Supervisor Role Overload and Frustration as Antecedents of Abusive Supervision: The Moderating Role of Supervisor Personality

Our understanding of the antecedents of abusive supervision in the workplace is particularly important given the recent proliferation of unethical organizational leaders in the popular press. Consequently, this study investigates potential sources of abusive supervision in the workplace. Organizations should pay particular attention to the workload given to supervisors. Supervisor work overload may lead to supervisor frustration, which may provoke the engagement in such abusive behaviors. However, acknowledging the role that supervisor personality traits play in determining such behaviors is critically important. This study documents such relationships and provides general support to the proposed relationships.