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# Investigating Daily Abusive Supervision as Antecedent of Subordinates' Low Psychological Detachment and Relaxation During Nonwork Time: A Diary Study

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Recovery from work is highly relevant for employees, yet understanding the interpersonal antecedents of impaired recovery experiences remains unclear. Specifically, because former research neglected supervisor behaviors as a predictor of impaired recovery and abusive supervision is a core stressor, we examine daily abusive supervision as a predictor of subordinates' recovery experiences (i.e., psychological detachment and relaxation). We draw on research on the recovery paradox and propose that psychological detachment and relaxation will be impaired on days with high abusive supervision, although recovery would have been highly important on those days. We suggest a cognitive mechanism (via rumination) and an affective mechanism (via anger) to explain this paradox. We test coworker reappraisal support as a moderator that buffers the adverse effects of abusive supervision on rumination and anger. In a daily diary study (171 subordinates, 786 days), we found an indirect effect of abusive supervision on psychological detachment via rumination and indirect effects of abusive supervision on psychological detachment and relaxation via anger. Coworker reappraisal support moderated the association of abusive supervision and rumination, such that the relationship was weaker when coworker support was high. Our results suggest that including negative supervisor behaviors, such as abusive supervision, in recovery research is highly relevant. Coworkers can help cognitively process abusive-supervision experiences by providing reappraisal support.

*Keywords:* abusive supervision, recovery experiences, psychological detachment, relaxation, coworker support

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Effective recovery from work during nonwork time is immensely important for employees to restore their resources after work so that they can stay productive (Headrick et al., 2022; Steed et al., 2021). Recovery from work refers to unwinding from current work stressors and is essential for employees to deal with upcoming demands (Sonnentag et al., 2022). Consequently, insufficient recovery increases the risk of impaired mental health outcomes and enhances the prevalence of reduced ability to work (Schulz et al., 2020), thus contributing to sick days, productivity loss, and rising costs for organizations (Organisation for Economic Co-operation and Development, 2009; Pinheiro et al., 2017). Due to these downsides of insufficient recovery, it is crucial to understand which workplace factors hinder employees' recovery processes. Because most employees work in a social environment (Colbert et al., 2016; Sluss & Ashforth, 2007), examining how other people affect recovery is crucial. Social stressors are among the most stressful experiences at work (e.g., Bowling & Beehr, 2006; Spector & Jex, 1998) and have also been linked to impaired recovery

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processes. Specifically, negative interpersonal experiences at work like customer mistreatment (Park & Kim, 2019), social conflicts with customers (Volmer et al., 2012), or incivility (Nicholson & Griffin, 2015) hinder employees' recovery in the evening.

Surprisingly, the specific role of negative supervisor behaviors has gained little attention within recovery research. Former studies particularly focused on customers (e.g., Park & Kim, 2019; Volmer et al., 2012), utilized a mixed measure of negative interpersonal experiences with different actors (e.g., Meier & Cho, 2019; Nicholson & Griffin, 2015), or examined general social stressors without a reference to a specific group of people (e.g., Rodríguez-Muñoz et al., 2017; Schulz et al., 2021). The particular role of supervisor behaviors for recovery experiences was largely neglected (for an exception, see Gallegos et al., 2021). However, supervisors play a key role in organizations for employees' work lives and their psychological health (Inceoglu et al., 2018; Skakon et al., 2010). For example, supervisors have the power to allocate resources (Vermunt, 2015) and assign tasks (Delfgaauw et al., 2020). Consequently, their behavior has a substantial impact on their subordinates' mental health (Montano et al., 2017). If supervisors abuse this position of power and mistreat their subordinates, this is an extremely stressful experience for subordinates (Mackey et al., 2017; Tepper et al., 2017) and poses a severe threat to the self (Semmer et al., 2019; Vogel & Mitchell, 2017). Thus, negative interpersonal experiences with the supervisor during the workday should particularly undermine subordinates' recovery.

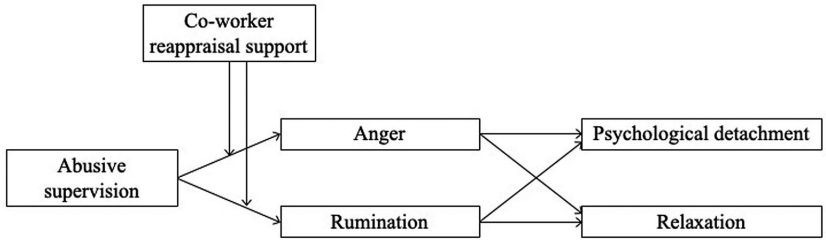
Abusive supervision (i.e., subordinates' perception of hostile behaviors displayed by the supervisor; Tepper, 2000) is a well-established interpersonal stressor described within the leadership literature (Tepper et al., 2017). Abusive supervision has been linked to various negative well-being outcomes, such as impaired mental health (Montano et al., 2017) and impaired physical health (Liang et al., 2018). We aim to advance the recovery literature by examining abusive supervision as an antecedent of subordinates' impaired psychological detachment and relaxation (i.e., two specific recovery experiences; Sonnentag & Fritz, 2007) during nonwork time.

We draw on research on the recovery paradox, showing that although recovery is highly critical on days with high stressors, recovery processes are—paradoxically—particularly impaired on those days (Sonnentag, 2018). Accordingly, we suggest abusive supervision be linked to subordinates' decreased psychological detachment and relaxation, although recovering during nonwork time would be most needed on days when abusive supervision is high. To explain this paradox, we examine two mechanisms that could link abusive supervision at work with impaired recovery experiences at home. We propose subordinates' rumination about the supervisor's behavior as a cognitive mediator (Brosschot et al., 2006; Martin & Tesser, 1996) and subordinates' anger as a potential affective mechanism (Oh & Farh, 2017). In addition, we assume that coworkers can help subordinates deal with abusive supervision (Cohen & Wills, 1985; McKay, 1984). Therefore, we examine coworker reappraisal support (i.e., coworkers supporting cognitive reappraisal of negative work experiences; Tremmel & Sonnentag, 2018) as a moderator that buffers the association of abusive supervision with rumination and anger. Figure 1 shows our conceptual model.

With our study, we contribute to research on the recovery literature and research on abusive supervision. First, with respect to the recovery literature, we add to a better understanding of how the interpersonal environment at work can affect subordinates' recovery experiences. Examining how negative experiences with the supervisor relate to subordinates' recovery experiences is critical because supervisors play a particularly influential role in employees' health and well-being (Inceoglu et al., 2018; Montano et al., 2017). By focusing on abusive supervision as a daily interpersonal stressor, we address a clearly identified oversight to examine supervisor behaviors in recovery research (Sonnentag et al., 2017, 2022). Moreover, we unravel the underlying processes of why negative interpersonal experiences with the supervisor spill over into recovery time at home by looking at a cognitive mechanism (i.e., rumination) and an affective mechanism (i.e., anger). Hence, we identify two psychological processes that link abusive supervision and recovery experiences at home.

Second, by examining coworker reappraisal support as a daily moderator, we integrate a positive interpersonal experience into the study of a negative experience of abusive supervision, painting a more complete picture of social processes at work. Employees work in complex social systems (Colbert et al., 2016; Sluss & Ashforth, 2007), and the behaviors of various actors at work can affect them both positively (Jolly et al., 2021; Mathieu et al., 2019) and negatively (Mackey et al., 2017; Pillemer & Rothbard, 2018). Our study, therefore, adds to the recovery literature by examining the interactive effects of supervisor and coworker behaviors at work. Moreover, we introduce a constructive type of coworker support to the abusive-supervision literature. In contrast to other, more negatively framed types of support (e.g., corumination; Haggard et al., 2011), coworker reappraisal support could help subordinates reevaluate the supervisor's abusive behavior, and subsequently, abusive supervision might have less severe consequences for subordinates' recovery experiences. Therefore, we aim to shed light on contradictory empirical results on the role of coworker support in abusive-supervision research (Hobman et al., 2009; Wu & Hu, 2009).

**Figure 1**
*Conceptual Model*



Third, we add to a large and rapidly growing literature on the negative consequences of abusive supervision (Mackey et al., 2017; Martinko et al., 2013). Moreover, we contribute to a recent stream of research that investigates dynamic aspects of leadership (Kelemen et al., 2020; McClean et al., 2019). We show that abusive supervision threatens subordinates' psychological detachment and relaxation in their everyday lives. By introducing recovery experiences as an outcome to the abusive-supervision literature, leadership researchers gain insights from the recovery field. For example, low recovery in employees' daily work lives has been linked to decreased well-being outcomes (e.g., low vitality; Liu et al., 2021), and hence, insufficient day-to-day recovery could be an explanation why abusive supervision is consistently linked with impaired well-being (Liang et al., 2018; Montano et al., 2017). Linking those mostly separate research fields can thereby offer a new perspective on the consequences of abusive supervision.

## Theoretical Background and Hypotheses Development

Recovery from work is defined as the "process of psychophysiological unwinding that counteracts the strain process triggered by job demands and other stressors" (Sonnentag et al., 2017, p. 365). Recovery experiences are the underlying psychological experiences that promote the recovery process (Sonnentag & Fritz, 2007). We focus on two central recovery experiences (i.e., psychological detachment and relaxation), which have often been studied together in former research (e.g., Nicholson & Griffin, 2015; Völker et al., 2023). *Psychological detachment* refers to leaving work behind when off the job and forgetting about work during nonwork time. *Relaxation* is defined as the experience of low sympathetic activation during nonwork time (Sonnentag & Fritz, 2007). Both psychological detachment and relaxation may be particularly threatened by abusive supervision. The choice of psychological detachment and relaxation is informed by the proposed underlying mediating mechanisms. We chose psychological detachment and relaxation because we expect abusive supervision to trigger cognitive (i.e., rumination) and affective processes (i.e., anger). When facing abusive behavior, subordinates continue to think about their supervisors' behavior and experience high arousal due to their high anger, and, because of these states, their psychological detachment and relaxation can be especially impaired.

