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Hostile Organizational Climate as an Antecedent to Paranoid Cognition and Sleep: Moderating Role of Emotional Suppression

Fatima Bashir¹, Saima Naseer²

¹PhD Scholar, Faculty of Management Sciences, International Islamic University, Islamabad

²Assistant Professor, Faculty of Management Sciences, International Islamic University, Islamabad

ABSTRACT

Introduction: Hostile climates breed ground and pave way for aggressive and hostile behavior with assuage of time which becomes the norm of the organization. The hostile organizational climate is detrimental to the mental health and psychological state of employees.

Objectives: Considering Cognitive Activation Theory of Stress (CATS) as an overarching theory for this study to examine the initiation of paranoid cognitions from stress stimuli received from hostile climate. As a stress response, the sleep quality of an employee is affected negatively which adds to the negative behavior of employees like counterproductive work behaviors, and self-estrangement with emotional suppression as a moderator.

Method and Results: Data was temporally segregated at three-time intervals. The employees working in the Telecom Sector of Pakistan were taken as a sample, a total of n=497 employees responded to questionnaires distributed randomly. For data analysis, SPSS and PROCESS by Hayes were used to test direct, mediation, moderation, and serial mediation.

Conclusion: The study contributes to the existing literature on CATS, hostile climate, paranoid cognition, and sleep quality and explores new relationships.

Keywords: Hostile organizational climate, cognitive activation theory of stress, paranoid cognition, sleep quality, counterproductive work behavior, self-estrangement, and emotional suppression.

1. INTRODUCTION

The aversive and negative social situations at the workplace like incivility (Andersson & Pearson, 1999), deviance (Robinson & O’Leary-Kelly, 1998), aggression (Glomb & Liao, 2003), and social undermining (Duffy et al., 2006) are unavoidable in organizations and cause stressful working environment (Restubog et al., 2011; Tepper, 2007). Mawritz et al., (2012, 2014) described the emergence of hostile organizational

Address of Correspondence

Fatima Bashir
fatima.bashir@mail.au.edu.pk

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climate (HOC) when these aversive social situations become the norm in an organization. Organizational climate plays an integral role in setting working relationships among coworkers and managers (Kuenzi & Schminke, 2009; Schneider, 1975). Therefore, a hostile climate facilitates a breeding ground for unacceptable hostile behavior in an organization which negatively impacts the survival and success of the organization (Tepper, Duffy, Henle, & Lambert, 2006).

There is a likelihood that employee working in a hostile climate reacts negatively and indulge in negative behaviors. A character-like cognition assumes a huge part in how representatives and chief respond and adapt to apparent unfriendly environments (Mawritz et al., 2012, 2014). An inquiry conducted by U.S. Postal Service Commission on a Safe Workplace (2000) tracked down that organizational climate arranged by impolite and inconsiderate collaborations alongside bad sentiments supported to the threatening practices of representatives in postal. A similar report suggested that the character attributes assumed a part in figuring out who will be engaged with unfriendly practices and who keep away from such demonstrations. Exploration is expected to discover the variables and other individual contrasts that clarify why and how individuals act distinctively to saw antagonistic environments (Thoroughgood et al., 2019; Zaffar et al., 2020; McTiernan et al., 2020)

This examination endeavors to investigate the distal impacts of antagonistic HOC that are sent to workers, to some degree, through PC and low sleep quality. Since, the unfriendly environment is a stressor to which workers may react by over reasoning and initiating distrustful discernment, which will additionally prompt low rest quality. The input of such pressure may prompt unfortunate results.

