





The effect of self-efficacy and organizational citizenship behavior toward knowledge sharing: The mediation role of abusive supervision

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ARTICLE INFO

Article history:

Received 19 April 2021

Received in rev. form 22 May 2021

Accepted 27 May 2021

Keywords:

Self-Efficacy, Organizational
Citizenship Behavior, Abusive
Supervision, Knowledge Sharing

JEL Classification:

O15

ABSTRACT

The purpose of this research was to examine and analyze Self-Efficacy and Organizational Citizenship Behavior against Knowledge Sharing mediated by Abusive Supervision. The research was conducted in securities companies that are members of the Indonesia Stock Exchange located in Central Java and Yogyakarta with a sample size of 100 respondents, using quantitative methods. The data collection technique by using a questionnaire that is distributed via a google form. Statistical techniques use SEM (structural Equation Modeling) with the help of SMART PLS software. The research results found ; (i) there is a significant negative influence between Self-Efficacy on Abusive Supervision, (ii) there is a significant negative effect between Organizational Citizenship Behavior on Abusive Supervision, (iii) there is a negative and significant influence between Abusive Supervision on Knowledge Sharing, (iv) there is a positive and significant influence between Self-Efficacy on Knowledge Sharing through Abusive Supervision, (vi) there is a positive and significant influence between Organizational Citizenship Behavior on Knowledge Sharing through Abusive Supervision of employees of securities companies members of the Indonesia Stock Exchange located in Central Java and DIY.

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Introduction

The establishment of a company will certainly face many problems in the future, one of that problem caused by employees. Employees must help each other and work together in solving the problems they face. Knowledge sharing is one of the problems faced by companies in managing their employees because knowledge sharing is an individual. Difficult to enforce knowledge sharing because it's difficult knowledge is created and stored in organization members (Chow and Chan, 2008). Knowledge sharing is not going to happen if someone has no intention of doing knowledge sharing (Siemsen et al., 2008). Behavior knowledge sharing is not fair because people regard their knowledge as a valuable asset, and knowledge sharing is voluntarily limited by their instincts which tend to store information for personal (Hsu et al., 2007). Therefore, the reluctance of employees to share knowledge with fellow employees has caused problems for the continuity of the organization (Lin, 2007).

Several factors hinder employees in implementing knowledge-sharing behavior among employees, one of which is unpleasant actions from superiors such as abusive supervision that can trigger stress. As a stressor in the workplace, the consequences of abusive supervision are quite detrimental in many ways, abusive supervision can produce poor work performance, have job attitudes, and negative psychological results among individuals (Srivastava et al., 2013; Mackey et al., 2015). Some employees may respond to abusive supervision with destructive behavior such as organizational aberration (Thau et al., 2009; Tepper et al., 2008) because the difference in strength between supervisors and subordinates makes it impossible for subordinates to respond with the same actions to perpetrators of violence. stronger (Zellars et al., 2002). Eliminating a bit of OCB behavior appears to provide abused employees with a relatively safe option to take revenge against their supervisors. Zellars et al. (2002) basing the argument for a negative relationship between abusive supervision and OCB on the theory of reactance, because subordinates who abused feel less control

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over their lives (Ashforth, 1997) and tried to recover control of it by doing discretion and autonomy in their activities (Wright & Brehm, 1982).

OCB is discretionary, it means free to make their own decisions in the situation at hand Zellars et al., 2002), and therefore subordinate to with hold the performance of their reply to the supervisor and to hold the company to responsible for the behavior of their supervisor (Tepper, 2000). Employees who are harassed tend to devote more resources to unproductive matters, such as dealing with their abusive supervisors and have lower levels of resources for their job-related performance (Harris et al., 2007). Employees who are abused may have fewer psychological resources and may have low self-efficacy, reduced organization-based self-esteem, helplessness, and psychological distress (Rafferty & Restubog, 2011). Self-efficacy refers to an individual's belief in their abilities and the results of their efforts to further influence their behavior (Bandura, 1977). Therefore, every employee is expected to have self-efficacy or high self-confidence in their abilities so that they are not easily affected by a work environment that is not conducive, such as the existence of abusive supervision and does not support their performance.

