the appendix table for a complete analysis overview.
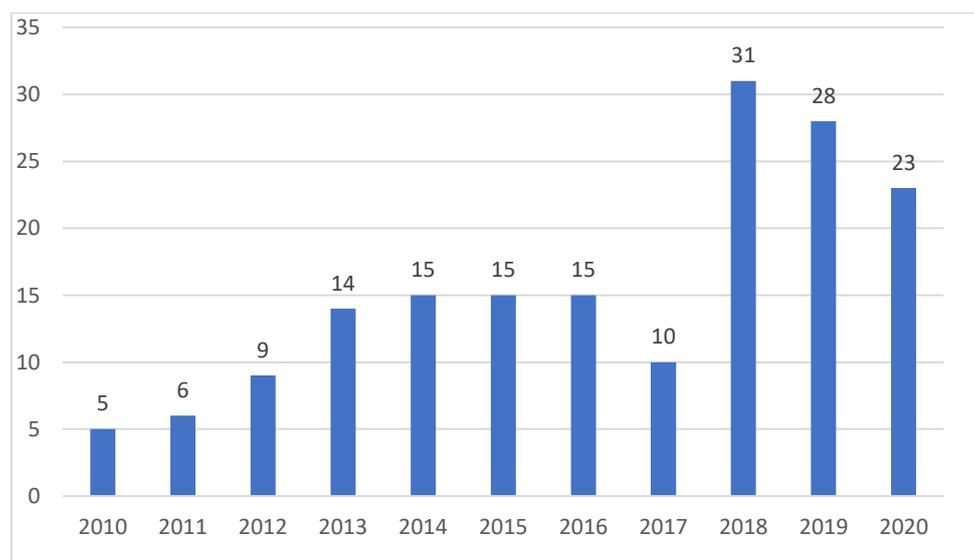
Fig. 5 Evolution of AS research from 2010 to 2020.
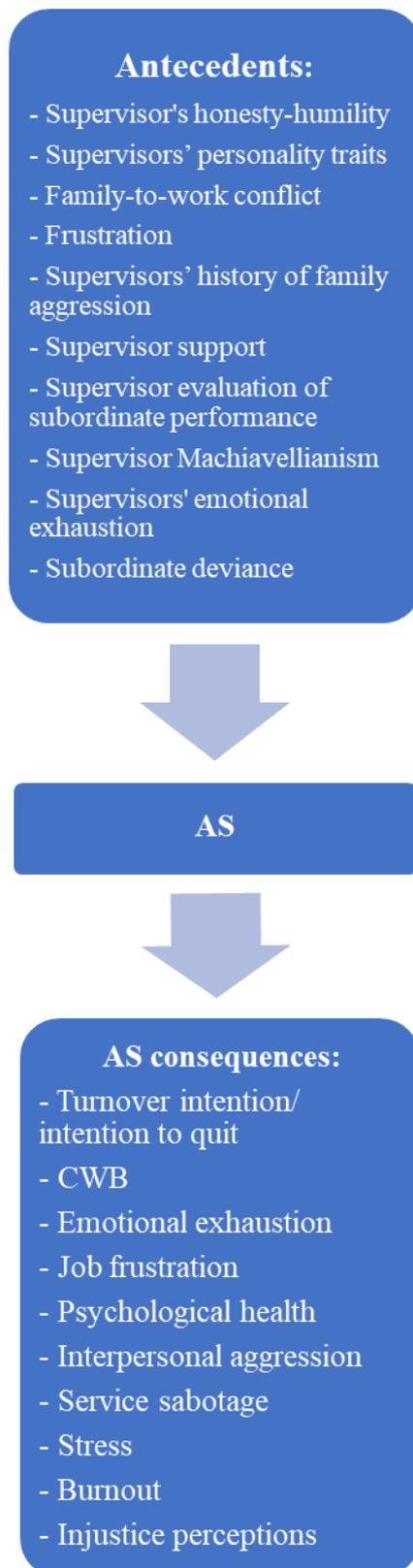
Fig. 6 Antecedents and consequences of AS.
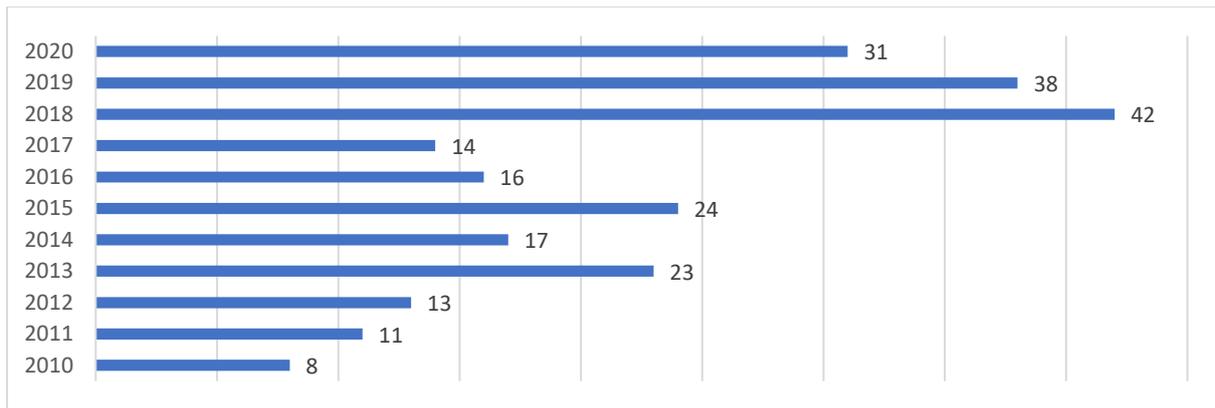
Fig. 7 Number of frameworks applied to AS research per year.

1.4.2 Researched Mechanisms in the relationship between AS and its outcomes

To answer the question "How and when does the AS process occur?", researchers have analyzed a large number of mechanisms that explain the relationship between AS and its consequences. We observe an evolution in AS studies (N= 171), ranging from the individual level to more complex multilevel mechanisms as dyads and teams. Based on these studies, our results reveal that only twelve studies had simple relations and did not analyze any moderator or mediator, focusing on underlying simple relations between variables. Of these studies, five underlined organizational constructs such as the relation between AS and cohesion or type of resignation (Decoster et al., 2013; Klotz & Bolino, 2016), and seven studies examined individual approaches such as creativity (Lee et al., 2013). These studies contended that AS emphasizes the relational aspect among the supervisor, the subordinate, and the immediate environment as a family. Additionally, we found 75 studies that examined AS at the individual level; they employed inadequate single-source data to study a social interrelation. By consider AS as a social-relational process that also includes the abusive leader, research can examine causal inferences that cannot be investigated with single-source data (Mackey et al., 2017).

Furthermore, we observe that the literature has predominantly focused on analyzing mechanisms that include moderators, mediators, or both related to AS-outcomes or outcomes-AS (159 studies) (see Fig. 8). The AS literature has focused on linked the mechanisms with results-orientation to work overload, job strain, frustration, turnover intentions and the consequences of subordinate frustration or authoritarian leadership (Eissa & Lester, 2017; Kiazad et al., 2010). Moreover, of the 159 studies mentioned above, thirteen examined AS as

40

a mediator variable in research models with outcomes such as core self-evaluation and employee deviance (e.g., Kluemper et al., 2019). As well, eight studies investigated AS as a moderator of primary psychopathy and outcomes (Hurst et al., 2019). We also noticed that the mechanisms were based on different approaches: sixty-one studies adopted a personal resource view, and fifty-five had an organizational focus. Forty studies adopted affective perspective, and only three employed a health approach. These studies showed improvements in terms of providing advanced knowledge on complex mechanisms: we found 78 studies that included dyads mechanisms; however, we did not find any studies that analyzed mediator-moderator models that employed a complete dyadic-AS relations assessment of subordinates and supervisor's own perception of AS. Only three studies provided a dyadic perception of abuse from subordinates and coworkers. Studies of complex mechanisms aiming capture the entire team's perception of abusive behavior are scarce (N=18). With regard to the dyadic mechanism, we did not find any mechanism model that assessed AS for the entire team, including supervisors' own perception. A handful of studies attempted predominantly to analyze repetitive constructs (e.g., CWB, LMX or intention to quit). This repetitive use of the same variables and outcomes can be seen as a potential issue in the AS literature, as new evidence of and knowledge about AS are limited.

Additionally, AS research does rarely consider recovery: First, the AS literature has not attempted to include recovery outcomes in the mechanism. Only two studies included variables to examine how a supervisor can decrease his or her own abusive behavior and how subordinates can recover from an abuse situation. Second, AS research has not explored potential issues related to overcoming abuse. A limited number of studies (N=2) have attempted to analyze recovery factors, but they do not provide sufficient knowledge to determine how employees can recover from the damage caused by their leaders. Additionally, none of the prior research investigations of AS have considered a cyclical and continued process of mistreatment: for example, work overload may increase subordinate and supervisor stress levels, which can activate AS and in turn lead to low subordinate performance and increased work overload. This occurs because a continuous cycle of abusive behavior over time changes positive relations into negative and distasteful working relations (Simon et al., 2015). From our perspective, in many ways, AS research is still lacking with regard to two important mechanisms: examining AS as a cycle process and analyzing how employees under abuse conditions can recover or how any negative outcomes can be reserved and lead to recovery outcomes. We encourage researchers to conduct future studies that explore this major problem

from the assumption that the negative phenomenon could be reduced or eliminated, to include mechanism with positive variables, and to consider recovery outcomes to ensure and improve employee's health.
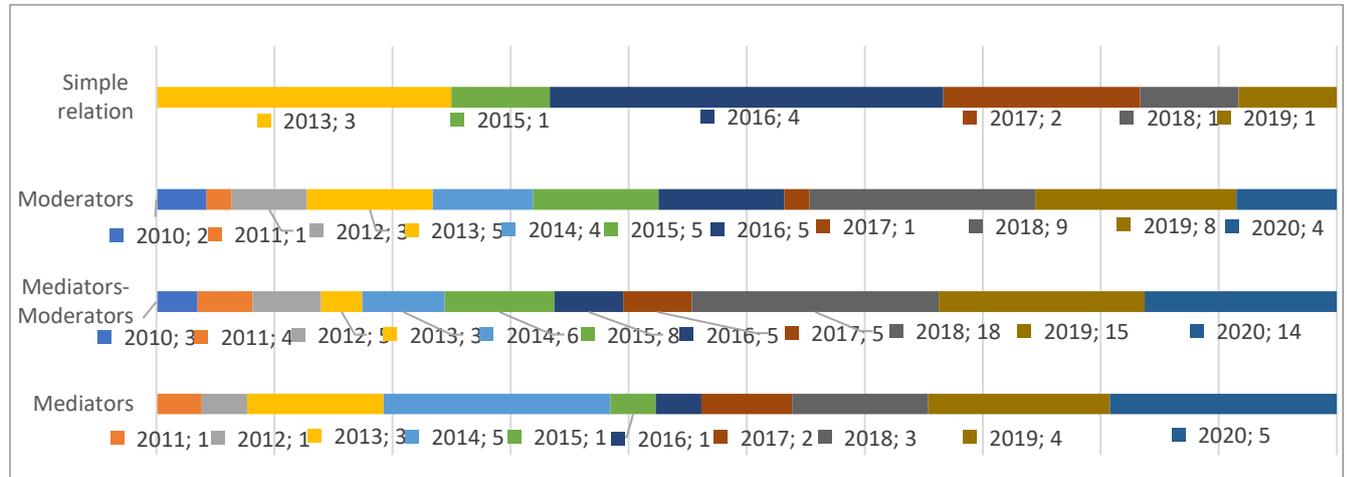
Fig. 8 Number of studies per year using different research designs.

1.4.3 Methodological issues

We found some interesting methodological issues. First, the studies we found mostly used an inadequate cross-sectional study design to study AS as a process. Even though AS has been found to be a dynamic, repetitive, and cyclical process and therefore must be approached as a continued mistreatment behavior (Thu, Oh & Farh, 2017), studies have continued to investigate AS as a static construct using a cross-sectional approach (113 samples), and these studies were limited by a cross-sectional design that involved collecting data at only one point in time rather than over time. It would be interesting to analyze these variables with longer-term data to allow us to see whether the damage caused by abusive leaders is persistent or just highlights unique patterns.

Second, we found 91 studies that used a longitudinal design to analyze the relationships between AS and outcomes and their causality, and this type of research continues to grow (74 samples were found after 2014). Also, this longitudinal-type study does have limitations: measuring using the correct time interval between waves is important because measuring at an incorrect lagged time can influence the variables (Jian et al., 2012). It is also important to conduct longitudinal studies when the AS process includes emotions and stress that vary over

time and therefore require daily study. Third, we identified only a small number of daily studies (14 samples) since 2015. This sample is too small to gain a deep insight from the short-term construct perspective, and more studies are therefore needed to understand the dynamics of the daily AS process. Furthermore, we observed limitations such as time separation and missing control variables for the days (Barnes et al., 2015; Wheeler et al., 2013). We identified 13 studies with 25 samples that assess leaders' own perception of abusive supervisory behavior (N= 13 cross-sectional, N=6 longitudinal and N= 6 daily). We therefore call for more studies that apply multi-source design as appraise the leader's own perception as well as coworkers' reactions to understand how abusive situations are seen by the various employees who are involved (Mitchell et al., 2015).

Additionally, we found that the first experimental laboratory studies appeared (3 samples) between 2015 and 2017. This methodological design increased between 2018 and 2020 (18 samples) (see Fig. 9). These novel designs in AS research will allow future scholars and researchers to gain more insight into AS scenarios (Kelemen et al., 2020).

In conclusion, when looking at the distribution of methods employed over the last ten years, we saw an advancement from cross-sectional to longitudinal and the introduction of some daily designs. Additionally, movement from the individual level to multilevel studies was observed. However, more multilevel studies are needed to investigate the coworker and supervisor perspectives. The outcomes of our review show a promising future for research methods AS methodology.

Our review results demonstrate the importance of the development of longitudinal measures. We encourage researchers to continue using these methods. Furthermore, the daily measure studies conducted at the individual level did not include victim and coworker perceptions. Measures of the supervisor's own assessment of abusive behavior are also underdeveloped. Measuring the effects of abuse on the victim and the victimizer is fundamental to understanding the entire abuse cycle. Tepper et al. (2017) point to the necessity of including the supervisor's self-reports of AS in relevant variables. Furthermore, we suggest researching the well-being of both, the supervisors to show how to enhance his/her behavior and of the employee to reduce the damage. Finally, Farh and Chen (2014) mention the need to understand how AS is displayed within teams and impacts members' behaviors.
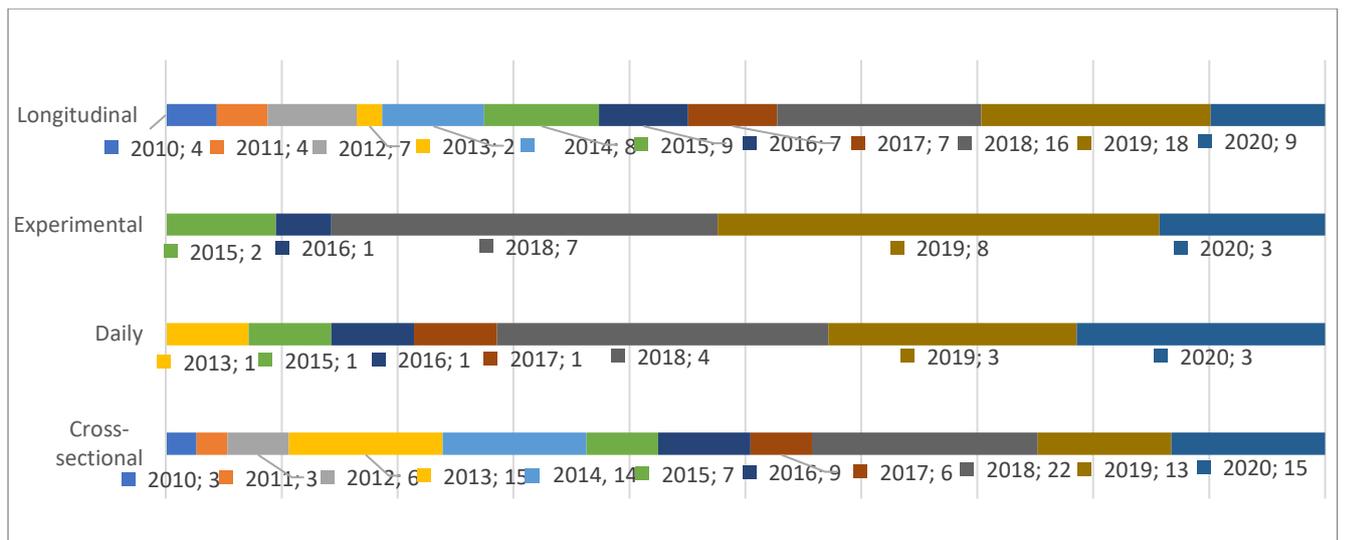
Fig. 9 Number of studies using different study designs.

1.5 Discussion

Our review contributes to the AS literature by providing a helpful overview of the last ten years of research.

First, we identified that research on AS increased considerably from 2018 to 2020. Forty-eight percent of the total AS research was performed during these years. Research investigating AS has been based on four prevalent theories: social-relational theories, SLT (3.5%) and SET (6.4%), until 2015 and affective theories, COR (8.8%) and AET (3.5%), since 2016. There is evidence of a change from the social perspective to the affective perspective of AS from 2010 to 2020, but related research measured AS as static and rarely investigated it as a process. More importantly, studies related to internal-individual resources and stress among subordinates are increasing and changing in their focus from self-regulation theory to resource-related theories such as COR. This is because abusive leaders require more resources from employees, demand greater effort in relation to the workload, and expect employees to stay motivated, demonstrate good behavior and remain engaged. To assess emotional variables to enhance the employees' psychological well-being, current research is mostly based on COR and AET (12.3%). We found that previous studies explore a wide range of precursor and consequence variables associated with AS, but still fail to uncover the emotional damage caused.

Future studies should focus on the emotional arena to analyze emotions as outcomes using AET frameworks that integrate the development of LMX (Cropanzano et al., 2017) or the emerging emotional process theory (Oh & Farh, 2017), which will help in understanding AS as a process; studies should also include recovery outcomes. We encourage the use of moderation-mediation models that link AS with recovery outcomes, attempt to measure AS as a cyclical process, and assess more emotions as positive.

Second, the study results suggest complex mechanisms analyzing AS as an antecedent, consequence, moderator, and mediator. We also found a considerable number of multilevel studies that examined dyadic relationships (N=78). The principal problem we saw in the current literature is how dyadic models are studied. The dyadic mechanisms used in past studies include dyadic relations in the model and structure but do not include dyadic measures. Researchers have failed to examine dyad samples by applying different variables relating to supervisors and subordinates. Future research needs to consider dyadic mechanism measures, and multilevel analysis needs to include supervisors' own assessment of abusive behavior. Additionally, future studies need to address AS at the team level.

Finally, under the theoretical perspective of transactional psychological well-being our review recognizes that applied research designs are still insufficient. Many studies use single-source data, which results in common method variance, and these data are inadequate for capturing the relational nature of the AS process.

Research designs have seldom addressed the nature of the AS process because they have generally been cross-sectional, and fewer studies have used a longitudinal design. Even so, the use of longitudinal designs has increased in recent years, although studies that collect daily data to help analyze the emotional aspects of the AS process—remain scarce. The evidence of recent research demonstrated that abusive leadership could vary daily, seeing AS has a dynamic construct e.g., with work engagement or employee deviance (Park et al., 2021; Qin et al., 2018; Yu & Duffy, 2021). Future studies should apply more daily and multi-source measures to obtain better insight into the daily emotional dynamic of the AS process.

1.6 Limitations

As with other reviews, our current study has several limitations. First, we examined only empirical published manuscripts. This limitation did not allow us to analyze unpublished studies from scholars and investigations presented at conferences. Second, we focused only on AS research and did not include other studies on negative forms of leadership related to the abusive behavior of leaders. Finally, this review included data only from the Web of Sciences (WOS).

1.7 Conclusions

Our review found and identified important aspects of AS framing our review under the theoretical perspective of transactional psychological well-being. We clarified the AS concept through the use of theoretical approaches. We synthesized, analyzed, and revealed how and when the AS process occurs, and which methodologies have been used; we also provided a detailed overview of what researchers have found and what is still missing in AS research. We hope these contributions will offer guidance and valuable theoretical and practical information to encourage scholars and researchers to continue the advancement of AS research.

Table 1. Annexed

No.	Reference	Year	Definition	Theoretical framework	Mechanisms researched	Research Method	Sample(s)	Measures and scales of abusive supervision	Research Findings	Limitations
1	Adams and Webster (2013)	2013	None.	Emotional labour.	Study 1, surface acting mediated the positive relation between three interpersonal mistreatment and outcomes. Study 2, replicated study 1, plus deep acting partially mediated the relation between three interpersonal mistreatment and outcomes.	Two cross-sectional studies in USA. Both studies investigate interpersonal mistreatment by supervisors on subordinates.	Study 1, was employed members of an alumni association of a university (N= 256). Study 2, was engineering employed (N= 250).	Applied the abusive supervision 15-items scale from Tepper's (2000) to measure interpersonal mistreatment by supervisor.	Study 1, the supervisor interpersonal mistreatment was significantly correlated with distress and surface acting. On Study 2, was found the supervisor interpersonal mistreatment correlated with psychological distress and surface acting.	The data was cross-sectional and gathered via self-reports. Also, the measure for emotional regulation was nonspecific.
2	Agarwal (2019)	2019	Definition of abusive supervision from Tepper's (2000) was used.	Conservation of resources theory.	LMX moderated the positive relation between abusive supervision and outcomes via PsyCap.	One longitudinal study in India (T1 and T2, two weeks apart). Investigate on subordinates their perception of abusive supervision.	Employed working in wide variety of sectors (N= 1193).	Was applied on subordinates the abusive supervision 15-items scale from Tepper's (2000).	The interaction of abusive supervision with LMX was significant in predicting PsyCap, as well, moderating the LMX was found significant for abusive supervision, turnover intention and stress.	Cannot be ruled out alternative explanations to the researched model. And, did not cover all sectors.
3	Agarwal and Avey (2020)	2020	Definition of abusive supervision from Tepper's (2000) was used.	Conservation of resources theory.	PsyCap partially mediated the positive relation between abusive supervision and cyberloafing, and psychological contract breach (PCB) moderated the relation.	One cross-sectional study in India. Investigate on subordinates their perception of abusive supervision.	Employed from six organizations (N= 394).	Was applied on subordinates the 15-items scale from Tepper's (2000).	Was found related AS to cyberloafing, and PsyCap partially mediated this relation.	The cross-sectional limited make causal inferences, and self-reported measures may be influence by common method variance.

4	Ahmad et al. (2019a)	2019	Definition of abusive supervision from Tepper's (2000) was used.	Social interaction theory of aggression and revenge theory.	Both studies proposed moderated mediation model, supervisor's psychological closeness moderate the positive relation between subordinate gossip and abusive supervision trough supervisor revenge thoughts.	Two studies in China. Study 1, a longitudinal study (T1 and T2, one month apart). Investigate on dyads the intentions of their own abusive supervisory intentions from supervisor towards their subordinates. Study 2, a daily study (T1 five consecutive days, and T2 one month apart), investigate same of study 1.	Study 1, dyads of supervisor and subordinate in a retail company (N= 422). Study 2, dyads of supervisor and subordinate in multiple manufacturing companies (N= 96).	Was applied on supervisors the abusive supervision active-aggressive 5-items from Mitchell and Ambrose 10-items scale (2007).	Study 1, was found positively related subordinate gossip behavior to abusive supervision, and positively related supervisor revenge thoughts to abusive supervision. On Study 2, was found as well, the results of study 1, and a significant indirect effect of subordinate gossip behavior on abusive supervision through supervisor revenge thoughts.	The research was only research focused on one mechanism, also, the samples was from the same city. And, the mechanism only was on antecedents of abusive supervision.
5	Ahmad et al. (2019b)	2019	Definition of abusive supervision from Tepper's (2000) was used.	Conservation of resources theory, and broaden and build theory.	Psychological capital (PsyCap) mediated the positive and negative relation between abusive supervision and outcomes.	One longitudinal study in Pakistan (T1 and T2, one week apart). Investigate on subordinates their perception of abusive supervision.	University members (N= 408).	Was applied on subordinates the abusive supervision 15-items scale from Tepper's (2000).	Negatively related abusive supervision to psychological capital, individual-directed organizational citizenship behavior, organization-directed organizational citizenship behavior; and, positively related to individual-directed counterproductive work behavior and organization-directed counterproductive work behavior.	Two variables were rated by the same individual (abusive supervision and PsyCap), also, the data was collected from university staff.
6	Akram et al. (2019)	2019	Definition of abusive supervision from Tepper's (2000) was used.	Conservation of resources theory.	Job demands moderated, and emotional exhaustion mediated the positive relation between abusive supervision and CWB.	One longitudinal study in China (T1, T2 and T3, one month apart). Investigate on dyads the subordinate's perception of abusive supervision.	Dyads of supervisor and subordinate from manufacturing firms (N= 350).	Was applied on subordinates only 5-items, from the 15-items scale from Tepper's (2000).	Abusive supervision positively related with counterproductive work behavior and emotional exhaustion.	The data was collected on different point of time and not confirm causality, as well, was from manufacturing sector in Asia.

7	Al-Hawari et al. (2020)	2020	Definition of abusive supervision from Tepper's (2000) was used.	Conservation of resources theory.	Emotional exhaustion mediated the negative relationship between abusive supervision and customer incivility with capacity to satisfy customers and service performance.	One longitudinal study in United Arab Emirates (T1 and T2 three weeks apart, and T3 after the T2). Investigate on dyads the subordinate's perception of abusive supervision.	Dyads of supervisor and subordinate frontline employed from variety of organization (N= 192).	Was applied on subordinates only the active-aggressive 5-items from Mitchell and Ambrose 10-items scale (2007).	Was found positively related AS to emotional exhaustion and customer incivility, also was found a negative relation between AS and service performance and the capacity to satisfy customers.	The variable incivility was measured from the same perspective, also AS were measured from employee perception and did not measure the frequency of this variable.
8	Arif et al. (2017)	2017	Definition of abusive supervision from Tepper's (2000) was used.	None.	Organization-based self-esteem moderated the positive and negative relation between abusive supervision and outcomes, and future work self-salience mediated this relation.	One cross-sectional study in Pakistan. Investigate on subordinates their perception of abusive supervision.	Employed from telecom organizations (N= 452).	Was applied on subordinates the abusive supervision 10-items scale from Mitchell and Ambrose (2007).	Abusive supervision significantly affects employees' turnover intentions and future work self-salience.	None.
9	Avey et al. (2015)	2015	Definition of abusive supervision from Tepper's (2000) was used.	Power dependence theory and learned helplessness theory.	The positive and negative relation between abusive supervision and outcomes, was mediated by job frustration, and moderated by job embeddedness.	One longitudinal study in USA (T1, T2 and T3, two weeks apart). Investigate on dyads the subordinate's perception of abusive supervision.	Dyads of supervisor and subordinate from aerospace company (N= 603).	Was applied on subordinates only 8-items from the 15-items scale from Tepper's (2000).	The relationship between abusive supervision and job frustration was stronger, and positive when job embeddedness was low.	The multisource data, the temporal separation, and a variable who helped to reduce common bias.
10	Barnes et al. (2015)	2015	Definitions of abusive supervision from Tepper's (2000 & 2007) was used.	Ego depletion theory.	A mediation model of leader sleep quantity and quality, between abusive supervision via ego depletion and unit work engagement.	One daily study in Italy (two weeks period). Investigate on work teams the subordinate's perception of daily abusive behaviors.	Work groups from a data base of public and private firms (N= 261 subordinates, and N= 99 supervisors, total N=360).	Was applied on subordinates the 5-items scale from Johnson et al. (2012).	Positively related daily leader ego depletion to daily abusive supervision, and significant indirect effect of daily sleep quality on daily abusive supervisor behavior via daily leader ego depletion.	Variables was not manipulated or was used random techniques, also, was not examined the subordinates sleep effects.

