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“(IMPACT OF ABUSIVE SUPERVISION ON COUNTERPRODUCTIVE
WORK BEHAVIORS WITH MODERATING AND MEDIATING ROLES OF
PSYCHOLOGICAL HARDINESS AND MORAL DISENGAGEMENT)”



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List of Abbreviations

AS	Abusive Supervision
PH	Psychological Hardiness
MD	Moral Disengagement
CWBs	Counterproductive Work Behaviors
IV	Independent Variable
DV	Dependent Variable
SPSS	Statistical Package for the Social Sciences

ABSTRACT

The study examined the relationship between abusive supervision and counterproductive work behaviors. The moderating role of psychological hardiness between the said relationships was also tested. Additionally, the mediating role Moral Disengagement was tested between the relationship of abusive supervision and CWBs. Data is collected from different Telecom companies of Rawalpindi and Islamabad by using structured questionnaire. Multiple regression, Pearson's correlation and Hayes moderated mediation are used to develop and interpret research hypothesis. As anticipated, I found that individuals with a greater propensity to experience Abusive Supervision are more likely to engage in CWBs when they had a higher inclination to moral disengagement, whereas Psychological Hardiness moderates this relationship. I discuss the theoretical and practical implications of my findings and offer opportunities for future research.

Keywords: Abusive Supervision, Counterproductive Work Behaviors, Moral Disengagement, Psychological Hardiness