Former studies have shown that on days with high work stressors, subsequent recovery in the evening is particularly threatened, although recovery would be most needed on these days (for an overview, see Sonnentag, 2018). Sonnentag (2018, p. 173) termed this finding the *recovery paradox*, which refers to the notion that "although the exposure to job stressors makes recovery necessary in an objective way …, empirical evidence suggests that job stressors are not associated with higher—but a lower—likelihood of recovery enhancing processes." For example, Smit and Barber (2016) showed that high workload predicts impaired psychological detachment in the evening, although psychological detachment from work would be beneficial on days with high workload to distance oneself from work and return to work the following day with renewed resources. We draw on research on the recovery paradox and propose that abusive supervision is a factor that corresponds to the recovery paradox.

Abusive supervision refers to "subordinate's perceptions of the extent to which their supervisors engage in the sustained display of hostile verbal and non-verbal behaviors, excluding physical contact" (Tepper, 2000, p. 178). Specifically, we examine daily abusive-supervisory behaviors which the subordinate experiences as hostile (Barnes et al., 2015). Abusive supervision is a subjective assessment of subordinate mistreatment and comprises behaviors like putting subordinates down in front of others or expressing anger toward the subordinate (Tepper, 2000). In contrast to other social stressors (e.g., incivility, social conflicts), abusive supervision is exclusively tied to mistreatment behaviors of the supervisor (Hershcovis, 2011). Incivility, for example, is more ambiguous in nature and of lower intensity compared to abusive supervision (Hershcovis, 2011). Abusive supervision is a strong workplace stressor (Tepper et al., 2017), which can impair subordinates' well-being and optimal functioning (Harms et al., 2017). There is a large base of evidence that abusive supervision is associated with several unfavorable subordinate outcomes, such as emotional exhaustion and work–family conflict (Martinko et al., 2013). On a day-to-day basis, abusive supervision is related to various work outcomes, such as decreased intrinsic motivation (Tariq & Ding, 2018), decreased work engagement (Barnes et al., 2015), and increased turnover intentions (Tariq & Ding, 2018).

We suggest that daily abusive supervision negatively predicts subordinates' psychological detachment and relaxation in the evening. According to the recovery paradox (Sonnentag, 2018), although subordinates would benefit immensely from psychological detachment and relaxation in the evening on days with high abusive supervision, it will be particularly difficult to recover during nonwork time on these days. First, subordinates' psychological detachment will be impaired because abusive supervision is a strong negative interpersonal experience at work. Abusive supervision threatens subordinates' relationship with the supervisor (Mackey et al., 2017), which puts the attainment of future resources at risk (e.g., promotions, social support). Therefore, subordinates might have difficulties leaving this abusive situation mentally behind after work and instead continue thinking about it. Moreover, subordinates might perceive the supervisor's abusive behavior as unfair (Mackey et al., 2017), which could trigger negative work-related thoughts in the evening (Kim et al., 2022). Second, abusive supervision will be related to subordinates' impaired relaxation. Threats to the relationship with the supervisor due to abusive supervision can also hinder relaxation in the evening (Volmer et al., 2022). Moreover, negatively perceived interactions with supervisors are associated with increased arousal at work (e.g., increased blood pressure; Wong & Kelloway, 2016), which impedes the potential for relaxation (Coss & Keller, 2022). Former research is in line with our proposition: Studies have shown that interpersonal stressors, such as incivility, negatively predict recovery experiences (Demsky et al., 2019; Nicholson & Griffin, 2015). Moreover, daily abusive supervision is associated with subordinates' impaired sleep quality (Tariq et al., 2020), which could result from insufficient recovery experiences before going to bed.

> *Hypothesis 1:* Daily abusive supervision is negatively related to subordinates' (a) psychological detachment and (b) relaxation in the evening.

We propose two processes that explain the relationship between abusive supervision and subordinates' recovery experiences in the evening. We will elaborate on the cognitive mechanism via rumination and the affective mechanisms via anger in the following

sections. We expect both processes to occur simultaneously because, in daily life, both processes are closely intertwined. Most probably, these states are mutually dependent and reinforce one another as there are no clear empirical indications that one state precedes the other (e.g., McCullough et al., 2007; Wang et al., 2013).

## The Cognitive Mechanism: Subordinates' Rumination About Supervisors' Behavior as Mediator Linking Abusive Supervision and Impaired Recovery Experiences

Rumination refers to "a class of conscious thoughts that revolve around a common instrumental theme and that recur in the absence of immediate environmental demands requiring the thoughts" (Martin & Tesser, 1996, p. 7). In line with this definition, the content of ruminative thoughts involves a specific theme. In our study, we focused on rumination about the supervisor's behavior. Specifically, we were interested in ruminative thoughts during the workday (rather than during nonwork time). Ruminative processes are triggered when relevant goals are threatened (Martin & Tesser, 1996). Employees tend to ruminate if there is a mismatch between their actual state and their desired goal (i.e., a goal discrepancy). Abusive supervision is a negative interpersonal experience that threatens subordinates' desire to be successful in their job and signals the risk of losing interpersonal resources, such as supervisor support (Perko et al., 2017). Therefore, subordinates experience a discrepancy between their desired goal (e.g., receiving supervisor support) and their current state (i.e., experienced abusive supervision). Hence, one of the reasons why subordinates ruminate about their supervisor's behavior is due to experienced goal discrepancies, which are triggered by abusive supervision.

Former long- and short-term studies examined rumination in the home domain as an outcome of abusive supervision (Liao et al., 2021; Perko et al., 2017). A daily diary study offers first support for short-term and within-person processes of abusive supervision on rumination (Liao et al., 2021). In this study, rumination at home mediates the relationship between daily abusive supervision and next-day leader-directed deviance when subordinates generally attribute the supervisor's behavior to injury initiation motives (i.e., the supervisor's intention to cause harm). With the focus of the literature on rumination at home (e.g., Liao et al., 2021; Perko et al., 2017), rumination during the workday and its consequences on subsequent recovery have been neglected in former research. Subordinates probably start ruminating about their supervisors' abusive behaviors in the domain where they experienced the goal discrepancy (i.e., in the work domain) because they might meet their supervisor again during the workday or the environment reminds them of the abuse, making it difficult to stop thinking about this interpersonal experience. To zoom in on the unfolding of ruminative thoughts, we focus on subordinates' rumination about supervisors' behavior during worktime to investigate whether these cognitive processes impair subsequent recovery in the evening.

*Hypothesis 2:* Daily abusive supervision is positively related to subordinates' rumination at work.

We propose that subordinates' rumination about supervisors' behavior negatively predicts psychological detachment and relaxation at home. Rumination theories (Brosschot et al., 2006; Martin & Tesser, 1996) assume that it is difficult to dissolve ruminative thoughts because—by definition—rumination can occur without immediate environmental demands to think about the recurring theme. In line with this reasoning, first, we suggest that rumination will be negatively related to subordinates' psychological detachment. Rumination about the supervisor's behavior will likely persist after work, such that employees will have difficulties to stop thinking about work in the evening, and psychological detachment will be impaired. Longitudinal studies have shown that rumination due to abusive supervision persists for longer times (i.e., 4 months; Liang et al., 2018), providing empirical support for our assumption that rumination does not stop easily (Brosschot et al., 2006; Martin & Tesser, 1996). With our focus on daily processes, it is warranted that ruminative thoughts will persist until the evening and spill over from work to nonwork time, resulting in decreased psychological detachment.

Second, we propose that rumination will be negatively related to subordinates' relaxation in the evening. Rumination goes along with physiological activation (Brosschot et al., 2006). Because ruminative thoughts have the function to prepare the individual for anticipated future threats, rumination triggers a fight-or-flight response, which is accompanied by physiological arousal (Brosschot et al., 2006). Meta-analyses have provided empirical support for this assumption, showing that rumination is associated with various physiological indicators of arousal (e.g., increased blood pressure and heart rate; Ottaviani et al., 2016). We propose that this physiological component of rumination hinders subordinates' relaxation in the evening. To experience subjective relaxation after work, employees would need to experience low physiological arousal (Coss & Keller, 2022).

*Hypothesis 3:* Subordinates' rumination at work is negatively related to subordinates' (a) psychological detachment and (b) relaxation in the evening.

Connecting our assumptions described above, we assume that subordinates' rumination mediates the negative association of abusive supervision with subordinates' psychological detachment and relaxation. In line with research on the recovery paradox (Sonnentag, 2018), although recovery would be particularly needed on days with abusive supervision, subordinates' psychological detachment and relaxation will be impaired due to subordinates' prolonged rumination about the supervisor's abusive behavior. Although there is no empirical evidence at the day level yet, former longitudinal studies provide first support that rumination mediates the relationship of abusive supervision with decreased health outcomes over longer periods of time (Liang et al., 2018).

*Hypothesis 4:* There are negative indirect effects of abusive supervision on subordinates' (a) psychological detachment and (b) relaxation in the evening via subordinates' rumination at work.

## The Affective Mechanism: Subordinates' Anger as Mediator Linking Abusive Supervision and Impaired Recovery Experiences

Abusive supervision can trigger strong emotional responses in subordinates because "abusive supervision constitutes one of the

most emotionally salient and disturbing affective events employees experience at work" (Oh & Farh, 2017; p. 208). We investigated whether daily abusive supervision elicits anger ("an intense, negatively valenced emotion," Oh & Farh, 2017, p. 217) and if anger, in turn, threatens subordinates' recovery experiences.