No.	Author	Year	Definition	Theory	Variables	Study	Sample	Measure	Findings	Limitations
11	Biron (2010)	2010	Definitions of abusive supervision from Tepper's (2000 & 2007) was used.	Social exchange theory.	Perceived abusive supervision and perceived organizational support moderated the negative relation between perceived organizational ethical values and organizational deviance.	One cross-sectional study in Israel. Investigate on subordinates their perception of abusive supervision.	Employed from different companies (N= 311).	Was applied on subordinates the abusive supervision 15-items scale from Tepper's (2000).	Positive relationship between organizational deviance and abusive supervision, as well, was found when the level of abusive supervision is low, organizational deviance decreases as organizational values become stricter.	Was a self-reported data, and these may be biased, also, was collected only on one time period. As well, the threat of common method variance is important to noted.
12	Bowling and Michel (2011)	2011	Definition of abusive supervision from Tepper's (2000) was used.	Attribution-based theory of workplace harassment.	Target attributions (self-directed, supervisor-directed, and organization-directed) moderated the negative relation between abusive supervision and outcomes.	One longitudinal study in USA (T1 and T2, one month apart). Investigate on subordinates their perception of abusive supervision.	Employed from StudyResponse database (N= 381).	Was applied on subordinates the abusive supervision 15-items scale from Tepper's (2000).	A negative related abusive supervision with job satisfaction and psychological health; as well, was found positive related abusive supervision with counterproductive work behaviors directed at supervisor and organization. As well, abusive supervision was found significantly related to self-directed attributions and organization directed attributions, but was found not significantly related to supervisor directed attributions.	Was a self-reported data, who made a vulnerable effect of common method variance, and the causal relation between variables was unable to gather, as well, the design didn't measure the variables multiple times.
13	Brees et al. (2016)	2016	Definition of abusive supervision from Tepper's (2000) was used.	Trait activation theory.	Hostile attribution styles, negative affectivity, trait anger, and entitlement are related with subordinate's perception of abusive supervision.	One cross-sectional study in USA. Investigate on subordinates' hypothetical situations by video about the perception of abusive supervision.	Employed from variety of companies and job type (N= 756).	Was applied on subordinates the abusive supervision 15-items scale from Tepper's (2000).	Abusive supervision was positively associated hostile attribution, subordinate negative affectivity, trait anger and entitlement.	The relatively small sample of behavior displayed on the controlled video, also the usage of a modified scale to measure abusive supervision.

14	Breevaart and De Vries (2017)	2017	Definition of abusive supervision from Tepper's (2000) was used.	Big five personality.	Supervisor's honesty-humility, supervisor's agreeableness, emotionality, extraversion, conscientiousness, and openness to experience are negative related with subordinate's perception of abusive supervision.	One cross-sectional study in Netherlands. Investigate on dyads the subordinate's perception of abusive supervision.	Dyads of supervisor and subordinate from variety of companies (N= 107).	Was applied on subordinates only the 15-items scale from Tepper's (2000).	Subordinate perception of abusive supervision was negatively related to honesty-humility and agreeableness. And, emotionality, extraversion, conscientiousness, and openness to experience were found unrelated to subordinate perceptions of abusive supervision.	Examine different personality frameworks simultaneously would be worthwhile.
15	Burton and Barber (2019)	2019	Definition of abusive supervision from Tepper's (2000) was used.	Social exchange theory.	Study 1, interactional justice mediates the positive relation between abusive supervision and retaliation, all is moderated by mindfulness. Study 2, the same model of study 1, but mindfulness only moderated the positive relation between abusive supervision and interactional justice.	Two studies in USA. Study 1, a cross-sectional study (the measures were collected with two surveys, two weeks apart). Investigate on subordinates their perception of abusive supervision. Study 2, an experimental laboratory scenario study. Investigate, the same of study 1.	Study 1, employed registered with Amazon's MTurk (N= 232). Study 2, undergraduate students from university (N= 263).	Study 1, was applied on subordinates the abusive supervision 15-items scale from Tepper's (2000). Study 2, was applied on subordinates only 6-items from the 15-items scale from Tepper's (2000).	Study 1, abusive supervision was found negatively related to interactional justice and positively related to supervisor-directed retaliation, employee trait mindfulness was found negatively related to employee ratings of abusive supervision. Study 2, was found interactional justice mediated the relations between abusive supervision condition and intended retaliation.	Study 1, data was collected from the same source. Study 2, was the used of written scenarios asking a hypothetical situation.
16	Burton and Hoobler (2011)	2011	Definition of abusive supervision from Tepper's (2000) was used.	Self-verification theory.	Interactional justice mediates the relation between perceptions of abusive supervision and workplace aggression, and this last relation was moderated by narcissism.	One cross-sectional study in USA. Investigate on subordinates their perception of abusive supervision.	Students who were also employed worked in a variety of professional fields (N= 262).	Was applied on subordinates the abusive supervision 15-items scale from Tepper's (2000).	Interactional justice was found a significant mediating effect between abusive supervision and interpersonal aggression, as well, was found a strong relationship between abusive supervision and interpersonal aggression.	The variables were from same source and method, also for the method applied to collect data were not possible estimate response rate.

No	Author	Year	Definition	Theory	Purpose	Study design	Sample	Measure	Findings	Limitations
17	Burton et al. (2012)	2012	Definition of abusive supervision from Tepper's (2000) was used.	Theory of displaced aggression.	Supervisor exercise moderates the positive relation between supervisor perceptions of workplace stress, and employee perceptions of abusive supervision.	One cross-sectional study in USA. Investigate on dyads the subordinate's perception of abusive supervision.	Dyads of MBA students from two universities, who were also employed and their supervisors (N=98).	Was applied on subordinates only the 15-items scale from Tepper's (2000).	Supervisor stress was found significantly related to employee perceptions of abusive supervision. As well, was found supervisor perceptions of stress and exercise not significantly related.	The fitness levels were not measured, also because the data were cross-sectional, was not possible to measure the variables at different times.
18	Camps et al. (2016)	2016	Definition of abusive supervision from Tepper's (2000) was used.	Big five personality.	The relation between supervisors' personality traits (agreeableness, conscientiousness, extraversion, openness to experience and neuroticism) and employees 'experiences of abusive supervision.	One cross-sectional study in Belgium. Investigate on dyads the subordinate's perception of abusive supervision.	Dyads of supervisor and subordinate from variety of industries (N= 103).	Was applied on subordinates the abusive supervision active-aggressive 5-items from Mitchell and Ambrose 10-items scale (2007).	Supervisors 'conscientiousness was found positively related to abusive supervision. And, agreeableness, extraversion, neuroticism, and openness were not significantly related.	We're not included lower facets of each personality trait, also, the research was only on supervisor big five personality, and not on employee's personality as well. And, the measure of abusive supervision captures only employees' perceptions and not supervisory behavior.
19	Camps et al. (2020)	2020	Definition of abusive supervision from Tepper's (2000) was used.	Uncertainty management theory.	On both studies, self-doubt moderated the relation between abusive followership and abusive supervisor via interpersonal justice.	Two studies. Study 1, a cross-sectional study in Belgium. Investigate on triads the subordinate perception of abusive supervision. Study 2, were separated on study 2a and 2b. Study 2a did not measured AS. Study 2b, an experimental study (country not mentioned). Investigate on	Study 1, triads of supervisor, subordinate and coworker from different organizations (N= 122). Study 2b, university students (N= 312).	Both studies, applied the 15-items scale from Tepper's (2000).	Study 1, was found positively related abusive followership and AS, and interpersonal justice was negatively related to AS. Study 2b, found that were more likely to engage on AS supervisors with low-level of self-doubt.	In the study 1, the cross-sectional design did not allow test the causality. The sample of study 2b were students with low working experienced.

			supervisors own abusive behavior perception.						
20	Chen and Liu (2019)	2019	Definition of abusive supervision from Tepper's (2000) was used.	Attribution theory and social identity theory.	Supervisor directed attribution as mediator, and LMX as moderated the relation between abusive supervision and outcomes.	One longitudinal study in Taiwan (T1 and T2, four weeks apart). Investigate on subordinates their perception of vicarious abusive supervision over their peers'.	Students from several universities (N=336).	Was applied on subordinates modified for peers' the abusive supervision 15-items scale from Tepper's (2000).	Was found significant the relation between vicarious abusive supervision and LMX on supervisor-directed attribution, also, vicarious abusive supervision was found a positive significant with supervisor-directed attribution.	The variables were measured with self-reported, also the sample was Taiwanese workers, who had higher tolerance to abusive supervision by cultural characteristics.
21	Chi et al. (2018)	2018	Definition of abusive supervision from Tepper's (2000) was used.	Social learning theory.	Surface acting mediated the positive relation between abusive supervision and service sabotage, and perceived supervisor power moderated the model.	One longitudinal study in Taiwan (T1 and T2, two weeks apart). Investigate on dyads the subordinate's perception of abusive supervision.	Dyads of supervisor and subordinate from diverse industries (N= 186).	Was applied on subordinates only the abusive supervision active-aggressive 5-items from Mitchell and Ambrose 10-items scale (2007).	Abusive supervision was found positively related to service sabotage and surface acting. And, perceived supervisor power had no effect on the relation between abusive supervision and surface acting.	Two variables from subordinate and supervisor where measured on the same time, and this couldn't dismiss common method variance, also, the variables related to services were only rated by the supervisor, but not for the costumers.

#	Author	Year	Definition	Theory	Model	Study	Sample	Measure	Findings	Limitations
22	Choi et al. (2019)	2019	Definition of abusive supervision from Tepper's (2000) was used.	Social exchange theory.	LMX mediated the negative relation between abusive supervision and employee knowledge sharing. Also, psychological contract fulfillment, and self-enhancement motive moderated the model.	One cross-sectional study in South Korea. Investigate on dyads the subordinate's perception of abusive supervision.	Dyads of supervisor and subordinate from diverse industries (N= 175).	Was applied on subordinates only the abusive supervision 15-items scale from Tepper's (2000).	Abusive supervision was found negatively related to knowledge sharing, as well, was found a negative relation between abusive supervision and LMX, when is high the employee's self-enhancement motive.	Was a cross-sectional design, a risk for common variance, and employee knowledge sharing was only rated by the supervisor.
23	Chu (2014)	2014	Definition of abusive supervision from Tepper's (2000) was used.	Social exchange theory and power dependence theory.	Toxic emotions at work mediated the positive and negative relation between abusive supervision and outcomes.	One longitudinal study in Taiwan (T1 and T2, two months apart). Investigate on subordinates their perception of abusive supervision.	Nurses from six different hospitals (N= 212).	Was applied on subordinates the abusive supervision 15-items scale from Tepper's (2000).	Abusive supervision was positively correlated to toxic emotions at work and counterproductive work behavior, also, was found positively correlated with organizational citizenship behavior.	Other factors as is job satisfaction was not control, and may be are related with the variables. Also, the data was collected in Taiwan.
24	Courtright et al. (2016)	2016	Definition of abusive supervision from Tepper's (2000) was used.	Resource drain theory.	Study 1, the positive relation between family-to-work conflict and abusive supervision. Study 2, as well the positive relation between family-to-work conflict, and abusive supervision via ego depletion.	Two studies in USA. Study 1, a longitudinal study (T1 and T2, three months apart, and, T3 one week after T2). Investigate on groups if family-to-work conflict is related to abusive supervision. Study 2, a daily study (two-week work period, in total 10 consecutive days). Investigate on supervisors', as well, if family-to-work conflict (FWC) is related to abusive supervision.	Study 1, groups of supervisor and subordinates from a financial services company (N= 134 supervisors, and N= 580 subordinates). Study 2, supervisors' in multiple industries (N= 92).	Study 1, was applied on subordinates the abusive supervision active-aggressive 5-items from Mitchell and Ambrose 10-items scale (2007). Study 2, also, was applied the abusive supervision active-aggressive 5-items from Mitchell and Ambrose 10-items scale (2007), but only on supervisors.	Study 1, was found positively related FWC to abusive supervision, as well, was found the relationship was more stronger for female supervisors' than for male. Study 2, was found, also, positively related FWC to abusive supervision, and, significant relation between daily ego depletion and daily abusive supervision.	Study 1, the research found the FWC can vary on day-to-day basis, and the variable job autonomy was distal from supervisor situation of control. Study 2, the data were collected from same source, same survey and at the same daily time. Also, the variety of positions and industries from participants did not allow moderating effects test.

25	Decoster et al. (2013)	2013	Definition of abusive supervision from Tepper's (2000) was used.	Social exchange theory, social identity theory, and social-categorization theory.	The relation between abusive supervision and outcomes.	One cross-sectional study in Belgium. Investigate on dyads the subordinate's perception of abusive supervision.	Dyads of supervisor and subordinate from diverse organizations (N= 134).	Was applied on subordinates the abusive supervision 15-items scale from Tepper's (2000).	Abusive supervision was found negatively related to perceived cohesion, and, significant to organizational identification. Also, was found no negative significant the relation between abusive supervision and tendency to gossip.	Supervisor rated one variable (tendency to gossip), and employees other variable (cohesion), also, abusive supervision reported low levels. As well, the cross-sectional design does not allow to make causal inference.
26	Eissa and Lester (2017)	2017	Definition of abusive supervision from Tepper's (2000) was used.	Affective events theory.	Neuroticism moderated the relation between role overload and frustration; conscientiousness and agreeableness moderated the positive relation between frustration and abusive supervision.	One cross-sectional study in USA. Investigate on dyads the subordinate's perception of abusive supervision.	Dyads of supervisor and subordinate from diverse organizations (N= 190).	Was applied on subordinates the abusive supervision active-aggressive 5-items from Mitchell and Ambrose 10-items scale (2007).	Was found positively associated supervisor frustration with abusive supervision, also, was found supervisor role overload had an indirect effect on abusive supervision via supervisor frustration.	The cross-sectional design does not allow to make causal inference. Also, the theoretical framework used not eliminated the fact of other possibilities for the hypothesis.
27	Eschleman et al. (2014)	2014	Definition of abusive supervision from Tepper's (2000) was used.	Expectancy theory.	Perceived intent moderated the positive relation between abusive supervision and counterproductive work behaviors (CWB).	One longitudinal study in USA (T1 and T2, one month apart). Investigate subordinates' counterproductive responses to abusive supervision.	Employed from StudyResponse database (N= 268).	Was applied on subordinates the abusive supervision active-aggressive 5-items from Mitchell and Ambrose 10-items scale (2007).	Abusive supervision was found positively related to CWB directed at the organization, and, CWB directed at the supervisor. As well, motivational intent moderates the relation between abusive supervision and CWB.	The data was collected by self-reported; this made the data vulnerable of common method variance, also, the variables were not assessed multiple times.
28	Fan et al. (2020)	2020	Definition of abusive supervision from Tepper's (2000) was used.	Conservation of resources theory.	Emotional exhaustion mediated the negative relation between team performance and abusive supervision, this relation is	One longitudinal study in China (T1, T2 and T3, time lag not mentioned). Investigate on teams the subordinate's	Teams of supervisor and two subordinates from a hypermarket chain (N= 130).	Was applied on subordinates only the active-aggressive 5-items from Mitchell and	Was found emotional exhaustion mediated the negative effects of team performance on abusive supervision, and regulatory focus moderated team performance on	The design was time-lagged but still was not possible establish the causality, also the sample size lacked the statistical power.

#	Author	Year	Definition	Framework/Theory	Hypotheses/Findings	Study design	Sample	Scale	Results	Limitations
					moderated by regulatory focus.	perception of abusive supervision.		Ambrose 10-items scale (2007).	abusive supervision via emotional exhaustion.	
29	Ferris et al. (2016)	2016	Definition of abusive supervision from Tepper's (2000) was used.	Approach/avoidance framework.	Anger and anxiety mediate the positive relation between abusive supervision and outcomes.	Two longitudinal studies in China. Study 1 (T1, T2 and T3, four months apart). Investigate on subordinate's workplace aggression as abusive supervision. Study 2 did not measure abusive supervision.	Employed from five different companies (N= 257).	Was applied on subordinates only 13-items from the 15-items scale from Tepper's (2000).	Abusive supervision was found positively related to anger, and not significantly relate to anxiety.	The data was collected from the same source, also, the design was cross-sectional.
30	Garcia et al. (2014)	2014	Definition of abusive supervision from Tepper's (2000) was used.	Social learning theory.	On the four studies, angry rumination moderated the positive relation supervisors' history of family aggression and abusive supervision via hostile cognitions, and hostile affect.	Four studies in the Philippines. Studies 1 and 2, a cross-sectional study. Investigate on dyads only subordinate's perception of abusive supervision. Study 3, a longitudinal study (T1 and T2, 3 months apart). Investigate on triads only subordinate's perception of abusive supervision. Study 4, a longitudinal study (T1 and T2, two weeks apart, and T3, six months after T2). Investigate on dyads only subordinate's	Study 1, dyads of supervisor and subordinate from MBA part-time students who worked in multiples companies (N= 154). Study 2, dyads of supervisor and subordinate from a call center (N=199). Study 3, triads of parents, supervisor and subordinate from four customer organizations, two call centers and two retail organizations (N= 134). Study 4, dyads of supervisor and subordinate from postgraduate students who worked in multiples companies (N= 162).	Was applied on the four studies on subordinates only the 15-items scale from Tepper's (2000).	Study 1, was found positively correlated hostile cognitions and hostile affect with abusive supervision. Studies 2, 3 and 4, was found not significant the indirect effect between supervisors' history of family aggression and abusive supervision via hostile cognitions for angry rumination, but was found significant and stronger via hostile affect for high angry rumination.	Was not include the variable of arousal, also two studies were cross-sectional. As well, two variables (history of family aggression and hostile affect) participants answered over past situations, them may not accurately remember.

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31	Garcia et al. (2015)	2015	Definition of abusive supervision from Tepper's (2000) was used.	General aggression model.	Neuroticism moderated the relation between abusive supervision and workplace deviance.	One longitudinal study in the Philippines (T1 and T2, eighteen months apart). Investigate on subordinates their perception of abusive supervision, and the relationship with workplace deviance.	Employed from a public sector (N= 156).	Was applied on subordinates the abusive supervision active-aggressive 5-items from Mitchell and Ambrose 10-items scale (2007).	Abusive supervision was found positively related to workplace deviance.	A temporal separation was used but was not sufficient for cause and effect relation. Also, the study was only focused on neuroticism not include other facets.
32	Gonzalez-Morales et al. (2018)	2018	Definition of abusive supervision from Tepper's (2000) was used.	Organizational support theory.	Relation between supervisor support and abusive supervision.	One quasiexperimental study in USA (T1 and T2, nine months apart). Investigate on teams, the subordinate's perception of	Employed from eight restaurants (N= 23 supervisors', and N=208 experimental employees).	Was applied six items from the scale of Negative Acts Questionnaire–Revised (NAQ-R) (Einarsen et al., 2009).	Was found a significant interaction effect on employees' perceptions of perceived supervisor support and abusive supervision, as well, employees whose supervisors received support training	The participants were unable to identify, and assess the individual scores, also, the scores of abusive supervisions were low.

33	Gregory et al. (2013)	2013	Definition of abusive supervision from Tepper et al. (2008) was used.	Social exchange theory, organizational justice and fairness theory.	Satisfaction with pay moderated the negative relation between abusive supervision and subordinate's OCBs.	One cross-sectional study in Kazakhstan. Investigate on subordinates their perception of abusive supervision and organizational citizenship behaviors (OCB).	Employed from seven different banks (N= 357).	Was applied on subordinates the abusive supervision 15-items scale from Tepper's (2000).	Abusive supervision was found negatively related to subordinate's willingness to perform OCB, also, abusive supervision and OCB was negative and significant with low levels of satisfaction with pay.	The design was cross-sectional, also were investigated with only two moderators. As well, the research did not control outside work factors.
34	Guan and Hsu (2020)	2020	Definition of abusive supervision from Tepper's (2000) was used.	Deterrence theory.	Affective commitment, normative commitment and continuance commitment mediates the relation between abusive supervision and information security policy (ISP) noncompliance intention, the relation is moderated by perceived certainty and severity of sanctions.	One cross-sectional study in China. Investigate on subordinates their perception of abusive supervision.	Employed from various organizations (N= 199).	Was applied on subordinates the 15-items scale from Tepper's (2000).	Was found AS significantly and negatively influenced affective commitment, normative commitment and continuance commitment.	The sample was collected from different industries and were only from China.

No.	Author	Year	Definition	Theory	Purpose	Method	Sample	Measure	Findings	Limitations
35	Guo et al. (2018)	2018	Definition of abusive supervision from Tepper's (2000) was used.	Transactional theory of stress.	Both studies proposed psychological capital moderated the positive and negative relation between authoritarian leadership and outcomes.	Two studies. Study 1, cross-sectional study in Lagos-Nigeria. Investigate on dyads the subordinate's perception of authoritarian leadership using abusive supervision as control variable. Study 2, longitudinal study in China (T1, T2 and T3, two weeks apart). Investigate the same of study 1.	Study 1, was dyads of supervisor and subordinate from different organizations (N= 115). Study 2, was dyads of supervisor and subordinate from different organizations (N= 192).	Both studies applied on subordinates the abusive supervision active-aggressive 5-items from Mitchell and Ambrose 10-items scale (2007).	On both studies' employee PsyCap was moderated the relation between authoritarian leadership and employee fear. These moderated mediations were strongly supported controlling abusive supervision.	One of the studies was a cross-sectional design, also the samples were from two countries with high tolerance for authoritarian leaders.
36	Guo et al. (2020)	2020	Definition of abusive supervision from Tepper's (2000) was used.	Social exchange theory.	Proactive personality moderated the relation between abusive supervision and unethical pro-organizational behavior (UPB).	One longitudinal study in China (T1 and T2, two months apart). Investigate on subordinates their perception of abusive supervision.	Employed from multiple companies (N= 353).	Was applied on subordinates the active-aggressive 5-items from Mitchell and Ambrose 10-items scale (2007).	Was found AS negatively influenced UPB when proactive personality was low.	Was not ensure the causal relation between variables, and was examined only one moderating variable.
37	Haggard and Park (2018)	2018	Definition of abusive supervision from Tepper's (2000) was used.	Empathetic concern theory, attribution theory, justice theory and trust repair theories.	Study 1, LMX moderated the relation between abusive supervision and outcomes, perceived supervisor remorse mediated the relation. Study 2, interactional justice and LMX moderated the relation between abusive supervision and outcomes, perceived supervisor remorse mediated the relation.	Two longitudinal studies in USA. Study 1 (T1 and T2, three weeks apart). Investigate on subordinates their perception of abusive supervision. Study 2 (T1, T2, and T3 three weeks apart). Investigate the same of study 1.	Study 1, employed from different organizations using panelists from SurveyMonkey (N= 473). Study 2, employed from different organizations using Research Match (N= 253).	Both studies applied on subordinates the abusive supervision 15-items scale from Tepper's (2000).	Study 1, abusive supervision was found negatively related to LMX and organization-based self-esteem, and positively related to turnover intentions, constructive and dysfunctional resistance. Study 2, abusive supervision was found negatively related to perceived supervisor remorse, interactional justice, LMX and organization-based	Study 1, was used self-reported data, and the model did not test the interactional justice. Study 2, the use of online panel sample.

self-esteem, and positively related to turnover intentions, constructive and dysfunctional resistance.

38	Harris et al. (2011)	2011	Definition of abusive supervision from Tepper's (2000) was used.	Displaced aggression, conflict, and LMX theory.	On both studies LMX quality moderated the relation between supervisor's coworker conflict and abusive supervision, as well, abusive supervision mediates the relation between supervisor's coworker conflict and outcomes.	Two cross-sectional studies in USA. On both studies, was investigated on dyads the subordinate's perception of abusive supervision.	Study 1, dyads of supervisor and subordinate from a state government responsible for disease issues (N= 121). Study 2, dyads of supervisor and subordinate from a state government responsible for environmental health issues (N= 134).	On both samples, was applied on subordinates only 6-items from the 15-items scale from Tepper's (2000).	On both studies. Supervisor reports of coworker conflict was found positively, and significantly related to abusive supervision, but LMX was found negatively related with abusive supervision. The interaction between supervisor reports of coworker conflict and LMX was negatively and significantly related to abusive supervision. Also, abusive supervision fully mediated the relation between supervisor coworker relationship conflict and OCB, and partially mediated the relation with work effort.	The theories used are not the only theories to explained the hypothesis, also was unable measure the causality. As well, the sample was only employees in white-collar positions.
39	Harris et al. (2013)	2013	Definition of abusive supervision from Tepper's (2000) was used.	Conservation of resources theory and transactional model of stress and coping.	Positive and negative relation between abusive supervision and immediate and distal outcomes.	One cross-sectional study in USA. Investigate on subordinates their perception of abusive supervision.	Employed from different companies (N= 225).	Was applied on subordinates only 6-items from the 15-items scale from Tepper's (2000).	Abusive supervision was found positively related to job strain, frustration, and negatively related to job satisfaction. As well, was found not significantly related to turnover intentions.	The variables were measured at the same time, on same participants. Also, the data was collected by students. And, on cross-sectional design.

No.	Author	Year	Definition	Theory	Purpose	Study design	Sample	Measure	Results	Limitations
40	Harvey and Harris (2010)	2010	None.	Affective events theory.	Relation between psychological entitlement and political behavior and co-worker abuse. Mediated by job-related frustration, and moderating by supervisor communication.	One cross-sectional study in USA. Investigate on subordinates their perception of co-worker abuse.	Employed from different companies (N= 223).	Was applied on subordinates only 6-items from the 15-items scale from Tepper's (2000), adapted for coworker's abuse.	Psychological entitlement, job-related frustration, and abusive co-worker behavior was found simultaneously significant.	The study design (cross-sectional) limits causality; also, for the nature of this study, participants required divulge peer sensitive information.
41	Harvey et al. (2014)	2014	Definition of abusive supervision from Tepper's (2000) was used.	None.	For both studies, abusive supervision mediates the positive relation between psychological entitlement and outcomes.	Two cross-sectional studies in USA. Study 1, investigate on subordinates their perception of abusive supervision. Study 2, investigated on dyads co-worker and subordinate both perceptions of abusive supervision.	Study 1, employed from different companies (N= 396). Study 2, dyads of co-worker and subordinate from different companies (N= 81).	On both samples was applied only 6-items from the 15-items scale from Tepper's (2000).	Study 1, psychological entitlement was found significant related to perceptions of abusive supervision, as well abusive supervision was found significant positive related to upward undermining behaviors. Study 2, same of study 1, abusive supervision was found significant positive related to upward undermining behaviors, and abusive supervision was found associated with co-worker's organizational deviance, and this perception mediated psychological entitlement.	On study 1, the self-report data. Both studies, had a cross-sectional design, a limitation for causality. And, was found psychological entitlement appears to influence ratings of abusive supervision.
42	Henle and Gross (2014)	2014	Definition of abusive supervision from Tepper's (2000) was used.	Victim precipitation theory.	Negative emotions at work mediated the negative relation between outcomes and abusive supervision.	One cross-sectional study in USA. Investigate on subordinates their perception of abusive supervision.	Undergraduate business courses students from university (N= 222).	Was applied on subordinates the abusive supervision 15-items scale from Tepper's (2000).	Emotional stability and conscientiousness were found significantly, and inversely related to abusive supervision; but agreeableness was unrelated, and was found an indirect effect of personality on abusive	The cross-sectional study was a limitation for causality; also, the self-reports might increase common method variance.

