

This study analyzes the effect of abusive supervision on the creativity of subordinates in the presence of organizational justice and perceived mobility in context to pharmaceutical companies of Lahore. This study is distinctive in the way that it has studied the effect of abusive supervision on the creativity of the subordinates in the presence of organizational justice and perceived mobility as moderator relationship. Primary data has been collected from the employees of pharmaceutical companies specifically from medical representatives, territory managers and their supervisors from different pharmaceutical companies in Lahore, Pakistan. The measurement instrument was structured questionnaire of four different variables.

The study finds out that abusive supervision has negative impact the creativity of the subordinates; organizational justice moderates the relation of abusive supervision and creativity whereas perceived mobility does not moderate this relationship. The theoretical model, defines the stage for future research and theory advancement in considerate w abusive supervision can lower down the creativity level of the subordinates in an organization.

This study was actually aimed to discover the effects of abusive supervision on the creativity of the subordinates in the presence of organizational justice and perceived mobility as moderator and the population was the employees of pharmaceutical companies of Pakistan. The process of Andrew F. Hayes is used to measure the moderating role of both moderators i.e. organizational justice and perceived mobility on the basis that this technique is more recent as compare to the treatments given by previous studies.

As per the results of this study, the abusive supervision has significant impact on creativity and organizational justice moderates this relationship whereas perceived mobility does not moderate this relationship.