This research was conducted on employees of securities companies members of the Indonesia Stock Exchange (BEI) located in Central Java and DIY. Securities company employees must be familiar with their daily targets. Employees receive daily targets to achieve the actual annual target, even though each line has different pressures. For example, if there is a minimum transaction of five billion in a month and there must be additional customers. Many IDX employees are still young and have high enthusiasm for work. Self-efficacy in yourself still very high. The level of difficulty of the job is high and the customers that employees face have different characteristics and attitudes for each individual, this will increase the level of employee fatigue. Employees with high OCB attitudes will survive well, in contrast to employees with low OCB. To be able to survive in a high level of work difficulty, employees are expected to help each other by implementing knowledge sharing in their work environment. The IDX securities company regularly conducts technical and fundamental analysis training to support and support employees' abilities. There is a lot of training conducted by companies to develop employee skills, especially related to capital market knowledge. Resource persons who fill in the training usually come from the securities company employees themselves, especially from the research development side.

Literature Review

Self-Efficacy and Abusive Supervision

Self-efficacy, or one's belief in the ability to perform certain tasks, is a central cognitive mediator of the motivational process (Bandura, 1997). It was found that there was a negative influence between self-efficacy on abusive supervision because social self-efficacy also contributed to the theoretical basis of abusive supervision, by explaining how a person's attachment orientation impacts leadership behavior (Robertson et al., 2018). The results of research by Rohmatullah & Elham (2017) show that abusive supervision has a significant negative effect on perceptions of organizational justice and employees' innovative self-efficacy. As a result, we gained a deeper understanding of abusive supervisors as insecure about their relationship skills, and more broadly, of how one's relational cognition leads to strong ability-based self-perceptions, which, in turn, influence on-site behavior. work. Another study by Lv et al. (2016) shows that abusive supervision can negatively predict nurses' work involvement directly and that abusive supervision can also indirectly affect partially work involvement through self-efficacy mediation.

H1. Self-Efficacy has a negative effect on Abusive Supervision

Organizational Citizenship Behavior (OCB) and Abusive Supervision

OCB is a form of employee behavior is a choice that not relate to the formal organizational reward system, but overall to increase organizational effectiveness (Organ, 1988). The results of the research by Gregory et al. (2012) show that the negative relationship between abusive supervision and OCB is more visible when employees have been supervised by certain managers for a longer period, and when employees are less satisfied with their level of compensation. The difference in strength between supervisors and subordinates makes it impossible for subordinates to respond in the same way to stronger perpetrators of violence. Because OCB is discretionary, subordinates can withstand OCB to reply to the supervisor and demanding companies to responsible for the behavior of their supervisor (Tepper, 2000). Research conducted by Decoster et al. (2014) stated that LMX mediates a negative relationship between abusive supervision and OCBO and OCBI. OCB withholding appears to provide a relatively safe option for abused employees to take revenge against their supervisors. Several studies that support the above statement include Zeng et al., (2018) which states that abusive supervision is negatively related to organizational-directed citizenship behavior (OCBO) and individual-directed citizenship behavior (OCBI) by destroying individual appreciation expectations, Romdeo & Singh (2019) shows that procedural justice mediates the relationship between abusive supervisors and affective and normative commitment, OCB and intention to quit.

H2. Organizational citizenship behavior has a negative effect on Abusive supervision

Abusive Supervision and Knowledge Sharing

Abusive supervision according to Tepper (2000) is an underlying perception of how supervisors or their superiors display unfriendly or hostile behavior both verbally and non-verbally on an ongoing basis, excluding physical contact. Based on research conducted by Islam et al., (2020) study supporting abusive supervision is one factor in achieving this agenda, by examining their direct effect and

interactions on knowledge sharing. While information and knowledge are important supporting factors for organizational success and sustainability (Kim et al., 2016), this study shows that knowledge sharing is very disturbed when supervisors are considered as decision-makers (Jiang & Gu, 2016), engaging in abusive behavior. Other studies that support this hypothesis such as Choi et al., (2019) say that abusive supervision is significantly and negatively related to knowledge sharing. Wu et al. (2016) show that abusive supervision is negatively related to knowledge sharing, psychological capital mediates the relationship between abusive supervision and knowledge sharing. The results of data analysis reveal that abusive supervision has a detrimental effect on knowledge sharing in the workplace.