43	Hon and Lu (2016)	2016	Definition of abusive supervision from Tepper's (2000) was used.	Cognitive social learning theory and trickle-down model.	Traditionality and power distance moderated the positive and negative relations between abusive supervision, abusive subordinate behavior and service performance.	One cross-sectional study in China. Investigate on teams only the subordinate's perception of abusive supervision.	Teams of supervisor and subordinates from different hotels (N= 266 subordinates, and N= 36 supervisors).	Was applied on subordinates the abusive supervision 15-items scale from Tepper's (2000).	Abusive supervision was found positively correlated with subordinates' abusive behavior, and negatively related to employee service performance.	The data comes from the same source that possibility common method variance; also, was not examined the mechanism of social learning process. As well, the sample was from a single country.
44	Hoobler and Hu (2013)	2013	Definition of abusive supervision from Tepper's (2000) was used.	Organizational justice	Supervisors' negative affect and abusive supervision mediated the relationship between supervisors' interactional justice perceptions and outcomes.	One cross-sectional study in USA. Investigate on dyads the subordinate's perception of abusive supervision.	Dyads of supervisor, subordinate and one family member of the subordinate, from MBS students who works on different companies (N= 200).	Was applied on subordinates only the 15-items scale from Tepper's (2000).	Abusive supervision was found significantly related to supervisor–subordinate tenure relation and to subordinates' negative affect; as well, was found a negative association between supervisor interactional justice perceptions and supervisor negative affect, and positive association between supervisor negative affect and abusive supervision.	The cross-sectional design could not specify causality, and a single measured cannot differentiate aspects of affect.
45	Huang et al. (2019)	2019	Definition of abusive supervision from Tepper's (2000) was used.	Job demands–resources (JD-R) model.	Daily work engagement mediated the positive and negative relation between abusive supervision and outcomes.	One daily study in Taiwan (10 consecutives working days). Investigate on subordinates their perception of abusive supervision.	Employed from high-tech company (N= 60).	Was applied on subordinates the 15-items scale from Tepper's (2000).	Was found daily work engagement fully mediates the negative relation between abusive supervision, organizational citizenship behavior and voice.	Was only considered one style of leadership; also, the data were collected only from one level of employees with

self-report measures.

| 46 | Hurst et al. (2019) | 2019 | Definition of abusive supervision from Tepper's (2000) was used. | Theory of purposeful work behavior and multimotive model of interpersonal threat. | Abusive supervision moderated the relation between primary psychopathy and outcomes. | One longitudinal study with two samples in USA (T1 and T2, one month apart). Investigate on subordinates their perception of abusive supervision linked with psychopathy. | Employed from different companies recruited from a national survey panel (combined the participants from both samples N= 368). | Was applied on subordinates the 15-items scale from Tepper's (2000). | Was found a significant effect of the relation between primary psychopathy and abusive supervision on positive affect; as well, was found significant abusive supervision on the relationship between primary psychopathy and anger; and, a significant moderating effect of abusive supervision on primary psychopathy and engagement. | The variables were measured with self-reported; also, were a lack of behavioral-dependent variables. |
| 47 | Jha (2019) | 2019 | Definition of abusive supervision from Tepper's (2000) was used to define abusive leadership. | Social exchange theory. | Psychological empowerment mediated the relation between psychological safety (PS) and employee retention (ER), and abusive leadership moderated the relation. | One cross-sectional study in India. Investigate on supervisors their perception of managers abusive leadership. | Managers and/or supervisor from telecom industry (N= 337). | Was applied the abusive supervision active-aggressive 5-items from Mitchell and Ambrose 10-items scale (2007) to measure abusive leadership. | The relation between PS and abusive leadership on ER was found significant. | Some variables were used only has control (age and education). Also, the study was cross-sectional, the data of ER can capture more insights in longitudinal measure. |

48	Jian et al. (2012)	2012	Definition of abusive supervision from Tepper's (2000) was used.	Self-consistency theory.	Organization-based self-esteem (OBSE) mediated the negative relation between abusive supervision and service performance; and, was moderated by relational-interdependent self-construal (RISC).	One longitudinal study in China (T1 and T2 eight months apart). Investigate on dyads the subordinate's perception of abusive supervision.	Dyads of supervisor and subordinate from five hotels (N= 324).	Was applied on subordinates only the 15-items scale from Tepper's (2000).	Abusive supervision was found negatively correlated with OBSE and service performance; as well, when OBSE mediated the relation between abusive supervision and service performance was became non-significant. And, abusive supervision was found more negatively related to OBSE when RISC is high than low.	The data from two variables comes from the same source; also, the time interval was eight months and this design may have allowed factor to influence the variables. As well, the sample was from private companies.
49	Jiang et al. (2019)	2019	Definition of abusive supervision from Tepper's (2000) was used.	Social cognitive theory and social comparison theory.	Creative self-efficacy was mediated the negative relation between own abusive supervision and employee creativity. And, peer abusive supervision and social comparison was moderated the relation.	One longitudinal study in China (T1 and T2 six months apart). Investigate on teams, only the subordinate's perception of own and peer abusive supervision.	Teams of supervisor and subordinates from different pharmacy chain (N= 253 employees, and N= 77 supervisors).	Was applied on subordinates and peers the abusive supervision active-aggressive 5-items from Mitchell and Ambrose 10-items scale (2007).	Abusive supervision and peer abusive supervision was found negatively related to creative self-efficacy and employee creativity.	The sample was just from one industry in China; also, was missing objectives measures.

| 50 | Ju et al. (2019) | 2019 | Definition of abusive supervision from Tepper's (2000) was used. | Self-perception theory and power dependence theory. | For all the studies, chronic sense of power moderates the relationship between abusive supervisory behavior and outcomes. | Four studies. One daily and three experiments in China, United States and Canada. Study 1, a daily study (one day, and after one week, 10 consecutive working days). Study 2a, an experimental study in China. Study 2b and 3, an experimental study in United States and Canada. The four studies investigate on supervisors the own perception of abusive supervisory behavior. | Study 1, supervisors from various industries and organizations (N= 72). Study 2a, supervisors from Sojump.com online platform (N= 102). Study 2b, supervisors from Mechanical Turk data-collection (N= 194). Study 3, supervisors from United States Mturk (N= 282). | Study 1, was applied on supervisor 5-items from the abusive supervision 15-items scale from Tepper's (2000). Study 2a, 2b and 3, was applied on supervisor the abusive supervision active-aggressive 5-items from Mitchell and Ambrose 10-items scale (2007). | Study 1, was found daily abusive supervisory behavior positively predicted daily state sense of power; also, was found significant indirect effects between abusive supervisory behavior on daily managerial self-efficacy via daily state sense of power. Study 2a, was found abusive supervisory behavior positively related to supervisor state sense of power, higher levels on experimental condition compared with control conditions. Study 2b, was found the abusive supervisory behavior, had significantly higher levels of state sense of power on supervisors who drafted abusive emails, compared with those who drafted non-abusive emails. Study 3, was found significantly related abusive supervisory behavior to state sense of power, also was found abusive supervisory behavior and chronic sense of power was significant predicting state sense of power. | The measures self-reported can lead to common method variance; also, abusive supervisory behavior was found predictor of supervisors' state sense of power. |

51	Karagonlar and Neves (2020)	2020	Definition of abusive supervision from Tepper's (2000) was used.	The relational model of workplace victimization.	On both studies, abusive supervision mediated the relation between the subordinate and supervisor social value orientations (SVO) and subordinate's in-role performance.	Two studies. Study 1, a cross-sectional study in Portugal. Investigate on dyads the subordinate's perception of abusive supervision. Study 2, an experimental laboratory study in Portugal. Investigate on supervisor the own perception of abusive supervision.	Study 1, dyads of supervisor and subordinate from 42 organizations (N=115 supervisors and N= 420 subordinates). Study 2, students from a business school (N= 78).	Study 1, applied on subordinates only the 15-items scale from Tepper's (2000). Study 2, AS were assessed with four questions (scale reference not mentioned).	Was found negatively related subordinate SVO to AS, also was found negatively related AS to in-role performance. Study 2, was found more positively the abusive treatment in females, and more positively the abusive treatment when employees had low concern for the organization.	The study 1, was cross-sectional and preclude strong causal claims.
52	Khan and Medica (2020)	2020	Definition of abusive supervision from Tepper's (2000) was used.	Conservation of resources theory.	Emotional exhaustion mediated the relation between intimidation and abusive supervision, this relation is moderated by recognition.	One cross-sectional study in Pakistan. Investigate on subordinates their perception of abusive supervision.	Employed from a telecommunications company (N= 443).	Was applied on subordinates the 15-items scale from Tepper's (2000).	Was found significantly related intimidation and emotional exhaustion to AS, and emotional exhaustion partially mediated the relation.	The cross-sectional data collected only one time and was self-rated.
53	Khan et al. (2017)	2017	Definition of abusive supervision from Tepper's (2000) was used.	Victim precipitation theory and the dual-process model (DPM).	Subordinates 'authoritarian submission mediated the positive relation between subordinates' dangerous worldviews about their organization, and subordinates' perceptions of abusive supervision, this relation was moderated by their supervisors' evaluations of job performance.	One cross-sectional study in Pakistan. Investigate on dyads the subordinate's perception of abusive supervision.	Dyads of supervisor and subordinate from 15 different organizations (N=173 employees, and N= 45 supervisors).	Was applied on subordinates only the 15-items scale from Tepper's (2000).	Was found positively correlated subordinates' authoritarian submission with perceived abusive supervision, and performance negatively correlated with perceptions of abusive supervision.	The cross-sectional design could not specify causality; also, the research explore a new context on the country sample. As well, the abuse was measured only on subordinates and not on the own supervisors.

54	Khan et al. (2018)	2018	Definition of abusive supervision from Tepper's (2000) was used.	Social dominance theory.	Perceived threat to hierarchy mediated the negative relation between supervisor evaluation of subordinate performance and subordinate perception of abusive supervision, the relation is moderated by supervisor social dominance orientation (SDO).	One cross-sectional study in Pakistan. Investigate on dyads the subordinate's perception of abusive supervision.	Dyads of supervisor and subordinate from 27 different organizations (N=160 employees, and N= 45 supervisors).	Was applied on subordinates only the 15-items scale from Tepper's (2000).	Was found a negative relation between subordinate performance and abusive supervision; also, was found when supervisor SDO is high, the subordinate performance indirect effect on abusive supervision through threat to hierarchy was significant.	Not existing a previous measure for the variable of threat to hierarchy; also, the cross-sectional design could not specify causality. As well, the abusive supervision was measured only on subordinates and not on the own supervisors.
55	Khan et al. (2019)	2019	Definition of abusive supervision from Tepper's (2000) was used.	Theory of purposeful work behavior.	Work engagement and negative socioemotional behavior (NSEB) mediated the negative relation between psychopathy and creativity, abusive supervision moderates the relation.	One longitudinal Study in China (T1 and T2, three months apart). Investigate on dyads the subordinate's perception of abusive supervision.	Dyads of supervisor and subordinate from public hospitals (N= 267).	Was applied on subordinates only the active-aggressive 5-items from Mitchell and Ambrose 10-items scale (2007).	Was found a negative relation between psychopathy and employee creativity, also was found a positive relation between psychopathy and NSEB when AS was high.	The sample was small, and was only from one country.
56	Kiazad et al. (2010)	2010	Definition of abusive supervision from Tepper's (2000) was used.	Theory of individual differences in task and contextual performance, and the general aggression model (GAM).	Study 1, subordinate perceptions of authoritarian leadership mediated the positive relation between supervisor Machiavellianism and abusive supervision. Study 2, same model of study 1; and, as well, organization-based self-esteem (OBSE) moderated the positive relation between authoritarian leadership and abusive supervision.	Two studies. Study 1, cross-sectional study in Australia, investigate on dyads the subordinate's perception of abusive supervision. Study 2, a longitudinal study in Philippines (T1 and T2, three months apart), investigate the same of Study 1.	Study 1, dyads of supervisor and subordinate from different companies (N= 92). Study 2, dyads of supervisor and subordinate from two financial companies (N= 200).	Both studies applied on subordinates only the 15-items scale from Tepper's (2000).	Study 1, was found significant the relation between authoritarian leadership behaviors and subordinate perceptions of abusive supervision. Study 2, was found supervisors' Machiavellianism positively related to subordinate perceptions of abusive supervision; also, was found stronger positive relation between authoritarian leadership behavior and subordinate	The results of the studies differ and was unclear why; also, the measures were self-reported surveys.

perceptions of abusive supervision for employees with low levels of OBSE.

| 57 | Kiewitz et al. (2012) | 2012 | Definition of abusive supervision from Tepper's (2000) was used. | Social learning theory. | Both studies, self-control moderated the positive relation between supervisors' previous experience of family undermining and subordinate perceptions of abusive supervision. | Two cross-sectional studies in the Philippines. Study 1, investigate on dyads only the subordinate's perception of abusive supervision. Study 2, investigate on triads only the subordinate's perception of abusive supervision. | Study 1, dyads of supervisor and subordinate from retail company (N= 179). Study 2, triads of supervisor, subordinate and sibling (N= 97). | In both studies, was applied on subordinates only the 15-items scale from Tepper's (2000). | Study 1, was found a significant amount of variance between supervisors' previous experience of family undermining explained and subordinates' perceptions of abusive supervision; also, in low levels of self-control was found a positive and significant relation between supervisors' previous experience of family undermining and subordinates' perceptions of abusive supervision, whereas at high levels of self-control that relation was not significant. Study 2, was found positively related supervisors' previous experience of family undermining with subordinates' perceptions of abusive supervision; as well, was found a positive relationship | The research related, to intergenerational transmission of violence need to be exercised with caution. |

between supervisors with low self-control and siblings' ratings of supervisors' previous experience of family undermining and subordinates' perceptions of abusive supervision, this became stronger with increasing levels of previously experienced undermining, and was not stronger for supervisors with high self-control.

58	Kim et al. (2015)	2015	Definition of abusive supervision from Tepper's (2000) was used.	Social exchange theory.	Organizational and coworker support moderated the negative relation between abusive supervision and knowledge sharing.	One cross-sectional study in South Korea. Investigate on dyads the subordinate's perception of abusive supervision.	Dyads of supervisor and subordinate from manufacturing, finance, and service companies (N= 128).	Was applied on subordinates only the 15-items scale from Tepper's (2000).	Was found a significant negative relationship between abusive supervision and knowledge sharing; also, was found a significant interaction between abusive supervision and organizational support, but not significant with coworker support.	The cross-sectional design cannot infer for causality, also the sample was mostly male with high education level. As well, the number of variables on the research was limited.
59	Kim et al. (2018a)	2018	Definition of abusive supervision from Tepper's (2000) was used.	LMX theory.	Injury initiation, performance pressure and personal disposition (attributed motives) moderated the negative relation	One cross-sectional qualitative interviews in USA. Investigate on subordinates their perception of	Employed from different companies (N= 139).	Was applied on subordinates the 15-items scale from Tepper's (2000).	Was found significantly and negatively correlated abusive supervision with LMX, and this relation was	The data were collected on retrospective from the abuse victim; also, was not collected

#	Author	Year								
					between abusive supervision, LMX and outcomes.		abusive supervision.		moderated by attributed motives.	from the supervisor.
60	Kim et al. (2018b)	2018	Definition of abusive supervision from Tepper's (2000) was used.	Social exchange theory and conservation of resources theory.	For both studies, organizational tenure moderated the negative relation between abusive supervision and knowledge sharing.	Two cross-sectional studies in South Korea. Both studies, investigate on dyads the subordinate's perception of abusive supervision.	Study 1, dyads of supervisor and subordinate from different manufacturing companies (N= 150). Study 2, dyads of supervisor and subordinate from armed forces (N= 217).	Study 1, was applied on subordinates only the 15-items scale from Tepper's (2000). Study 2, was applied on subordinates only the abusive supervision active-aggressive 5-items from Mitchell and Ambrose 10-items scale (2007).	On both studies was found significantly related abusive supervision and knowledge sharing; as well, was found organizational tenure moderated effect between abusive supervision and knowledge sharing.	The cross-sectional design cannot infer for causality, and some factor was not included on the model.
61	Klotz and Bolino (2016)	2016	None.	Social exchange theory.	The positive and negative relation between abusive supervision and resignation style.	Four cross-sectional studies in USA. Studies 1, 2 and 4 did not measure abusive supervision. Study 3, investigate subordinates' perception of abusive supervision.	Employed from different companies through Survey Monkey/Zoomerang (N= 240).	Was applied on past tense to subordinates the 15-items scale from Tepper's (2000).	Was found significantly related abusive supervision and resignation styles.	The study collected the data from a single source at only one time.

62	Kluemper et al. (2019)	2019	Definitions of abusive supervision from Tepper's (2007) was used.	Victim precipitation theory.	Study 1, abusive supervision mediated the relation between core self-evaluation and employee deviance. Studies 2 and 3, the same mechanisms, additionally the relation between abusive supervision and employee deviance is moderated by cognitive ability.	Three studies in USA and Romania. Study 1, cross-sectional study in USA. Investigate on dyads the subordinates and coworker both perception of abusive supervision. Study 2, longitudinal (T1, T2, T3 and T4, two weeks apart) study in USA. Investigate on dyads the subordinate's perception of abusive supervision. Study 3, a longitudinal study (T1 and T2, two weeks apart) in Romania. Investigate on dyads the subordinate's perception of abusive supervision.	Study 1, dyads of subordinates and coworker from different companies (N= 121). Study 2, dyads of supervisor and subordinate employed in a variety of companies (N= 163). Study 3, dyads of supervisor and subordinate from different companies (N= 281).	On all the studies was applied on subordinates only the 15-items scale from Tepper's (2000).	Study 1, was found significantly correlated abusive supervisor with core self-evaluation and employee deviance. Study 2, was found a stronger relation between abusive supervision and deviance when cognitive ability is low. Study 3, was found cognitive ability significant moderated the deviance from abusive supervision.	The findings may have affected by supervisor's deviance ratings; also, one moderation mediation hypothesis was not supported.
63	Lam and Xu (2019)	2019	Definition of abusive supervision from Tepper's (2000) was used.	Trait activation theory.	Power distance orientation moderates the relation between abusive supervision and defensive silence; as well, abusive supervision moderates the relation between power distance orientation and acquiescent silence.	One longitudinal study in China (T1 and T2, six weeks apart). Investigate on subordinates their perception of abusive supervision.	Employed from different alumni associations (N= 159).	Was applied on subordinates the abusive supervision active-aggressive 5-items from Mitchell and Ambrose 10-items scale (2007).	Was found a positively associated between abusive supervision and defensive silence; also, was found only on high levels of abusive supervision a positive and significant relation between power distance orientation and acquiescent silence.	The sample were collected from junior employees only; also, the correlation between demographic variables two types of silence was not significant.

64	Lam et al. (2017)	2017	Definition of abusive supervision from Tepper's (2000) was used.	Conservation of resources theory.	The positive relation between supervisors' emotional exhaustion and abusive supervision is moderated by perceived subordinate performance and supervisor self-monitoring.	Two longitudinal studies in China. Both studies (T1 and T2, one month apart). Investigate on dyads the subordinate's perception of abusive supervision.	Study 1, dyads of supervisor and subordinate from telecommunications manufacturing company (N= 219 subordinates, and N= 44 supervisors). Study 2, dyads of supervisor and subordinate from a call center (N= 416 subordinates, and N= 50 supervisors).	On both studies was applied only on subordinates only the 15-items scale from Tepper's (2000).	On both studies was found a positive relation between supervisors' exhaustion and abusive supervision, but only when perceived subordinate performance and supervisor self-monitoring were low.	Some variables were measured at different time; also, one of the studies used a small sample. As well, all the samples were from the same country.
65	Lee et al. (2013)	2013	Definition of abusive supervision from Tepper's (2000) was used.	Activation theory.	The curvilinear relation between abusive supervision and employee creativity.	One cross-sectional study in South Korea. Investigate on dyads the subordinate's perception of abusive supervision.	Dyads of supervisor and subordinate from government-affiliated organization (N= 203).	Was applied on subordinates only the 15-items scale from Tepper's (2000).	Was found an inverted U-shaped on the relation between abusive supervision and employee creativity.	The cross-sectional design cannot infer for causality, and the data were collected from one organization in one country.
66	Lee et al. (2018)	2018	Definition of abusive supervision from Tepper's (2000) was used.	Conservation of resources theory.	Emotional exhaustion mediated the negative relation between abusive supervision and knowledge sharing, and was moderated by organizational justice.	One cross-sectional study in South Korea. Investigate on dyads the subordinate's perception of abusive supervision.	Dyads of supervisor and subordinate from government-affiliated organization (N= 202).	Was applied on subordinates only the 15-items scale from Tepper's (2000).	Was found a negative relation between abusive supervision and knowledge sharing; and, emotional exhaustion was found significant reducing the effect of abusive supervision on knowledge sharing; also, was found the indirect effect of abusive supervision significant and stronger on low levels of distributive justice but not in high levels.	The cross-sectional design cannot infer for causality; also, three variables was measured from same source (subordinate), and the data were from just one organization with administrative positions.

#	Author	Year	Definition	Perspective	Purpose	Study design	Sample	Measure	Findings	Limitations
67	Li et al. (2016)	2016	Definition of abusive supervision from Tepper's (2000) was used.	None.	Employees' perceived organizational support and political skill moderated the positive relation between abusive supervision and burnout.	One cross-sectional study in China. Investigate on teams the subordinate's perception of abusive supervision.	Teams of supervisor and subordinates from a hotel (N= 248 subordinates, and N= 57 supervisors).	Was applied on subordinates only the 15-items scale from Tepper's (2000).	Was found positively and significantly correlated abusive supervision and burnout, and this interaction was found positively associated with low organization support, and not significant with high organizational support. Also, the interaction was found positively and significantly associated with low political skill and non-significant for high political skill.	The cross-sectional design cannot infer for causality; also, the sample were from one industry. As well, abusive supervision was measured on individual subordinates' perception not at group level.
68	Li et al. (2019)	2019	Definition of abusive supervision from Tepper's (2000) was used.	Social control perspective.	Study 1 and 2, substitute mechanisms effect from authoritarian leadership and abusive supervision over affiliative and proactivity behaviors. Study 3, same mechanisms of studies 1 and 2; also, perceived powerlessness and intrinsic motivation mediated the relation between abusive supervision and affiliative-proactivity behaviors.	Three studies in China. Study 1, a cross-sectional study. Investigate on dyads the subordinate's perception of abusive supervision. Study 2, a longitudinal study (T1 and T2, 3 months apart). Investigate the same of study 1. Study 3, a longitudinal (T1 and T2, 2 months apart). Investigate the same of study 1 and 2.	Study 1, dyads of supervisor and subordinate from telecom company (N=163). Study 2, dyads of supervisor and subordinate from two pharmaceutical companies (N= 206). Study 3, dyads of supervisor and subordinate from part-time MBA students who work in different companies (N= 136).	Study 1, was applied on subordinates the abusive supervision active-aggressive 5-items from Mitchell and Ambrose 10-items scale (2007). Study 2 and 3, was applied on subordinates the abusive supervision 10-items scale from Aryee et al. (2007).	Study 1, was found a positive significant relation between abusive supervision and authoritarian leadership predicting proactive behavior, and not significantly with affiliative behavior. Study 2, was found a positive relation between abusive supervision and proactive behavior; also, positive relation with affiliative behavior. Study 3, was found a significant and negatively relation between abusive supervision and authoritarian leadership with perceived powerlessness.	All the studies were used surveys to measure all the variables; also, all the participants were from China.

