

## From Bad Bosses to Broken Marriages: Exploring the Impact of Abusive Supervision on Work-Family Conflict and Intention to Divorce

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### **Abstract:**

The effects of abusive supervision on work and family roles have not been extensively explored specifically in the hospitality industry. To address this gap, we conducted exploratory sequential research to identify the outcomes of abusive supervision on work-family conflict and intention to divorce. The current study is based on primary data collected from hotel employees in the union territory of Jammu and Kashmir.

This study adopted the exploratory sequential method consisting of two studies. While in the first study, we interviewed 20 hospitality employees to explore the outcomes of abusive supervision, in the second study, we used a large dataset of 386 employees to empirically test our hypotheses.

Our findings suggest that abusive supervision not only affects employee well-being but also harms family life, as evidenced by an increased intention to divorce. Study results highlight the importance of understanding the full context of abusive supervision in the workplace and the need for organizations to take action to prevent and address such behaviors.

### **Keywords:**

Abusive supervision, work-family conflict, divorce intention, emotional exhaustion.