H3. Abusive Supervision has a negative effect on Knowledge Sharing

Self-Efficacy, Abusive Supervision, and Knowledge Sharing

According to social cognitive theory, self-efficacy belief systems are the foundation of human motivation, which ultimately influences a person's thought patterns, emotions, and actions (Bandura, 2001). Also, the social cognitive theory states that self-efficacy determines how people interact with their social environment and regulates their social relationships. Like the research of Lee et al. (2007) states that the self-efficacy model serves as a useful framework to better understand the effects of context on tacit knowledge sharing. The results of research by Nguyen & Malik (2020) reveal that self-efficacy significantly influences online knowledge-sharing behavior in companies, regardless of the type of organization. Employees who have high self-efficacy tend not to be easily disturbed by working conditions that are less conducive, such as a cruel boss, because they believe in themselves and their abilities. Based on a review study, Hislop (2003) concluded that the most significant factor affecting knowledge sharing is employee attitudes.

H4. Self-Efficacy has a positive effect on Knowledge Sharing mediated by Abusive Supervision

Organizational Citizenship Behavior, Abusive Supervision, and Knowledge Sharing

Based on research conducted by Teh & Sun (2012), shows that job involvement, job satisfaction, and OCB are independent and have a positive relationship with employee knowledge sharing behavior. This is because employees are more likely to offer extra-role behavior when they are satisfied with their job or committed to their organization (Bolino et al., 2002), one of which is that employees are not reluctant to share knowledge with other employees. If managers control and reduce abusive supervision while increasing self-efficacy, job involvement, and loyalty will increase Lv et al. (2016). In another study, Hsu & Lin (2008) said that individuals with higher OCB are more willing to share their knowledge. After there is more commitment between employees and the organization, it is not impossible that a rude attitude from their superiors will not have much impact on their daily work.

H5. Organizational Citizenship Behavior has a positive effect on Knowledge Sharing mediated by Abusive Supervision

Research and Methodology

This research is a quantitative descriptive study and is conducted in securities companies that are members of the Indonesia Stock Exchange in Central Java and Yogyakarta. The population in this study were all employees of the Indonesian Stock Exchange members in Central Java and Yogyakarta, totaling 200 employees. The sampling technique used to support this research is non-probability sampling with a method of purposive sampling. This method is used because researchers focus on target respondents who have been adjusted to certain criteria. According to Sekaran (2006), a sample size of more than 30 and less than 500 is the most appropriate. So this research sample amounted to 100 respondents. This study analyzed four variables consisting of two exogenous variables, namely self-efficacy and organizational citizenship behavior, endogenous variables, namely knowledge sharing, and the mediating variable abusive supervision. The operational definition of a variable of each variable in this study is as follows:

Self-efficacy

Self-efficacy is a belief that is in an individual about his ability. The indicators used to measure self-efficacy include:

- i. Task difficulty level
- ii. General situation
- iii. Strength in carrying out tasks

Organizational citizenship behavior

Organizational Citizenship Behavior is the behavior of employees who are loyal to the company, such as doing work outside their job desk. Indicators used to measure Organizational citizenship behavior include:

- i. Altruism
- ii. Conscientiousness

Abusive Supervision

Abusive Supervision is verbal violence perpetrated by superiors against subordinates. The indicators used to measure Abusive Supervision include:

- i. Tells me that my thoughts or feelings are stupid
- ii. Gave me the "silent treatment"
- iii. Drop me in front of the other
- iv. Reminds me of errors and failures of my past
- v. Expressing anger at me when he is angry for some other reason
- vi. Make negative comments about me to others
- vii. It's rude to me

Knowledge Sharing

Knowledge Sharing is the behavior of sharing knowledge between employees which is useful for the sustainability of the company's future. The indicators used to measure Knowledge Sharing include:

- i. knowledge donating
- ii. knowledge collecting

This study uses data collection techniques with a questionnaire method. The questionnaire consists of many statements given to respondents in the hope that they can be filled in according to the instructions given. Measurement in this study uses a Likert scale which is designed to explain whether someone agrees or not to the statements listed on the questionnaire with intervals of 1-7. The Likert Scale measurements are as follows: Strongly disagree: 1, Disagree: 2, Somewhat disagree: 3, Neutral: 4, Somewhat agree: 5, Agree: 6, Strongly agree: 7.