69	Li et al. (2020)	2020	Definition of abusive supervision from Tepper's (2000) was used.	Conservation of resources theory.	Ego depletion mediated the positive relation between challenge and hindrance stressors and abusive supervision behavior, emotional intelligence moderated the relation.	One longitudinal study in (country not mentioned) (T1, T2 and T3, with two or three days apart). Investigate on dyads the subordinate's perception of abusive supervision.	Dyads of supervisor and subordinate from multi organizations (N= 228).	Was applied on subordinates only the active-aggressive 5-items from Mitchell and Ambrose 10-items scale (2007).	Was found a positive relationship between ego depletion and AS, also is significant the indirect effect of challenge stressors on AS behavior through ego depletion.	Was not controlled other factors that could influence the variables supervisors' stressors, ego depletion, and AS.
70	Lian et al. (2012)	2012	Definition of abusive supervision from Tepper's (2000) was used.	Social learning theory.	Study 1, power distance orientation moderated the relation between abusive supervision and outcomes. Study 2, the same of study 1 and peer-rated interpersonal deviance. Study 3, same of study 1, perception of likelihood of rewards and self-regulation impairment mediated the relation.	Three longitudinal studies (countries are not mentioned). Study 1 (T1 y T2, two weeks apart). Investigate on subordinates their perception of abusive supervision. Study 2 (T1, T2 and T3, one week apart). Investigate on dyads the subordinate's perception of abusive supervision. Study 3 (T1, T2 and T3, one week apart). Investigate on subordinates their perception of abusive supervision.	Study 1, employed from online forums (N= 268). Study 2, dyads of subordinates and peers from different companies recruited by advertisements (N= 171). Study 3, employed from online forums (N= 198).	On all the studies was applied only on subordinates the 15-items scale from Tepper's (2000).	Study 1, was found positively correlated abusive supervision with interpersonal deviance; also, was found significant the relation when power distance orientation was high. Study 2, was found positively correlated abusive supervision with peer-rated interpersonal deviance; as well, interpersonal justice was significant on high and low power distance orientation. Study 3, was found as well, positively correlated abusive supervision with interpersonal deviance; and, was not significantly the indirect effect of abusive supervision on interpersonal deviance through self-regulation impairment on individuals with high power distance orientation.	Study 1, the data was collected from the same source. Studies 1 and 2, did not assess the theory for mediating the model. As well, on all studies the samples were not randomly selected.

| 71 | Lian et al. (2014a) | 2014 | Definition of abusive supervision from Tepper's (2000) was used. | Self-control theory. | Study 1, self-control capacity and motivation to self-control moderates the relation between abusive supervision and supervisor-directed aggression. Study 2, hostility toward mediated the relation between abusive supervision and supervisor-directed aggression; also, is moderated by self-control capacity and motivation to self-control. | Two longitudinal studies in Canada. Both Studies (T1, T2, and T3, one week apart). Investigate on subordinates their perception of abusive supervision. | Study 1, employed from online forums (N= 196). Study 2, employed from different companies recruited by many sources (N= 188). | On both studies was applied on subordinates the 15-items scale from Tepper's (2000). | Study 1, was found a positively correlated abusive supervision with supervisor-directed aggression; as well, this was found significant when supervisor coercive power was low and self-control capacity was low. Study 2, also, was found positively correlated abusive supervision with supervisor-directed aggression; and, the interaction of abusive supervision and self-control capacity was found significantly to hostility toward supervisors. | Was not used a random participants sampling, also only was from one source (subordinates). As well, the cross-sectional design does not allow causal inferences. |
| 72 | Lian et al. (2014b) | 2014 | Definition of abusive supervision from Tepper's (2000) was used. | Various theoretical perspectives, e.g. Victimization theory perspective and self-control theory. | Study 1, the relation between abusive supervision and organizational deviance. Study 2, subordinate self-control capacity and intention to quit moderated the relation between abusive supervision and organizational deviance. | Two longitudinal studies (countries are not mentioned). Study 1 (T1 and T2, 20 months apart). Investigate on subordinates their perception of abusive supervision. Study 2, (T1 and T2, 6 months apart). Investigate on subordinates their perception of abusive supervision. | Study 1, participants from previous authors studies (N= 151). Study 2, also, participants from previous authors studies (N= 125). | On both studies was applied on subordinates the 15-items scale from Tepper's (2000). | Study 1, was found time lagged was significant effect of organizational deviance on abusive supervision. Study 2, the same of study 1; also, was significant effect of abusive supervision on organizational deviance; as well, was significant when self-control capacity was low and intention to quit was high but not when intention to quit was low. | Was used a cross-lagged design, under this cannot yield causal inferences; also, the data were from a single source. Another, the time lag used, is unknown what time lag is the appropriate. |

73	Liang et al. (2016)	2016	Definition of abusive supervision from Tepper's (2000) was used.	Victimization theory.	Study 1, not measured abusive supervision. Study 2 and 3, supervisor hostile attribution and mindfulness moderates the positive relation between subordinate performance and abusive supervision, this relation is mediated by supervisor hostility toward the subordinate.	Three studies, two experimental and one empirical. Study 1, did not measure abusive supervision. Study 2, an experimental study in United States and Canada. Investigate on supervisors their own perception of abusive supervision. Study 3, a longitudinal study in China (T1 and T2, one week apart). Investigate on teams the subordinate's perception of abusive supervision.	Study 1, not measured abusive supervision. Study 2, was employed registered with Amazon's MTurk (N= 101). Study 3, teams of supervisor and employees from four financial organizations (N= 206 subordinates, and N= 50 supervisors).	Study 2, was applied on supervisor the abusive supervision active-aggressive 5-items from Mitchell and Ambrose 10-items scale (2007). Study 3, was applied on subordinates only, the 15-items scale from Tepper's (2000).	Study 2, was found significant the relation between abusive supervision and the emotion manipulation when mindfulness was low, but not when was high. Study 3, was found not significant the relation between supervisor hostility toward the subordinate and abusive supervision; and, was found significant the relation of supervisor mindfulness and supervisor hostility toward abusive supervision.	Was not examined all the antecedents of abusive supervision.
74	Liang et al. (2018)	2018	Definition of abusive supervision from Tepper's (2000) was used.	Theory of retaliation and equity theory.	Retaliation moderates the positive relation between abusive supervision and injustice perceptions.	Two experimental studies. Study 1, in United States and Canada. Investigate on subordinates their perception of abusive supervision. Study 2 (country is not mentioned). Investigate the same of study 1.	Study 1, was employed registered with Amazon's MTurk (N= 195). Study 2, students who were also employed worked (N= 150).	On both studies, was applied on subordinates the abusive supervision active-aggressive 5-items from Mitchell and Ambrose 10-items scale (2007).	Study 1, was found not significantly differ between participants in the abusive supervision/retaliation condition and participants in the control condition. Study 2, was found under abusive supervision a greater implicit injustice perception on participants in no retaliation condition, versus participants under retaliation condition.	Was examined only one function of retaliation and this was performed by the subordinate.
75	Liao and Liu (2015)	2015	Definition of abusive supervision from Tepper's	Theory borrowing and social exchange theory.	Supervisor-student exchange mediated the negative relation between abusive supervision and psychological	One longitudinal study in China (T1 and T2, three months apart; and T3, one week after last survey).	Graduate students from six different universities (N= 222).	Was applied on subordinates the abusive supervision 10-items scale	Was found negatively correlated abusive supervision to psychological capital, the relation was positively moderated	The participants were students and this limited the validity; and, the data was from only one source

#	Author	Year	Definition	Theory				Measure		Limitations
			(2000) was used.		capital, and team member support moderated this positive effect.	Investigate on subordinates their perception of abusive supervision.		from Mitchell and Ambrose (2007).	by team member support; and, was fully mediated by supervisor-student exchange.	(subordinates) with self-reports.
76	Liao et al. (2018)	2018	Definition of abusive supervision from Tepper's (2000) was used.	Moral cleansing theory.	Both studies, experienced guilt and perceived loss of moral credits mediated the relation between perpetrating abusive supervisor behavior, and increases in consideration and initiating structure behaviors; and, is moderated by moral attentiveness and courage.	Two studies in China. Both, a daily study (one day, and after one week 10 consecutive working days). Investigate on dyads the supervisor own perception of abusive supervision.	Study 1, dyads of supervisor and subordinate from retail state company (N= 568). Study 2, dyads of supervisor and subordinate from footwear manufacturing company (N= 664).	Was applied on supervisors the 5-items scale from Johnson et al. (2012).	Study 1, was found positively related abusive supervisor behavior to experienced guilt; and, leader moral courage strengthens this indirect effect. Study 2, was found positively related abusive supervisor behavior with the increases in perceived loss of moral credits and experienced guilt; also, was positively related leader moral attentiveness with abusive supervisor behavior, experienced guilt and perceived loss of moral credits.	Was not found any curvilinear effects, also the studies were on the same country.
77	Liao et al. (2020)	2020	Definition of abusive supervision from Tepper's (2000) was used.	Multilevel theory and cognitive neoassociation theory of aggression.	On both studies, task reflexivity and rumination mediated the positive relation between abusive supervisor behavior and task performance and leader directed deviance, the relation is moderated by performance promotion and injury initiation.	Two studies. Study 1, a daily study in USA (two weeks). Investigate on subordinates their perception of abusive supervision. Study 2, a daily study in China (two weeks). Investigate on dyads the subordinate's perception of abusive supervision.	Study 1, employed from different companies recruited by Prolific (online research platform) (N= 131). Study 2, dyads of supervisor and subordinate from real estate company (N= 74).	Study 1, applied on subordinates the active-aggressive 5-items from Mitchell and Ambrose 10-items scale (2007). Study 2, applied only on subordinates the 5-items scale from Johnson et al. (2012).	On both studies, was found positively related AS to task reflexivity when performance promotion was high, and positively related AS to rumination when injury initiation was high.	The causal inferences cannot be established, and situational factors was not considered.
78	Liu and Liu (2018)	2018	Definition of abusive supervision from	Uncertainty management theory.	Perceptions of organizational politics (POPs) mediated the	One cross-sectional study in China. Investigate on dyads the	Dyads of supervisor and subordinate from a taxation	Was applied on subordinates only the	Was found a positive relation between abusive supervision, POPs and political	The cross-sectional design does not allow causal inferences;

#	Author	Year	Definition	Theory						
			Tepper's (2000) was used.		positive relation between abusive supervision and political behavior, this is moderated by mach and guanxi.	subordinate's perception of abusive supervision.	bureau company (N= 280).	abusive supervision active-aggressive 5-items from Mitchell and Ambrose 10-items scale (2007).	behavior; also, was found significantly the interaction between abusive supervision and mach.	also, was only from one company.
79	Liu and Wang (2013)	2013	Definition of abusive supervision from Tepper's (2000) was used.	Social exchange theory and balance theory.	Negative relation between abusive supervision and organizational citizenship behaviors (towards individuals and organization), guanxi mediated this relation.	One cross-sectional study in China. Investigate on dyads the subordinate's perception of abusive supervision.	Dyads of supervisor and subordinate from a taxation bureau company (N= 280).	Was applied on subordinates only the abusive supervision active-aggressive 5-items from Mitchell and Ambrose 10-items scale (2007).	Was found negatively correlated abusive supervision to guaixi and OCBI, a not with OCBO. As well, guaxi was mediated the relation between abusive supervision and OCBO.	The study focused only on one mediator; and, under cross-sectional design is limited allow causal inferences. Also, was not control the dyadic relation.
80	Liu et al. (2010)	2010	Definition of abusive supervision from Tepper's (2000) was used.	Social exchange theory and cognitive consistency theory.	Both studies, revenge cognitions mediated the positive relation between abusive supervision and supervisor-directed deviance, the relation is moderated by traditionality.	Two longitudinal studies in China. Study 1 (T1 and T2, nine months apart). Investigate on dyads the subordinate's perception of abusive supervision. Study 2 (T1, T2 and T3, four months apart). Investigate the same of study 1.	Study 1, dyads of supervisor and subordinate from six electronic companies (N= 283 subordinates, and N= 112 supervisors). Study 2, dyads of supervisor and subordinate from two oil and gas enterprises (N= 222 subordinates, and N= 99 supervisors).	On both studies, was applied on subordinates only the 15-items scale from Tepper's (2000).	Study 1, was found positively related abusive supervision with revenge cognitions and supervisor-directed deviance; also, was found revenge cognitions fully mediated the effect of abusive supervision and traditionality on subordinate supervisor-directed deviance. Study 2, was found positively related abusive supervision with revenge cognitions, subordinate and supervisor-directed deviance; as well, was found traditionality moderated the influence of abusive	The variables traditionality and abusive supervision were measured on same source; also, the time lag on both studies can be influence by other factors.

supervision over revenge cognitions.

81	Liu et al. (2012)	2012	Definition of abusive supervision from Tepper's (2000) was used.	Social learning theory.	Team leader abusive supervision mediated the negative relation between leader abusive supervision and team member creativity; and, team member–attributed motives moderated the indirect effect of the relation.	One longitudinal study in USA (T1, T2 and T3, one month apart). Investigate on teams the supervisor and subordinate's perception of abusive supervision.	Teams of supervisors and subordinates from automobile manufacturing company (N= 762 subordinates, and N= 108 supervisors).	Was applied on team members and leaders the 15-items scale from Tepper's (2000).	Was found negatively related team leader abusive supervision to team member creativity; also, was found significant the indirect effect of department leader abusive supervision and team leader–attributed performance promotion motives on team leader abusive supervision; and, was found significantly moderated the indirect effect of department leader abusive supervision on team member creativity via team leader abusive supervision by team leader–attributed performance promotion motives.	We're not test the relation between team leader abusive supervision and subordinate creativity.

82	Lukacik and Bourdage (2019)	2019	Definition of abusive supervision from Tepper's (2000) was used.	Social learning theory.	Positive and negative relation between abusive supervision, ethical leadership and impression management (IM) behaviors; and, role model moderated the relation.	One cross-sectional study in Canada and USA, investigate on subordinates their perception of abusive supervision.	Employed registered with Amazon's MTurk (N= 288).	Was applied on subordinates the 15-items scale from Tepper's (2000).	Was found positively associated abusive supervision with supervisor and coworker targeted self-promotion, intimidation, exemplification, excuses, justifications and supplication (IM); as well, was found role modeling significantly moderated the relation.	The data was self-reported; also, the number of coworkers' participants was low.
83	Lyu et al. (2016)	2016	Definition of abusive supervision from Tepper's (2000) was used.	Social identity theory.	Organizational identification mediated the negative relation between abusive supervision and proactive customer service performance (PCSP), and collectivism moderated this relation.	One longitudinal study in China (T1 and T2, one month apart), investigate on dyads the subordinate's perception of abusive supervision.	Dyads of subordinate and coworker from twelve hotels (N= 198).	Was applied on subordinates only the 15-items scale from Tepper's (2000).	Was found negatively related abusive supervision to organizational identification and PCSP, as well, was found more negatively related abusive supervision to organizational identification when collectivism was high on employees.	The reverse causal relation was not possible to rule out; also, the study was in China and only reflect the influence of this culture.
84	Mackey et al. (2015)	2015	Definition of abusive supervision from Tepper's (2000) was used.	Reactance theory and displaced aggression theory.	On both studies, employee empowerment moderated the relation between abusive supervision and coworker/supervisor directed deviance.	Two studies in USA. Study 1, a cross-sectional study. Investigate on subordinates their perception of abusive supervision. Study 2, a longitudinal study (T1 and T2, one to three months apart). Investigate the same of study 1.	Study 1, employed members of hotel association (N= 96). Study 2, employed from different companies (N= 130).	On both studies, was applied on subordinates the 15-items scale from Tepper's (2000).	On both studies, supervisor and coworker-directed deviance was found significantly by abusive supervision, and also, was found positive and statistically significant low and high empowerment to abusive supervision.	The variable of supervisor-directed deviance was measured only with two items, also the common method bias may increase with self-reported measures.

85	Mackey et al. (2018)	2018	Definition of abusive supervision from Tepper's (2000) was used.	Social exchange theory.	All studies, perceived organizational obstruction mediated the negatively relation between abusive supervision and organizational citizenship behaviors toward organizations (OCBOs), and supervisor organizational embodiment (SOE) moderated this relation.	Three longitudinal studies in China and USA. Study 1, in USA (T1 and T2, three weeks apart), investigate on subordinates their perception of abusive supervision. Study 2, in USA (T1, T2 and T3, three weeks apart), investigate the same of study 1. Study 3, in China (T1, T2 and T3, three weeks apart), investigate on dyads the subordinate's perception of abusive supervision.	Study 1, employed registered with Qualtrics' Panel Management Services (N= 109). Study 2, employed registered with Amazon's MTurk (N= 213). Study 3, dyads of supervisor and subordinate from an internet company (N= 228 subordinates and N= 44 supervisors).	Study 1 and 3, was applied on subordinates only the abusive supervision active-aggressive 5-items from Mitchell and Ambrose 10-items Scale (2007). Study 2, was applied on subordinates the 15-items scale from Tepper's (2000).	Study 1, was found not significantly the relation between abusive supervision and OCBOs, as well, was found a significant indirect effect of abusive supervision on OCBOs through perceived organizational obstruction at lower and higher levels of SOE. Study 2, was found significantly and negatively associated abusive supervision to OCBOs, and, was found the same indirect effect of study 1. Study 3, was found not significantly the relation between abusive supervision and OCBOs, and, was found the same indirect effect of study 1 and 2.	The measures self-reported can lead to limitations, also was not included control variables in the studies.
86	Mackey et al. (2020)	2020	Definition of abusive supervision from Tepper's (2000) was used.	Ego depletion theory and LMX theory.	Ego depletion mediated the relation between abusive supervision and supervisor-directed destructive voice, and LMX differentiation moderated the relation.	One longitudinal study in China (T1, T2 and T3, four weeks apart). Investigate on dyads the subordinate's perception of abusive supervision.	Dyads of supervisor and subordinate from a large internet company (N= 51 supervisors and N= 219 subordinates).	Was applied only on subordinates the active-aggressive 5-items from Mitchell and Ambrose 10-items scale (2007).	Was found positively associated as with ego depletion, also as was found with a significant positive indirect effect on supervisor-directed destructive voice via ego depletion.	The sample were only from one county (China), and the measure of voice may engage in multiples forms of voice.

87	Mardanov and Cherry (2018)	2018	Definition of abusive supervision from Tepper's (2000) was used.	None.	Abusive supervision moderated the relation between negative acts and outcomes.	One longitudinal study in USA (T1 and T2, one month apart). Investigate on subordinates their perception of negative workplace behaviors.	Employed registered on the local Chamber of Commerce (N= 78).	Was applied on subordinates the 15-items scale from Tepper's (2000).	Was found a stronger relation between coworker bullying (CB) and abusive supervision and negative acts, also, was found positively related abusive supervision with peer bullying and mobbing.	The relation with workplace harassment was not test it, also, the study was focused only on one country. As well, was not consider the impact on variables of race, gender and age.
88	Mawritz et al. (2012)	2012	Definition of abusive supervision from Tepper's (2000) was used.	Social learning theory and social information processing theory.	Abusive supervisor behavior mediated the positive relation between abusive manager behavior and work group interpersonal deviance; and, hostile climate moderated the relation.	One cross-sectional study in USA. Investigate on teams the supervisors and subordinate's perception of abusive supervisor and manager behavior (supervisors reported the abusive behavior of their managers).	Teams of supervisor and subordinates from different industries (N= 288).	Was applied on supervisors and subordinates the 15-items scale from Tepper's (2000).	Was found positively related abusive manager behavior to abusive supervisor behavior, and this abusive supervisor behavior, as well, was found positively related to work group interpersonal deviance, this was moderated by hostile climate.	The cross-sectional design is limited allow causal inferences; also, the variable of workgroup interpersonal deviance was assessed only by the supervisor.
89	Mawritz et al. (2014a)	2014	Definition of abusive supervision from Tepper's (2000) was used.	Transactional theory of stress.	Abusive supervision mediated the relation between perceived hostile climates and outcomes, and supervisor/employee conscientiousness moderated the relation.	One cross-sectional study in USA, investigate on dyads the subordinate's perception of abusive supervision.	Dyads of supervisor and subordinate of undergraduate students from a university and are working at different companies (N= 221).	Was applied on subordinates only the 15-items scale from Tepper's (2000).	Was found the relation of perceived hostile climate and abusive supervision relation was moderated by supervisor conscientiousness, but employee conscientiousness did not moderate the relation between abusive supervision and psychological withdrawal relationship	The cross-sectional design limited allow causal inferences, also, the measure of hostile climates was only for supervisors.

No.	Author	Year	Definition	Theory		Study design	Sample	Measure	Results	Limitations
90	Mawritz et al. (2014b)	2014	Definition of abusive supervision from Tepper's (2000) was used.	Cognitive theory of stress.	Supervisor hindrance stress, anger and anxiety mediated the positive relation between supervisor exceedingly difficult goals and abusive supervision.	One cross-sectional study in USA, investigate on dyads only the subordinate's perception of abusive supervision.	Dyads of supervisor and subordinate from different industries (N= 215).	Was applied on subordinates only the abusive supervision active-aggressive 5-items from Mitchell and Ambrose 10-items scale (2007).	Was found positively related supervisor anger and anxiety to abusive supervision; as well, was found the indirect effect of supervisor hindrance stress on abusive supervision significant through anger and anxiety.	The data was measure more from the supervisors and only one variable by subordinates; also, the cross-sectional design limited allow causal inferences. As well, was a low response rate.
91	Mawritz et al. (2017)	2017	Definition of abusive supervision from Tepper's (2000) was used.	Self-regulation theory.	Study 1, supervisor self-regulation impairment mediated the relation between subordinate deviance and abusive supervision, subordinate performance and supervisor bottom-line mentality (BLM) moderated this relation. Study 2, the same model of study 1; additionally, social exchange relationship mediated the relation.	Two longitudinal studies in USA. Study 1 (T1 and T2, two weeks apart). Investigate on dyads the subordinate's perception of abusive supervision. Study 2 (T1, T2, T3 and T4, one week apart). Investigate the same of study 1.	Study 1, dyads of supervisor and subordinate registered with Amazon's Mturk (N= 165). Study 2, dyads of supervisor and subordinate from management company (N= 169 subordinates, and N= 103 supervisors).	On both studies, was applied on subordinates only the 15-items scale from Tepper's (2000).	Study 1, was found positively related self-regulation impairment to abusive supervision; also, was found subordinate deviance had a significant conditional indirect effect on abusive supervision through self-regulation impairment only when subordinate performance was higher. Study 2, the direct effect from subordinate deviance to abusive supervision was found significant; also, was found significant with indirect effect these relation through self-regulation impairment but was found not significant through social exchange relationship.	The samples on both studies were small.
92	Meglich et al. (2019)	2019	Definition of abusive supervision from Tepper's	Social exchange theory.	Employee mobility partially mediated the negative relation between supervisor competence and abusive supervision.	One cross-sectional study in USA. Investigate on subordinates their perception of	Employed from different companies (N= 749).	Was applied on subordinates the 15-items scale from	Supervisor competence was found positively related to perceived employee mobility, but negatively related	The data was with self-reported surveys; also, the variable to measure supervisor

#	Author (Year)	Year	Definition	Theory	Hypotheses / Mediators	Study design	Sample	Measure	Results	Limitations
			(2000) was used.			abusive supervision.		Tepper's (2000).	to abusive supervision; additionally, was found significant the indirect of supervisor competence on abusive supervision through employee mobility.	competence were unidimensional.
93	Meng et al. (2017)	2017	Definitions of abusive supervision from Tepper's (2007) was used.	Componential theory of creativity, cognitive evaluation theory and social exchange theory.	LMX and intrinsic motivation mediated the relation between abusive supervision and creativity.	One cross-sectional study in China. Investigate on subordinates their perception of abusive supervision.	Students from four universities and worked (N= 857).	Was applied on subordinates the 15-items scale from Tepper's (2000).	Was found negatively related abusive supervision to LMX, intrinsic motivation and creativity.	The data were collected from the same source; also, the mean of the abusive supervision variables was lower. As well, the cross-sectional design limited causal inferences.
94	Michel et al. (2016)	2016	Definition of abusive supervision from Tepper's (2000) was used.	Affective events theory.	Both studies, work-related negative affect mediated the positive relation between abusive supervision and workplace deviance, this is moderated by aggressiveness.	Two longitudinal studies in USA. Study 1 (T1 and T2, one month apart). Investigate on subordinates their perception of abusive supervision. Study 2 (T1 and T2, one week apart). Investigate the same of study 1.	Study 1, employed registered with StudyResponse (N= 355). Study 2, employed registered with Amazon's MTurk (N= 256).	On both studies, was applied on subordinates the 15-items scale from Tepper's (2000).	Study 1, was found significantly related abusive supervision to work-related negative affect; also, was found a significant relation between abusive supervision with organizational deviance and supervisor-directed deviance; and, the indirect effect between abusive supervision and workplace deviance increase the effect with higher levels of aggressive. Study 2, was found the same results of study 1.	Was used self-reported measures; also, was the lack of a true longitudinal study between-individual and within-individual.
95	Mitchell and Ambrose (2012)	2012	None.	Social psychology theory.	All the studies. Locus of control (LOC), behavioral modeling, fear of retaliation and displaced aggression	Three studies in USA. Study 1, an experimental study did not measure abusive supervision. Study	Study 2, individuals randomly selected (N= 278). Study 3, employed from different companies (N= 243).	Study 1, did not measured abusive supervision. Studies 2 and 3, was applied	Study 2, was found significantly moderated the relation between LOC and the positive effect of supervisor	The studies not examined responses to aggression; also, the self-reported data could

					moderated the positive relation between supervisor aggression and outcomes.	2, an empirical cross-sectional study. Investigate supervisor aggression on employed. Study 3, a longitudinal study (T1 and T2, three weeks apart). Investigate the same of study 2.		on subordinates the abusive supervision active-aggressive 5-items from Mitchell and Ambrose 10-items scale (2007) to measure supervisor aggression.	aggression on retaliation. Study 3, was found when LOC was higher the effects of supervisor aggression were stronger on reconciling and reporting to authorities.	influence method bias.
96	Mitchell et al. (2015)	2015	Definition of abusive supervision from Tepper's (2000) was used.	Deontic justice theory and scope of justice theory.	Anger and contentment mediated the relation between abusive supervision of the coworker and third parties' outcomes, this is moderated by exclusion beliefs and moral identity.	One longitudinal study in USA (T1 and T2, one month apart). Investigate on subordinates their perception of abusive supervision over coworkers.	Employed from different companies (N= 221).	Was applied on subordinates the 15-items scale from Tepper's (2000) to measure the perception of abusive supervision of the coworker.	Was found significant and negative the interaction between abusive supervision and exclusion beliefs on anger; also, was found more positive strongly the relation between abusive supervision and anger when exclusion beliefs were lower; and was as well, positive strongly abusive supervision with contentment when exclusion beliefs were higher.	The data were collected from the same source; also, the causality is a concern.
97	Mullen et al. (2018)	2018	Definition of abusive supervision from Tepper's (2000) was used.	Reactance theory and trickle-down effect.	Study 1, safety climate mediated the negative relation between abusive supervision and safety outcomes. Study 2, also, the relation between transformational leadership and supervisor incivility.	Two cross-sectional studies in Canada. Both studies investigate on subordinates their perception of abusive supervision.	Study 1, employed on healthcare field (N= 145). Study 2, nurses (N= 177).	On both studies, was applied on subordinates the 15-items scale from Tepper's (2000).	Safety climate and psychological health was predicted by abusive supervision; also, was found safety climate full mediated the relation between abusive supervision and safety participation and psychological health.	The cross-sectional design limits results; also, the variables were measured from the same source.

98	Naeem et al. (2020)	2020	Definition of abusive supervision from Tepper's (2000) was used.	Affective events theory.	Supervisor negative emotions mediated the negative relation between perceived subordinate's negative workplace gossip and abusive supervision, the relation is moderated by supervisor emotional regulation.	One cross-sectional study in China. Investigate on dyads the subordinate's perception of abusive supervision.	Dyads of supervisor and subordinate from variety of industries (N= 326).	Was applied on subordinates only the active-aggressive 5-items from Mitchell and Ambrose 10-items scale (2007).	Was found positively associated negative workplace gossip to supervisor negative emotions, and positively associated supervisor negative emotions to AS. Also, was found subordinate negative workplace gossip had an indirect effect on AS through supervisor negative emotions.	The data were cross-sectional and this limits causality, the dyadic data can be a limitation because AS operate at team level.
99	Nandkeolyar et al. (2014)	2014	Definition of abusive supervision from Tepper's (2000) was used.	Self-regulation theory.	Both studies. Conscientiousness, active and avoidance coping moderated the negative relation between abusive supervision and job performance.	Two cross-sectional studies in India. Both studies investigate on subordinates their perception of abusive supervision.	Study 1, employed on insurance claims company (N= 363). Study 2, medical diagnostic equipment company (N= 105).	Study 1, was applied on subordinates the abusive supervision active-aggressive 5-items from Mitchell and Ambrose 10-items scale (2007). Study 2, was applied on subordinates the 15-items scale from Tepper's (2000).	Study 1, was found positive and marginally significant the relation between abusive supervision and conscientiousness; as well, was found negative andsignificant the effects of abusive supervision on performance when conscientiousness was low. Study 2, was found the same of study 1; additionally, was found not significant the interaction between abusive supervision and active coping, but was negative and significant with avoidance coping.	The cross-sectional design of the studies limited allow causal inferences; also, the measure of abusive supervision capture only subordinate perception and not actual supervisor behaviors. As well, on study 2 the samples were small.