Furthermore, unfriendly HOC is standard in an association, which is portrayed by steady opposing, caustic, and dubious sentiments among workfellows. As indicated by CATS i.e., Cognitive activation of stress theory by Ursin and Eriksen (2004), the stress stimuli exist in a climate that creates a disturbing circumstance, as per which people react to stress stimuli in three distinct manners, for example, adapting, hopeless, and helplessness. In the event of adapting, an individual takes up the pressure and adapts to the circumstance, because of which positive results are normal. Then again, there is

aversive circumstance particularly in regards to the environment, which is not in charge of a person with which he is vulnerable to manage. In such pressure, circumstances like weakness and sadness unfortunate results are normal.

Thirdly, do representatives who smother their feelings react to apparent antagonistic environments uniquely in contrast to the individuals who don't stifle their feeling? In the antagonistic authoritative environment, we need to see that the workers who are inclined to stifle their feelings like emotional suppression can prompt Paranoid cognition. Emotional suppression (ES) is the "cognitive hindrance of one's enthusiastic expressive conduct while sincerely stirred" (Gross and Levenson, 1993, p. 970). ES flourishes in lessening nonverbal passionate articulation (can't completely dispose of them (e.g., Gross and Levenson, 1997). Although, research portrays that ES prompts passionate excitement (Dagleish, Yiend, Schweizer, and Dunn, 2009). Moreover, passionate concealment is related to more unfortunate prosperity, misery, low confidence, life fulfillment, and hopefulness (Gross and John, 2003). The ES will eventually prompt some bad friendly results (Smith et al., 2019). As per Smith et al., (2019) ES prompts some bad friendly results and they feel hesitant to impart their negative and good feelings to other people (Gross and John, 2003). Along these lines, we suggest that representatives with high ES are high in neurotic insight in an unfriendly authoritative environment.

Sleep is fundamentally a homeostatic interaction that includes the rearrangement of neural action which healingly affects the mind (Xiao et al., 2020; Huang et al., 2020; Fu et al., 2020; Gupta et al., 2020; Hobson, 2005; Saper, Scammell, and Lu, 2005; Weinger and Ancoli-Israel, 2002).

In any case, sleep quality has the same added substance impacts (Barnes, 2012), with the end goal that either helpless sleep quality can yield adverse consequences on people (Hisler et al., 2019; Fu et al., 2020; Gupta et al., 2020). For example, sleep quality leads to low restraint, Negative states of mind, execution, cyberloafing, and exploitative conduct (Barnes et al., 2012; Wagner et al., 2012; Christian and Ellis, 2011; Hisler et al., 2019; Scott et al., 2006). It is vital to contemplate sleep and its adverse results alongside precursors since certain associations confine the amount of sleep while other sabotage the nature of sleep by causing upsetting circumstances. People designate and set the need of

time to work, family and sleep, to stay away from struggle (Barnes et al., 2012; Huang et al., 2020).

Analysts are adding to writing by contemplating the precursors and results of sleep quality, which are frequently exposed to be negative. To regulate own feelings needs exertion and poise (Grandey, 2003) that is affected by poor sleep quality. In addition, poor sleep quality prompts misrepresented conduct and neural action to negative circumstances (Gujar et al., 2011; Yoo et al., 2007).

Consequently, deprived sleep quality prompts undeniable degrees of dissatisfaction, negative affect, aggression, fretfulness, misery, tension, and low degree of positive affect and joy (Caldwell et al., 2004; Christian et al., 2011; Kahn-Greene et al., 2007; Kahn-Greene et al., 2006; Scott et al., 2006; Swanson et al., 2011). Low sleep quality leads to high social and cyberloafing, low OCB, unethical behavior, work engagement, and improper interpersonal conduct (Barnes et al., 2012, 2013, 2015; Killgore et al., 2007; Pallesen et al., 2017; Christian et al., 2011; Horne, 1993; Lanaj et al., 2014; Wagner et al., 2012). Low sleep quality leads to employee absenteeism, low employee health, and workplace injuries (Barnes et al., 2009; Daley et al., 2009) and employee effectiveness decreases at the individual level (Mullins et al., 2014) and group level (Barnes & Hollenbeck, 2009).