Result and Discussion

Research result

Descriptive Analysis

The number of respondents in this study amounted to 100 respondents of employees of the Indonesian Stock Exchange which are located in Central Java and DIY. This study divides respondents based on several characteristics, including gender, age, latest education employment status, and years of service. Details of each characteristic can be seen in Table 1.

Table 1: Descriptive of Respondents

No.	Gender	amount	Percentage
1	Man	37	37%
2	Women	63	63%
	Total	100	100%
No.	Age	amount	Percentage
1	<25 Years	33	33%
2	25-35 Years	60	60%
3	36-45 years	4	4%
4	46-55 Years	2	2%
5	> 55 years	1	1%
	Total	100	100%
No.	Employment status	amount	Percentage
1	Permanent employees	100	100%
2	Contract employees	0	0%
	Total	100	100%
No.	Education	amount	Percentage
1	High school	2	2%
2	D3	2	2%
3	D4	4	4%
4	S1	78	78%
5	S2	14	14%

<i>Table Cont'd</i>			
No.	Years of service	amount	Percentage
	Total	100	100%
1	<1 year	6	6%
2	16 years	87	87%
3	7 - 12 years	3	3%
4	13-18 years	2	2%
5	19-24 years	2	2%
	Total	100	100%

Outer Model Testing

Testing the measurement model will be carried out to show the results of the validity and reliability tests. Using *convergent validity* and *discriminant validity*.