100	Neves (2014)	2014	Definition of abusive supervision from Tepper's (2000) was used.	Perceived organizational support theory.	Abusive supervision mediated the negative relation of core self-evaluation (CSE) and coworker support with in-role and extra-role performance; this relation is moderated by downsizing.	One cross-sectional study in Portugal. Investigate on dyads the subordinate's perception of abusive supervision.	Dyads of supervisor and subordinate from multiple companies (N= 193).	Was applied on subordinates only the 15-items scale from Tepper's (2000).	Was found negatively related CSE and coworker support to abusive supervisor; also, this relation was found significant on the interaction effect with downsizing. As well, was found significant the indirect effects of CSE on in-role and extra-role performance with abusive supervision.	The cross-sectional design limited allow causal inferences; also, was not measure the procedure under submissive subordinates' rate more abusive supervision.
101	Neves and Cunha (2018)	2018	Definition of abusive supervision from Tepper's (2000) was used.	Conservation of resources theory.	Coworker humor moderated the positive relation between abusive supervision and interpersonal deviance, via workplace ostracism.	One cross-sectional study in Portugal. Investigate on dyads the subordinate's perception of abusive supervision.	Dyads of supervisor and subordinate from multiple companies (N= 518).	Was applied on subordinates only the 15-items scale from Tepper's (2000).	Was found positively related abusive supervision to workplace ostracism, and was a significant moderated by humor. Also, was found stronger the relation between abusive supervision and interpersonal deviance via ostracism when coworker humor was low.	The cross-sectional design limited allow causal inferences; also, on the coworkers' variables was not measured threat and types of humor.
102	Nevicka et al. (2018)	2018	Definition of abusive supervision from Tepper's (2000) was used.	None.	Study 1, follower self-esteem moderated the positive relation between leader narcissism and abusive supervision. Study 2, abusive supervision mediated the relation between leader narcissism and follower task performance and exhaustion, this relation is moderated by	Two cross-sectional studies in the Netherlands. Both studies. Investigate on dyads the subordinate's perception of abusive supervision.	Study 1, supervisors and subordinates from different industries (N= 128 subordinates, and N= 85 supervisors). Study 2, dyads of supervisor and subordinate from multiple companies (N= 177).	On both studies. Was applied on subordinates only the abusive supervision active-aggressive 5-items from Mitchell and Ambrose 10-items scale (2007).	Study 1, was found a negative relation between follower self-esteem and abusive supervision, but was not main effect between leader narcissism and abusive supervision. Study 2, was found a negative relation between follower core self-evaluations and abusive supervision; as well, was found positively related leader narcissism to abusive supervision	The cross-sectional design limited allow causal inferences; also, the abusive supervision variable was measured subjective perceptions and this could not reflect actual levels. As well, the supervisor nominates the follower on the study 1, this

#	Author	Year		Theory						
					follower core self-evaluations.				when follower core self-evaluations was low; additionally, was found negatively related abusive supervision to follower task performance and positively related to exhaustion.	selection can have some bias.
103	Ogunfowora et al. (2019)	2019	None.	Attachment theory and social identity theory.	Study 1, group attachment avoidance, anxiety and group identification mediated the relation between abusive supervision differentiation (ASD) and quit intentions, psychological distress and unethical behaviors. Study 2, the same mechanisms; additionally, envy and resentment towards other group members mediated the relation, and own abusive supervision moderated this.	Two studies in the Canada. Study 1, a cross-sectional study. Investigate on teams the subordinate's perception of abusive supervision. Study 2, a longitudinal (T1, T2 and T3, two weeks apart). Investigate on subordinates their perception of abusive supervision.	Study 1, teams of supervisor and subordinates from different companies (N= 612 subordinates, and N= 131 supervisors). Study 2, was employed registered with Amazon's MTurk (N= 204).	On both studies, was applied on subordinates only 7-items from the 15-items scale from Tepper's (2000).	Study 1, was found positively related ASD to attachment anxiety and avoidance; also, negatively related to group identification; as well, was found directly related ASD to quit intentions, psychological distress and unethical behaviors. Study 2, was found stronger the indirect effect of ASD perceptions on psychological distress when own abusive supervision is high.	The cross-sectional data limited the development of factors and group attachment; also, both studies were measured with self-reported data and individual perception of ASD.

104	Ouyang et al. (2015)	2015	Definition of abusive supervision from Tepper's (2000) was used.	Social identity theory and social role theory.	Perceived insider status mediated the relation between abusive supervision and problem prevention, taking charge and voice, this relation is moderated by the gender.	One cross-sectional study in China. Investigate on dyads the subordinate's perception of abusive supervision.	Dyads of supervisor and subordinate from four telecommunication equipment companies (N= 350).	Was applied on subordinates only the 15-items scale from Tepper's (2000).	Was found negatively associated abusive supervision with perceived insider status, and these had stronger negative effect when subordinates were female. As well, was found negative and significant direct effects of abusive supervision over problem prevention, taking charge and voice.	The cross-sectional design limited allow causal inferences; also, the data were collected with self-reports from a single company from one country. As well, on the model only was used one moderator.
105	Pan and Lin (2018)	2018	Definition of abusive supervision from Tepper's (2000) was used.	Power/resource interdependence and victim precipitation theory.	Abusive supervision mediated the relation between supervisor's negative affect and subordinates negative affect, job satisfaction and personal initiative; this relation is moderated by LMX.	One cross-sectional study in China. Investigate on dyads the subordinate's perception of abusive supervision.	Dyads of supervisor and subordinate from five hotels (N= 180).	Was applied on subordinates only the 15-items scale from Tepper's (2000).	Was found positively correlated supervisors negative affect with abusive supervision; also, was found positively correlated abusive supervision with subordinates' negative affect and negatively correlated with job satisfaction and personal initiative. As well, when LMX was low, was significant the positive relation between supervisors' negative affect and abusive supervision; and, not significant when LMX was high.	The data were collected from two sources but still is a potential of common method variance; also, the LMX variable was from subordinate perspective.

106	Pan et al. (2018)	2018	Definition of abusive supervision from Tepper's (2000) was used.	Activation theory.	Job dissatisfaction mediated the relation between abusive supervision and job-oriented constructive deviance (JCD), this relation is moderated by problem-focused coping.	One longitudinal study in China (T1 and T2, three weeks apart; and T3, two weeks apart). Investigate on dyads the subordinate's perception of abusive supervision.	Dyads of supervisor and subordinate from four hotels (N= 198).	Was applied on subordinates only the abusive supervision 10-items scale from Aryee et al. (2007).	Was found positively and statistically significant abusive supervision with job dissatisfaction, but was not significantly related to JCD. As well, was found job dissatisfaction mediated the effect of abusive supervision on JCD.	Was not explore the constructive deviance and recursive effects on abusive supervision; also, this variable was only response by actual employed, and not for the ones who left the organization for abuse. As well, the moderators were only at individual level.
107	Park and Kim (2019)	2019	Definition of abusive supervision from Tepper's (2000) was used.	Psychological contract theory.	Psychological contract breach mediated the positive relation between abusive supervision and service sabotage, supervisor's organizational embodiment (SOE) moderated these relations.	One longitudinal study in USA (T1 and T2, Three months apart). Investigate on subordinates their perception of abusive supervision.	Alumni from business school (N= 183).	Was applied on subordinates the 15-items scale from Tepper's (2000).	Was found positively correlated abusive supervision with psychological contract breach and service sabotage, and was found significant the indirect effect of abusive supervision on service sabotage via psychological contract breach, and the direct effect was not significant.	The sample size was small; also, was only hospitality graduates.
108	Park et al. (2018)	2018	Definition of abusive supervision from Tepper's (2000) was used.	Conservation of resources theory.	Both studies, psychological distress mediated the relations between abusive supervision and silence, this relation is moderated by the gender.	Two studies. Study 1, an experimental study in China. Investigate on subordinates their perception of abusive supervision. Study 2, a cross-sectional study in South Korea. Investigate the same of study 1.	Study 1, employed from different companies (N= 222). Study 2, employed from different companies (N= 402).	Study 1, was applied on subordinates the 15-items scale from Tepper's (2000). Study 2, was applied on subordinates the abusive supervision active-aggressive 5-items from Mitchell and Ambrose 10-	Study 1, was found abusive supervision predicted psychological distress; also, was found not different indirect effect of abusive supervision on silence via psychological distress. Study 2, was found significant the effect of abusive supervision on psychological distress, and was found weaker the indirect effect of	Both studies were measured at one point in time and from the same source; also, were from countries with high value of power and authority.

								items scale (2007).	abusive supervision on silence via psychological distress.	
109	Park et al. (2020)	2020	Definition of abusive supervision from Tepper's (2000) was used.	Conservation of resources theory.	Coworker support and self-efficacy moderated the relation between abusive supervision and task performance.	One cross-sectional study in South Korea. Investigate on dyads the subordinate's perception of abusive supervision.	Dyads of supervisors and commanders from a military office (N=192).	Was applied on subordinates only the 15-items scale from Tepper's (2000).	Was found AS negatively related to task performance when coworker support was low.	The cross-sectional design limited cause and effect relation, also the sample were from a military army, where was a strong relation between subordinates and supervisors.
110	Peng et al. (2014)	2014	Definition of abusive supervision from Tepper's (2000) was used.	Social exchange theory.	Leader-member exchange (LMX) and affect-based trust in peers partially mediated the relation between own abusive supervision and outcomes, this relation is moderated by peer abusive supervision.	One cross-sectional study in China. Investigate on teams the subordinate's perception of abusive supervision.	Teams (only subordinates) from twenty-five companies (N= 358 subordinates, and N= 88 teams).	Was applied on subordinates 5-items from the 15-items scale from Tepper's (2000).	Was found a stronger negative relation between own abusive supervision and task performance when peer abusive supervision was low; as well, was found a significant negative relation between own abusive supervision and helping coworkers when peer abusive supervision was low, but not when was high.	The cross-sectional design limited allow causal inferences; also, the sample were from China a characterized collectivistic culture.

111	Peng et al. (2019)	2019	Definition of abusive supervision from Tepper's (2000) was used.	Appraisal theories of emotions.	Discrete emotions (shame, anger and fear) mediated the positive and negative relation between abusive supervision and outcomes, interpersonal justice was a controlled mediator. And, this relation is moderated by coworker abusive supervision.	One longitudinal study in China (T1, T2 and T3, seven weeks apart). Investigate on teams the subordinate's perception of abusive supervision.	Teams (only subordinates) from website services and consultancy company (N= 245 subordinates, and N= 55 teams).	Was applied on subordinates the abusive supervision active-aggressive 5-items from Mitchell and Ambrose 10-items scale (2007).	Was found significant the interaction effect of own and coworker abusive supervision predicting shame and fear, but not significant predicting anger; also, was found was positively related abusive supervision to fear when coworker abusive supervision was higher but not when was lower. As well, abusive supervision was found positively related to interpersonal deviance via anger.	The study design limits infer causality; also, was not expected the positive relation between anger and voice behavior.
112	Perko et al. (2017)	2017	Definition of abusive supervision from Tepper's (2000) was used.	Stressor-detachment model and conservation of resources theory.	The relation between work-related rumination (WRR) and job demands, leadership, abusive supervision and outcomes.	One longitudinal study in Finland (T1 and T2, fourteen months apart; and T3, eight months after T2). Investigate on subordinates their perception of work-related rumination associated with abusive supervision.	Municipal employed from different occupations (T1, N = 554; T2, N = 333; and T3, N = 294).	Was applied on subordinates the abusive supervision active-aggressive 5-items from Mitchell and Ambrose 10-items scale (2007).	Was found on low levels of WRR more supervisor fairness and conflict management, and less abusive supervision. As well, when WRR increase, abusive supervision also increased and transformational leadership decreased.	The most of the sample were women; also, was a concern with distal variable analyses. As well, the scale used to measure WRR seems to be a conceptual contradiction.
113	Pradhan and Jena (2018)	2018	Definition of abusive supervision from Tepper's (2000) was used.	Conservation of resources theory.	Emotional intelligence moderated the positive relation between abusive supervision and subordinate's intention to quit.	One longitudinal study in India (T1 and T2, three to four weeks apart). Investigate on subordinates their perception of abusive supervision.	Employed from a hospital chain (N= 353).	Was applied on subordinates the 15-items scale from Tepper's (2000).	Was found significantly related abusive supervision and intention to quit; and also, this relation was significantly moderated by emotional intelligence.	The data were from the same source and method and suffer bias.

114	Pradhan and Jena (2019)	2019	Definition of abusive supervision from Tepper's (2000) was used.	Workplace deviance theory, reactance theory and displaced aggression theory.	Intention to quit moderated the positive relation between abusive supervision, organizational and interpersonal deviance.	One cross-sectional study in India (with two times points, three to four weeks apart). Investigate on subordinates their perception of abusive supervision.	Employed from restaurants and hotels (N= 240).	Was applied on subordinates the 15-items scale from Tepper's (2000).	Was found intention to quit moderated the association between abusive supervision and organizational deviance; as well, with interpersonal deviance. Also, was found significant the effect of abusive supervision on organizational deviance and interpersonal deviance, this when intention to quit was higher.	The cross-sectional data were from the same source, and method suffer bias.
115	Pradhan et al. (2018)	2018	Definition of abusive supervision from Tepper's (2000) was used.	Conservation of resources theory and social role theory.	Gender moderated the positive relation between abusive supervision and intention to quit.	One longitudinal study in India (T1 and T2, three to four weeks apart). Investigate on subordinates their perception of abusive supervision.	Employed from subsidiaries of electricity company (N= 227).	Was applied on subordinates the 15-items scale from Tepper's (2000).	Was found significant gender differences on abusive supervision and intentions to quit, female respondents were higher than male; also, was significantly correlated abusive supervision with intentions to quit for female but insignificant on male.	The data were from the same source and method and suffer bias. Also, the sample were from one industry in one country.
116	Pradhan et al. (2020)	2020	Definition of abusive supervision from Tepper's (2000) was used.	Social exchange theory, justice theory and theory of displaced aggression.	Directed aggression and perceived contract violation mediated the positive relation between abusive supervision and knowledge hiding.	One cross-sectional study in India (with two times points, one month apart). Investigate on subordinates their perception of abusive supervision.	Employed from various IT firms (N=270).	Was applied on subordinates the active-aggressive 5-items from Mitchell and Ambrose 10-items scale (2007).	Was found positive related AS to knowledge hiding, and directed aggression and perceived contract violation partially mediated the relation.	The data were collected from a single source, and the sample size was small for a cross-sectional design.

117	Priesemuth and Bigelow (2020)	2020	Definition of abusive supervision from Tepper's (2000) was used.	Social self-preservation theory and social valuing perspective.	On both studies, social worth mediated the relation between enacted abusive supervision and outcomes, and is moderated by psychopathy.	Two studies. Study 1, cross-sectional study in Canada, investigate on dyads the supervisor's own perception of abusive supervision. Study 2, longitudinal study, country is not mentioned (T1 and T2, three weeks apart), investigate in supervisors the own perception of abusive supervision.	Study 1, dyads of supervisor and subordinate from different companies (N= 111). Study 2, supervisor from different companies (N= 160).	On both studies, was applied on supervisor only the abusive supervision active-aggressive 5-items from Mitchell and Ambrose 10-items Scale (2007).	Study 1, was found an indirect effect of enacted abusive supervision on job performance and organizational citizenship behavior (OCB), also, was found psychopathy moderated the relation between enacted abuse and social worth, as well, was stronger for low psychopathic enacted the indirect effect of abusive supervision on OCB. Study 2, was found lower levels of psychopathy stop abusive acts.	Study 1, was cross-sectional and limits infer causality. Study 2, the data was from one source.
118	Pundt and Schwarzbeck (2018)	2018	Definition of abusive supervision from Tepper's (2000) was used.	Self-control theory.	Supervisor self-control capacity and external monitoring moderated the positive relation between supervisor irritation and abusive supervision.	One cross-sectional study in Germany. Investigate on dyads the subordinate's perception of abusive supervision.	Dyads of supervisor and subordinate from multiple companies (N= 96).	Was applied on subordinates 13-items from the 15-items scale from Tepper's (2000).	Was found a linear positive and significant relation between supervisor irritation and abusive supervision; also, was found a significant negative relation between supervisor self-control capacities and abusive supervision. As well, the relation between supervisor irritation and supervisor self-control predicting abusive supervision.	The sample size was small; also, the supervisor chose and provide the subordinate. As well, was a cross-sectional study and limit allow infer causality.
119	Pyc et al. (2017)	2017	Definition of abusive supervision from Tepper's (2000) was used.	Job demand-control (JDC) model.	Anxiety and depression mediated the relation between abusive supervision, authoritarian leadership style and employees' negative outcomes.	One cross-sectional study in USA. Investigate on subordinates their perception of abusive supervision.	Employed from a home health care agency (N= 232 nurses, and N= 24 supervisors).	Was applied on subordinates the 15-items scale from Tepper's (2000).	Was found a full mediation effect for abusive supervision through anxiety onto exhaustion, physical symptoms, job satisfaction and job performance; and, only partial mediation	The sample attend to the office just two times per month; also, the study was from cross-sectional and self-reports.

#	Author	Year	Definition	Theory	Model/Mediation	Studies	Sample	Scale	Results	Limitations
									through depression onto intention to quit.	
120	Qin et al. (2018)	2018	Definition of abusive supervision from Tepper's (2000) was used.	Conservation of resources theory.	On both studies, empathic concern and job demands moderate the positive relation between abusive supervisory behavior and work engagement via recovery level.	Three studies. Study 1, a cross-sectional study in China. Investigate on teams the supervisor's own perception of abusive supervision. Study 2, a cross-sectional study in USA. Investigate the supervisor's own perception of abusive supervision. Study 3, a daily study in China (Ten consecutives working days). Investigate the same of study 2.	Study 1, university students (N= 64). Study 2, was employed registered with Amazon's MTurk (N= 100). Study 3, supervisor from different companies (N= 72).	All studies, applied on supervisor only the abusive supervision active-aggressive 5-items from Mitchell and Ambrose 10-items scale (2007).	Studies 1 and 2, found on participants under abusive supervision condition rated higher their abusive behavior than those under control condition; as well, participants under abusive supervision conditions has a significantly higher levels of recovery than those under control condition. Study 3, was found positively related daily abusive supervisory behavior to daily recovery level; also, was found significant and positive the relation when empathic concern was low but not when was high, and the same when job demands were high but not when was low.	Was measured within the same day the consequences of abuse behavior; also, the studies were on two countries this was controlled by supervisor power orientation but the analyses showed the variable did not moderated the relation.
121	Rafferty and Restubog (2011)	2011	Definition of abusive supervision from Tepper's (2000) was used.	Social exchange theory and power dependence theory.	Meaning of work, interactional justice and organizational-based self-esteem (OBSE) mediated the negative relation between abusive supervision with prosocial silence and voice behaviors.	One cross-sectional study in the Philippines. Investigate on dyads the subordinate's perception of abusive supervision.	Dyads of supervisor and subordinate from a bank (N= 175).	Was applied on subordinates only the 15-items scale from Tepper's (2000).	Was found a significant negative relation between abusive supervision with interactional justice, meaning of work and OBSE; as well, was found significant the indirect relation between abusive	The data abusive supervision was only reported by subordinates; and, the sample size was small.

								supervision, interactional justice and prosocial voice.
122	Rafferty et al. (2010)	2010	Definition of abusive supervision from Tepper's (2000) was used.	Displaced aggression theory and behavioral plasticity theory.	Supervisor psychological distress and subordinate self-esteem moderated the positive relation between abusive supervision with outcomes.	One longitudinal study in the Philippines (T1 and T2, one month apart; and, T3 six months after T2). Investigate on dyads the subordinate's perception of abusive supervision.	Dyads of supervisor, subordinate and partner from multiple companies (N= 175).	Was applied on subordinates only the 15-items scale from Tepper's (2000).	Was found significant and positive the relation between supervisor interactional injustice and abusive supervision; as well, abusive supervision and psychological distress. Also, was found not significantly associated distributive injustice with abusive supervision, but was significantly positively associated supervisor psychological distress with abusive supervision.	The data abusive supervision was only reported by subordinates, and is a possibility of common method effects.
123	Restubog et al. (2011)	2011	Definition of abusive supervision from Tepper's (2000) was used.	Social learning theory, social role theory and transactional theory of stress.	For both studies, abusive supervision and psychological distress mediated the relation between aggressive norms and outcomes; gender and occupation moderated the relation.	Two longitudinal studies in the Philippines. Study 1 (T1 and T2, one month apart; and, T3 six months after T2), investigate on triads the subordinate's perception of abusive supervision. Study 2 (T1 and T2, six months apart). Investigate on dyads the subordinate's perception of abusive supervision.	Study 1, triads of supervisor, subordinate and subordinates' spouse from MBA part-time students who worked in multiples companies (N= 184). Study 2, dyads of subordinate and spouse from multiple restaurants (N= 188).	Was applied on subordinates only the 15-items scale from Tepper's (2000).	Study 1, was found significant the relation between aggressive norms and psychological distress via abusive supervision; and, abusive supervision and spouse undermining via psychological distress; also, was found positively related abusive supervision to supervisor-directed deviance. Study 2, was found positive the relation between aggressive norms and abusive supervision; also, was found positively associated	The mean of the variables of abusive supervision and family undermining were low; also, the data may have influence of socially behaviors and was from a collectivist country.

								abusive supervision with psychological distress, and abusive supervision fully mediated the relation between aggressive norms and psychological distress.	
124	Rice et al. (2020)	2020	Definition of abusive supervision from Tepper's (2000) was used.	Social cognitive theory.	Abusive supervisor behavior mediated the relation between abusive manager behavior and subordinate deviance, and supervisory moral disengagement mediated the relation between abusive manager behavior and abusive supervisor behavior.	One cross-sectional study in USA. Investigate on dyads the subordinate and supervisor perception of abusive supervision.	Dyads of supervisors and subordinates from variety of organizations (N= 147).	Was applied on subordinates and supervisors the active-aggressive 5-items from Mitchell and Ambrose 10-items scale (2007).	Was found a significant indirect effect of abusive manager behavior on subordinate deviance through supervisory moral disengagement and abusive supervisor behavior.	The data was cross-sectional and limited make causal inferences, and the data were collected with surveys.
125	Richard et al. (2020)	2020	Definition of abusive supervision from Tepper's (2000) was used.	Social exchange theory and displaced aggression theory.	Turnover intentions mediated the relation between abusive supervision and interpersonal aggression, and power distance orientation (PDO) and perceived HR climate moderated the relation.	One cross-sectional study in China. Investigate on dyads the subordinate's perception of abusive supervision.	Dyads of supervisor and subordinate from diverse occupations (N= 324).	Was applied on subordinates 13-item from the 15-items scale from Tepper's (2000).	Was found PDO moderated the relation between AS and turnover intentions, also was found positively related AS to turnover intention when perceived HR climate were low.	The variables PDO and perceived HR climate may strengthen or buffer the AS impact. The sample was from China where the power distance is higher.
126	Rodwell et al. (2014)	2014	Definition of abusive supervision from Tepper's (2000) was used.	Appraisal theory.	Job satisfaction and psychological strain mediated the relation between forms of abusive supervision (personal attacks, task attacks and isolation) and intent to quit.	One cross-sectional study in Australia. Investigate on subordinates their perception of abusive supervision.	Nurses from five different hospitals (N= 250).	Was applied on subordinates the 10-items scale from Dick and Rayner's (2004).	Was found task attacks related directly and indirectly with increased intentions to quit via job satisfaction; as well, isolation was positively related to job satisfaction.	The cross-sectional design restricting allows causal inferences; also, the response rate was low.

127	Rousseau and Aubé (2014)	2014	Definition of abusive supervision from Tepper's (2000) was used.	Social identity theory.	Team commitment mediated the relation between team-based reward leadership and team performance, this relation is moderated by abusive supervision.	One cross-sectional study in Canada. Investigate on teams the subordinate's perception of abusive supervision.	Teams of supervisor and subordinates from safety organization (N= 101 work teams, N= 381 subordinates, and N= 101 supervisors).	Was applied on subordinates only 6-items from the 15-items scale from Tepper's (2000).	Was found significant team commitment on team-based reward leadership when abusive supervision was low.	The cross-sectional design restricting allows causal inferences; also, some variable was only assessed by the subordinates and the common method bias may have influenced.
128	Rousseau and Aubé (2018)	2018	Definition of abusive supervision from Tepper's (2000) was used.	Social information processing theory.	Team proactive behavior mediated the relation between abusive supervision and team innovation; and, leader–members interdependence moderated this relation.	One cross-sectional study in Canada. Investigate on teams the subordinate's perception of abusive supervision.	Teams of supervisor and subordinates from safety organization (N= 82 work teams, N= 394 subordinates, and N= 82 supervisors).	Was applied on subordinates only the 15-items scale from Tepper's (2000).	Was found significant the relation between abusive supervision and team proactive behavior; also, was found significant the indirect effect of abusive supervision on team innovation.	The cross-sectional design restricting allows causal inferences; also, three variables was only assessed by the subordinates on the team and the common method bias may have influenced.
129	Samreen and Rashid (2018)	2018	Definition of abusive supervision from Tepper's (2000) was used.	Moral licensing theory.	Organizational citizenship behavior (OCB) mediated the positive relation between abusive supervision and counterproductive work behavior (CWB).	One cross-sectional study in Pakistan. Investigate on teams the subordinate's perception of abusive supervision.	Teams with only subordinates from twenty multi-sectorial organizations (N= 230 work teams, N= 920 subordinates).	Was applied on subordinates 5-items from the 15-items scale from Tepper's (2000).	Was found significantly and positively the relation between abusive supervision and CWB; also, was found an indirect significant effect of the relation through OCB.	The data were collected just in one country; also, the data was only from subordinate perception.

| 130 | Schyns et al. (2018) | 2018 | Definition of abusive supervision from Tepper's (2000) was used. | Attribution theory. | In all studies, abusive supervision perceptions mediated the positive relation between leader behavior and reactions, this relation is moderated by attributions. | Three studies (countries are not mentioned). Study 1, an experimental study (T1 and T2, one week apart). Investigate on subordinates their perception of abusive supervision. Study 2, an experimental study (T1 and T2, two days apart). Investigate the same of study 1. Study 3, a cross-sectional study. Investigate the same of studies 1 and 2. | Study 1, employed registered with Qualtrics (N= 310). Study 2, employed registered with Respondi (N= 234). Study 3, employed registered with Respondi (N= 313). | All studies applied on subordinates only the 15-items scale from Tepper's (2000). | Study 1, was found abusive supervision partially mediated the relation between leader behavior and reactions. Study 2, was found abusive supervision related to reactions (except from prohibitive voice); also, was found significant the interaction between perception of abusive supervision and reactions. Study 3, was found positively related abusive supervision and attribution. | The experimental studies often are lack of external validity; also, the studies employed just one situation. |
| 131 | Shen et al. (2019) | 2019 | Definition of abusive supervision from Tepper's (2000) was used. | Self-concept theory. | Organizational-based self-esteem (OBSE) mediated the negative relation of abusive supervision and feedback-seeking behavior (FSB), this relation is moderated by leader-member exchange (LMX). | One cross-sectional study in China. Investigate on dyads the subordinate's perception of abusive supervision. | Dyads of supervisor and subordinate from five different companies (N= 312). | Was applied on subordinates only the abusive supervision 10-items scale from Aryee et al. (2007). | Was found significantly negatively correlated abusive supervision to FSB and OBSE; also, was found partially mediated the impact of abusive supervision on FBS by OBSE. | The data were collected from five companies; also, the study ignored the influence of team on employees. |

132	Shoss et al. (2013)	2013	Definition of abusive supervision from Tepper's (2000) was used.	Organizational support theory.	In all studies, perceived organizational support (POS) mediated the relation between abusive supervision and outcomes, and supervisor's organizational embodiment (SOE) moderated this negative relation.	Three studies in the Philippines. Study 1, a longitudinal study (T1 and T2, three months apart). Investigate on dyads the subordinate's perception of abusive supervision. Study 2 a cross-sectional study. Investigate the same of study 1. Study 3, a longitudinal study (T1 and T2, twelve months apart). Investigate on subordinates the perception of abusive supervision.	Study 1, dyads of supervisor and subordinate from MBA part-time students who worked in multiples companies (N= 148). Study 2, dyads of supervisor and subordinate from one organization (N= 254). Study 3, employed from a financial company (N=187).	All studies applied on subordinates 8-items from the 15-items scale from Tepper's (2000).	On all the studies was found a significant negative relation between abusive supervision and POS; also, was found significant the interaction between abusive supervision and SOE, but was found negatively related abusive supervision to POS with high SOE bot now on low SOE.	Was not assessed other factors that influence organization-directed behavior. As well, on study 1, the sample was small.
133	Shum and Gatling (2020)	2020	None.	Appraisal theory.	Guilt mediated the positive indirect relation between enacted abuse and intention to help followers, managerial abuse and agreeableness moderated the relation.	One cross-sectional study (country not mentioned). Investigate on supervisor the own perception of abusive supervision.	Employed in hospitality industries registered with Amazon's MTurk (N= 285).	Was applied on supervisors the active-aggressive 5-items from Mitchell and Ambrose 10-items scale (2007).	Was found positively related perceived managerial abuse to enacted abuse, and positively related enacted abuse to guilt.	Was not possible infer causality between experienced guilt and intention to help followers, also, the cross-sectional design limited the interaction between participants.
134	Simon et al. (2015)	2015	Definition of abusive supervision from Tepper's (2000) was used.	Multimotive model of interpersonal threat.	Anger, fear and compassion partially mediated the negative relation between abusive supervision and outcomes.	One longitudinal study in USA (T1 and T2, one week apart; T3, T4, T5 and T6, one month apart). Investigate on subordinates their perception of abusive supervision.	Employed from different companies (N= 244).	Was applied on subordinates the 15-items scale from Tepper's (2000).	Was found positively and significantly abusive supervision to predicted supervisor-directed counterproductive behavior and avoidance; also, was found significantly abusive supervision predicted supervisor-directed citizenship	The data were collected from one source; also, the variables of abusive supervision and subordinates' behaviors was assessed only by the employee. As well, the time lag between

									behavior. As well, abusive supervision was found not significantly related to compassion, buy was found positively and significantly related to anger and fear.	measures was a concern.
135	Stein et al. (2020)	2020	Definition of abusive supervision from Tepper's (2000) was used.	Stress-as-offense-to-self (SOS) theory.	Hierarchical level moderated the positive relation between abusive supervision and illegitimate tasks (unnecessary and unreasonable).	One cross-sectional study in Germany. Investigate on subordinates their perception of abusive supervision.	Employed from healthcare and social services (N= 268).	Was applied on subordinates 12-item from the 15-items scale from Tepper's (2000).	Was found positively related AS to illegitimate tasks (unnecessary and unreasonable).	The causality effect cannot be draw, and the self-reported measures raises common method variance.
136	Subramaniam et al. (2015)	2015	None.	Self-determination theory, career development theory, social learning theory and social exchange theory.	Clinical learning environment moderated the positive and negative relation between coaching, mentoring and abusive supervision with talent development.	One cross-sectional study in Malaysia. Investigate on subordinates their perception of abusive supervision.	Doctors from six public hospitals (N= 355).	Was applied on subordinates the 15-items scale from Tepper's (2000).	Was found not significant the relation between abusive supervision and talent development, but was found clinical learning environment significant to moderated the relation between abusive supervision and talent development.	The cross-sectional design restricting allows causal inferences; also, the sample was from hospital industry.
137	Sulea et al. (2013)	2013	Definition of abusive supervision from Tepper's (2000) was used.	Norm of reciprocity theory, theory of displaced aggression and conservation of resources theory.	Personality moderated the positive relation between abusive supervision and organization-targeted counterproductive work behaviors (CWB-O).	One cross-sectional study in Romania. Investigate on subordinates their perception of abusive supervision.	Employed from three different companies (N= 236).	Was applied on subordinates the abusive supervision active-aggressive 5-items from Mitchell and Ambrose 10-items scale (2007).	Was found positively correlated abusive supervision with (CWB-O); also, was found significant the interaction for conscientiousness, agreeableness, and emotional stability, when these was low, the relation between abusive supervision and CWB-O was stronger.	The cross-sectional and limits infer causality; also, the variable CWB-O was self-reported and could be potential method bias.