As indicated by stress analysts, representatives don't have the position and ability to modify environments (Kuenzi et al., 2009) or to punish harmful directors (Shapiro et al., 2011). Literature shows that representatives attempt to adapt to stressors at work environment (Spector et al., 2002; Krischer et al., 2010) and precisely to abusive supervision stressor (Skarlicki and Folger, 1997; Tepper et al., 2008; Mitchell and Ambrose, 2007) by showing animosity for their association. Such activities are endorsed by workplace deviance, which comprises practices that disregard organizational standards to make harm (Bennett et al., 2000). Individuals might react to stress as indicated by CAT through HOC via arriving at distrustful PC and making harm to their wellbeing by low sleep quality and ending up with freak activities like Counterproductive work practices and self-estrangement.

The overarching theory used in this study is CATS (Ursin and Eriksen 2004).

According to the theory the term 'Stress' is generated following multiple steps i.e. (i) stress stimuli, (ii) stress experience, (iii) stress response, and lastly (iv) stress feedback to complete the loop. According to Ursin and Eriksen (2004), an individual takes stress stimuli from the environment, that stimuli are considered to be a load by the brain if that stimulus stays for a longer time in the brain. Once the brain has referred to stress stimuli as load and caters the stimuli as stress then the brain will experience stress. According to this study, the hostile climate offers stress stimuli to employees. There are many chances that hostile behavior, acrimonious attitudes are perceived as stress by the brain. Since the climate is part of the work environment with which employees exhibit little control. Thus, once an employee takes stimuli from the hostile climate as stress, as stress experience paranoid cognitions of an individual activates i.e. he keeps on thinking about the situation and becomes more negative about it. Once the brain has experienced stress then the next step is a stress response. As a response to paranoid cognitions, the sleep quality of an employee will decrease i.e. with activated paranoid cognitions it's pretty obvious that an employee might not be able to have quality sleep. As a result of stress feedback and to complete the stress loop, there is a likelihood that the employee would indulge in negative behaviors like counterproductive work behaviors and self-estrangement especially in situations where he feels helpless and hopeless.

The idea of a hostile climate isn't new however around is a shortage of exploration and past writing displays key potential to inspect the variable more. It's more concentrated under the dainty of an emotion-centered method for dealing with stress and managing results like organizational deviance and employee psychological withdrawal (Mawritz et al., 2012, 2014). Previous researchers disregarded the added potential results of threatening HOC like suspicious perspective i.e. PC. It has a solid connection with the unfriendly, abusive, hostile, and harmful setting. Upsetting and aversive occasions and circumstances that are essential for HOC may power a worker to initiate PC, which depicts medical problems like dozing and sleep issues. So there is a need to reveal insight into HOC, PC, Sleep quality, and their outcomes (Mawritz et al., 2014; Thoroughgood et al., 2019). The present study proposes PC and SQL as mediators between HOC and proposed outcomes. The part of ES is also identified as a moderator that weakens or

strengthens the relationship between HOC and PC.

2. LITERATURE REVIEW

2.1. Mediating Role of PC in the relationship of HOC and SQL

As per Santuzz et al., (2002), situational antecedents for example distinctiveness, uncertainty, and perceived scrutiny, expand self-consciousness. The amplified self-consciousness will in general encourage hyper-vigilance towards others. Alternatively, individuals who are high on self-consciousness focus harder on the activities and practices of others (see Fenigstein, 1979; Fenigstein and Venable, 1992). Hence, HOC is likewise a negative organizational environment or situation, which a worker needs to look through the functioning time. Such an adverse environment, which is important for everyday schedule for a representative initiates paranoid cognitions, for example, he got hyper-vigilant, overthinks (rumination), and thinks about everything from the point of view of doubt and doubt (sinister attribution).