Anger is a high-arousal negative emotion that is a core consequence of abusive supervision (Hammer et al., 2021; Oh & Farh, 2017). As Peng et al. (2019, p. 397) noted, "nearly all victims of abusive supervision experience anger during or immediately after experiencing the abuse." Because abusive supervision represents a severe threat to the self (Farh & Chen, 2014; Vogel & Mitchell, 2017), the resulting experienced stress can elicit negative emotions, such as anger (Semmer et al., 2019). In particular, we focus on subordinates' anger as an affective reaction because anger is conceptually close to abusive supervision. Abusive supervision can be considered a "behavioral manifestation of supervisor anger toward employees" (Hammer et al., 2021, p. 143). Because abusive supervision is an expression of the *supervisor's* anger, supervisor anger can contribute to subordinates' anger through emotional contagion (Hatfield et al., 1994). Abusive supervision will be positively related to anger because abusive supervision violates moral standards, such as interpersonal justice (Li et al., 2022). Experiencing this injustice elicits anger (Volmer, 2015) because employees expect to be treated fairly at work. Moreover, interpersonal rejection due to experienced abusive supervision can also drive feelings of anger (Leary et al., 2006). Longitudinal (Peng et al., 2019; Simon et al., 2015) and diary studies (Li et al., 2022; Yu & Duffy, 2021) provided support for the association of abusive supervision with subordinates' increased anger.

*Hypothesis 5:* Daily abusive supervision is positively related to subordinates' anger.

We propose a negative relationship between subordinates' anger and their psychological detachment and relaxation during nonwork time. First, subordinates' anger will be associated with reduced psychological detachment. Individuals use their feelings as a source of information (Schwarz, 2012; Schwarz & Clore, 1983), and specifically, negative affective states signal threat and potential future resource loss, leading to increased attention on negative information (i.e., abusive supervision). In addition, people in a negative affective state are more likely to search for the source of their feelings than people in a positive affective state (Abele, 1985; Schwarz & Clore, 1983). Hence, subordinates might try to make sense of their own negative feelings at home, and accordingly, they will detach less from work. Former studies have shown that negative affective states are associated with decreased psychological detachment (e.g., Cangiano et al., 2019; Volmer et al., 2012), providing first support for our proposition.

Second, subordinates' anger will be related to reduced relaxation during the evening. Negative feelings, such as anger, are accompanied by increased physiological arousal (Gendolla & Krüsken, 2002; Kreibig, 2010). To effectively relax during nonwork time, employees need to experience a state of low sympathetic activation (Coss & Keller, 2022). In line with this reasoning, Parker et al. (2020) showed that heart rate variability during work as an indicator of physiological arousal is associated with employees' relaxation during nonwork time. Hence, due to increased arousal when subordinates are angry, it is less likely for subordinates to relax at home.

*Hypothesis 6:* Subordinates' anger is negatively related to subordinates' (a) psychological detachment and (b) relaxation in the evening.

Integrating our previous arguments, we propose that increased anger will mediate the association of abusive supervision with subordinates' psychological detachment and relaxation. Although subordinates would profit from psychological detachment and relaxation during nonwork time, it will be difficult to experience psychological detachment and relaxation on days with abusive supervision due to increased anger (Sonnentag, 2018).

*Hypothesis 7:* There are negative indirect effects of abusive supervision on subordinates' (a) psychological detachment and (b) relaxation in the evening time via subordinates' anger.

## The Moderating Effect of Coworker Reappraisal Support

We propose that coworker support during the workday buffers (1) the association of abusive supervision with subordinates' rumination and (2) the relationship between abusive supervision and subordinates' anger. Specifically, we focus on coworker reappraisal support, which we define as helping behaviors of coworkers that stimulate subordinates' cognitive processing of work experiences and other people's behavior at work (Rimé, 2009; Tremmel & Sonnentag, 2018). Reappraisal support helps subordinates cognitively process situations at work, for example, by encouraging subordinates to see the supervisor's behavior in a different light. Coworkers can offer a new perspective on the supervisor's behavior, for example, because coworkers might have more information on why the supervisor behaved the way they did (e.g., an upcoming deadline of the supervisor or supervisors' private problems). Coworkers are well equipped to give this kind of support because they work under the same supervisor and know the work environment well; hence, they can help subordinates with reappraising work experiences.

Although theoretical approaches generally assume that social support buffers the effects of negative work experiences (Cohen & Wills, 1985; McKay, 1984), empirical evidence from between-person studies that investigated the moderating effect of social support on the association of abusive supervision with negative subordinate outcomes remains inconclusive (Hobman et al., 2009; Wu & Hu, 2009). Whereas Hobman et al. (2009) found that the association between abusive supervision in student–advisor relationships and students' well-being indicators was weaker when team member support was high, Wu and Hu (2009) found that—contrary to their predictions—the relationship between abusive supervision and emotional exhaustion was *stronger* when coworker support was high. By examining coworker reappraisal support, we aim to shed light on the question of whether coworker support can help subordinates deal with abusive supervision in their daily lives. In contrast to other, more general types of support (e.g., emotional or instrumental support), which have been studied in former research (Hobman et al., 2009; Wu & Hu, 2009), reappraisal support specifically helps subordinates cognitively

process the abuse by the supervisor. Therefore, reappraisal support could have beneficial consequences on how subordinates react to the abuse.

First, with regard to the cognitive mechanism, we suggest that coworker reappraisal support buffers the relationship between abusive supervision and subordinates' rumination. Because coworker reappraisal support helps subordinates cognitively process the abuse, subordinates will ruminate less about the supervisor's behavior. Coworker reappraisal support helps subordinates reevaluate the experienced goal discrepancy that arises because of abusive supervision (Martin & Tesser, 1996). For example, although initially perceived as threatening to desired resources and experienced as goal discrepancy, coworkers can encourage subordinates to find less stable reasons for the abuse (e.g., the supervisor was just in a bad mood that day), which, in turn, reduces the threat of losing resources in the future. Because subordinates can then dissolve goal discrepancies and threats to future resources due to coworker reappraisal support, they will ruminate less about the supervisor's behavior. Moreover, distraction from desired goals helps to stop rumination (Martin & Tesser, 1996). Coworker reappraisal support could encourage subordinates to focus less on the abusive behavior of the supervisor and on other relevant goals (e.g., good relationships with coworkers).

> *Hypothesis 8:* Coworker reappraisal support moderates the association of abusive supervision with subordinates' rumination, such that the relationship is weaker when coworker reappraisal support is high.

Second, with respect to the affective mechanism, we propose that coworker reappraisal support moderates the association of abusive supervision with anger. Research on social sharing of emotions has focused on the question of how talking about emotions with other people can reduce the emotional response (Rimé, 2009; Rimé et al., 2020). Rimé (2009) proposed that a *cognitive sharing mode* (i.e., another person encouraging the cognitive processing of the emotional experience during a conversation; similar to our concept of reappraisal support) fosters emotional relief, whereas an *affective sharing mode* (i.e., another person offering comfort and empathy regarding an emotional experience) reactivates and even enhances negative emotions. Studies have provided empirical evidence for the assumption that only a cognitive sharing mode fosters emotional relief (Lepore et al., 2004; Nils & Rimé, 2012; Tremmel & Sonnentag, 2018). For example, Tremmel and Sonnentag (2018) have shown in their diary study that the relationship between incivility at work and negative affect was buffered by talking at work in a cognitive sharing mode, whereas no moderating effect was found for an affective sharing mode. Accordingly, we expect coworker reappraisal support to help with the emotional relief of subordinates' anger due to abusive supervision. Specifically, the strength of the association between abusive supervision and anger depends on the subordinates' appraisal of the situation (Oh & Farh, 2017). The emotional response will be stronger (1) when subordinates attribute the supervisor's hostile character to be responsible for the situation that leads to the abuse, (2) when subordinates do not perceive a justifiable reason for the supervisor's behavior, or (3) when subordinates perceive the abusive behavior to be intentional (Oh & Farh, 2017). Because coworker reappraisal support could provide reasons for the abusive behavior of the supervisor, coworker reappraisal support can help subordinates appraise the situation differently, and as a consequence, the anger response will be weakened. For example, coworkers could explain why the supervisor was not responsible for the abusive situation by illustrating that (1) it was not typical behavior of the supervisor, (2) there were situational reasons that triggered the behavior, and (3) the supervisor's behavior was not intentional.

> *Hypothesis 9:* Coworker reappraisal support moderates the association of abusive supervision with subordinates' anger, such that the relationship is weaker when coworker reappraisal support is high.

Integrating our previous arguments, we propose conditional indirect effects of abusive supervision on subordinates' psychological detachment and relaxation via rumination and anger, such that coworker reappraisal support buffers the indirect effects.

> *Hypothesis 10:* Coworker reappraisal support moderates the indirect effects of abusive supervision on (a) psychological detachment and (b) relaxation via subordinates' rumination, such that the negative indirect effects are weaker when coworker reappraisal support is high.

> *Hypothesis 11:* Coworker reappraisal support moderates the indirect effects of abusive supervision on (a) psychological detachment and (b) relaxation via subordinates' anger, such that the negative indirect effects are weaker when coworker reappraisal support is high.

## Method

### Procedure and Sample

The study was part of a larger research project on daily leadership in Germany. We recruited participants with the help of undergraduate students (a) via social media (e.g., https://www.facebook.com, https://www.linkedin.com/) and (b) via personal contacts of the undergraduate students and the first author. The first and second authors monitored the data collection process closely (e.g., by managing communication with participants; Demerouti & Rispens, 2014). Employees could participate in the study if they worked at least part time (i.e., 19.5 hr per week) on at least 4 days a week and reported regular contact with their immediate supervisor (i.e., twice a week). We excluded shift workers because of varying work times and self-employed workers because they do not report to a supervisor. Participants who filled in 80% of the questionnaires were eligible to participate in a lottery with the option to win vouchers of total value of 300€ from a large online retailer.