138	Sungu et al. (2020)	2020	Definition of abusive supervision from Tepper's (2000) was used.	Goal-setting theory.	Goal commitment moderated the relation between abusive supervision with job performance and organizational deviance. Motivation control and self-defeating cognition mediated the relation.	One longitudinal study in Kenya (T1, T2 and T3, three months apart). Investigate on dyads the subordinate's perception of abusive supervision.	Dyads of supervisor and subordinate from a mainstream media house corporation (N= 127).	Was applied on subordinates the 15-items scale from Tepper's (2000).	Was found positive and significant the interaction of AS with goal commitment predicting job performance, and negative and significant predicting organizational deviance; as well, was found significant the interaction of AS with goal commitment predicting motivation control and self-defeating cognition.	The sample were just from one organization. And AS was researched has antecedent of deviance.
139	Tariq and Ding (2018)	2018	Definition of abusive supervision from Tepper's (2000) was used.	Social exchange theory, power dependence theory, self-determination theory and action identification theory.	Study 1, family motivation moderated the relation between abusive supervision and job performance and turnover intentions. Study 2, the same mechanisms, and intrinsic motivation mediated the relation.	Two studies in China. Study 1, a longitudinal study (T1, T2 and T3, one month apart). Investigate on dyads the subordinate's perception of abusive supervision. Study 2, a daily study (One survey, and after one week; for ten consecutives working days). Investigate on subordinates their perception of abusive supervision.	Study 1, dyads of supervisor and subordinate from multinational retail corporation (N= 540 subordinates, and N= 133 supervisors). Study 2, employed from different companies (N= 320).	Study 1, was applied on subordinates only the 15-items scale from Tepper's (2000). Study 2, was applied on subordinates 5-items from the 15-items scale from Tepper's (2000).	Study 1, was found negatively correlated abusive supervision with job performance, and positively correlated with turnover intentions; also, was found the relation between abusive supervision and job performance and turnover intentions was weaker when family motivation is high. Study 2, same findings of study 1, and was found an indirect effect of abusive supervision on job performance and turnover intentions through intrinsic motivation.	The subjective measures for Chinese context, and the sample were from private and public organizations.

140	Tariq and Weng (2018)	2018	Definition of abusive supervision from Tepper's (2000) was used.	Moral exclusion theory.	Both studies, abusive supervision mediated the negative relation between perceived and objective performance, this relation is moderated by cooperative and competitive goal interdependence.	Two longitudinal studies in China. Study 1 (T1, T2 and T3, one month apart). Investigate on supervisors the own intentions of abusive supervision. Study 2 (T1, T2, T3 and T4, one month apart). Investigate on dyads the subordinate's perception of abusive supervision.	Study 1, supervisors from a multinational retail corporation (N= 285). Study 2, dyads of supervisor and subordinate from a multinational retail corporation (N= 1,255 subordinates, and N= 385 supervisors).	Study 1, was applied on supervisors the abusive supervision active-aggressive 5-items from Mitchell and Ambrose 10-items scale (2007). Study 2, was applied on subordinates only the 15-items scale from Tepper's (2000).	Study 1, was found negatively related subordinate performance with abusive supervision, and was found positively related the interaction between subordinate performance supervisor–subordinate competitive goal to abusive supervision. Study 2, same findings of study 1; also, was support cooperative and competitive goal interdependence moderated the relation of perceptions of performance and abusive supervision.	Was only few antecedents of abusive supervision and moderating mechanisms; also, the abuse can occur with peers.
141	Tariq et al. (2019)	2019	None.	Social comparison theory.	Supervisor envy mediated the positive relation between subordinate performance and abusive supervision, this relation is moderated by supervisor social comparison orientation.	One longitudinal study in China (T1, T2, and T3, one month apart). Investigate on dyads the subordinate's perception of abusive supervision.	Dyads of supervisor and subordinate from multinational retail corporation (N= 398 subordinates, and N= 99 supervisors).	Was applied on subordinates the 15-items scale from Tepper's (2000).	Was found negatively correlated subordinate performance with abusive supervision, and was found positively and significantly correlated supervisor envy with abusive supervision; as well, was found positive and significant the indirect effect of subordinate performance on abusive supervision via supervisor envy.	Abusive supervision was measured by frequency and not by intensity/severity; also, the measures were at individual level. As well, was only measure subordinate performance and not the supervisor performance.

| 142 | Taylor et al. (2019) | 2019 | Definition of abusive supervision from Tepper's (2000) was used. | Social cognitive theory. | Study 1, supervisor relational disidentification mediated the relation between abusive manager behavior and abusive supervisor and ethical leadership. Study 2, supervisor moral identity moderated the relation between abusive manager behavior and supervisor relational disidentification. Study 3, mechanisms from studies 1 and 2. | Three studies in USA and India. Study 1, an experimental study in USA. Investigate on supervisors the perception of managers abusive supervision. Study 2, an experimental study (T1 and T2, two weeks apart) in USA. Investigate the same of study 1. Study 3, a cross-sectional study in India. Investigate on teams the perception of abusive supervision. | Study 1, was employed registered with Amazon's MTurk (N= 288). Study 2, employed from different companies (N=462). Study 3, teams of supervisor and subordinates from different companies (N= 100 teams, N= 500 subordinates, and N= 100 supervisors). | Studies 1 and 2, was applied on subordinates 3-items from Mitchell and Ambrose 10-items scale (2007). Study 3, was applied the 15-items scale from Tepper's (2000). | Study 1, was found participants with high disidentification condition who experienced manager abuse reported less abusive supervision. Study 2, was found a stronger positive effect of manager abuse on disidentification among participants with higher moral identity levels. Study 3, was found positive the indirect effect of manager abuse on ethical behavior with high levels of moral identity, but was not significant at lower levels of moral identity. | Studies 1 and 2, was based on hypothetical scenarios; also, this studies not captured the nature of abusive supervision. As well, the framework used not include cognitive, affective or behavioral mechanisms. |
| 143 | Tepper et al. (2011) | 2011 | Definitions of abusive supervision from Tepper's (2007) was used. | Moral exclusion theory and social identity theory. | Perceived relationship conflict partially mediated the relation between the perceived deep-level dissimilarity with a subordinate and abusive supervision, and supervisor evaluation of subordinate performance moderated the relation. | One longitudinal study in USA (T1 and T2, six weeks apart). Investigate on dyads the subordinate's perception of abusive supervision. | Dyads of supervisor and subordinate from seven health care organizations (N= 183). | Was applied on subordinates only the 15-items scale from Tepper's (2000). | Was found positively correlated perceived dissimilarity with relationship conflict and abusive supervision; also, positively correlated relationship conflict with abusive supervision. | All the variables were measured the both times, and cannot rule out common method bias. As well, all the sample were from the health care sector. |

144	Thompson et al. (2020)	2020	Definition of abusive supervision from Tepper's (2000) was used.	Social exchange theory and LMX theory.	On both studies, work-related affect and abusive supervision mediated the relation between follower performance and social loafing. The relation is moderated by LMX.	Two cross-sectional studies in Norway. Both, investigate on dyads the subordinate's perception of abusive supervision.	Study 1, dyads of supervisor and subordinate from different organizations (N= 493). Study 2, dyads of supervisor and subordinate from different organizations (N= 532).	Both studies, applied on subordinates only the 15-items scale from Tepper's (2000).	Study 1, was found significantly and negatively correlated follower work performance to AS, and significantly and negatively correlated LMX to AS. Study 2, was found positive relation between AS and work-related affect.	The cross-sectional design does not allow to make causal inference.
145	Tillman et al. (2018)	2018	Definition of abusive supervision from Tepper's (2000) was used.	Affective events theory.	On both studies, hope and affective commitment mediated the relation between abusive supervision and turnover intentions.	Two studies in USA. Study 1, a cross-sectional study. Investigate on subordinates their perception of abusive supervision. Study 2, an experimental study. Investigate the same of study 1.	Study 1, employed engineers (N=209). Study 2, students from six public universities (N= 427).	On both studies, was applied on subordinates only the 15-items scale from Tepper's (2000).	Study 1, was found negative and significant the relation between abusive supervision and hope. Study 2, the same findings of study 1; and, was found a partial mediation on the relation between abusive supervision and turnover intentions.	The field study was only on one industry and was predominantly male.
146	Valle et al. (2019)	2019	Definition of abusive supervision from Tepper's (2000) was used.	Social exchange theory and social cognitive theory.	Moral disengagement mediated the positive relation between abusive supervision and deviance; and, leader-member exchange (LMX) moderated this relation.	One longitudinal study in USA (T1 and T2, six weeks apart). Investigate on subordinate's perception of abusive supervision.	Employed registered with uSamp (N= 206).	Was applied on subordinates only 6-items from the 15-items scale from Tepper's (2000). Used previously by Harris et al. (2011).	Was found positive and significant the relation between abusive supervision and moral disengagement, and was significant the direct effect between abusive supervision and organizational deviance; as well, was found stronger the indirect effect from abusive supervision to organizational deviance through moral disengagement when LMX is high.	Was the strong inverse relation between LMX and abusive supervision; also, the lack to discern the extent to which abuse has occurred.

147	Van Hoof et al. (2015)	2015	Definition of abusive supervision from Tepper's (2000) was used.	Cultural dimensions theory.	The positive relation between forms of workplace harassment and employees' intentions to leave.	One cross-sectional study in Ecuador. Investigate on subordinates their perception of supervisors' behaviors.	Hospitality students from public and private universities (N= 305).	Was applied on subordinates only 6-items from the 15-items scale from Tepper's (2000). Used previously by Harris et al. (2011).	Was found significantly negatively related abusive supervision with supervisor emotional support and supervisor instrumental support; also, abusive supervision was found was significantly and positively related to employee turnover intentions.	The sample were students with limited work experience; also, the data were collected with self-reports surveys.
148	Velez and Neves (2016)	2016	Definition of abusive supervision from Tepper's (2000) was used.	Job demands–resources (JD-R) model.	Psychosomatic symptoms mediated the relation between abusive supervision and production deviance, and job autonomy moderated this relation.	One cross-sectional study (country not mentioned). Investigate on dyads the subordinate's perception of abusive supervision.	Dyads of supervisor and subordinate from four organizations from different sectors (N=170).	Was applied on subordinates only the 15-items scale from Tepper's (2000).	Was found significant the relation between abusive supervision and production deviance; also, was found significant the interaction between abusive supervision and job autonomy, and was significant the relation between abusive supervision and psychosomatic symptoms only when job autonomy was low.	Concerns about common method variance, because data was collected from same source (only subordinate); and, the measure of psychosomatic symptoms these was measured with six physical symptoms these could also be to other factors.

| 149 | Vogel and Mitchell (2017) | 2017 | Definition of abusive supervision from Tepper's (2000) was used. | Theory on diminished self-esteem. | All studies, self-esteem mediated the relation between abusive supervision and workplace deviance and self-presentational behavior, this relation is moderated by turnover intentions. | Three studies. Study 1, a longitudinal study, country not mentioned (T1 and T2, one month apart). Investigate on subordinates their perception of abusive supervision. Study 2, a longitudinal study in USA (T1 and T2, one month apart). Investigate the same of study 1. Study 3, a daily study, country not mentioned (one day, and after one week, 21 consecutive working days). Investigate the same of studies 1 and 2. | Study 1, was employed registered with StudyResponse project (N= 172). Study 2, employed from different industries (N=221). Study 3, employed from different industries (N=73). | All studies applied on subordinates the abusive supervision active-aggressive 5-items from Mitchell and Ambrose 10-items scale (2007). | Study 1, was found significant the interaction between abusive supervision and turnover intentions on self-esteem; also, was stronger the relation between abusive supervision and self-esteem when turnover intentions were lower. Study 2, same findings of study 1. Study 3, as well, same findings of studies 1 and 2, these on the daily interaction. | Data was collected from one source and self-report limits causal inferences. |
| 150 | Vogel et al. (2015) | 2015 | Definition of abusive supervision from Tepper's (2000) was used. | Integration of fairness heuristic theory. | Study 1, interpersonal justice mediated the relation between abusive supervision and outcomes, culture moderated the relation. Study 2, the same mechanisms, and power distance orientation (PDO) mediated the moderating effect of culture. | Two studies. Study 1, a cross-sectional study in Australia, USA, Singapore and Taiwan. Investigate on subordinates their perception of abusive supervision. Study 2, a longitudinal study in USA and Taiwan. Investigate the same of study 1. | Study 1, MBA students who work in different companies (N= 951). Study 2, also MBA students who work in different companies (N= 278). | On both studies, was applied on subordinates the 15-items scale from Tepper's (2000). | Study 1, was found significant the interaction between abusive supervision and culture on interpersonal justice, and was found stronger negative the indirect effect of perceived abusive supervision on work effort and trust. Study 2, the same findings of study 1, and was found stronger negative the effects of abusive supervision on interpersonal justice when PDO was low. | The research was focused just on two cultures, and the data limited to make causal inferences on variables. |

151	Vogel et al. (2016)	2016	Definition of abusive supervision from Tepper's (2000) was used.	Reactance theory.	Positive relation between abusive supervision and deviant workplace behaviors; also, a negatively relation between public service motivation (PSM) and deviant workplace behaviors, these last relations is moderated by employment sector.	One cross-sectional study in Germany and USA. Investigate on subordinates their perception of abusive supervision.	Employed from different sectors (N=150).	Was applied on subordinates only the abusive supervision 10-items scale from Mitchell and Ambrose (2007).	Was found positive the relation between abusive supervision and employee deviance.	The research design (cross-sectional) limited to make causal claims, and under this design data a potential problem is common method bias (CMB).
152	Waldman et al. (2018)	2018	Definition of abusive supervision from Tepper's (2000) was used.	Self-control theory.	Political skill and executive control moderated the relation between narcissism and abusive supervision.	One cross-sectional study in USA. Investigate on dyads the subordinates/peer's perception of abusive supervision.	Dyads of supervisor and subordinate or peer from military and business organizations (N= 56).	Was applied on subordinates the abusive supervision 10-items scale from Aryee et al. (2007).	Was found positive and significant the relation between narcissism and abusive supervision when political skill is low in supervisors, and was found negatively related executive control to abusive supervision. As well, was found negative and significant the relation between political skill and abusive supervision when executive control is low in supervisors.	The size of the sample was relatively limited; also, the measures was used a single source. Additionally, neuroscience is an emerging area in organizational research.
153	Walsh et al. (2019)	2019	Definition of abusive supervision from Tepper's (2000) was used.	Social exchange theory.	The relation between family-supportive supervision, workplace ostracism and abusive supervision.	Three studies in USA. Study 1, a pilot experimental study. Investigate on subordinates their perception of abusive supervision. Studies 2 and 3, not measure abusive supervision.	Study 1, employed registered with Amazon's MTurk (N= 214).	Was applied on subordinates the abusive supervision active-aggressive 5-items from Mitchell and Ambrose 10-items scale (2007).	Was found positively correlated lack of family-supportive supervision and abusive supervision.	Under cross-sectional design common bias can exist, and limited causal inferences.

154	Walter et al. (2015)	2015	Definition of abusive supervision from Tepper's (2000) was used.	Moral exclusion theory.	Study 1, outcome dependence and liking moderated the negative relation between perceived subordinate performance and abusive supervision. Study 2, the same mechanisms, adding the outcome of objective subordinate performance.	Two studies. Study 1, an experimental study in the Netherlands. Investigate on subordinates their self-ratings of abusive supervision. Study 2, a longitudinal study in China (T1 and T2, one month apart). Investigate on dyads the subordinate's perception of abusive supervision.	Study 1, university undergraduate student (N= 157). Study 2, dyads of supervisor and subordinate or peer from garment manufacturing company (N= 169).	Study 1, was applied on subordinates 12-items of the 15-items scale from Tepper's (2000). Study 2, was applied only on subordinates the 15-items scale from Tepper's (2000).	Study 1, was found more pronounced abusive supervision on subordinate with lower performance than in higher performance. Study 2, was found negatively related abusive supervision and objective subordinate performance; also, was found negatively associated perceived performance and outcome dependence to abusive supervision.	Few inconsistencies between individual studies; as was, the independent variables were manipulated in the first study, in the field the majority of subordinates did not fall on the extreme ends of the measurement scales; also, some hypothesis was only examined in the second study.
155	Wang and Jiang (2014)	2014	Definition of abusive supervision from Tepper's (2000) was used.	Dynamic self-regulatory processing model.	Narcissism moderated the positive relation between abusive supervision and deviant behaviors.	One cross-sectional study in China (collected on two points of time, one week apart). Investigate on subordinates their perception of abusive supervision.	Employed from an adult school (N= 308).	Was applied on subordinates the 15-items scale from Tepper's (2000).	Was found negatively related narcissism to abusive supervision, and was found positively correlated abusive supervision to subordinates' deviance toward the supervisor; as well, was found significant the interaction of abusive supervision and narcissism.	Was only examined narcissism with abusive supervision and employees self-reported behavioral.
156	Wang and Jiang (2015)	2015	Definition of abusive supervision from Tepper's (2000) was used.	Fairness theory.	Study 1, interactional justice mediated the negatively relation between abusive supervision and voice and silence. On study 2, organizational attribution moderated this relation.	Two studies in China. Study 1, an experimental scenario study. Investigate on subordinates their perception of abusive supervision. Study 2, a cross-sectional study (collected on two points of time, one week apart). Investigate the same of study 1.	On both studies were employed from an adult school. Study 1 (N=196), and study 2 (N= 379).	On both studies was applied on subordinates the 15-items scale from Tepper's (2000).	Study 1, was found negatively correlated abusive supervision to interactional justice; and, was found significant the indirect effect abusive supervision on voice and silence through interactional justice. Study 2, was found negatively related abusive supervision to voice and silence; as well, was found a negative relation	The data was collected by self-reported; also, the cross-sectional designs limits causal inferences, and was focused only on employees.

between abusive supervision and interactional justice.

#	Author	Year								
157	Wang et al. (2012)	2012	Definition of abusive supervision from Tepper's (2000) was used.	Social exchange theory, uncertainty management theory, power dependence theory and deterrence theory.	Perception of interactional justice mediated the positive relation between abusive supervision and deviant behaviors, this relation is moderated by power distance.	One longitudinal study in China (T1 and T2, nine months apart). Investigate on dyads the subordinate's perception of abusive supervision.	Dyads of supervisor and subordinate from six electronic manufacturing companies (N= 283).	Was applied on subordinates only the 15-items scale from Tepper's (2000).	Was found a significantly positive influence of abusive supervision on employees' organizational deviance, interpersonal deviance and supervisor-directed deviance; and, was found a significantly negative influence of abusive supervision on employees' perception of interactional justice. As well, was found a significantly positive influence the interaction of abusive supervision and power distance on employee's interactional justice.	The collected data was only on manufacturing industry; also, the measurement scales was adapted, but the original were developed in the western cultural contexts.
158	Wang et al. (2015)	2015	Definition of abusive supervision from Tepper's (2000) was used.	Victim precipitation theory and trait activation theory.	Subordinates' task performance mediated the relation between neuroticism and conscientiousness with abusive supervision and interpersonal deviance;	One longitudinal study (T1 and T2, three weeks apart), the country is not mentioned. Investigate on subordinates their perception of abusive supervision.	Employed from various organizations (N= 376).	Was applied on subordinates the 15-items scale from Tepper's (2000).	Was found positive and significant neuroticism to abusive supervision, but not significant to conscientiousness. As well, was found negative and significant task performance and	Measured the same source (only subordinate); also, the self-reported data made difficult determine to which supervisors

					extraversion and agreeableness moderated this relation.				abusive supervision; and, was not significant the effect of conscientiousness on abusive supervision.	actually engaged in abusive actions.
159	Wang et al. (2016)	2016	Definition of abusive supervision from Tepper's (2000) was used.	Conservation of resources theory.	Employee self-esteem and gender moderated the positively relation between abusive supervision and emotional exhaustion, and intent to leave.	One cross-sectional study in China (collected on two points of time, one week apart). Investigate on subordinates their perception of abusive supervision.	Part-time MBA students from one university who were also employed in different companies (N= 264).	Was applied on subordinates the 15-items scale from Tepper's (2000).	Was found positively correlated abusive supervision to emotional exhaustion and intent to leave; also, was found significantly correlated for female abusive supervision to emotional exhaustion, but not significant for male.	The cross-sectional design limits causal inferences, and were not included related behavioral consequences of abusive supervision.
160	Wang et al. (2020)	2020	Definition of abusive supervision from Tepper's (2000) was used.	Belongingness theory and social exclusion theory.	Perceived ostracism mediated the relation between abusive supervision and turnover intention.	One longitudinal study (country not mentioned) (T1, T2 and T3, one month apart). Investigate on subordinates their perception of abusive supervision.	Employer registered on the platform Questionnaire (N= 300).	Was applied on subordinates the 15-items scale from Tepper's (2000).	Was found positively related AS to perceived coworker and supervisor ostracism and turnover intention.	The AS is team-level variable, and not were explore other mediating variables.
161	Wei and Si (2013a)	2013	Definition of abusive supervision from Tepper's (2000) was used.	Affective events theory.	Organizational identification mediated the relation between psychological contract breach and abusive supervision. And, negative reciprocity moderated the relation.	One cross-sectional study in China. Investigate on dyads the subordinate's perception of abusive supervision.	Dyads of supervisor and subordinate from three pharmaceutical companies (N= 268).	Was applied on subordinates only the 15-items scale from Tepper's (2000).	Was found organizational identification partially mediated relation between psychological contract breach and abusive supervision. And, was found a full moderated of negative reciprocity belief on the relation between psychological contract breach and abusive supervision.	The study was only on one point of time. Also, abusive supervision was measured only from the subordinate.

162	Wei and Si (2013b)	2013	Definition of abusive supervision from Tepper's (2000) was used.	Reciprocity theory and theory of displaced aggression.	Locus of control and perceived mobility moderated the positive relation between abusive supervision and counterproductive work behavior (CWB).	One cross-sectional study in China. Investigate on dyads the subordinate's perception of abusive supervision.	Dyads of supervisor and subordinate from a multinational company (N= 198).	Was applied on subordinates only the 15-items scale from Tepper's (2000).	Was found positively related abusive supervision to CWB (subordinates' sabotage, withdrawal, production deviance and theft); and, was found locus of control moderated the relation between abusive supervision and CWB; also, perceived mobility partially moderated the relation.	Is a cross-sectional study this limit causal inferences; and, the sample is for the same organization.
163	Wheeler et al. (2013)	2013	Definition of abusive supervision from Tepper's (2000) was used.	Self-regulation theory.	Emotional exhaustion mediated the positive relation between abusive supervision and co-worker abuse; and, psychological entitlement moderated the relation.	One daily study in USA (five consecutive working days). Investigate on subordinates their perception of abusive supervision.	Employed from variety of industries (N= 132).	Was applied on subordinates the 11-items scale from Harris et al. (2007).	Was found significantly abusive supervision with co-worker abuse, exhaustion and entitlement.	Not examine emotion-regulation; also, findings were self-report data.
164	Whitman et al. (2013)	2013	Definition of abusive supervision from Tepper's (2000) was used.	Self-regulation theory.	Political skill moderated the positive relation between psychological entitlement and abusive supervision.	One cross-sectional study in USA. Investigate on dyads the subordinate's perception of abusive supervision.	Dyads of supervisor and subordinate (nurses), from a licensing agency (N= 132).	Was applied on subordinates the 11-items scale from Harris et al. (2007).	Was found significantly and positively related entitlement with abusive supervision, and the effect was reduced by higher political skill.	The sample was of sample was mostly female; as well, is possible was some bias associated with self-evaluations.
165	Wisse and Sleebos (2016)	2016	Definition of abusive supervision from Tepper's (2000) was used.	None.	The relation of position power with dark triad and abusive supervision	One cross-sectional study in Netherlands. Investigate on teams the subordinate's perception of abusive supervision.	Team of supervisor and subordinates from variety of industries (N= 225).	Was applied on subordinates only the 15-items scale from Tepper's (2000).	Was found Machiavellianism associated with high level of abusive supervision when supervisors have high position power, but not on lower power position.	The study was conducted in a country with a rather low power distance.
166	Wu et al. (2013)	2013	Definition of abusive supervision from Tepper's	Job demands–resources (JD-R) model.	Study 1, the relation between abusive supervision and workload demands from supervisor (WDS). Study 2,	Two cross-sectional studies in Taiwan. Both studies investigate on subordinates their perception of	Study 1, students who worked in various industries (N= 150). Study 2, employed from	Both studies applied on subordinates the abusive supervision active-	Study 1, was found abusive supervision and WDS are two distinct stress related constructs. Study 2, was found positively	The data was cross-sectional and cannot avoid the problem of causality.