Predictable with the clarification of neurotic insight PC, it isn't just a condition of little trust somewhat it is the state of doubt somewhere dread and danger from relevant others are expected, arranged, and certain (Lewicki et al., 1998; McTiernan et al., 2020; Lopes et al., 2020; Trotta et al., 2020). With the sensations of doubt, distrust, and doubt worker may react in anxiety and fear (Lewis and Weigert, 1985) because of which he may experience the ill effects of inferior sleep quality. As research shows, an individual sleep is influenced by specific occasions and practices, which compels him to be ready and think dubiously.

HOC gives ground to a representative to initiate PC, which further prompts low sleep quality. A worker in a particularly unpleasant climate and stressful environment may take a gander at all exercises and practices of others as dubious. In the present circumstance, the climate is the component that cultivates PC, which further leads to low sleep quality. An upset brain with heaps of negative, doubtful, and dubious deduction going on because of antagonistic HOC can't sleep soundly.

As indicated in CATS, an individual made examinations dependent on expectations and anticipations which are additionally delegated as stimulus and consequence

expectancy. Although, stimulus expectancy alludes to the structure that specific occasion sponsor by a precise stressor and it gives the capacity to a person to mentally distort against stressor. Then again, consequence expectancy alludes to the stress response created from an unpleasant encounter. The hopes are additionally measured into three particular dimensions (i) consistency) (ii) recurrence and (iii) emotional worth or affective value (decadent worth for example impartial, negative, or positive). Variety in stimuli expectancy comes from psychological distortion and defense (Ursin and Eriksen, 2004). The strength, full of feeling worth, and the likelihood of stimulus expectancy give an intellectual and cognitive channel to think about the upgrade as stress.

Subsequently, in light of stimulus expectancies coming from HOC are exceptionally solid as stress. When the stimuli are reviewed as negative by the brain it initiates PC. The PC enacted and go about as encounter stress in the condition of hopelessness and helplessness and because doubtful and dubious intuition grounded on HOC is not in person's control. Hence, after experiencing stress, as a suspicious PC an individual will produce a stress reaction, which is required to be negative as it is grounded by bad pressure upgrades, which an individual can't manage. Along these lines, as a pressure reaction, a worker may need sleep quality. Since distrustful PC can't rent a representative to take legitimate and quality sleep. PC prompts medical conditions like low SQL.

Thus, we hypothesize that:

H1: Paranoid Cognition (PC) will mediate the relationship between Hostile Organizational Climate (HOC) and Low Sleep Quality (SQL)

2.2. Mediating Role of SQL in the relationship of PC and Employee Outcomes

Quality sleep assumes an essential part to decide the organizational and individual level significances. A proportion of exploration on predecessors and sleep is already conducted. Literature shows that sleep quantity and sleep quality are distinct variables but move in the same direction and are linked through resource drain (Diestel, Rivkin, and Schmidt, 2015; Barnes, 2012). Hence, it predicts that low sleep quality will be negative for people and organizations. Subsequently, we suggest that if an individual is under distressing condition (stress) because of enacted PC he will be unable to rest and sleep

soundly for example sleep quality will diminish which cradles the outcomes like counterproductive work practices, and self-estrangement.

Litwiller et al., (2017) in sleep meta-analysis discovered the notability of helpless sleep quality to wellbeing, attitudinal and emotional results and offers solid help for consuming sleep as an imperative system to expand and clarify the impacts of relevant and individual attributes on results identified with work (Allen et al., 2012). Along these lines, we utilized this defense and used SQL as a mechanism between PC and multiple outcomes (attitudinal, wellbeing, and effective). Through stress from PC (for example distrustful, skeptical, suspicious, and dubious thinking) an individual will be unable to sleep soundly which further prompts adverse results like counterproductive practices and self-estrangement.

