

Moderating Role of Positive External Factors in Relationship of Abusive Supervision and Knowledge Sharing

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Abstract : Knowledge sharing is very important in organizations for their future progress and survival. This study investigates the impact of destructive leadership (abusive supervision) on knowledge sharing in employees. Further, the authors want to investigate a context variable (group cohesion) and explore its cross level influence on the relationship of abusive supervision and knowledge sharing. Conservation of resource theory (COR) claims loss of psychological capital (an internal positive resource) in employees due to abusive supervision and hence decrease occurs in knowledge sharing. This study tests psychological capital as mediator and group cohesion as moderator in relationship of abusive supervision and knowledge sharing. Data was collected from 239 respondents from more than 40 different organizations and 50 different groups from all over Pakistan. Results show that abusive supervision has negative effect on knowledge sharing through reduction in psychological capital of employees, and increased group cohesion in employees reduces this negative effect improving psychological capital in employees.

Keywords : abusive supervision, knowledge sharing, psychological capital, group cohesion, conservation of resources

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