

UNIVERSITY OF MANAGEMENT AND TECHNOLOGY



Effect of Abusive Supervision on Employee Engagement among House  
Officers and Medical Officers: The Mediating Role of Psychological  
Safety

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## **DECLARATION**

I proclaim that this work contains no material which has been accepted for the award of any other degree or diploma in my name, in any university or any other institution, and to the best of my knowledge and belief, contains no material previously published or written by another person except where due reference has been made in the text. In addition, I proclaim that no part of this work will, in the future, be used in a submission under my name, for any other degree or diploma in any university or without the prior approval of University of Management and Technology, Lahore where applicable.

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## ABSTRACT

Employee engagement is a positive outcome attribute after experiencing three psychological conditions which are interconnected to self in role. It refers to the complete contribution of one's intellectual (cognitive), emotive, and physical vitalities in the performance of work-role. Employees are considered as engaged when they are cognitively attentive, fervently (emotionally) connected, and physically involved while carrying out their work roles. Recent research has shown that employees tend to withdraw their investment of energies in their work roles when they perceive their supervisors to be abusive towards them. Considering the importance of supervision and employees' engagement for the effective function of organizations, the purpose of this study is to focus on the association between abusive supervision and employee engagement in greater depth. Drawing from theory of self-in-role engagement by Kahn, this study proposed that abusive supervision negatively impacts employee engagement by reducing psychological safety (mediator) among house officers and medical officers. This study used cross-sectional design, data were obtained from 221 healthcare professionals including house officers and medical officers only, employed in three public hospitals of Lahore. Results disclosed that abusive supervision is negatively associated with engagement of healthcare professionals, and psychological safety significantly mediated this relationship.

# **CHAPTER I**

## **INTRODUCTION**

### **1.1Chapter Overview**

This chapter put light on the brief description and definitions of important key terms and some key concepts, background of the study along with the statement of problem, research questions and objectives. Furthermore, this chapter list down the expected input of this study in scholastic and practical perspectives.