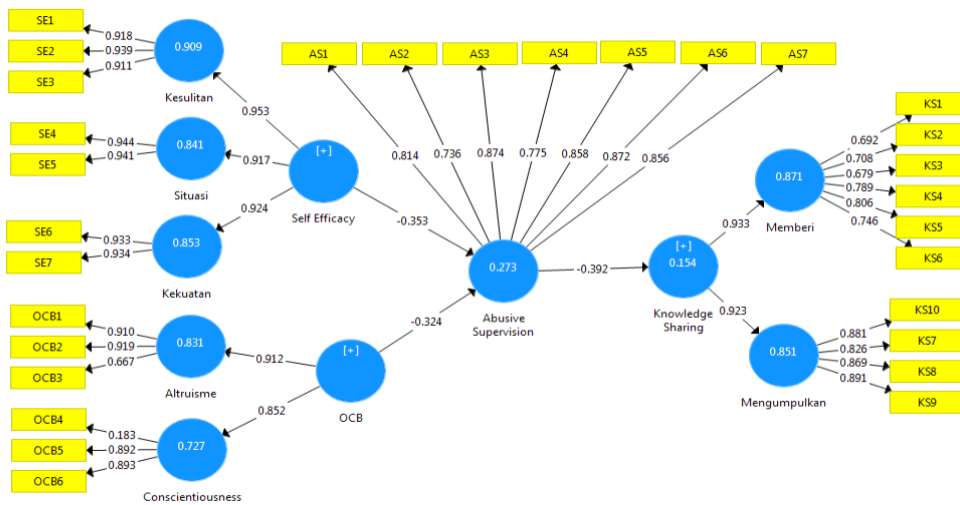


Figure 1: Analysis Results of Preliminary Model Constructive Validity

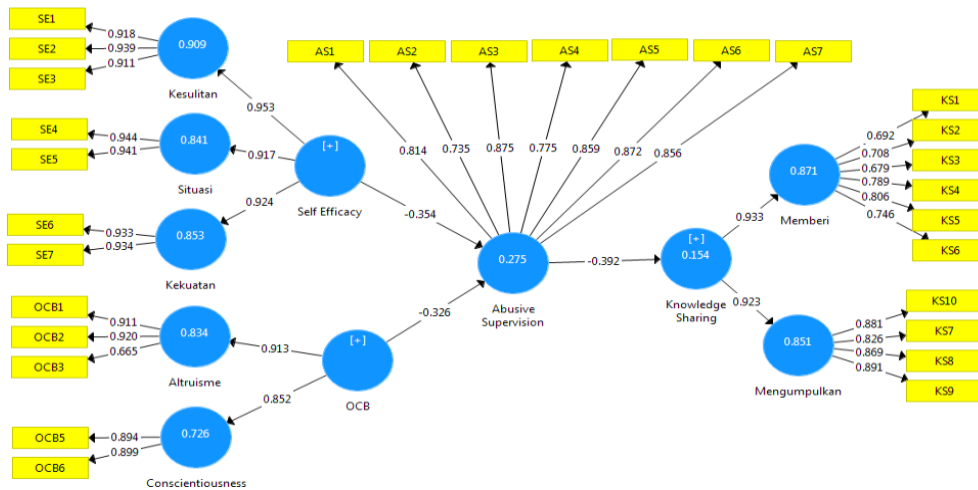


Figure 2: Results of Convergent Validity After Repair

Table 2: Indicator Test Outer Loadings

No.	Variable Relationship - Indicator	Test results		
		Loading Factor	p-value	Information
1	AS1 <- Abusive Supervision	0814	0.000	Valid
2	AS2 <- Abusive Supervision	0.735	0.000	Valid
3	AS3 <- Abusive Supervision	0.875	0.000	Valid
4	AS4 <- Abusive Supervision	0.775	0.000	Valid
5	AS5 <- Abusive Supervision	0.859	0.000	Valid
6	AS6 <- Abusive Supervision	0.872	0.000	Valid
7	AS7 <- Abusive Supervision	0.856	0.000	Valid
8	KS1 <- Knowledge Sharing	0.692	0.000	Valid
9	KS10 <- Knowledge Sharing	0.881	0.000	Valid
10	KS2 <- Knowledge Sharing	0.708	0.000	Valid
11	KS3 <- Knowledge Sharing	0.679	0.000	Valid
12	KS4 <- Knowledge Sharing	0.789	0.000	Valid
13	KS5 <- Knowledge Sharing	0.806	0.000	Valid
14	KS6 <- Knowledge Sharing	0.746	0.000	Valid
15	KS7 <- Knowledge Sharing	0826	0.000	Valid
16	KS8 <- Knowledge Sharing	0.869	0.000	Valid
17	KS9 <- Knowledge Sharing	0891	0.000	Valid
18	OCB1 <- OCB	0.911	0.000	Valid
19	OCB2 <- OCB	0.920	0.002	Valid
20	OCB3 <- OCB	0.665	0.000	Valid
21	OCB5 <- OCB	0894	0.000	Valid
22	OCB6 <- OCB	0.899	0.000	Valid
23	SE1 <- Self-Efficacy	0.918	0.000	Valid
24	SE2 <- Self-Efficacy	0.989	0.000	Valid
25	SE3 <- Self-Efficacy	0.911	0.000	Valid
26	SE4 <- Self-Efficacy	0.944	0.000	Valid
27	SE5 <- Self-Efficacy	0.941	0.000	Valid
28	SE6 <- Self-Efficacy	0.933	0.000	Valid
29	SE7 <- Self-Efficacy	0.934	0.000	Valid

Discriminant Validity (Cross Loading)

The model has sufficient discriminant validity if the AVE root for each construct is greater than the correlation between the construct and the other constructs. In addition to comparing the AVE roots with the correlation coefficient between constructs, discriminant validity can be seen from the cross-loading value.

Table 3: Discriminant validity

	<i>Abusive Supervision</i>	<i>Knowledge Sharing</i>	<i>OCB</i>	<i>Self-Efficacy</i>
<i>Abusive Supervision</i>	0.828 *			
<i>Knowledge Sharing</i>	-0,392	0.735 *		
<i>OCB</i>	-0,392	0.239	0.765 *	
<i>Self-Efficacy</i>	-0.415	0.231	0.187	0.870 *

Note: * AVE ROOT value

Composite Reliability

Also, to construct validity, a construct reliability test is performed as measured by the composite reliability of the indicator block measuring the construct. The construct is declared reliable if the composite reliability value is above 0.70 (Gendro, 2011).

Table 4: Composite Reliability

	<i>Cronbach's Alpha</i>	<i>Composite Reliability</i>	Information
<i>Abusive Supervision</i>	0.923	0.938	Reliable
<i>Knowledge Sharing</i>	0.904	0.921	Reliable
<i>OCB</i>	0.817	0.874	Reliable
<i>Self-Efficacy</i>	0.947	0.956	Reliable

Based on table 4, it can be seen that all constructs have a loading composite reliability value above 0.70. Thus, it can be concluded that all constructs meet the reliability requirements of the constructs for further testing.

