

**IMPACT OF ABUSIVE SUPERVISION ON EMOTIONAL
EXHAUSTION, EMPLOYEE CREATIVITY AND SLEEP
DEPRIVATION IN GARMENT INDUSTRY.**

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MBA Thesis 2nd Half-Semester Progress Report & Thesis Approval Statement

Supervisor – Student Meeting Record

S#	Date	Place of Meeting	Topic Discussed	Signature of Student
5	15 th Oct-19	Room# 320	Main concept discussed & Model	<i>Faiza</i>
6	12 th Nov-19	Room# 320	Research Methodology	<i>Faiza</i>
7	10-Dec-19	Room# 320	Discussion on Results & Conclusion	<i>Faiza</i>

APPROVAL FOR EXAMINATION

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Thesis Title:

I hereby certify that the above candidate's thesis has been completed to my satisfaction and, to my belief, its standard is appropriate for submission for examination. I have also conducted plagiarism test of this thesis using HEC prescribed software and found similarity index at 16% that is within the permissible limit set by the HEC for the MBA thesis. I have also found the thesis in a format recognized by the Department of Management Sciences.

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21-01-2020

Supervisor's Name: _____

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HoD's Signature: _____


Date: _____

24-1-2020

Declaration of Authentication

I, thusly, announce that no segment of the work alluded to in this theory has been submitted on the side of any application for another degree or capability of this university or some other foundation of learning.

Student's Name: Faiza Zehra Date: 21-01-2020

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IMPACT OF ABUSIVE

SUPERVISION ON EMOTIONAL

EXHAUSTION, EMPLOYEE

CREATIVITY AND SLEEP

DEPRIVATION IN GARMENT

INDUSTRY

by Faiza Zehra

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Dedication

Dedicated to The Almighty Allah who gave me courage, my parents and my husband who have always supported me financially and morally and to the teachers and supervisor who provided me with guidance and helped me to complete my thesis

Acknowledgement

I would like to express my very great appreciation to Sir Salman Hameed for his valuable and constructive suggestions during the planning and development of this research work. His willingness to give his time so generously has been very much appreciated.

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Abstract

Purpose:

The purpose of this study is to foresee the psychological impacts of the abusive supervision of the managers on the attitude and health of an employee.

Methodology & Design

Quantitative methods of analysis were undertaken and a total of 384 individuals were taken as a sample. A questionnaire survey was designed to collect data from the garment industries of Pakistan.

Findings:

Findings suggest that all the proposed hypothesis were accepted and abusive behavior of supervisors do impact employee creativity, increases the exhaustion and also causes sleep deprivation among employees.

Limitations:

The limitations of the study include that the impact of abusive supervision can be studied on other variables such as productivity. A contextual limitation is also noticed as the study has only been conducted in Pakistan and it might have produced different results in different context.

Recommendations

This study can further be extended in terms of larger sample size and in location. Industry comparison in future would also yield diverse and rich results which will ultimately lead in opening new doors of research in human resource.

Keywords

Abusive supervision, employee creativity, employee exhaustion and sleep deprivation.

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