

ABSTRACT

Numerous research had examined the different types of leadership behavior and how a leader's actions might impact their environment. In the workplace, abusive supervision has become a primary focus of research to understand its impact on employees. The aim of this study is to investigate the influence of abusive supervision on work engagement, with organizational justice acting as a mediating variable and core self-evaluation as a moderating variable among female healthcare workers at Muhammadiyah Roemani Hospital. Using a quantitative method, this research employed purposive sampling technique by distributing questionnaires. The sample consisted of permanent employees, involving 239 female healthcare workers. Data analysis was conducted using structural equation modelling (SEM) with SmartPLS4. The results revealed that abusive supervision significantly negatively influences work engagement and organizational justice mediates the relationship between abusive supervision and work engagement. Meanwhile, core self-evaluation does not moderate the relationship between abusive supervision, organizational justice, and work engagement.

Keywords: Abusive Supervision, Work Engagement, Organizational Justice, Core Self-Evaluation, Healthcare Workers