Structural Model Analysis (Inner Model)

Table 5: R-Square Test Results

Independent Variable	Dependent	R Square
<i>Self-Efficacy</i> <i>Organizational Citizenship Behavior</i>	<i>Abusive Supervision</i>	0.275
<i>Abusive Supervision</i>	<i>Knowledge Sharing</i>	0.154

The model provides an R-square value of 0.275 on the Abusive Supervision variable, meaning that the ability of the model on the Self-Efficacy and Organizational Citizenship Behavior variables in explaining the Abusive Supervision variable is 27.5% and the remaining 72.5% is explained by other variables. Meanwhile, the R-square value is 0.154 for the employee Knowledge Sharing variable, which means that the ability of the model for the Abusive Supervision variable in explaining the employee's Knowledge Sharing variable is 15.4% and the remaining 84.6% is explained by other variables.

Q Predictive Relevance

Based on the results of the coefficient of determination above, the Q Square value can be calculated as follows:

$$Q^2 = 1 - ((1-0,275) \times (1-0,154))$$

$$Q^2 = 1 - 0.613$$

$$Q^2 = 0.387$$

The coefficient Q² of 0.387 shows that the total effect of the variable Self-Efficacy and Organizational Citizenship Behavior towards Knowledge Sharing employees via Abusive Supervision is 38.7%. While the remaining 61.3% is explained by other variables. The value of Q² > 0 indicates that the model has predictive relevance.

Hypothesis testing

Table 6: Results of Testing the Relationship Between Constructs (Hypothesis Test)

	Original Sample (O)	T Statistics (O / STDEV)	P Values	Information
<i>Self-Efficacy -> Abusive Supervision</i>	-0.354	3,504	0.000 *	H1 Accepted
<i>Organizational Citizenship Behavior -> Abusive Supervision</i>	-0.326	2,768	0.003 *	H2 Accepted
<i>Abusive Supervision -> Knowledge Sharing</i>	-0,392	3,028	0.001 *	H3 Accepted

Note: * significance <0.05

Effects of Mediation**Table 7:** Indirect Influence

Variable relationship pattern	TEST SOBEL			P Values	Information
	Original (O)	Sample	T Statistics (O / STDEV)		
<i>Self-Efficacy -> Abusive > Knowledge Sharing</i> <i>Supervision -</i>	0.139		2,085	0.019 *	H4 Accepted
<i>OCB -> Abusive > Knowledge Sharing</i> <i>Supervision -</i>	0.128		2,642	0.004 *	H5 Accepted

Note: * significance <0.05

Discussion**The Effect of Self-Efficacy on Abusive Supervision**

The results of testing with PLS prove that Self-Efficacy directly has a significant effect on Abusive Supervision of employees of securities companies members of the Indonesia Stock Exchange located in Central Java and Yogyakarta (H1 accepted). This can be seen in probability value t as Self-Efficacy against Abusive Supervision employees of securities 0,000 <0,05, which showed a significant negative effect. This shows that the higher self-efficacy on employee securities will degrade Abusive Supervision, and vice versa if the lower self-efficacy then Abusive Supervision higher. According to social cognitive theory, self-efficacy belief systems are the basis of human motivation, which in turn influences a person's mindset, emotions, and actions (Bandura, 2001). In line with the results of Robertson et al. (2018) was found that there is a negative influence between self-efficacy against abusive supervision because efficacy later also contributed to the theoretical foundation of abusive supervision, to explain how the orientation of attachment to one's impact on leadership behavior. Bandura et al. (2001), say that strong self-confidence can prevent transgressive behavior "in large part, by promoting prosocial, limiting the tendency to release self-moral sanctions from socially alienating and dangerous behavior, and countering ruminative effectiveness and revenge".

If applied in the present context, this study supports the notion that a leader who has the self-efficacy low will tend to behave in a way destructive of their subordinates, because they do not have the capacity primary to exercise control over the thought process of anti-social. The results of this Supporting research by Rohmatullah & Elham (2017) show that abusive supervision has a significant negative effect on perceptions of organizational justice and innovative self-efficacy of employees. Lv et al. (2016) show that abusive supervision can negatively predict direct job involvement and that abusive supervision also da can indirectly influence job involvement partly through mediating self-efficacy. Therefore, employees must be able to improve self-efficacy so that they are not easily affected by the existence of abusive supervision in the company, which can affect their work results. Self-efficacy, which is defined as an individual's belief in his or her own ability to carry out certain tasks, plays an important role in shaping a person's response to abusive supervision. When individuals have confidence in their abilities, they may resist negative treatment from supervisors (Park et al., 2020).