We conducted a daily diary study over the course of 2 work weeks. We collected our data and sent out the surveys with the online tool Sosci Survey (Leiner, 2019a). During the registration, participants decided in which weeks they wanted to participate and at what times they wanted to receive their surveys. The morning survey was sent out at 5 a.m. and was open until 10 a.m. The afternoon survey was sent out at 1p.m., 3 p.m., 4 p.m., or 5 p.m.

(depending on the participants' choice) and was open until 9 p.m. The bedtime survey was sent out at 9 p.m. or 10 p.m. and was open until 2 a.m. the following day.[1] Ahead of the diary phase, participants filled in an entry survey that assessed background information (e.g., demographic data). Moreover, there was a follow-up 12 weeks after the diary phase, which was not included in the present study.

Overall, 337 employees registered for the study. Of those, 272 participants participated in the diary and filled in 1,804 morning surveys, 1,709 after-work surveys, and 1,479 bedtime surveys. This resulted in a response rate of 80.71%. We excluded daily questionnaires, which were filled in much quicker than the other daily surveys, using the relative speed index TIME_RSI provided by the Sosci Survey (Leiner, 2019b). The TIME_RSI variable is computed as the questionnaire average of the relative speed per page and has a recommended cutoff value of 2, which refers to a questionnaire that was filled in twice as fast as the sample's median completion time. Using the TIME_RSI variable, we excluded 25 morning surveys, 46 after-work surveys, and 32 bedtime surveys. In addition, we only included days in our analysis when participants reported contact both with their supervisor and their coworkers. Thus, we excluded 1,158 days because participants reported either no contact with the supervisor, with coworkers, or both. Moreover, we only included participants who (2) reported contact with their supervisor on 2 or more days and (2) reported contact with coworkers on 2 or more days. Accordingly, we excluded 53 participants because participants reported contact with supervisors and coworkers on 1 day only.

The final sample of participants who met our inclusion criteria consists of 171 employees (50.74% of the employees who registered) who provided 719 morning surveys, 786 after-work surveys, and 621 bedtime surveys. In total, our sample consists of 786 workdays.

Regarding the age distribution of our sample, 19.3% were under the age of 30, 20.4% were between 31 and 40, 26.3% were between 41 and 50, 28.1% were between 51 and 60, and 5.9% were 61 years and older. A majority of our sample was female (66.7%), worked full time (i.e., 36 hr per week or more; 76%), and held a university or similar degree (54.9%). Participants worked in various sectors, with 13.3% working in health and social services; 12.9% working in education; 11.7% working in public administration, defense, and social insurance; 9.4% working in the industrial sector; and 8.8% working in business-related and economic services. Participants stated that 67.3% of the respective supervisors were male, and 23.4% of the participants worked with their supervisor for up to 1 year, 44.4% worked with their supervisor for 1–5 years, 21.1% worked with their supervisor for 6–10 years, 5.8% worked with their supervisor for 11–15 years, and 5.3% worked with their supervisor for more than 15 years.

To test selective attrition, we compared our final sample to those participants who dropped out of the study or did not fulfill our inclusion criteria (dropout sample). We found no significant differences with respect to gender, $\chi^2(1, N = 271) = 0.38$, $p = .54$; working hours per week, $\chi^2(8, N = 272) = 5.60$, $p = .69$; and education, $\chi^2(5, N = 272) = 2.54$, $p = .77$. However, there were significant differences between the final sample and the dropout sample regarding the age distribution, $\chi^2(10, N = 272) = 21.54$, $p = .02$, and the duration of working with the respective supervisor, $\chi^2(9, N = 272) = 17.65$, $p = .04$. In the dropout sample, 39.6% were under the age of 30, 20.8% were between 31 and 40, 17.8% were between 41 and 50, 19.8% were between 51 and 60, and 2% were 61 years and older, indicating that the dropout sample was slightly younger than the final sample. Moreover, descriptive statistics showed that employees in the dropout sample tended to have worked with their respective supervisor for a shorter period of time, with 34.7% working with their supervisor for up to 1 year, 48.5% working with their supervisor for 1–5 years, 8.9% working with their supervisor for 6–10 years, 5% working with their supervisor for 11–15 years, and 3% working with their supervisor for more than 15 years. In addition to the demographic characteristics of the participants, we checked whether the final sample and the dropout sample differed in general levels of experiencing abusive supervision, which we measured in the entry survey. We found a marginally significant difference, $t(174.26) = -1.83$, $p = .07$, with the dropout sample ($M = 1.47$, $SD = 0.79$) reporting slightly higher general abusive supervision than the final sample ($M = 1.30$, $SD = 0.62$).

## Daily Measures

All measures were administered in German. If there was no German version available, we utilized a back-translation procedure (Brislin, 1970). Unless otherwise indicated, participants rated the items on a scale ranging from 1 (*strongly disagree*) to 5 (*strongly agree*). We measured control variables (i.e., anger and negative affect) in the morning survey, abusive supervision, coworker reappraisal support, rumination, and anger in the after-work survey, and recovery experiences (i.e., psychological detachment and relaxation) in the bedtime survey. Table 1 displays descriptive statistics, intraclass correlation coefficients, level-specific reliabilities (Geldhof et al., 2014), and level-specific correlations.

### *Abusive Supervision*

We measured daily abusive supervision with five items from Tariq et al. (2020), which are based on the scale of Tepper (2000). A sample item is "Today my supervisor put me down in front of others." Cronbach's $\alpha_w$ (reflecting the within-person level) was .80 and $\alpha_b$ (reflecting the between-person level) was .89.

### *Rumination*

We assessed subordinates' rumination in the after-work survey with five items from McCullough et al. (2007) which were adapted to rumination about supervisors' behavior (Liao et al., 2021). Participants were instructed to think about their workday after they had interacted with their supervisor. A sample item is "I couldn't stop thinking about what my supervisor did to me today." Cronbach's $\alpha_w$ was .91 and $\alpha_b$ was .99.

[1] Due to the timing of the surveys, it would be possible that participants filled in the bedtime survey immediately after filling in the after-work survey. In our final sample, the mean difference between the surveys was $M = 4.47$ hr ($SD = 1.83$, range: 0–11.16). On 18 days of our final sample, the time lag between filling in the after-work survey and the bedtime survey was less than 1 hr. Please refer to the Results section for our supplementary analysis excluding these 18 days.

**Table 1**
*Descriptive Statistics, Intraclass Correlations, Reliabilities, and Correlations*

| Variable | *M* | $SD_w$ | $SD_b$ | ICC | $\alpha_w$ | $\alpha_b$ | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 1. Negative affect (M) | 1.50 | 0.41 | 0.54 | .63 | .84 | .95 | — | .51*** | −.08 | .08 | .01 | .10 | .00 | −.09 |
| 2. Anger (M) | 1.51 | 0.64 | 0.64 | .50 | .82 | .93 | .85*** | — | −.20* | −.03 | .00 | .11* | −.01 | −.01 |
| 3. Abusive supervision (AW) | 1.06 | 0.22 | 0.12 | .23 | .80 | .89 | .86*** | .74*** | — | −.04 | .28*** | .14 | .02 | −.02 |
| 4. Coworker reappraisal support (AW) | 1.75 | 0.65 | 0.65 | .50 | .85 | .97 | .18 | .24* | .23* | — | .01 | −.04 | −.04 | −.04 |
| 5. Rumination (AW) | 1.43 | 0.57 | 0.61 | .54 | .91 | .99 | .73*** | .69*** | .73*** | .26* | — | .26*** | −.20*** | −.10* |
| 6. Anger (AW) | 1.73 | 0.87 | 0.87 | .50 | .90 | .97 | .78*** | .93*** | .61*** | .17 | .75*** | — | −.21*** | −.13*** |
| 7. Psychological detachment (BT) | 3.81 | 0.69 | 0.65 | .47 | .83 | .98 | −.58*** | −.50*** | −.38* | −.13 | −.53*** | −.54*** | — | .32*** |
| 8. Relaxation (BT) | 3.47 | 0.76 | 0.66 | .43 | .81 | .93 | −.26* | −.24* | −.14 | .03 | −.14 | −.29** | .46*** | — |

*Note.* Correlations above the diagonal refer to the within-person level ($n$ = 786); correlations below the diagonal refer to the between-person level ($N$ = 171). ICC = intraclass correlation coefficient; $\alpha_w$ = within-person reliability; $\alpha_b$ = between-person reliability; M = morning survey; AW = after-work survey; BT = bedtime survey.
* $p < .05$. ** $p < .01$. *** $p < .001$.

### *Anger*

We measured anger with four adjectives (e.g., "irritable"; Abele-Brehm & Brehm, 1986) in the after-work survey. Participants were asked to indicate how they felt at that moment on a scale ranging from 1 (*not at all*) to 7 (*very much*). Cronbach's $\alpha_w$ was .90 and $\alpha_b$ was .97.

### *Recovery Experiences*

We assessed psychological detachment and relaxation with four items each of the Recovery Experience Questionnaire (Sonnentag & Fritz, 2007). A sample item for psychological detachment is "Tonight, I forgot about work," and a sample item for relaxation is "Tonight, I did relaxing things." Cronbach's $\alpha_w$ was .83 and $\alpha_b$ was .98 for psychological detachment, and $\alpha_w$ was .81 and $\alpha_b$ was .93 for relaxation.