#	Author	Year	Definition	Theory	Relationship studied	Study design	Sample	Measure	Findings	Limitations
	(2000) was used.				perceived job characteristics (PJCs) moderated the relation between abusive supervision and WDS and emotional exhaustion (EE).		abusive supervision.	different companies (N= 222).	aggressive 5-items from Mitchell and Ambrose 10-items scale (2007).	related abusive supervision and WSD to EE; and, PJCs not moderated the relation between abusive supervision and EE.	
167	Xu et al. (2012)	2012	Definition of abusive supervision from Tepper's (2000) was used.	Justice theory and reactance theory.	LMX mediated the relation between abusive supervision and subordinates' performance, organizational citizenship behavior (OCB) organization (OCBO) and individuals (OCBI).	One cross-sectional study in China. Investigate on dyads the subordinate's perception of abusive supervision.	Dyads of supervisor and subordinate from telecommunications company (N= 366 subordinates, and N= 141 supervisors).	Was applied on subordinates only the 15-items scale from Tepper's (2000).	Was found negatively related abusive supervision to LMX; also, was found significantly and negatively related abusive supervision to performance, OCBO, and OCBI.	Because was a cross-sectional study was unable to draw firm conclusions about causation. Also, a concern over accuracy because OCBI was rated by supervisors.
168	Xu et al. (2019)	2019	Definition of abusive supervision from Tepper's (2000) was used.	Transactional model of stress.	On both studies, organizational identification and positive affectivity moderated the negative relations between abusive supervision and proactive behavior.	Two cross-sectional studies in China. Both studies investigate on dyads the subordinate's perception of abusive supervision.	Study 1, dyads of supervisor and subordinate from two public stomatology hospitals (N= 165 subordinates, and N= 41). Study 2, dyads of supervisor and subordinate from 52 stations of transportation company (N= 226).	Study 1, was applied on subordinates only the abusive supervision active-aggressive 5-items from Mitchell and Ambrose 10-items scale (2007). Study 2, was applied on subordinates only the 15-items scale from Tepper's (2000).	Study 1, was found negatively related abusive supervision to personal initiative; also, was found significantly the interaction of abusive supervision and organizational identification, as well, the interaction with positive affectivity to personal initiative. Study 2, was found not significantly related abusive supervision to proactive behavior, but was found significantly negative on the relation when organizational identification was low and high positive affectivity.	Both studies were measured at one point in time. And, the data were collected from samples in the two type of industries.

| 169 | Yu and Duddy (2020) | 2020 | Definition of abusive supervision from Tepper's (2000) was used. | Social functional view of emotions. | All the studies, guilt and anger mediated the relation between abusive supervision and supervisor directed deviance and OCBs, this relation is moderated by attribution of a performance promotion and injury initiation. | Three studies. Study 1, a longitudinal study in China (T1, T2 and T3 two weeks apart). Investigate on dyads the subordinate's perception of abusive supervision. Study 2, a laboratory experiment in USA. Investigate on subordinates their perception of abusive supervision. Study 3, a daily study in Sweden (fifteen working days). Investigate on dyads the subordinate's perception of abusive supervision. | Study 1, dyads of soldier and officer from a branch of the national military force (N=286). Students and employed from a University (N= 156). Study 3, dyads of supervisor and subordinate from a luxury vehicles company (N= 101). | Studies 1 and 2, applied on supervisor only the 15-items scale from Tepper's (2000). Study 3, applied only on subordinates the 5-items scale from Johnson et al. (2012). | Study 1, was found significantly interacted AS with injury initiation attribution to predict anger and with performance promotion attribution to predict guilt. Study 2, was found after controlled AS and attributions conditions, anger was significant to deviance and guilt to OCBs. Study 3, was found significantly positive the indirect effect of AS to supervisor-directed behaviors via guilt when AS was attributed by high performance promotion motive. | On all the studies, attribution affected the reactions (emotion and behavior). |
| 170 | Yu et al. (2018) | 2018 | Definition of abusive supervision from Tepper's (2000) was used. | None. | On both studies, self-esteem threat mediated the positive relations between downward envy and abusive supervision and self-improvement; also, warmth and competence moderated this relation. | Two longitudinal studies in China. Study 1 (T1 and T2, one month apart; T3 two months after T2; and T4, three months after T2). Investigate on dyads the subordinate's perception of abusive supervision. Study 2 (T1 and T2, one month apart; T3 two months after T2). Investigate the same of study 1. | Study 1, dyads of supervisor and subordinate from management-consulting company (N= 216). Study 2, dyad of supervisor and subordinate from natural gas company (N= 225). | Both studies applied on subordinates only the 15-items scale from Tepper's (2000). | Study 1, was found positively related downward envy to abusive supervision, and was found strongest the indirect effects of downward envy on abusive supervision through self-esteem when warmth was low and competence was high. Study 2, also same findings of study 1; and, self-esteem was found negatively to abusive supervision. | Not explore whether performing the adaptive behaviors of abusive supervision and self-improvement; and, were not explore how direct reports respond to downward envy. |

171	Zhou (2016)	2016	Definition of abusive supervision from Tepper's (2000) was used.	Situational strength theory.	Abusive supervision variability moderated the negative relation between abusive supervision and occupational citizenship behaviors (OCB) and job performance.	One longitudinal study in China (T1 and T2, nine months apart). Investigate on dyads the subordinate's perception of abusive supervision.	Dyads of supervisor and subordinate from six manufacturing companies (N= 242).	Was applied on subordinates only the 15-items scale from Tepper's (2000).	Was found negatively related abusive supervision to job performance and OCB, and was stronger when abusive supervision variability was low.	The operationalization of abusive supervision variability, and were not examine these on subordinates' outcomes.

Chapter 2.

The effect of daily fluctuation of abusive supervision over employees positive and negative emotions, and recovery experience.

2.1 Abstract

Abusive supervision impacts employees' job performance, intrinsic motivation, produces toxic emotions, exhaustion, and creates feelings of shame and fear. However, it is still unfolding how daily employees' positive and negative emotions are affected by abusive leaders, and if they can recover. Applying the affective event theory and job demands-resources model to within-person perspective we hypothesized that daily abusive supervision influences employees' positive and negative emotion fluctuation over the day, the recovery experience after work, and employee emotions the next morning. A sample of 52 Mexican employees from two companies filled out two daily surveys for ten days and provided 347 registers in the morning and 255 in the afternoon. Employing hierarchical linear modeling for our analysis, results show a strong alteration of employees' positive and negative emotions in the afternoon as well as the next working day. Also, an effect over recovery experience after work on the relaxation, mastery and control dimensions can be observed. However, negative emotions from the previous day don't affect employee's emotions the following morning. Furthermore, the predictive variables of marital status and gender affect the daily recovery experience and emotions. Our findings reveal fluctuation of daily employees' emotions and show how employees can restore the positive emotions after daily recovery, but negative emotions cannot be recovered. Our research shows that abusive leaders create a deep daily damage over employees' emotions and how employees restore daily positive emotions. Nevertheless, these restored positive emotions are not enough for complete recuperation.

Keywords: Abusive supervision, emotions, recovery experience, diary study, affective events theory.

2.2 Introduction

During the last twenty years, the study of abusive leadership behaviors has rapidly increased (Tepper et al., 2017). Abusive supervision (AS) is defined as "subordinates' perceptions of the extent to which supervisors engage in the sustained display of hostile verbal and nonverbal behaviors, excluding physical contact" (Tepper, 2000, p. 178). Years later, AS was identified by the manifestation of hostile managerial behaviors towards subordinates, such as ridicule, yell, humiliate and put-down (Tepper et al., 2006). This abusive behavior from supervisors has a negative influence on subordinates, as evidenced by increased levels of stress, anger, anxiety, turnover intentions, and reduced levels of well-being, performance, commitment and productivity (Tepper et al., 2017; Zhang & Bednall, 2016; Zhang & Liao, 2015). Additionally, subordinates' coping the abuse behavior from supervisors promotes more aggressive behaviors on employees and further increases the leader's abusive behavior (Hon & Lu, 2016; Tepper et al., 2017; Zhang & Lui, 2018). Previous AS research demonstrated several consequences on employees, such as negatively affecting leader-member exchange (LMX) relations, employees' job satisfaction and self-efficacy, impairing team members creativity and creating interpersonal deviance on the work group (Bowling & Michel, 2011; Choi et al., 2019; Decoster et al., 2013; Jiang et al., 2019; Liu et al., 2012; Mawritz et al., 2012). Furthermore, the presence of abuse is also related to more deep damage, such as employees' strain, anxiety, depression and exhaustion, and leads to negative externalities such as subordinates engaging to drinking problems (Bamberger & Bacharach, 2006; Pyc et al., 2017). Besides, previous research demonstrated leaders modify the behavior day by day and can be more abusive one day than another day (Kelemen et al., 2000). Abusive leadership is a quite detrimental negative daily real damage for organizations. Supervisors' abusive behavior can differ daily influencing the employee's events in the working place every day, and it is worth to examine the daily destructive power of this abuse, and how it affects personal resources reflected in less affective and cognitive resources (Park et al., 2021; Qin et al., 2018; Yu & Duffy, 2021).

Most AS research has been focused on behavioral and organizational outcomes framed with social and relational theoretical perspectives (Tepper et al., 2017) finding that employees lose their resources displaying emotional exhaustion (Akram et al., 2019; Lam et al., 2017; Lee et al., 2018; Wang et al., 2016; Wheeler et al., 2013; and Wu et al., 2013). Moreover, employees with negatives emotions are more frequently able to be victims of abusive leaders. Employees'

feelings of shame and fear were found to be linked to coworker and self-abuse (Henle & Gross, 2014; Peng et al., 2019). In addition, research investigated the important role of gender: women react differently to AS than men and prefer not to go to work or leave the job rather than facing the supervisor (Chu, 2014; Peng et al., 2019; Pradhan et al., 2018). While abusive supervisory behaviors are part of a leader's behavioral pattern, research has shown that the extent to which leaders are abusive towards their employees varies from day to day (Courtright et al., 2016; Yu & Duffy, 2021). Barnes et al. (2015) also showed that daily abusive behavior fluctuated and was related to a negative daily sleep quality. Therefore, organizations need to be aware of and prevent the negative emotions abusive supervisors causes on subordinates (Xia et al., 2019). These previous finding encourages future research to investigate the fluctuation of other variables, such as anxiety, health, emotions, and well-being variables on a daily basis. In the current study, we contribute investigating these daily fluctuations in AS and how they affect followers on a day-to-day basis.

As noted above, the day-to-day working relation between supervisor and employees varies; the abusive behavior increases or decreases trough days according to the leadership dynamic (Kelemen et al., 2020). Specifically, we contribute investigating how daily AS affects daily employees' recovery after work. Previous studies suggest that AS affects followers not only at work, but also at home, making it likely that AS affects followers' daily recovery from their work. According to Sonnentag and Fritz (2007), employees who engaged in a day-to-day positive recovery showed positive moods, more energy and lower stress levels. The repercussion of daily AS on employees' emotions is still scarce. To study the underlying mechanism between daily AS and employees' daily recovery, we focused on how AS affects employees' emotional experiences. While not much is known about the relationship between AS and employees' emotional experiences, we applied the affective events theory (AET) (Weiss & Cropanzano, 1996) to within-person perspective to hypothesize that abusive leaders can affect employees' daily fluctuation of positive and negative emotions through the working day. We also apply the job demands-resources model (JD-R) (Bakker & Demerouti, 2014), investigating the role and possible effect of the personal resource (Wu et al., 2013) recovery within the relationship of the AS, as the social aspect of a high job demand (Huang, et al., 2019; Huang, et al., 2020; Tepper, 2007, Veles & Neves, 2016), and daily negative and positive employee emotions. We hypothesize under the JD-R model that if employees have a high-quality recovery experience after work, then negative emotions decrease, and they can recover positive emotions to slow down the daily effect of

abuse. Finally, we contribute analyzing how AS, daily emotions, and recovery can be affected by predictive variables such as the type of company, day, gender, marital status, and tenure.

2.3 Abusive Supervision and Employee Emotions

According to the AET (Weiss & Cropanzano, 1996), employee emotions can be affected by supervisor behavior (Cropanzano et al., 2017). Previous research demonstrated that positive and negative affective factors, such as emotions, are related to employee identification with the supervisor (Ashkanasy & Dorris, 2017). Additionally, when subordinates received abusive treatment, this further affected employees' emotions, e.g., an employee who suffers AS can experience negative emotions such as anger or fear (Peng et al., 2019). Furthermore, prior findings show that AS leads subordinates to negative effects and encourages adverse reactions to strive the abuse and mechanisms to improve well-being (Oh & Farh, 2017; Tse et al., 2018). In order to investigate affective states, the AET has been used as a framework to help researchers to understand employee's emotions variations and find the link between work events and emotional responses (Weiss & Beal, 2005). Additionally, researchers found that negative emotions and negative affective states are related to AS (Michel et al., 2016). Based on the premise that emotions vary across individuals and grounded in the knowledge that subjective feelings change within-person across time (Naeem et al., 2020; Tse et al., 2018), we argue that employees' emotions can fluctuate during the working day if they experience diverse abuse episodes perpetrated by supervisors.

Hypothesis 1: Daily AS influences the emotions fluctuation by: (a) decreasing followers' daily positive emotions in the afternoon and (b) increasing followers' daily negative emotions in the afternoon.

2.4 The Recovery After Work

Besides the negative effect of AS on employees' emotions, employees that faced abuse lose more resources than they normally would and need to replenish their resources and continue with the normal daily job demands. When employees are worried all the time, they are incapable of concentrating and focusing on daily work activities (Breevaart & Bakker, 2018). According to the JD-R (Bakker & Demerouti, 2014), the diverse demands at work imply

psychological, physical, social and/or organizational efforts, including any extra emotions or efforts made under work pressure as a result of abusive managerial practices. To ensure that next day employees feel energetic again, they must maintain energy levels by undertaking quality recovery experiences to restore the strain levels from high-stress levels to low-stress levels (Sonnentag et al., 2017). Additionally, daily low-effort recreational activities (social or physical) increase the welfare of individuals (Sonnentag et al., 2017). To understand the degree of damage abusive leaders cause, we focus our research on daily recovery outcomes to acknowledge that daily work activities demand employees' resources, impairing internal resources. To frame this recovery process, we focus on the four dimensions that are useful to measure recovery: First, psychological detachment explores whether employees can detach psychologically from work activities in their non-working time. Second, relaxation allows employees to recover from abuse through leisure activities. Third, mastery experience challenges employees to try activities and hobbies that help employees to restore their resources again. Finally, control activities lead employees to make free decisions to enjoy their free time and help them to enhance recovery. Huang et al. (2019) found that daily AS affects employee behavior by decreasing motivation and requiring more effort to carry out daily tasks. Furthermore, grounded in the JD-R model, we propose a good daily recovery provides more resources to employees to enhance positive and reduce negative emotions the next working day (hypothesis 2).

Hypothesis 2: Recovery after work influences fluctuation by: (a) enhancing the experience of positive emotions the next morning and (b) reducing the experience of negative emotions the next morning.

Additionally, prior research has analyzed that when subordinates are satisfied with other positive outcomes, the supervisors' hostile behavior towards them can be ignored or even forgotten (Zhang & Liu, 2018). If employees recover well from stressful situations day by day, they experience more positive emotions (Sonnentag & Fritz, 2007). In addition, employees' pleasure time and recreational activities have positive impacts on recovery (Van Hooff et al., 2011). Therefore, our third hypothesis states that AS influences the fluctuation of daily emotions by reducing daily positive emotions and increasing negative daily emotions, but a significant recovery after work restores the positive emotions the next working day.

Hypothesis 3: Daily AS influences fluctuation by: (a) reducing daily followers' positive emotions in the afternoon, but a significant recovery after work increases positive emotions the next morning, (b) increasing daily followers' negative emotions in the afternoons, but a significant recovery after work reduces the experience of negative emotions the next morning.

Furthermore, there is limited research on the relationship between AS and other predictive variables that can influence the relationship between leader and subordinates. According to Harvey et al. (2014), gender could influence behaviors on the individuals and influence the perception of abuse. Additionally, Ouyang et al. (2015) found female perception of AS was more negative than a male perception of the same behavior. Previous research also discovered that women react differently and strongly to abusive leaders and prefer leaving the organization before facing their supervisor (Pradhan et al., 2018). Following this, we explore how other predictive variables such as the company, day, gender, marital status, and tenure can affect the relationship between daily AS and employees' emotions in the afternoon, recovery after work and employees' emotions the next morning.

2.5 Method

2.5.1 Participants

The study was conducted among employees from two companies in Mexico, working in the electronic and finance sectors. We contacted human resource (HR) managers from both companies. To measure employees' individual perceptions of AS, HR recruited employees that were working under the same supervisor. All participants were full time workers. To guarantee that the responses were confidential, we followed ethical research procedures, and all participants gave written informed consent in accordance with the Declaration of Helsinki. We offered to raffle two food certificates from a famous restaurant in the country for 300 Mexican pesos each, among the employees that finished all the surveys. A total of 102 employees agreed to participate in our study. The sample consisted of 48 men (48.9%) and 54 women (55.1%) who were 40.65 years old on average (SD = 9.11).

2.5.2 Procedures

Data was collected using electronic surveys and were conducted in Spanish. To be able to identify the different responses of the same participant, we informed and asked them to create an identification code before answering the surveys. Participants received daily emails with a link to answer the survey for 10 consecutive working days, the first email at 08.00 hrs., when they arrived at the workplace, in which we asked them to report on their positive and negative emotions at that moment, and their recovery experiences (psychological detachment, relaxation, mastery and control subscales) of the day before after-work hours. The second email was sent at 15.00 hr., before participants left the workplace, and asked them to report their perception of AS of that day and their positive and negative emotions at that moment, to capture the variances of the emotions through the day. We received completed morning surveys from 67 employees (response rate = 65.96%), a 426 daily-level data, and 59 employees completed afternoon survey (response rate = 57.84%), a 349 daily-level data. The criterion to capture the daily contact between employee and supervisor, and capture differences within the same person across days, only employees who completed three consecutive daily surveys were included in the data set (Breevaart & Zacher, 2019); the missing data from participants that responded only one and two days was removed. Our final sample consisted of 52 employees (response rate = 50.98%), and 347 daily-level data from morning and 255 day-level data from afternoon usable responses. The sample consisted of 18 men (34.6%) and 34 women (65.4%) who were 38.31 years old (SD = 9.15) on average. Most of them were single (42.3%) and married (42.3%) and had an organizational average tenure of 5.04 years (SD = 5.21).

2.5.3 Measures

We followed a translation and back-translation procedure (Brislin, 1980; ITC, 2017) for the AS scale (Tepper, 2000) (original α = .90). For the emotions, we used the Spanish version of the PANAS scale (Dufey & Fernandez, 2012) with an original alpha ranging from .73 to .89. Additionally, we applied the Spanish version of the four-dimensional recovery experiences scale (Sanz-Vergel et al., 2010) with original alphas ranging from .74 to .87 (psychological detachment: α = .82; relaxation: α = .74, mastery: α = .84; control α = .87). To investigate the effect of other variables over the relationship between AS, emotions and recovery we used the variables tenure, marital status, gender and days.

Abusive Supervision

AS was measured using a 6-item version of the original unidimensional 15-items AS Scale (ASS; Tepper, 2000) used in Harvey et al. (2014) and Martinko et al. (2011) studies. We adapted these items to assess employee's perceptions of daily abusive behavior towards the subordinates who work for the same supervisor. A sample item is "Today, my supervisor made negative comments about some team members" (1 = never to 5 = always). The average Cronbach's α across days in our study was .87.

Emotions

Emotions were measured using the 20-item PANAS scale, which includes 10 positive and 10 negative emotions. The PANAS was originally developed by Watson, Clark and Tellegen (1988) and adapted to Spanish by Dufey and Fernandez (2012). A sample item is "How do you feel at this moment: strong (positive), scared (negative)" (1 = very slightly or not at all to 5 = extremely). The average Cronbach's α across days in our study was .93.

Recovery

Recovery experiences were measured using the Spanish version of the 12-item short scale of the original 16-item scale developed by Sonnentag and Fritz (2007). It is composed by the four dimensions "psychological detachment", "relaxation", "mastery" and "control" with 3-items per dimension (Sanz-Vergel et al., 2010). Participants rated the previous day, after they leave the workplace. A sample item for "psychological detachment" is "Yesterday, did you forget about work?" Cronbach's α across days in our study was .91. A sample item for "relaxation" is "Yesterday, did you use the time to relax?" Cronbach's α across days in our study was .84. A sample item for "mastery" is "Yesterday, did you seek out intellectual challenges?" Cronbach's α across days in our study was .88. A sample item for "control" is "Yesterday, did you decide your own schedule?" Cronbach's α across days in our study was .88. All items were rated on a Likert scale from 1 to 5 (1 = strongly disagree to 5 = strongly agree).

2.6 Descriptive statistics

First, we provided the descriptive analysis of each variable involved in this study in Table 1. In addition, correlational analysis was carried out to evaluate some disturbances in the observed distributions. As expected, AS was positively correlated with negative emotions in the afternoon ($r = .32$, $p < .01$) and negatively correlated with positive emotions in the afternoon ($r = −.43$, $p < .01$). Additionally, AS was found to be negatively correlated with recovery experience "control" ($r = −.18$, $p < .01$); regarding employees´ emotions the next day, AS was found positively associated with negative emotions in the morning ($r = .34$, $p < .01$) and negatively associated with positive emotions in the morning ($r = −.43$, $p < .01$). Considering the data structure for within-person design, we used the hierarchical linear modeling (HLM) analysis on SPSS to test our hypotheses. The following table shows the fundamental values of the dependent variables because none of the first and second were significant, and the same effect has been estimated through aleatoric effects.

Table 2.

Descriptive statistics and correlations

Variable	*M*	*SD*	*Skewness (SE)*	*Kurtosis (SE)*	*Alphas*	1	2	3	4	5	6	7	8	9
1. Abusive Supervision	9.53	4.08	1.31 (0.15)	1.27 (0.30)	.87									
2. Negative Emotions Afternoon	11.99	4.16	3.71 (0.15)	16.92 (0.30)	.87	.32**								
3. Positive Emotions Afternoon	34.47	9.14	-0.24 (0.15)	-0.37 (0.30)	.85	-.43**	-.14*							
4. Recovery Experience Psychological Detachment	11.20	3.11	-0.56 (0.13)	-0.37 (0.26)	.91	.04	-.01	.10						
5. Recovery Experience Relaxation	11.31	2.52	-0.74 (0.13)	0.58 (0.26)	.84	-.09	-.11	.37**	.52**					
6. Recovery Experience Mastery	9.96	2.66	-0.18 (0.13)	-0.47 (0.26)	.88	-.09	-.13	.45**	.19**	.49**				
7. Recovery Experience Control	11.55	2.60	-0.87 (0.13)	0.07 (0.26)	.88	-.18**	-.05	.34**	.64**	.68**	.38**			
8. Negative Emotions Morning	11.71	3.66	4.44 (0.13)	27.15 (0.26)	.86	.34**	.62**	-.14*	-.07	-.17**	-.16**	-.16**		
9. Positive Emotions Morning	34.92	8.82	-0.35 (0.13)	-0.22 (0.26)	.82	-.43**	-.08	.88**	.05	.35**	.44**	.33**	-.15**	

*p < .05. **p < .01.
SE= Standard Error

2.7 Analysis

In view of Table 2, it seems easy to establish that the observed distributions do not conform to normality. The clearest examples are shown in the variables' total score of negative emotions in the afternoon and total score of negative emotions in the morning (of the next day) with strongly skewed distributions. Therefore, within the different options to take this issue into account, it was decided to analyze the data using some of the robust techniques derived from linear models. This ruled out techniques are not very resistant to the violation of the assumptions of normality.

In view of the previous results, it was decided to estimate a model for each of the dependent variables using hierarchical longitudinal models. The option to rank the models (process of incorporation of the variables) was not based on a stepwise process. Given the sample size, it was decided to estimate the intraclass correlation coefficients (ICC) to establish that the variability observed in each distribution was due to longitudinal variability. For this, the value of the ICC was estimated for the null model and for the model with the main effects. Table 2 shows the ICC for the model with the main effects incorporated as regressors, assuming the random effects of the independent variables (Company, Day, Gender, Marital Status, and Tenure).

The following table show the parameter estimates for each dependent variable (Table 2). We used the variables to examine the daily within-person fluctuation. The results revealed significant within-person variances in the intercept of each variable, using hierarchical longitudinal linear models (HLM).

Table 3.

HLM estimation for predictors for each dependent variable.

