

## RESEARCH ARTICLE

# How and when abusive supervision leads to recovery activities: The recovery paradox and the conservation of resources perspectives

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## Summary

Decades of research have shown that abusive supervision hurts employees' well-being. However, little is known about whether employees can recover from abuse during their leisure time. Building on the perspective of recovery paradox and the conservation of resources (COR) theory, we theorize that as an intense social stressor, daily abusive supervision depletes employees' resources and triggers their need for recovery, which in turn reduces physical and social recovery activities but increases low-effort activities. We also propose that employees' extraversion influence employees' choices of recovery activities when facing a paradoxical recovery situation (i.e., feeling too exhausted to engage in active recovery activities). To test our hypotheses, we employed the experience sampling method to collect 1511 daily responses from 203 full-time employees. The results of the multilevel path analyses indicated that (a) abusive supervision increased employees' need for recovery, which in turn increased next-day positive moods via facilitating low-effort activities, and reduced next-day positive moods via inhibiting social activities; and (b) these indirect effects were strengthened for employees with lower (vs. higher) extraversion. Theoretical and practical implications are further discussed.

## KEYWORDS

abusive supervision, extraversion, need for recovery, recovery activities, recovery paradox

## 1 | INTRODUCTION

Abusive supervision, defined as nonphysical aggression exhibited by supervisors toward their subordinates, includes taking credit from subordinates, threatening them, and humiliating them in front of others (Tepper, 2000). The detrimental consequences of abusive supervision on employees' well-being are well documented. Victims of abusive supervision experience increased emotional exhaustion, job stress, physical fatigue, negative emotions, and somatic symptoms (Mackey et al., 2017; Tepper et al., 2017 for reviews).

As abusive supervisors have harmful effects on employees' well-being, discussion of how to recover from this social stressor has been receiving increased attention (e.g., Sonnentag & Fritz, 2015; Vogel & Bolino, 2020). Recovery, a process in which individuals replenish depleted resources and return to their pre-stressor levels (Sonnentag & Zijlstra, 2006), is critical to well-being. Recovery allows employees to be ready for future challenges and prevents the accumulation of resource exhaustion. Surprisingly, despite the evidence showing that abusive supervision impairs employees' well-being at the daily level and over more extended periods (e.g., Bowling & Michel, 2011; Lian et al., 2012), it remains unclear whether individuals can recover from abuse during their leisure time.

The authors share the first authorship.

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