### *Coworker Reappraisal Support*

We measured coworker reappraisal support with five items from Tremmel and Sonnentag (2018), which we adapted to reflect coworker support. A sample item is "Today my coworkers encouraged me to see the behavior of certain people at work in a different light." Cronbach's $\alpha_w$ was .85 and $\alpha_b$ was .97.

### *Control Variables*

When examining the path from abusive supervision to rumination, we controlled for negative affect in the morning to rule out alternative explanations that (a) subordinates' negative affect drives abusive supervision and (b) employees ruminate more on days when experiencing negative affect (Gabriel et al., 2019). We measured negative affect with seven adjectives from Warr (1990; e.g., "tense"). Participants indicated on a scale ranging from 1 (*not at all*) to 5 (*a lot*) how they felt in that moment. Cronbach's $\alpha_w$ was .84 and $\alpha_b$ was .95.

On the affective path, we controlled for anger in the morning to predict change in anger and to rule out anger as a driver of negative supervisor behaviors toward them. We measured anger in the same manner as in the after-work survey. Cronbach's $\alpha_w$ was .82 and $\alpha_b$ was .93.

## Construct Validity

To test construct validity, we ran multilevel confirmatory factor analysis in Mplus 8.7 (Muthén & Muthén, 2017). First, we ran multilevel confirmatory factor analyses separately for each measurement point. We modeled two factors for the morning survey (i.e., negative affect and morning anger), four factors for the after-work survey (i.e., abusive supervision, coworker reappraisal support, rumination, and end-of-work anger), and two factors for the bedtime survey (i.e., psychological detachment and relaxation). The model fit of the hypothesized two-factor model in the morning was rather low, $\chi^2$ = 459.25, $df$ = 87, $p < .001$, root-mean-square error of approximation (RMSEA) = .08, comparative fit index (CFI) = .85, Tucker–Lewis index (TLI) = .81, Akaike's information criterion (AIC) = 14,277.20. The model fit of the morning survey was most likely low because we only included two affective constructs which were rather similar. Nevertheless, modeling two factors for the morning measures fit the data better than modeling one overall affect factor, $\chi^2$ = 959.36, $df$ = 89, $p < .001$, RMSEA = .12, CFI = .64, TLI = .56, AIC = 14,852.27. The hypothesized four-factor model fit the data assessed in the end-of-work survey well, $\chi^2$ = 627.39, $df$ = 294, $p < .001$, RMSEA = .04, CFI = .94, TLI = .93, AIC = 22,130.19. Modeling four factors for the end-of-work measures fit the data better than modeling one factor, $\chi^2$ = 3,471.03, $df$ = 306, $p < .001$, RMSEA = .12, CFI = .46, TLI = .40, AIC = 26,792.48. The two-factor model fit the data measured in the bedtime survey well, $\chi^2$ = 91.63, $df$ = 40, $p < .001$, RMSEA = .05, CFI = .97, TLI = .96, AIC = 12,171.90. Again, modeling two factors for the evening measures fit the data better than modeling one factor, $\chi^2$ = 753.27, $df$ = 42, $p < .001$, RMSEA = .17, CFI = .62, TLI = .50, AIC = 12,790.47. Second, we combined factors of all measurement points in one model, which resulted in a low model fit, $\chi^2$ = 3,269.65, $df$ = 1,278, $p < .001$, RMSEA = .05, CFI = .88, TLI = .87, AIC = 52,994.65. As this resulted most likely from the poor model fit of the morning survey factors, we ran a second analysis which only included constructs of the end-of-work and bedtime surveys. The model fit of the six-factor model was acceptable, $\chi^2$ = 1,277.26, $df$ = 622, $p < .001$, RMSEA = .04, CFI = .93, TLI = .92, AIC = 28,729.07.

## Data Analysis

Because our data has a multilevel structure with days nested within persons, we analyzed multilevel path models with fixed slopes[2] in

[2] The analysis in which we specified random slopes revealed no significant between-person variance in the slopes. Because we had no hypotheses about between-person differences in the slopes and to keep the model parsimonious, we specified our model with fixed slopes.

Mplus 8.7 (Preacher et al., 2010). As our hypotheses refer to daily relationships on the within-person level, we modeled the paths on the within-person level only. Accordingly, we person-mean-centered all predictor, mediator, moderator, and control variables at the person mean. Outcomes (i.e., the recovery experiences) were uncentered and specified on both the within- and between-person level for implicit variance decomposition. To make use of all available data, we used full information maximum likelihood estimation (Newman, 2014). Maximum likelihood estimation is robust when examining variables in field studies that are prone to nonnormality (Muthén & Muthén, 2017).

We ran two sets of analyses. First, we specified a main-effects-only model. This model included all the main effects of the predictor (i.e., abusive supervision) on the mediators (i.e., rumination and anger) and outcomes (i.e., psychological detachment and relaxation), as well as the main effects of the mediators on the outcomes. Second, we specified an overall model which, in addition to the main effects, included interaction effects with the moderator (i.e., coworker reappraisal support). The Mplus input file of the interaction effects model and our data set are available on the Open Science Framework (https://osf.io/7mwgf; Iser-Potempa et al., 2024). We modeled indirect effects with the MODEL CONSTRAINT command in Mplus and estimated confidence intervals (CIs) of the indirect effects with the Monte Carlo method (Selig & Preacher, 2008). To interpret significant interactions with coworker reappraisal support, we calculated simple slope tests with the MODEL CONSTRAINT command in Mplus. We estimated simple slopes for low coworker reappraisal support (referring to one standard deviation below the mean) and high support (referring to one standard deviation above the mean). In addition, we tested whether the simple slopes differed from each other by calculating the difference between the simple slopes. We used slope estimates from the simple slopes tests to calculate CIs of conditional indirect effects with the Monte Carlo method (Selig & Preacher, 2008). Again, we calculated the difference of the conditional indirect effects at high versus low levels of coworker reappraisal support.

## Results

The results of the main-effects-only model are displayed in Table 2. The main-effects-only model fits the data well, $\chi^2 = 26.78$, $df = 11$, $p = .005$, scaling correction factor = 0.84, RMSEA = .04, CFI = .93, TLI = .85. The results of the full model, including interactions, are displayed in Table 3. The model fit of the full model was acceptable, $\chi^2 = 45.00$, $df = 22$, $p = .003$, scaling correction factor = 1.41, RMSEA = .04, CFI = .90, TLI = .84. We used the full model to test our hypotheses.

Hypothesis 1 suggested that abusive supervision is negatively related to psychological detachment and relaxation. We found no support for this hypothesis. Abusive supervision did not predict (a) psychological detachment, estimate = 0.25, $SE = 0.23$, $p = .28$, and (b) relaxation, estimate = 0.06, $SE = 0.22$, $p = .79$.

Hypothesis 2 stated that abusive supervision positively predicts rumination. Supporting this hypothesis, abusive supervision was positively associated with rumination, estimate = 0.66, $SE = 0.10$, $p < .001$. Hypothesis 3 suggested that rumination is negatively related to psychological detachment and relaxation. In partial support of Hypothesis 3, rumination negatively predicted (a) psychological detachment, estimate = −0.22, $SE = 0.07$, $p < .01$, but not (b) relaxation, estimate = −0.11, $SE = 0.07$, $p = .10$. Hypothesis 4 stated that there are negative indirect effects of abusive supervision on recovery experiences via rumination. The indirect effects are displayed in Table 4. In partial support of this hypothesis, we found a significant indirect effect via rumination on psychological detachment, estimate = −0.14, $SE = 0.05$, 95% CI [−0.254, −0.054], but not on relaxation, estimate = −0.07, $SE = 0.05$, 95% CI [−0.167, 0.012].[3]

Hypothesis 5 suggested a positive relationship between abusive supervision and anger. Supporting this hypothesis, abusive supervision significantly predicted anger, estimate = 0.60, $SE = 0.28$, $p = .03$. Hypothesis 6 stated that anger is negatively associated with recovery experiences. In support of Hypothesis 6, anger significantly predicted (a) psychological detachment, estimate = −0.14, $SE = 0.04$, $p < .01$, and (b) relaxation, estimate = −0.10, $SE = 0.04$, $p < .01$. Hypothesis 7 suggested negative indirect effects of abusive supervision on psychological detachment and relaxation via anger. In full support of this hypothesis, we found significant indirect effects of abusive supervision via anger on (a) psychological detachment, estimate = −0.08, $SE = 0.04$, 95% CI [−0.177, −0.007], and (b) relaxation, estimate = −0.06, $SE = 0.03$, 95% CI [−0.130, −0.003].

Hypothesis 8 stated that coworker reappraisal support moderates the association of abusive supervision with rumination. Supporting this hypothesis, the interaction term between abusive supervision and coworker reappraisal support significantly predicted rumination, estimate = −0.54, $SE = 0.19$, $p < .01$. A simple slopes test revealed that coworker reappraisal support buffered the relationship between abusive supervision and rumination. A plot of the moderation is displayed in Figure 2. When coworker reappraisal support was high (+1 *SD*), the relationship between abusive supervision and rumination was weaker (slope estimate = 0.35, $SE = 0.15$, $p = .018$) than when coworker reappraisal support was low (slope estimate = 0.97, $SE = 0.14$, $p < .01$). The difference between these slopes was significant, Δslope = −0.62, $SE = 0.22$, $p = .004$, providing further support for the moderation effect.

Hypothesis 9 suggested that coworker reappraisal support moderates the relationship of abusive supervision and anger. We found no empirical support for this hypothesis, estimate = −0.08, $SE = 0.34$, $p = .82$.