Effect of Organizational Citizenship Behavior on Abusive Supervision

The results of testing with PLS prove that the Organizational Citizenship Behavior has a negative and significant effect on Abusive Supervision on employees of securities companies members of the Indonesia Stock Exchange located in Central Java and Yogyakarta. This can be seen in the coefficient path Organizational Citizenship Behavior towards Abusive Supervision of -0.326 and p = 0.003 <0.05 indicating a negative influence. This shows that the higher the Organizational Citizenship Behavior among employees of securities companies in Yogyakarta and Central Java, the ability to reduce Abusive Supervision. Gregory et al. (2012), describe social behavior as an exchange of resources, both material and non-material, between many parties, in which individuals evaluate the costs and benefits of exchanging with current partners. When the exchange theory is applied to an abusive superior-subordinate relationship, the abused employee may see that they have received less valuable resources from their supervisor (e.g., bullying, threats, or inappropriate expressions of anger) than a supervisor would suggest. supportive leadership behavior (eg coaching or mentoring). OCB withholding appears to provide a relatively safe option to abused employees for retaliating against their supervisor.

This study is supported by Decoster et al. (2014) which states that LMX mediates the negative relationship between abusive supervision and OCBO and OCBI. Zellars et al. (2002) suggest for OCB is discretionary, can hold their subordinates to reply to supervisor and hold their company agar responsible for the behavior of the supervisor (Tepper, 2000). Several studies that support the above statement include Zeng et al. (2018) which states that abusive supervision is negatively related to organizational-directed citizenship behavior (OCBO) and individual-directed citizenship behavior (OCBI) by destroying individual appreciation expectations, Romdeo and Singh (2019) shows that procedural justice mediates the relationship between abusive supervision and affective and negative commitment, OCB and intention to quit. Therefore, it is hoped that the company can take firm action against supervisors who act harshly against employees so that OCB in employees does not decrease and will result in company performance.

The Influence of Abusive Supervision on Knowledge Sharing

The test results with PLS prove that Abusive Supervision has a negative and significant effect on Knowledge Sharing among employees of securities companies that are members of the Indonesia Stock Exchange located in Central Java and Yogyakarta. This can be seen in the path coefficient of Abusive Supervision on Knowledge Sharing of -0.392 and $p = 0.001 < 0.05$, which indicates a negative influence. This shows that the higher Abusive Supervision on employee securities companies members of the Indonesia Stock Exchange in central java and DIY capable of lowering Knowledge Sharing. Abusive Supervision is a basic, low-level phenomenon in organizations. Previous studies have noted that Abusive Supervision does not occur frequently and that damage to an organization is extremely destructive (Harris et al., 2007). Furthermore, Abusive Supervision negatively affects Knowledge Sharing both emotionally and psychologically such as emotional exhaustion (Grandey, et al., 2007), and psychological stress (Tepper, 2000).

In line with previous research, this study describes a negative relationship between abusive supervision and behavioral knowledge-sharing employees by implementing social exchange theory. Based on the norm of reciprocity (Cropanzano & Mitchell, 2005), when someone behaves in a friendly manner towards others, one may expect to receive favorable treatment returns (Gouldner, 1960). However, negative trade-offs may exist, where acts of hostility are paid for by negative behavior (Cropanzano & Mitchell, 2005). Choi et al. (2019) said that abusive supervision is significantly and negatively related to knowledge sharing. Wu et al. (2016) showed that abusive supervision relates negatively to knowledge sharing, psychological capital mediates the relationship between abusive supervision and knowledge sharing. The company is expected to increase knowledge sharing in the company's work environment, thereby reducing abusive supervision that occurs.

