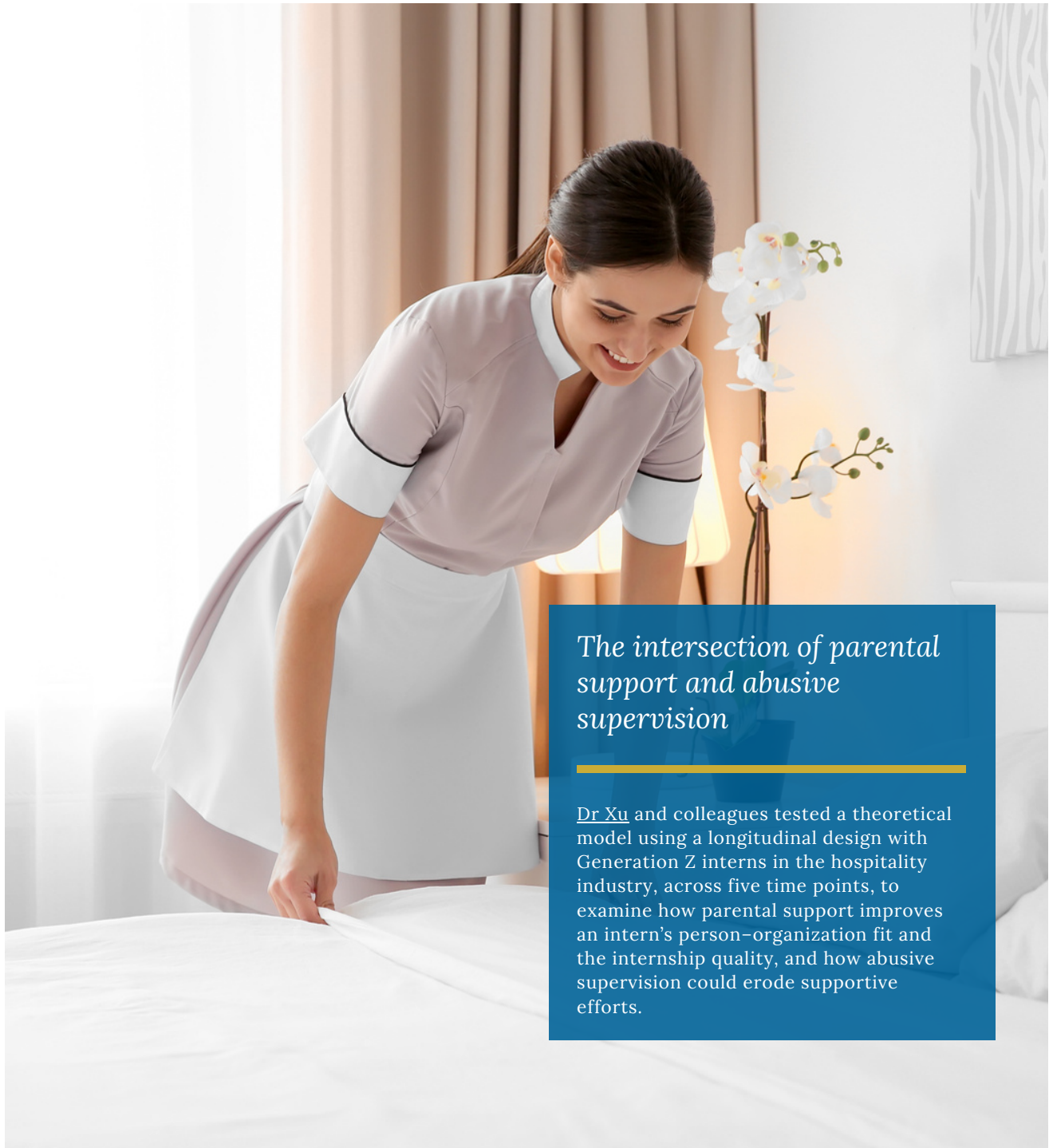


Academic Weekly Digest

School of Hospitality & Tourism Management



The intersection of parental support and abusive supervision

Dr Xu and colleagues tested a theoretical model using a longitudinal design with Generation Z interns in the hospitality industry, across five time points, to examine how parental support improves an intern's person-organization fit and the internship quality, and how abusive supervision could erode supportive efforts.

The intersection of parental support and abusive supervision: A multi-wave design

Dr Shi (Tracy) Xu

Internship is important to expose interns to real-life job environments and help them to foster realistic career expectations in the hospitality industry. Previous studies on career management of interns have mostly concentrated on the importance of their own role in managing and enabling themselves to develop in their own career advancement; however, influence from other life domains (such as parents) has been overlooked to a large extent. In particular, the psychological mechanisms between parental support and one's career has not been explored. Based on career construction theory, this study serves as a first step in comprehending interns' attitudes toward the organization (person-organization fit), toward their internship (internship quality and internship satisfaction), and toward the industry (industry commitment) outcomes, highlighting the positive impact of parental support.



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Receiving a high
level of parental
support from one
domain would buffer
the negative impact
of abusive
supervision from
another domain
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In addition, parental support can buffer the dark side of leadership (i.e., abusive supervision) and the person-organization relationship. While there is still much to be understood about the impact of external behaviours from parents and supervisors on the interns, the present study offers critical insights into interns' experiences using a sample of Generation Zers working in hospitality in China.

Further Reading:

Xu, S., Wong, I. A., He, M., Lin, Z., & Xie, X. (Accepted). The intersection of parental support and abusive supervision: A multiwave design. *Journal of Hospitality and Tourism Management*.

Link: bit.ly/3tDz0Lc