Hypothesis 10 stated that coworker reappraisal support moderates the negative indirect effects of abusive supervision on (a) psychological detachment and (b) relaxation via subordinates' rumination. In support of Hypothesis 10a, the indirect effect of abusive supervision on psychological detachment via rumination was weaker—albeit still significant—when coworker support was high, estimate = −0.08, $SE = 0.04$, 95% CI [−0.182, −0.009], than when coworker support was low, estimate = −0.21, $SE = 0.07$, 95% CI [−0.358, −0.080]. The difference between the conditional indirect effects at high versus low levels of coworker reappraisal support was significant (see Table 5), Δestimate = 0.13, $SE = 0.06$, 95% CI [0.033, 0.262], providing further support for Hypothesis 10a.

[3] In an additional analysis, we excluded anger from our model and tested rumination as the only mediator. When including rumination as the only mediator, rumination significantly predicted relaxation, estimate = −0.14, $SE = 0.07$, $p = .04$, and the indirect effect of abusive supervision on relaxation via rumination was significant, estimate = −0.09, $SE = 0.05$, 95% CI [−0.181, −0.005]. Further information on this analysis is available upon request.

**Table 2**
*Model With Main Effects Only*

| Predictor variable | Rumination (AW) | | Anger (AW) | | Psychological detachment | | Relaxation | |
|---|---|---|---|---|---|---|---|---|
| | Estimate (*SE*) | *p* | Estimate (*SE*) | *p* | Estimate (*SE*) | *p* | Estimate (*SE*) | *p* |
| Negative affect (M) | 0.07 (0.06) | .262 | | | | | | |
| Anger (M) | | | 0.20 (0.06) | .001 | | | | |
| Abusive supervision (AW) | 0.71 (0.11) | <.001 | 0.62 (0.28) | .028 | 0.25 (0.23) | .280 | 0.06 (0.22) | .791 |
| Rumination (AW) | | | | | −0.22 (0.07) | .001 | −0.11 (0.07) | .100 |
| Anger (AW) | | | | | −0.14 (0.04) | .002 | −0.10 (0.04) | .007 |

*Note.* $N = 171$, $n = 786$. The unstandardized estimates resulted from one model including within-person main effects. Predictor and mediator variables were centered on the person mean. Standard errors are displayed in parentheses. AW = after-work survey; *SE* = standard error; M = morning survey.

Failing to support Hypothesis 10b, we found neither a significant indirect effect of abusive supervision on relaxation via rumination on days with high coworker support, estimate = −0.04, *SE* = 0.03, 95% CI [−0.114, 0.006], nor on days with low coworker support, estimate = −0.10, *SE* = 0.06, 95% CI [−0.234, 0.020]. The difference between the conditional indirect effects was not significant, Δestimate = 0.07, *SE* = 0.04, 95% CI [−0.013, 0.166].

Hypothesis 11 proposed that coworker reappraisal support moderates the indirect effects of abusive supervision on (a) psychological detachment and (b) relaxation via anger. We found a nonsignificant indirect effect of abusive supervision via anger on psychological detachment when coworker support was high, estimate = −0.08, *SE* = 0.05, 95% CI [−0.178, 0.021], and a significant and negative indirect effect when coworker support was low, estimate = −0.09, *SE* = 0.05, 95% CI [−0.216, −0.001]. However, because we found no support for the moderation effect of coworker reappraisal support on the association of abusive supervision and anger and the difference between the conditional indirect effects was not significant, Δestimate = 0.01, *SE* = 0.06, 95% CI [−0.085, 0.151], Hypothesis 11a was not supported.

Failing to support Hypothesis 11b, we found neither a significant indirect effect of abusive supervision on relaxation via anger when coworker support was high, estimate = −0.05, *SE* = 0.04, 95% CI [−0.135, 0.014], nor when coworker support was low, estimate = −0.06, *SE* = 0.04, 95% CI [−0.151, 0.001], and the difference between the conditional indirect effects was not significant, Δestimate = 0.01, *SE* = 0.04, 95% CI [−0.068, 0.010].

## Additional Analyses and Robustness Checks

We report all tables of the additional analyses and robustness checks on the Open Science Framework at https://osf.io/7mwgf. First, we tested whether coworker reappraisal support has beneficial effects later in the day (see Supplemental Table S1 on OSF). Thus, we included the main effects of coworker reappraisal support on psychological detachment and relaxation in our model. However, coworker reappraisal support neither predicted psychological detachment, estimate = −0.04, *SE* = 0.05, *p* = .393, nor relaxation, estimate = −0.05, *SE* = 0.05, *p* = .326.

Second, although we had theoretical reasons (Rimé, 2009) and we referred to previous empirical evidence (e.g., Tremmel & Sonnentag, 2018) that coworker reappraisal support should moderate the affective path (abusive supervision predicting anger), we found no empirical support for this hypothesis. One might argue that coworker reappraisal support—as a type of support that aims at helping with the cognitive processing of the negative interpersonal experience—moderates the cognitive path (abusive supervision predicting rumination), whereas coworker emotional support—as a type of support that aims at helping with the emotional aspects of a negative interpersonal experience—moderates the affective path (abusive supervision predicting anger).

**Table 3**
*Full Model Including Within-Person Interactions*

| Predictor variable | Rumination (AW) | | Anger (AW) | | Psychological detachment | | Relaxation | |
|---|---|---|---|---|---|---|---|---|
| | Estimate (*SE*) | *p* | Estimate (*SE*) | *p* | Estimate (*SE*) | *p* | Estimate (*SE*) | *p* |
| Negative affect (M) | 0.06 (0.06) | .355 | | | | | | |
| Anger (M) | | | 0.20 (0.06) | .001 | | | | |
| Abusive supervision (AW) | 0.66 (0.10) | <.001 | 0.60 (0.28) | .029 | 0.25 (0.23) | .280 | 0.06 (0.22) | .791 |
| Coworker reappraisal support (AW) | 0.01 (0.04) | .691 | −0.05 (0.06) | .452 | | | | |
| Abusive Supervision × Coworker Reappraisal Support | −0.54 (0.19) | .004 | −0.08 (.34) | .816 | | | | |
| Rumination (AW) | | | | | −0.22 (0.07) | .001 | −0.11 (0.07) | .100 |
| Anger (AW) | | | | | −0.14 (0.04) | .002 | −0.10 (0.04) | .007 |

*Note.* $N = 171$, $n = 786$. The unstandardized estimates resulted from one overall model including within-person main effects and within-person moderation. Predictor, moderator, and mediator variables were centered on the person mean. Standard errors are displayed in parentheses. AW = after-work survey; *SE* = standard error; M = morning survey.

**Table 4**
*Indirect Effects at the Within-Person Level*

| Indirect effect | Estimate | *SE* | 95% CI |
|---|---|---|---|
| Abusive supervision → rumination → psychological detachment | −0.14 | 0.05 | [−0.254, −0.054] |
| Abusive supervision → rumination → relaxation | −0.07 | 0.05 | [−0.167, 0.012] |
| Abusive supervision → anger (AW) → psychological detachment | −0.08 | 0.04 | [−0.177, −0.007] |
| Abusive supervision → anger (AW) → relaxation | −0.06 | 0.03 | [−0.130, −0.003] |

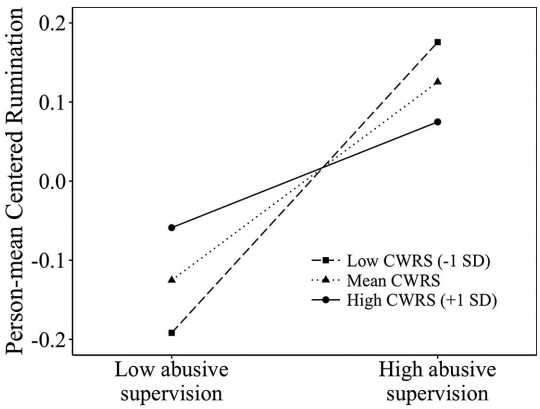
*Note.* $N = 171$, $n = 786$. *SE* = standard error; AW = after-work survey.

We measured emotional support in the after-work survey with three items from Colbert et al. (2016), which we adapted to the day level and support from coworkers. A sample item is "Today, my coworkers helped me vent my frustrations at work." To test our idea, we included the interaction effect of abusive supervision and coworker emotional support as a predictor of anger in the model (see Supplemental Table S2 on OSF). We found no empirical support for the interaction effect between abusive supervision and coworker emotional support; coworker emotional support does not moderate the relationship between abusive supervision and anger, estimate = −0.07, $SE = 0.29$, $p = .81$.[4]

Third, to provide empirical support that abusive supervision is a relevant work stressor over and above negative interpersonal experiences with coworkers (Nicholson & Griffin, 2015), we controlled for coworker incivility (see Supplemental Table S3 on OSF). We measured coworker incivility with five items of the workplace incivility scale (e.g., "Today, my coworkers made demeaning or derogatory remarks about me"; Cortina et al., 2001; Tremmel & Sonnentag, 2018). Importantly, our results regarding abusive supervision remained unchanged, as abusive supervision significantly predicted rumination, estimate = 0.63, $SE = 0.09$, $p < .001$, and anger, estimate = 0.57, $SE = 0.29$, $p = .045$. Coworker incivility significantly predicted rumination, estimate = 0.45, $SE = 0.18$, $p = .014$, suggesting that additional negative interpersonal experiences with coworkers also contribute to rumination about the supervisor's behavior. Coworker incivility did not significantly predict anger, estimate = 0.36, $SE = 0.32$, $p = .260$; psychological detachment, estimate = 0.12, $SE = 0.22$, $p = .575$; and relaxation, estimate = 0.19, $SE = 0.23$, $p = .447$.

