# Article information:

Workplace Incivility and Employee Performance: Does Trust in Supervisors Ma...: EBSCOhost
[https://web-s-ebscohost-com.ezproxy.southern.edu/ehost/detail/detail?vid=13=89f8a714-795f-4c6c-b1ab-4eaed1087b04%40redis=JkF1dGhUeXBlPWlwLHVpZCx1cmwsY29va2llJnNpdGU9ZWhvc3QtbGl2ZSZzY29wZT1zaXRl](https://web-s-ebscohost-com.ezproxy.southern.edu/ehost/detail/detail?vid=13&sid=89f8a714-795f-4c6c-b1ab-4eaed1087b04%40redis&bdata=JkF1dGhUeXBlPWlwLHVpZCx1cmwsY29va2llJnNpdGU9ZWhvc3QtbGl2ZSZzY29wZT1zaXRl)

# Article summary:

1. This study examines the impact of workplace incivility on employee performance, and trust in supervisors as a mediator.

2. The results showed that incivility is harmful to employee performance, and trust in supervisors helps employees to perform well.

3. The study contributes to the literature by examining low-intensity deviant workplace behavior in a collectivist and developing economy.

# Article rating:

May be slightly imbalanced: The article presents the information in a generally reliable way, but there are minor points of consideration that could be explored further or claims that are not fully backed by appropriate evidence. Some perspectives may also be omitted, and you are encouraged to use the research topics section to explore the topic further.

# Article analysis:

The article is generally trustworthy and reliable, as it provides evidence from two theories (Conservation of Resources Theory and Maslow's Hierarchy of Needs Theory) to support its claims. Additionally, the data was collected through closed-ended questionnaires and analyzed using structural equation modeling with SmartPLS, which adds credibility to the findings. However, there are some potential biases that should be noted. For example, the study only used one sector (telecommunication organizations from a developing economy), which may limit its generalizability to other sectors or contexts. Additionally, the article does not explore any counterarguments or present both sides equally; instead it focuses solely on how incivility affects employee performance and how trust in supervisors can help mitigate this effect. Furthermore, there is no mention of possible risks associated with workplace incivility or any discussion of how it could potentially have positive effects on employee performance. Therefore, while the article is generally reliable and trustworthy, it should be read with these potential biases in mind.

# Topics for further research:

* Positive effects of workplace incivility
* Risks associated with workplace incivility
* Counterarguments to workplace incivility
* Generalizability of Conservation of Resources Theory
* Generalizability of Maslow's Hierarchy of Needs Theory
* Effects of trust in supervisors on employee performance

# Report location:

<https://www.fullpicture.app/item/1e90c7cf0c830b212fb213551d259cad>