

**THE IMPACT OF ABUSIVE SUPERVISORY BEHAVIOR ON  
EMPLOYEE TURNOVER INTENTION: THE ROLE OF  
EMOTIONAL DISTRESS**



By:

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**Reg. No: EU/IS/2015/MS/07**

**Index No: MS - 1757**



A project report submitted to the Faculty of Commerce and Management, Eastern University, Sri Lanka, as a partial fulfillment of the requirement for the Degree of Bachelor of Business Administration (BBA).

**DEPARTMENT OF MANAGEMENT  
FACULTY OF COMMERCE AND MANAGEMENT  
EASTERN UNIVERSITY, SRI LANKA**

**2020**

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## ABSTRACT

The supervisor's mainly paying an important role at the manufacturing industries in employee performance. Employees are closely supervised by the supervisors' at their firms when there working hours. When their employees are wrong or they cannot achieve their daily or weekly targets the supervisor has to correct them through the appropriate ways. Abusive supervision is closely associated with many negative psychological outcomes. The additional consequence of turnover intentions is high levels of emotional distress. In Sri Lankan context, limited empirical studies have been conducted regarding the impact of abusive supervisory behavior on employee turnover intention and the mediation role of emotional distress within selected apparel companies. The purpose of the research report was to find out how the emotional distress effect as a mediating variable between abusive supervisory behavior and employee turnover intention. To achieve these objectives, data was collected from 263 operational employees using structured questionnaire. The results show that abusive supervisory behavior, emotional distress and employee turnover intention are in high level and identified that, there are strong positive relationship between abusive supervisory behavior, emotional distress and employee turnover intention. Abusive supervisory behavior significantly impact on emotional distress and employee turnover intention partially mediate the relationship between abusive supervisory behavior and employee turnover intention in selected apparel companies.

**Keywords:** *Abusive Supervisory Behavior, Emotional Distress, Employee Turnover Intention*

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