In the online Supplement Material on OSF, we report further additional analyses and robustness checks. First, we tested contact intensity with the supervisor as a day-level moderator (see Supplemental Table S4 on OSF) and found limited support for this moderation. Second, we tested whether evening recovery experiences predict next-day abusive supervision (see Supplemental Table S5 on OSF). We found no empirical support for this idea. Third, we controlled for a day of the week and week of data collection (see Supplemental Table S5 on OSF), and our results remain unchanged. Fourth, when excluding days where the time lag between completing the after-work survey and beginning the bedtime survey was less than 1 hr ($N = 171$, $n = 768$), our significant findings hold (see Supplemental Table S7 on OSF).

**Figure 2**
*Plot of the Interaction Effect of Abusive Supervision With Coworker Reappraisal Support on Rumination*




*Note.* CWRS = coworker reappraisal support.

## Discussion

Our study showed that abusive supervision is indirectly related to psychological detachment via subordinates' rumination about the supervisor's behavior, but there was no indirect effect on relaxation via rumination. Moreover, we found indirect effects of abusive supervision on both recovery experiences via subordinates' anger. Surprisingly, we found no direct effects of abusive supervision on psychological detachment and relaxation during nonwork time. We also found empirical support for the moderating effect of coworker reappraisal support on the cognitive mechanism: When coworker reappraisal support was high, the relationship between abusive supervision and subordinates' rumination was weaker. However, coworker reappraisal support did not buffer the affective mechanism (via anger).

### Theoretical Implications

Our study offers important insights for the recovery literature and for research on abusive supervision. With respect to the recovery literature, we show that it is crucial to take an interpersonal angle (Sonnentag et al., 2022) because both supervisor and coworker behaviors contribute to employees' recovery experiences. By showing that abusive supervision negatively relates to recovery experiences in the evening, we introduce a severe interpersonal stressor to the recovery field (Tepper et al., 2017). We go beyond previous studies that examined aggregated social stressors as antecedents of impaired recovery experiences (e.g., Demsky et al., 2014; Nicholson & Griffin, 2015) and show that abusive supervision can have detrimental consequences over and above other social stressors, such as incivility. This finding underlines the importance of examining negative supervisor behaviors separately from other social stressors and demonstrates the unique effects of negative supervisor behaviors.

Moreover, in extension to very recent research that investigated the relationship between abusive supervision and nonwork activities

[4] As expected, coworker emotional support also did not moderate the cognitive path (abusive supervision predicting rumination), estimate = −0.21, $SE = 0.14$, $p = .13$.

**Table 5**

*Difference Test of Conditional Indirect Effects at High and Low Levels of Coworker Reappraisal Support*

| Indirect effect | Δestimate | *SE* | 95% CI |
|---|---|---|---|
| Abusive supervision → rumination → psychological detachment | 0.13 | 0.06 | [0.033, 0.262] |
| Abusive supervision → rumination → relaxation | 0.07 | 0.04 | [−0.013, 0.166] |
| Abusive supervision → anger (AW) → psychological detachment | 0.01 | 0.06 | [−0.085, 0.151] |
| Abusive supervision → anger (AW) → relaxation | 0.01 | 0.04 | [−0.068, 0.010] |

*Note.* $N = 171$, $n = 786$. Δestimate refers to the difference in the indirect effects at high (+1 *SD*) versus low (−1 *SD*) levels of coworker reappraisal support. *SE* = standard error; AW = after-work survey.

(Tu & Chi, 2024), we examined evening recovery experiences as an outcome of abusive supervision. Investigating recovery experiences is highly relevant as these are "core elements of the recovery process" (Steed et al., 2021, p. 870). Because abusive supervision indeed undermines psychological detachment and relaxation, it is not only related to the choice of nonwork activities (Tu & Chi, 2024) but actually impairs the underlying psychological experience.

With respect to research on abusive supervision, we utilize a dynamic perspective (Kelemen et al., 2020; McClean et al., 2019) and, thus, we show that daily abusive supervision matters for subordinates' psychological detachment and relaxation. Thereby, we add recovery experiences to the long list of well-being consequences of abusive supervision (Montano et al., 2017). Our findings show that abusive supervision is a strong negative interpersonal event that sticks with employees throughout the day by triggering cognitive and affective processes that harm subsequent recovery experiences during nonwork time.

Our study adds to research on the recovery paradox (Sonnentag, 2018) by identifying two psychological processes that link abusive supervision with psychological detachment and relaxation. Even more, studying the two processes separately refines previous findings on affective rumination (e.g., Demsky et al., 2019; Querstret & Cropley, 2012; Syrek et al., 2017). The concept of affective rumination blends affective and ruminative states in one measure ("Are you annoyed by thinking about work-related issues when not at work?" Cropley et al., 2012), thereby confounding affective and cognitive processes. We move this line of research forward and disentangle the affective and cognitive mechanisms at play. Our differential results regarding cognitive and affective mechanisms demonstrate that it is highly relevant to examine these processes separately. In addition, we integrate previous findings that either investigated cognitive (Liao et al., 2021) or affective outcomes (Li et al., 2022; Yu & Duffy, 2021) of daily abusive supervision, and, thus, we show that both processes can be at play simultaneously. We examine two parallel processes rather than proposing a sequence where one state precedes the other (e.g., McCullough et al., 2007; Wang et al., 2013). In daily life, both processes are closely intertwined, and our results support the idea that both mechanisms matter for recovery experiences.

First, with respect to the cognitive mechanism, subordinates' rumination linked abusive supervision with subordinates' psychological detachment. This finding yields strong support for the assumption of rumination theories that ruminative thoughts are difficult to dissolve (Brosschot et al., 2006; Martin & Tesser, 1996), resulting in impaired psychological detachment in the evening. Thus, our results suggest that interpersonal stressors not only affect thinking about work during nonwork time (Nicholson & Griffin, 2015; Volmer et al., 2012), but this cognitive process starts earlier in the day while still at work. Therefore, impaired psychological detachment in the evening is an outcome of a cognitive process that is triggered much earlier. Our study advances research on psychological detachment by showing that the harmful cognitive effects of workplace stressors already start during the workday.

Because we found no consistent indirect effect via rumination on subordinates' relaxation, the affective mechanism via anger seems to be a stronger predictor for subordinates' impaired relaxation. When we included only rumination as a mediator in additional analysis, the indirect effect of abusive supervision on relaxation via rumination was significant. Therefore, while rumination can hinder relaxation when examined in isolation, anger seems to be the more relevant mechanism when analyzed jointly with rumination. Because anger is an affective state characterized by high arousal (Gendolla & Krüsken, 2002; Kreibig, 2010), anger might be more relevant for relaxation than ruminative processes.

Second, with respect to the affective mechanism, we found indirect effects of abusive supervision on both recovery experiences via subordinates' anger. By identifying anger as a mechanism, we add to the finding that recovery depends on momentary affective states (Sonnentag et al., 2022), with negative affective states being related to impaired recovery. While previous studies typically investigated general negative affect (Park & Kim, 2019; Volmer et al., 2012), we introduce a discrete emotional outcome of social stressors to the recovery literature. We refine previous findings by demonstrating that anger, as a discrete emotion, undermines recovery experiences. Our study also strengthens leadership research that emphasizes the affective consequences of abusive supervision (Oh & Farh, 2017).

We also demonstrate that it is important to include both supervisors' and coworkers' behaviors in recovery research to reflect complex social processes at work (Colbert et al., 2016; Sluss & Ashforth, 2007). Coworker reappraisal support can—at least partly—mitigate the adverse effects of abusive supervision. Talking to coworkers about abusive supervision can help them cognitively process the experience, which, in turn, is positively related to subordinates' psychological detachment. A former study by Haggard et al. (2011) found that engaging in corumination (i.e., long and excessive conversations about negative situations) enhances the adverse effects of abusive supervision because negative cognitions get reactivated. In contrast, our study showed that coworkers can have a positive impact by providing reappraisal support, suggesting that the content of coworker support matters: Constructive conversations with coworkers—as characterized by reappraisal support—are beneficial for subordinates' rumination, whereas excessive conversations that dwell on negative experiences can have downsides (Haggard et al., 2011). Our study, therefore, adds a new perspective to research on how talking to coworkers can help employees deal with abusive supervision.

Relatedly, we find evidence for the buffering effect of social support (Cohen & Wills, 1985; McKay, 1984). Our study reconciles inconsistent results from previous studies on abusive supervision that investigated the moderating effect of social support (Hobman et

al., 2009; Wu & Hu, 2009). When the type of coworker support (i.e., reappraisal support) matched the consequence of abusive supervision (i.e., rumination), the moderation was significant. When the type of support did not match the consequence of abusive supervision (as is the case with anger), we found no support for the buffering effect of social support (Cohen & Wills, 1985; McKay, 1984).

As we could not find a moderation effect of coworker reappraisal support on anger, we could not replicate the finding that reappraisal support in response to negative experiences fosters emotional relief (Lepore et al., 2004; Nils & Rimé, 2012; Tremmel & Sonnentag, 2018). Tremmel and Sonnentag's (2018) study—the only study conducted in the workplace—examined reappraisal support as a moderator of the association of incivility and negative affect. It might be that abusive supervision as an aversive interpersonal experience is less ambiguous in nature, and therefore, reappraisal support cannot reduce the emotional response, whereas incivility, due to its mild and ambiguous nature (Schilpzand et al., 2016), might be easier to reappraise, and consequently, emotional relief is more likely. We encourage future research to investigate coworker behaviors that might be able to mitigate subordinates' affective reactions to abusive supervision.