Variables	Parameter	Estimation	p value	CI 95%
Abusive Supervision	Intercept	15.2	$< .001$	8.61 – 21.78
ICC = .653	Company	-1.54	0.186	-4.62
	Day	-0.07	0.148	-0.20
	Gender	1.11	0.29	-0.98 – 3.20
	Marital Status	-0.58	0.202	-1.80
	Tenure	0.19	0.06	-0.41

Negative Emotions Afternoon	Intercept	12.45	< .003	4.58 – 20.32
ICC= .766	Company	1.88	0.176	-0.88 – 4.64
	Day	-0.11	0.087	-0.25
	Gender	1.74	0.168	-4.99
	Marital Status	-1.07	0.051	-2.15
	Tenure	0.03	0.786	-0.49
Positive Emotions Afternoon	Intercept	22.91	0.004	7.74 – 38.08
ICC= .766	Company	4.36	0.107	-0.98 – 9.69
	Day	-0.18	0.059	-0.37
	Gender	-8.26	< .001	-9.65
	Marital Status	2.03	0.055	-0.05 – 4.11
	Tenure	0.01	0.974	-0.95
Recovery Experiences Psychological Detachment	Intercept	9.05	0.002	3.57 – 14.52
ICC= .702	Company	-0.88	0.351	-2.77 – 1.00
	Day	-0.06	0.076	-0.14
	Gender	-0.22	0.798	-1.94 – 1.50
	Marital Status	0.85	0.026	0.11 – 1.60
	Tenure	0.01	0.9	-0.34
Recovery Experiences Relaxation	Intercept	9.86	< .001	5.89 – 13.84
ICC= .539	Company	-0.28	0.681	-1.65 – 1.09
	Day	-0.01	0.675	-0.13
	Gender	-1.09	0.086	-2.5
	Marital Status	0.64	0.021	0.10 – 1.18
	Tenure	-0.05	0.456	-0.25
Recovery Experiences Mastery	Intercept	10.37	< .001	6.25 – 14.48
ICC= .628	Company	-0.30	0.673	-1.72 – 1.12
	Day	0.01	0.673	-0.13
	Gender	-2.30	< .001	-2.59
	Marital Status	0.65	0.024	0.09 - 1.21
	Tenure	-0.04	0.516	-0.26
Recovery Experiences Control	Intercept	9.31	< .001	5.19 – 13.42
ICC= .536	Company	0.14	0.838	-2.83
	Day	0.00	0.959	-0.14

	Gender	-0.38	0.558	-2.59
	Marital Status	0.69	0.017	0.13 – 1.25
	Tenure	-0.02	0.747	-0.26
Negative Emotions Morning	Intercept	14.54	< .001	6.20 – 22.87
ICC= .811	Company	1.52	0.293	-1.36 – 4.40
	Day	-0.12	0.002	-0.15
	Gender	1.02	0.436	-1.59 – 3.63
	Marital Status	-1.24	0.033	-2.27
	Tenure	0.02	0.86	-0.52
Positive Emotions Morning	Intercept	17.49	0.021	2.74- 32.24
ICC= .863	Company	5.52	0.034	0.43 – 10.60
	Day	-0.06	0.398	-0.28
	Gender	-7.42	0.002	-9.25
	Marital Status	2.46	0.017	0.45 – 4.47
	Tenure	-0.03	0.907	-0.92

CI: Confidence Interval; ICC = Intraclass Correlation all $p < .001$

2.8 Preliminary Results

Some statistically significant and relevant results emerge from the table above. We must highlight the positive impact of tenure on total score AS ($\beta = .19$; $p = .06$) which, despite not being statistically significant, we believe should be mentioned for descriptive purposes. Likewise, in the case of the prediction of total score negative emotions in the afternoon, the negative effect appears on marital status ($\beta = -1.07$; $p = .051$). Regarding the distribution of the total score for positive emotions in the afternoon, the effect of day ($\beta = -0.18$; $p = .059$) and marital status ($\beta = 2.03$; $p = .055$) were of much greater intensity the effect of gender ($\beta = -8.26$; $p < .001$).

In the case of the total score for recovery experiences as "psychological detachment" variable, we highlight the statistically significant effect due to marital status ($\beta = .85$; $p = .026$). In the model corresponding to the total score for recovery experiences "relaxation", the relevant effect is, again, due to marital status ($\beta = .64$; $p = .021$). It is also maintained in the total score for the recovery experiences "mastery" variable in which appear marital status ($\beta = .65$; $p = .024$) and the effect due to gender ($\beta = -2.30$; $p < .001$). Also, the relevant effect of marital status ($\beta = .69$; $p = .017$) for the variable of total the score for recovery experiences "control".

In the last two models of the previous table, we highlight in the case of the total score for negative emotions in the morning with relevant effect of day ($\beta = -.12$; $p = .002$) and marital status ($\beta = -1.24$; $p = .033$). On total the score for positive emotions morning the relevant effect is on three variables: company ($\beta = 5.52$; $p = .034$), gender ($\beta = -7.42$; $p = .002$) and marital status ($\beta = 2.46$; $p = .017$).

2.8.1 Tests of the hypotheses

In Hypothesis 1, we proposed that daily AS influences the fluctuation by: (a) decreasing followers' daily positive emotions in the afternoon and (b) increasing followers' daily negative emotions in the afternoon. The results revealed a strong alteration of employees' positive and negative emotions in the afternoon. However, daily AS does not show effect influencing (a) the decrease of daily positive emotions in the afternoon or (b) the increase of the daily negative emotions in the afternoon. Thus, H1a and H1b were not supported.

In Hypothesis 2, we proposed daily recovery after work influences fluctuation by: (a) enhancing the experience of positive emotions the next morning and (b) reducing the experience of negative emotions the next morning. Our results show three of the four dimensions of recovery have an effect: a) the positive recovery experiences in "relaxation" ($r = .35$; $p < .01$), "mastery" ($r = .44$; $p < .01$), and "control" ($r = .33$; $p < .01$) has a positive effect on emotion in the morning; (b) the negative recovery experiences in "relaxation" ($r = -.17$; $p < .01$), "mastery" ($r = -.16$; $p < .01$), and "control" ($r = -.16$; $p < .01$) has a negative effect on next day negative emotion in the morning. Supporting mainly H2a, some dimensions of recovery experience enhanced positive emotions the next morning. H2b was also mainly supported, because recovery reduced the negative emotions the next day. The exception in the recovery experiences was with "psychological detachment". It did not present any recovery effect on both, positive and negative emotions.

Following hypothesis 3, we expected that daily AS influence fluctuation by: (a) reducing daily followers' positive emotions in the afternoon, but a significant recovery after work enhances the experience of positive emotions the next morning, (b) reducing daily followers' negative emotions in the afternoons, but a significant recovery after work reduces the experience of negative emotions the next morning. Following hypothesis 1, AS has not

effect (a) on reducing positive emotions in the afternoon and was found to have a positive effect on after-work recovery experience in "relaxation" (r = .35; p < .01), "mastery" (r = .44; p < .01), and "control" (r = .33; p < .01); although the positive emotions the next morning showed a positive effect. Also, daily AS has not effect influencing by (b) reducing daily followers' negative emotions in the afternoons. Despite that, recovery showed an effect over negative emotion the next morning on "relaxation" (r = -.17; p < .01), "mastery" (r = -.16; p < .01), and "control" (r = -.16; p < .01); but the negative emotion the next morning does not showed effects. Consequently, H3a was partially supported, because afterwork, some recovery effect was found on three dimensions and because recovery enhanced positive emotions the next day. Despite the results showed some daily effect due to the recovery, this does not have any effect reducing the negative emotions the next working day. Thus, H3b was not supported.

Additionally, we found effects on the predictive variables' day, gender, marital status and tenure. Our analysis shows an effect of day reducing the level of both emotions: As the days of the week go by, positive emotions in the afternoon and negative emotions in the morning decrease. Besides, gender shows more negative effect on men than on women: men showed a more negative effect on positive emotions in the afternoon and in the next morning and for the recovery dimension "mastery". Also, marital status shows by incrementing the four dimensions of recovery more predictive effect over married individuals: their positive emotions increase, and their negative emotions reduce, both, in the afternoon and in the next morning. Finally, we found that tenure has effect over AS: The longer employees work in the company; more likely it is for them to suffer AS.

2.9 Discussion

Previous studies noticed an absence of research on how AS influences the non-working time and claimed the necessity to explore if non-work events produce situations that influence the relationship between abusive leaders and employees (Tepper et al., 2017). In response to these concerns, our research persuades to unfold the daily damage of AS over employees', and recovery experience at non-working hours. We contributed examined how daily AS has effects over daily employees' emotions fluctuations on positive and negative emotions throughout the day, and how after work, through a recovery experience, employees can or cannot improve the emotions of the next day. Our results show that the abusive behavior of supervisors has an effect predicting the fluctuation of employees' daily positives and negative emotions and how

a recovery experiences can restore the positive emotions the next day but cannot have an effect restoring the negative emotions the next day and therefore cannot recover completely from the effects of abuse.

Furthermore, prior studies showed that recovery activities are not completely independent, and some domestic activities influenced recovery if the home activities depleted resources (Sonnentag et al., 2017). Following these previous findings our research contributes to AS literature analyzing how AS, daily emotions, and recovery was affected by predictive variables such as company, day, gender, marital status, and tenure. Accordingly, we found that factors besides AS, such as gender and marital status can influence the daily recovery experience of employees with regard to improving their emotions again. These results demonstrate interesting findings: when the AS is present, it has an impact on employees' daily emotions. We further evidence that the positive emotions in the workday can be recovered day by day, but not enough to complete restoration; and how other variables, such as marital status and gender play an important role participating in the recovery after work.

2.9.1 Theoretical and practical implications

The findings of our research provide theoretical and practical contributions for AS literature and organizations. Our results provide evidence showing that employees can be daily emotionally affected by abusive leaders and how difficult it is to improve entirely the negative emotions as consequence of these damages. AS involves multiple demands from employees, when they waste resources, negative emotions manifest stronger (Tepper et al., 2017). Furthermore, our study makes a novel contribution by researching the daily recovery of the non-working time on emotions of abused employees, showing that some recovery occurs, restoring the daily positive emotions, similar to prior studies that showed that positive relaxation after work was related to daily positive affective states (Sonnentag et al., 2017). Additionally, this study offers practical implications to companies and HR directors by means of a clear display of the negative emotional consequences of AS on their employees. Hence, organizations and HR departments should consider developing effective strategies to detect and mitigate the emotional damage caused by supervisors, to prepare awareness programs, provide psychological sessions to employees to help them psychologically, continue to train supervisors to avoid any abusive behavior, and going deeper implementing training programs to find more factors that can be involved in the none-recovery process. For example, giving

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advice to employees with lower wellness or poor daily recovery can result in less stressors (Sonnentag, 2015). Our result implies the importance of being detached from work after finishing the workday. To optimize recovery, some action has to be taken e.g., not overloading employees by imposing excessive overtime or calling employees after they finished working.

2.9.2 Limitations and future research

As with every study, our research presents several limitations. First, the sample size was small. Despite finding important effects of AS with regards to the variables, the limited sample size and did not allow for further analysis. However, to minimize common method variance issues we collected data twice per day, in the morning and afternoon to test the daily effect (Qin et al., 2018), allowing us to find results that demonstrate the daily negative power of AS. Second, our study focused only on the analysis of the effect within the subordinate-level, and we did not assess between subordinates' level. This limited us from discovering if the effect of AS is similarly affecting all subordinates' emotions working by the same leader, and if recovery works in same way on the team. Third, our sample was collected in a country, Mexico, with a cultural context where the research on AS is scarce. It limited our research because we did not have any precedent on how AS is developed and if the culture of the country can influence or have impact on the perception of abuse and on the behaviors.

Also, our findings have implications for future research. First, our study should be replicated with a bigger sample to see if the fluctuations of specific emotions continue within-person and between-persons; also, with a larger sample size other type of analyses can be applied to capture how the recovery process works (e.g., structural equation modeling). Second, while our study measures recovery on a daily basis, it could be relevant to examine this recovery experience through longer periods of time, through longitudinal measures, as employees may have a good recovery from abuse on longer term recoveries e.g., after a vacations period or holidays. Sonnentag et al. (2017) found that feeling recovered is stronger after vacations, holidays, or long weekends. Third, our results suggest that future research should further investigate other independent factors, as gender or marital status, to find how other factors can influence the perception of abuse and affect the abusive behavior of the own supervisor. Pradhan et al. (2018) provided evidence that AS is perceived differently across genders, as well as affecting differently women and men. Finally, future AS research needs to

be expanded to Latin American countries to investigate the impact and development of abusive leaders in Latin cultures.

2.9.3 Conclusions

Our study contributes to the AS literature by revealing the deep daily damage to employees' positive and negative emotions as a consequence of working under an abusive leader. Moreover, we showed that the recovery of daily positive emotions is possible; also, we demonstrated that other factors such as marital status and gender can affect the emotions and recovery. Overall, our findings suggest the importance of investigating the effects and consequences of AS on employees' emotions, and equally important is examining potential recovery outcomes.

Chapter 3.

General Discussion

Our dissertation research areas of AS unexplored until now investigating whether there are possibilities for daily recovery to restore the damage. Additionally, we contribute to AS research investigating and analyzing the literature deeply from the last 10 years. Our studies found a notable and remarkable growing interest on AS research from 2018 until now, and it continuously increases the analysis of AS due to the harmful phenomenon and unethical way to procedure from supervisors that causes negative consequences on employees and organizations (Caillier 2020). Furthermore, we not only provide new insights on AS field, also we added a new country (Mexico) to clarify how AS perception works at different cultures providing new evidence for AS literature, continue the line of organizational behavior as we contribute findings and innovation to the department of social and quantitative psychology in the area of work and organizational psychology of the Faculty of Psychology with our research. Following our research objectives, we present our main results described by each study. Furthermore, we provide the strength and limitation of the present dissertation, directions for future research, theoretical and practical implications along with the final conclusions.

3.1 Main results

The results of our studies uncover interesting findings that contribute to understanding the evolution of AS research and how the daily circle of abuse works. To be able to stop the continued mistreatment of employees it is necessary first to understand what AS is, the clear signs of abuse, and how it usually develops. Our systematic review and empirical studies clarify these questions. Also, according to Kelemen et al. (2020) the interaction between supervisor-employees changes every day. AS is considering a dynamic construct and vary on daily basis. In chapter 1, we introduced our systematic review from the last 10 year of AS research where we find an important evolution of frameworks and gap for future research. In chapter 2, with a daily study we find the daily damage on employees and feasibility of recovery during non-working hours. Next, we present the main results of each study.

The first specific objective of our dissertation was: find the most important or novel theories applied on affective-emotional frames, and recovery perspectives over the last years. At chapter 1, to persuade this objective we formulate the research questions one and two. First, we inquire on the theoretical frameworks from the last 10 years to find if a perspective change on AS research existed. Answering this first question, affirmatively after searching through 171 empirical manuscripts, we found a clearly and notable evolution of frames where AS has

been rooted. We noticed more than one hundred frameworks were applied to investigate the relation between antecedents-AS-consequences, but it is undeniable that research has been changing and moving from social-relational, to affective- emotional frames. Similarly, the mechanisms and outcomes are turned, changing focus from social to appraising the internal damage on employees. Second, we examined which theories have been applied and assess the effectiveness, emotional, and recovery outcomes on AS. Our findings notice that frames like COR and AET are usually applied to appraise effective or emotional outcomes, but recovery outcomes are a non-researched outcome yet. Our analysis evidence, as well as the mechanism employed over the last 10 years of AS research are evolved from simple to complex, including mediator-moderator models and moving forward to adding longitudinal methods but limited on daily studies. Despite the evolution, there is still unexplored mechanism, methods and daily outcomes as pure emotions and recovery factors. Analyzing these gaps that we found in our systematic review, our empirical study attempts to fill out the absence of evidence on emotions and recovery in a daily basis.

Moreover, this dissertation proposed a second specific objective where we persuade to investigate the daily consequences caused by AS over the employee's emotions, and how they can recover from this damage. For this at chapter 2, we wanted to research through the third and fourth question; are employees, after experiencing daily AS, affected in their emotions and do they fluctuate? Also, are employees capable of restoring emotions during the non-working hours? First, we research if employee's daily emotions fluctuate over the day as consequence of experiencing daily AS. To answer the question, we analyzed the data from 52 Mexican employees who provided N= 347 in the morning and N= 255 in the afternoon, finding a strong alteration on positive and negative emotions through the day. Second, we attempt to answer if it is possible to recover from daily AS during the non-working hours through a good daily recovery experience after work. Our results show that after a recovery during non-working hours employees can restore three of the four dimensions of recovery levels which are relaxation, mastery and control. However, we did not find an effect over psychological detachment. Also, we found that the next day the negative emotions cannot be restored. Wang et al. (2022) noticed that experience of AS causes on subordinates' extra loss of resources because they put more effort for reduce the impact, conducting subordinates to experience resource depletion. Additionally, we show how AS, daily emotions, and recovery was affected by predictive variables such as company, day, gender, marital status, and tenure. According to Caillier (2020), it was found that women are less likely to report abusive situations when the

supervisor is also female. Our results show the deep damage that abusive leaders produce for employees and how difficult it is to totally recover.

3.2 Strengths and limitations

This research presents a strength on abusive leadership field. First, our systematic review analyzed a broader range of existing literature over the last 10 years; clarifying what AS is, what consequences AS caused, and unfold how and when AS occurs as a process. This brings substantial evidence of what previous researchers investigated and found, but above all, it gives a clear panorama of what remains to be investigated such as the scarce use of affective-emotional frameworks. Second, the empirical study explored and introduced AS research to a new country (Mexico), offering to AS literature a new cultural panorama to understand if abusive leaders play the same role and cause equal damage over employees regardless of the country. Third, we investigate applying daily measures, utilizing daily data we contribute by filling the emptiness on AS literature and most of all offer innovation on research measures. Fourth, we research AS's dynamic theme, based on the premise that Kelemen et al. (2020) that daily interaction between supervisor-employee change every day, including change throughout the day. Our dissertation explores how daily positive and negative employee emotions can be affected by abusive leaders, giving innovation to AS researching emotions that are rarely inquired about. Finally, the last strength of this dissertation comes from the recovery variable. Previous AS research focused on investigating antecedents and consequences but is still missing research on what happens after the harm is caused. Our research opens a new panorama to understand how the complete circle of abuse works.

Also, our dissertation presents some limitations. First, our systematic review examined only manuscripts that research the AS topic and did not include other studies who investigate negative forms of destructive leadership. Also, we included data from the Web of Sciences (WOS) only. Second, research of a new country is a strength but also represents a limitation taking into account that we did not have any precedent information on how AS works in Mexico, and if the culture of the country can influence abuse perception and supervisor-employee behaviors. Third, our size of data was small and did not allow for more types of analysis. Also, AS is a difficult topic to research because the victims of abuse are mostly afraid of the negative consequences they might confront if they inform or report mistreatment to their supervisor. However, our findings have important effects of AS over the variables and

minimize common method variance issues as previous researchers did (Qin et al., 2018). We collected data twice per day (morning and afternoon) to test the daily effect. Our empirical manuscript investigates a nonexplorer topic in AS such as the recovery that occurs similarly with the country. Researching new areas and topics is a strength but also a limitation because our results are limited when we try to compare with others results. However, looking into new topics are necessary to better understand how abuse works inside organizations. Finally, the last limitation is driven from the point of research time. Our dissertation presents only the manuscripts that allows us to investigate in five years of research, as well as the data collected. Nevertheless, presently there is no future possibility to work on more manuscripts and eventually post-doc.

3.3 Future Research

Our dissertation found a few gaps that can be useful for future research. First, as we notice on our systematic review an evolution of frames begun over the last years, and now the affective-emotional frameworks more commonly applied. We recommend to future research utilizing these frames to analyze emotions as outcomes using AET framework or the emerging emotional process theory (Oh & Farh, 2017), as these will allow researchers in the future to better understand AS dynamic process. Second, we continue to encourage future research of AS in new countries, expanding analysis to Latin American countries to follow the impact of abusive leaders in Latin cultures. Third, our studies found a gap on mechanisms important to fill. We encourage to apply moderation-mediation models that link AS with emotions and recovery outcomes, researching AS as a cyclical process including supervisors' own assessment of his/her abusive behavior. Next, future studies should apply more daily multi-source and multilevel analysis such as team level, to gain knowledge of daily dynamics of the AS process. Likewise, it could be interesting to examine the recovery experience on more longitudinal measures of time, because employees may have better recovery from abuse at longer time intervals e.g., after a vacations period or holiday. Finally, our results in the field suggest that other independent factors, such as gender or marital status can influence the perception of abuse and recovery after work; also, could be interesting investigate if the gender of supervisor influences employee's perception because accordingly to Caillier (2020) the supervisor gender is a factor to consider since male supervisor are seen more powerful and dominant inside organizations. It could be interesting for future researchers to investigate the effect of independent variables outside work.

3.4 Theoretical and practical implications

Our dissertation and research goals were to test in the field to find the negatives consequences of daily AS, and how the daily abuse works as a cycle phenomenon over the emotions and recovery. With this, our dissertation provides theoretical and practical contributions for AS literature and organizations. First, our systematic review highlighted the theorical frameworks, mechanisms and methods that previous research has focused on AS especially in subordinates' level, and uncover areas non-researched. Second, our research findings provide evidence showing why affective-emotional frames are currently applied; following these we found how employees can be emotionally affected on a daily basis by abusive leaders, and how demanding it is for employees to entirely restore the negative emotions the next day. In conclusion, our dissertation makes a novel contribution to AS research, inquiring over the last years of investigation to provide a complete useful guide of former research and evidence in discovering how daily recovery at non-working time allows the restoring of daily positive emotions.

Furthermore, this dissertation offers practical implications to companies and human resources departments demonstrating the negative emotional consequences of AS over employees. First, organizations and companies' directors should be aware and consider developing profitable business strategies to detect the emotional damage caused by supervisors, implement programs to train managers to recognize any sign of abuse to prevent mistreatment behaviors from when it begins. Second, after detection of employees under abuse, provide them psychological sessions to facilitate psychologically recovery while at the same time continue training supervisors to avoid any further abusive behavior. Finally, identify supervisors and employees with lower health wellness and help them restore their well-being to help mitigate future abusive situations. Our result demonstrates the importance of being detached from work during non-working hours. To optimize work quality and employee's health, companies can take some action e.g., not imposing excessive overtime, not disturbing employees by calling them or sending tasks by email after they have finished the workday.

3.5 Conclusions

The research that we present in this dissertation contributed to AS literature with a systematic review and empirical evidence on daily measures. More importantly, we endow companies with evidence to help prevent abusive situations, detect in time the harm, and comprehend the daily damage that abusive leaders produce. With daily working activities some leader behaviors can be misunderstood as normal leader actions, but with time and company permissiveness that behavior can turn abusive. Undeniably, more research from sciences and attention from human resources departments on this topic is necessary to understand how AS works, and gain knowledge on how to stop it. Finally, during the times that workplace location changes, such as working remotely, researchers have a new challenge in detecting abusive leaders and behaviors from a distance.

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Table 4. Acronyms

AET	Affective events theory
AS	Abusive supervision
ASD	Abusive supervision differentiation
ASS	Abusive supervision scale
BLM	Bottom-line mentality
CB	Coworker bullying
CI	Confidence interval
CMB	Common method bias
COMECYT	Council of Science and Technology of the State of Mexico
CONACYT	Mexican National Council of Science and Technology
COR	Conservation of resources theory
CSE	Core self-evaluation
CWB	Counterproductive work behaviors
CWB-O	Organization-targeted counterproductive work behaviors
DPM	Victim precipitation theory and the dual-process model
EE	Emotional exhaustion
ER	Employee retention
FSB	Feedback-seeking behavior
FWC	Family-to-work conflict
GAM	General aggression model
HLM	Hierarchical linear modeling
HR	Human resources
ICC	Intraclass correlation coefficients
IM	Impression management
IMO	Input-Mediator-Output
IMOI	Input-Mediator-Output-Input
ISP	Information security policy
ITC	International test commission
JCD	Job-oriented constructive deviance
JDC	Job demand-control model
JD-R	Job demands-resources model
LMX	Leader-member exchange

LOC	Locus of control (LOC)
MBA	Master of Business Administration
NAQ-R	Negative Acts Questionnaire–Revised
NSEB	Negative socioemotional behavior
OBSE	Organization-based self-esteem
OCB	Organizational citizenship behaviors
OCBI	Organizational citizenship behavior individuals
OCBOs	Organizational citizenship behaviors toward organizations
PANAS	Positive affect and negative affect schedule
PCB	Psychological contract breach
PCSP	Proactive customer service performance
PDO	Power distance orientation
PJCs	Perceived job characteristics
POPs	Perceptions of organizational politics
POS	Perceived organizational support
PRISMA	Preferred Reporting Items for Systematic Reviews and Meta-analysis
PS	Psychological safety
PSM	Public service motivation
PsyCap	Psychological capital
RISC	Relational-interdependent self-construal
SD	Standard deviation
SDO	Social dominance orientation
SDG	Sustainable development goals
SET	Social exchange theory
SLT	Social learning theory
SOE	Supervisor's organizational embodiment
SOS	Stress-as-offense-to-self theory
SPSS	Statistical package for the social sciences
SVO	Social value orientations
UB	University of Barcelona
UPB	Unethical pro-organizational behavior
USA/U.S.	United states of America/United States
WDS	Workload demands from supervisor
WOS	Web of Science

WRR   Work-related rumination

Table 5. Scales

Abusive Supervision

Número	Preguntas de su día de trabajo (antes de que finalice la jornada)	Nunca	Raramente	Ocasionalmente	Frencuentemente	Muy frecuentemente
1	¿Su supervisor hoy no les habló a algunos miembros del equipo?	1	2	3	4	5
2	¿Su supervisor hoy rompió las promesas que había hecho?	1	2	3	4	5
3	¿Su supervisor hoy se enojó con algunos miembros del equipo cuando estaba enojado por alguna otra razón?	1	2	3	4	5
4	¿Su supervisor hoy hizo comentarios negativos a otros acerca de algunos miembros del equipo?	1	2	3	4	5
5	¿Su supervisor hoy fue grosero con algunos miembros del equipo?	1	2	3	4	5
6	¿Su supervisor hoy les mintió a algunos miembros del equipo?	1	2	3	4	5

Emotions

Número	Lea cada palabra y luego marque la respuesta adecuada en el espacio próximo a cada palabra, en base a lo que siente usted en estos momentos (es decir, en el momento presente).	Muy levemente o nada	Un poco	Moderadamente	Bastante	Extremadamente
1	Interesado	1	2	3	4	5
2	Molesto	1	2	3	4	5
3	Entusiasmado	1	2	3	4	5
4	Enojado	1	2	3	4	5
5	Fuerte	1	2	3	4	5
6	Culpable	1	2	3	4	5
7	Asustado	1	2	3	4	5
8	Hostil	1	2	3	4	5
9	Optimista	1	2	3	4	5
10	Orgulloso	1	2	3	4	5
11	Irritable	1	2	3	4	5
12	Alerta	1	2	3	4	5

13	Avergonzado	1	2	3	4	5
14	Inspirado	1	2	3	4	5
15	Nervioso	1	2	3	4	5
16	Decidido	1	2	3	4	5
17	Atento	1	2	3	4	5
18	Intranquilo	1	2	3	4	5
19	Activo	1	2	3	4	5
20	Temeroso	1	2	3	4	5

Recovery Experiences

Númer o	Preguntas posteriores a que usted salió de trabajar el día anterior	Totalmente en desacuerdo	En desacuerdo	Ni acuerdo ni desacuerdo	De acuerdo	Totalmente de acuerdo
1	El día de ayer, ¿Después del trabajo fue capaz de «desconectar»?	1	2	3	4	5

2	El día de ayer, ¿Cuándo salió de trabajar se olvidó completamente del trabajo?	1	2	3	4	5
3	El día de ayer, ¿Fue capaz de distanciarse de su trabajo?	1	2	3	4	5
4	El día de ayer, ¿Realizó actividades que le ayudaran a sentirse relajado?	1	2	3	4	5
5	El día de ayer, ¿Después del trabajo se tomó tiempo para descansar?	1	2	3	4	5
6	El día de ayer, ¿Se tomó su tiempo para realizar actividades que le distraen y satisfacen?	1	2	3	4	5
7	El día de ayer, ¿Fuera del trabajo busco nuevos retos intelectuales?	1	2	3	4	5
8	El día de ayer, ¿Después del trabajo realizó otras actividades que suponen un reto para usted?	1	2	3	4	5
9	El día de ayer, ¿Después del trabajo realizó otras actividades que abren sus horizontes?	1	2	3	4	5

10	El día de ayer, ¿Fuera del trabajo pudo usted decidir su horario?	1	2	3	4	5
11	El día de ayer, ¿Decidió por usted mismo cómo pasar su tiempo libre?	1	2	3	4	5
12	El día de ayer, ¿Fuera del trabajo, las tareas que tuvo que hacer las llevo a cabo en el momento en que usted decidió?	1	2	3	4	5