The influence of Self-Efficacy on Knowledge Sharing is mediated by Abusive Supervision

The test results with PLS prove that Self-Efficacy indirectly has a significant effect on Knowledge Sharing through Abusive Supervision (H4 accepted). This is evidenced by the path coefficient of 0.139 and $p = 0.019 < 0.05$, which means that the relationship between the three variables is significant. The higher Self-Efficacy, the lower Abusive Supervision peg AWAI that will improve the Knowledge Sharing on employee securities listed on the Stock Exchange in Central Java and Yogyakarta. In the study Robertson et al. (2018) find that there is a negative effect of self-efficacy against abusive supervision because social self-efficacy also contributes to the theoretical foundation of abusive supervision, to explain how the attachment orientation of a person arriving MPAK on leadership behavior. According to social cognitive theory, self-efficacy belief systems are the foundation of human motivation, which ultimately influences a person's thought patterns, emotions, and actions (Bandura, 2001).

Also, the social cognitive theory states that self-efficacy determines how people interact with their social environment and regulates their social relationships. Like the research of Lee et al., (2007) states that the self-efficacy model serves as a useful framework to better understand the effects of context on tacit knowledge sharing. Employees with self-efficacy are high will easily blend in with the work environment, one of them with the leadership of the company. These employees tend not to be easily disturbed by working conditions that are not conducive, such as a cruel boss, because they believe in themselves and their abilities. Based on a review study, Hislop (2003) concluded that the most significant factor affecting knowledge sharing is employee attitudes. Results of the study revealed that self-efficacy significantly influences the behavior of online knowledge sharing in the company, what kind of organization (Nguyen & Malik, 2020).

The influence of Organizational Citizenship Behavior on Knowledge Sharing is mediated by Abusive Supervision

The results of testing with PLS prove that Organizational Citizenship Behavior indirectly has a significant effect on Knowledge Sharing through Abusive Supervision (H5 accepted). This is evidenced by the path coefficient of 0.128 and $p = 0.004 < 0.05$, which means that the relationship between the three variables is significant. The higher the Organizational Citizenship Behavior, the lower the Abusive Supervision, thus encouraging an increase in Knowledge Sharing. In the research of Teh & Sun (2012), it is shown that job involvement, job satisfaction, and OCB are independent and positively related to employee knowledge sharing behavior. This is because employees are more likely to offer extra-role behavior when they are satisfied with their job or committed to their organization (Bolino et al., 2002), one of which is that employees are not reluctant to share knowledge with other employees. If managers control and reduce abusive supervisors while increasing self-efficacy, job involvement, and loyalty will increase (Lv et al., 2016). In another study, Hsu & Lin (2008) said that individuals with higher OCB are more willing to share their knowledge. After there is more commitment between employees and the organization, it is not impossible that a rude attitude from their superiors will not have much impact on their daily work.

Conclusions

Based on the results of data analysis and discussion, several conclusions can be drawn, namely as follows:

There is influence negative Self-Efficacy against Abusive Supervision. This is evidenced by the negative path coefficient estimate of -0.354 and t count of 3.504 and a probability of 0.000 < 0.05. This means that the better the Self-Efficacy, the lower the Abusive Supervision.

There is influence negative Organization citizenship behavior against Abusive Supervision. This is evidenced by the negative path coefficient e of 2.768 and a probability of 0.003 where the value is less than 0.05. This means that the higher the Organization's citizenship behavior, the lower the Abusive Supervision.

There is a negative effect of e Abusive Supervision on Knowledge sharing. This is evidenced by the path coefficient negative amounting to -0.392, t count equal to 3.028, and the probability of 0.001 where the value is less than 0.05 (5% significance level). This means that the higher the Abusive Supervision, the lower Knowledge sharing.

Abusive Supervision mediates the influence of Self-Efficacy on Knowledge sharing. This is evidenced by the indirect effect coefficient of 0.139 with a significance test of 2.085 and a probability of 0.019 <0.05. This means that the better Self-Efficacy, then Abusive Supervision will decrease so that it encourages an increase in employee knowledge sharing at the Indonesia Stock Exchange representative offices in Yogyakarta and Central Java regions.

Abusive Supervision mediates the influence of Organizational Citizenship Behavior on Knowledge sharing. This is evidenced by the indirect effect coefficient of 0.128 with a significance test obtained by the t value of 2.642 and probability of 0.004 <0.05. This means that the better Organizational Citizenship Behavior, then Abusive Supervision will be decreased to encourage the increase of Knowledge Sharing employees in the Indonesia Stock Exchange office Representative DIYogyakarta region and Central Java.

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