## Limitations and Directions for Future Research

Our study has some limitations. First, we only used self-report measures, which increases the risk of overestimating effects due to common method variance (Podsakoff et al., 2012). However, because our hypotheses are on the within-person level and we modeled associations only on this level, between-person explanations of common method variance, such as social desirability, cannot account for our findings. Moreover, we used separate measurement points for our focal constructs as we assessed abusive supervision in the after-work survey and recovery in the bedtime survey. Nevertheless, future studies could include coworker ratings of observed abusive supervision to account for this limitation. However, because coworkers might not always be present when abusive supervision occurs (e.g., in one-on-one meetings with the supervisor), this approach could result in underestimating the frequency of abusive-supervision experiences.

Second, we measured the predictor and mediator variables at the same measurement point. Hence, we cannot exclude the possibility that on days when subordinates report high rumination and anger, they indicate higher abusive supervision because of these states. Nevertheless, it is less likely that employees report such an extreme behavior only because of these negative states, and theoretical (Oh & Farh, 2017) and former empirical work (e.g., Liang et al., 2018; Yu & Duffy, 2021) underline our idea that abusive behavior comes first and elicits these states. We dealt with this limitation by controlling for morning anger on the affective mechanism (via end-of-work anger), and thereby, we predict a change in anger. Moreover, we controlled for morning negative affect on the cognitive mechanism (via rumination) to ensure that subordinates' negative affective state on that day did not drive negative perceptions of the workday. Relatedly, although we assumed that both affective and cognitive processes occur simultaneously, the design of the study does not allow us to test whether anger precedes rumination or whether rumination triggers anger because we measured anger and rumination at the same measurement point. To further disentangle affective and cognitive processes, future studies could model trajectories of anger and rumination over the workday and examine whether the trajectories develop in parallel in response to abusive-supervision events.

Third, we focused on subordinates' anger as an emotional response to abusive-supervision experiences because anger is conceptually close to abusive supervision and abusive supervision is an expression of the supervisor's anger (Hammer et al., 2021). Nonetheless, other emotional reactions to abusive supervision might be relevant as well (Oh & Farh, 2017). For example, fear could be an additional short-term consequence of abusive supervision (Peng et al., 2019). Thus, we encourage future research to investigate other affective responses, such as fear, and whether these emotional states hinder subsequent recovery experiences.

Fourth, our final sample significantly differed from the dropout sample regarding age and duration of working with the supervisor and marginally significantly differed regarding general abusive supervision. While it is a common finding in the literature that younger participants tend to drop out of diary studies (e.g., Bosch et al., 2018; Venz et al., 2019; Völker et al., 2023), it is noteworthy that participants who worked with their current supervisor for a shorter time and tended to report higher general abusive supervision were more likely to drop out of our study. This suggests that participants in the final sample had a better fit with their supervisor. Thus, we might have measured lower base rates of abusive supervision in the daily diary in our final sample and, consequently, underestimated the maladaptive consequences of daily abusive supervision. Even though we excluded participants who tended to report higher general abusive supervision, mild levels of daily abusive supervision seem to matter for subordinates' recovery. Nevertheless, it would be advisable to replicate our study in samples with a lower fit to the supervisor (e.g., with higher general abusive supervision).

All in all, we found a low mean and variance of abusive supervision on the day level, indicating that these behaviors do not occur with great frequency on the day level. However, this reflects the reality of subordinates' everyday lives and—on a more practical note—can be considered a desirable finding because subordinates do not have to deal with abusive supervision very frequently. While the low base rate of abusive supervision is comparable to former diary studies investigating daily abusive supervision (Liao et al., 2021; Qin et al., 2018; Shen et al., 2021), the low within-person variance of abusive supervision poses the threat of range restriction. Consequently, we may have underestimated the associations of abusive supervision with our mediator and outcome variables (Greco et al., 2015; Venz & Mohr, 2023). As we were still able to find significant relationships with abusive supervision on the day level, this shows that even low levels of abusive supervision can have detrimental consequences. Thus, even though abusive supervision did not occur frequently in our sample, it still affects subordinates' recovery.

Future research on abusive supervision could consider different designs. Event-based sampling could increase the likelihood of detecting daily abusive-supervision events (e.g., see Meier & Gross, 2015). Moreover, longitudinal designs over a longer period (e.g., 4 weeks) or other designs (e.g., weekly diaries) could increase the likelihood to detect abusive supervision as well as give researchers the opportunity to investigate the longer term recovery outcomes of abusive supervision. For example, Qin et al. (2018) found that abusive supervision has positive short-term consequences on

supervisors' own recovery level but negative consequences in the long run (i.e., after 1 week). Future research could investigate the association of abusive supervision with subordinates' psychological detachment and relaxation over time periods that extend 1 day. It might be that the negative consequences of abusive supervision accumulate over time, leading to stronger relationships between abusive supervision and recovery experiences when examining a longer time frame. In addition, Antonakis (2017) recommended the use of experiments in leadership research instead of conducting studies based solely on questionnaire ratings. As experiments can establish causality, future studies could investigate abusive supervision in scenario-based experimental settings (Farh & Chen, 2014; Yu & Duffy, 2021). Moreover, to assess well-being consequences in response to abusive supervision, future studies could also utilize different measures beyond questionnaires (Antonakis, 2017) that objectively measure the stress response. For example, one could use objective stress markers, such as heart rate variability (Parker et al., 2020).

Researchers could also look at the reciprocal effects of abusive supervision and coworker reappraisal support. Supervisors might hear subordinates talk to their coworkers about the abuse, which could have consequences for subsequent abusive supervision. On the one hand, it might be that subsequent abusive supervision is triggered. For example, Naeem et al. (2020) found in their cross-sectional study that negative workplace gossip is indirectly related to increased abusive supervision via supervisors' negative affect. On the other hand, constructive types of talking to coworkers, such as receiving reappraisal support, could be unrelated to or even hinder future abusive supervision (e.g., because supervisors reflect on their own behavior and change it as a consequence). It would be interesting to see how different types of coworker support relate to abusive supervision and how this, in turn, influences subordinates' recovery.

In addition, future research could look at other positive social interactions beyond coworker reappraisal support as a buffer for the consequences of abusive supervision. First, interacting with other people at work could distract subordinates from the abusive-supervision experience. Hence, without talking about this negative experience per se, distraction elicited by social interactions could be beneficial and buffer rumination. Second, positive social interactions like informal conversations could fulfill subordinates' need to belong (Baumeister & Leary, 1995), thus alleviating the negative consequences of the interpersonal rejection that is accompanied by abusive supervision. This could reduce negative affective reactions to abusive supervision, such as anger (Leary et al., 2006).

## Practical Implications

Our study offers practical implications for employees, supervisors, and organizations. First, supervisors should avoid showing abusive supervision to protect subordinates' recovery in the evening. Supervisors should be aware that their abusive behavior can affect subordinates' psychological detachment and relaxation at home. Not only do supervisors harm subordinates' daily well-being, but their abusive behavior might also have unintended negative consequences for subordinates' work performance because recovery has been linked to several work-related outcomes the following day (e.g., work engagement; Bennett et al., 2016; Sonnentag, 2003). In practice, people tend to think that negative supervisor behaviors enhance subordinates' work performance (Tepper et al., 2017). We suggest that supervisors should use more adaptive strategies to enhance subordinates' performance, for example, by explaining expected performance levels and giving suggestions on how subordinates can reach the expected standards.

Second, employees should try to engage in constructive conversations about their supervisor's abusive behavior when they talk to coworkers about the incident. Our results showed that coworkers' encouragement to see the supervisor's behavior in a different light can mitigate the relationship of abusive supervision on subordinates' rumination. In line with this finding, employees should offer reappraisal support to their coworkers if employees observe abusive supervision during the day. Although we do not wish to minimize the aversiveness of abusive supervision and acknowledge that rumination and anger are valid responses to such a negative interpersonal experience, we would encourage employees not to engage in corumination because excessive talking about the abuse can enhance negative effects (Haggard et al., 2011). However, reappraisal support seems to help cognitively process abusive supervision, which subsequently leads to better recovery in the evening. In addition, if the support of coworkers is not available during the workday, subordinates could foster their own cognitive reappraisal to stop rumination (e.g., by practicing mindfulness meditations; Garland et al., 2015). Moreover, to protect their own recovery in the evening after experiencing abusive supervision, employees could engage in activities that focus their attention on other topics (e.g., meeting friends, physical activities). Engaging in these activities could breach the ruminative cycle and additionally foster positive affect (Calderwood et al., 2021; Tugade & Fredrickson, 2004).

Third, organizations should both prevent abusive supervision in the first place and support employees in developing skills to deal with abusive supervision and other work stressors. With respect to preventing abusive supervision, we would like to emphasize the suggestion made by former studies that organizations should implement a zero-tolerance policy regarding abusive behavior (Liang et al., 2018; Tepper et al., 2009). Moreover, because subordinates might fear negative consequences when reporting abusive supervision, organizations could give employees low-threshold possibilities to communicate abusive supervision to human resources (e.g., via an anonymous feedback system or regular employee surveys). With respect to developing skills, interventions that enhance skills, such as cognitive reappraisal (e.g., mindfulness trainings; Garland et al., 2015; Kudesia et al., 2022), can support employees overall and can also help deal with abusive supervision without reducing the organization's responsibility in preventing abusive supervision in the first place.

## Conclusion

Our study showed that abusive supervision has detrimental consequences for subordinates' psychological detachment and relaxation. Although daily abusive supervision does not directly predict psychological detachment and relaxation, we identified two mechanisms (subordinates' rumination and anger) that link abusive supervision with recovery at home. Moreover, coworker reappraisal support buffers the relationship between abusive supervision and subordinates' rumination about the supervisor's behavior, which, in turn, has positive consequences for subordinates' psychological

detachment at home. Our study showed the importance of including perceived supervisors' as well as coworkers' behaviors in recovery research.

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