A person whose neurotic insights PC are enacted implies that as per stimulus expectancy from CATS it has a great strong point, likelihood, and emotional worth. The distrustful PC be able to go about as solid stress stimuli, which can produce a significant degree of stress, and additional insights can leave profound imprints (Fenigstein and Abrams, 1994; Fenigstein, 1984). It turns out to be exceptionally reluctant, hyper watchful, self-referent of perceptions, make expected inductions about regrettable attitudes, and exaggerated schemes which may prompt one-sided inferences. Since, such perspective, which excessively thinks, additional possessive, depends intensely on dubious and wary cognitions can't sleep soundly and hence may cause negative stress reaction for self and organization.

As per CATS, stimuli with solid expectancy are seen as negative, and if it is delayed for a more noteworthy time it will be viewed as stress and prompt durable stress reaction. In this way, we may construe that distrustful comprehension is viewed as regrettable stress upgrades, which prompts stress experience for example an individual may not sleep soundly which further prompts enduring sleep reaction as counterproductive work conduct, and self-estrangement.

If a person perceives PC as strain and stress upgrades and as a specific encounter, he might not sleep soundly, the reaction of stress leaves profound imprints. As projected the stress reaction will try to influence the individual and the organization. On the off

chance that we talk about organization, a worker may deliberately hurt the organization by enjoying counterproductive work practices. Then again, if we talk about the individual effect because of stress reaction, a representative may estrange himself from exercises and others at work, he may not look into work and try to sideline himself. Through this, the SE excites, which troubles a person. Based on the assets of discretion it may exhaust PC and low SQL, through this an individual might enjoy a sense of self-consumption, which will influence him. The worker who is continually thinking intentionally and dubiously and can't rest/sleep soundly may drain his mental prosperity. He may not suffer energy and endeavors to arrive on low mental prosperity. Thus, we hypothesize that:

H2: Sleep Quality (SQL) will mediate the relationship between Paranoid Cognition (PC) and (i) Self Estrangement (SE), and (ii) Counterproductive Workplace Behavior (CWB)

Hypothesis 3: Paranoid Cognition (PC) and Sleep Quality (SQL) will serially mediate the relationship between Hostile Organizational Climate (HOC) and Outcomes (i) Self Estrangement (SE), and (ii) Counterproductive Workplace Behavior (CWB)

2.3. The moderating role of ES in the relationship of HOC and PC

ES shows a positive relationship with unfriendly contrary/negative individuals and outcomes like loneliness (Verzeletti et al., 2016; Smith et al., 2019). We hence expected concealment/suppression to be connected to intensify degrees of depressive symptoms and burdensome. Suppressors who sense added regrettable feelings, tend to adopt less proficiently and adequately, have low support from society, ruminate more, higher odds of sorrow/depression (Nolen-Hoeksema et al., 1991). Along these lines, we recommend that when an individual sees HOC his intellectual interaction and cognitive processes will enact given doubt and distrust. In such a circumstance, if an individual stifles his pessimistic emotions, then PC interaction will be exceptionally actuated when contrasted with an individual who is low on ES. As literature shows, that because of high ES the inclination of adverse results expands like rumination (a sort of PC), low efficiency, depression, low mental prosperity and psychological well-being, loneliness, and so forth (Nolen-Hoeksema et al., 1991; Verzeletti et al., 2016; Smith et al., 2019;).

According to CATS, stimuli of stress will generate stress insight and because of

caution and alarm stress reaction is produced. In an antagonistic HOC which is a stress stimulus, an individual when experiencing stress produces a stress reaction as enacted PC. In such circumstances, the representative who has a more noteworthy propensity to smother their feelings may have higher PC. Since, the reaction produced leaves dependable imprints when the stimulus expectancy is solid as far as strength, full of feeling worth and likelihood. Antagonistic HOC offers more prominent stimuli expectancy and is viewed as stress which should create a strong stress reaction. The actuation of POC is an extremely solid stress reaction that leaves an individual inconsistent perspective however this relationship can be strengthened or weakened by the input of ES.

A worker who is required to stifle his feelings (ES) is bound to arrive at an undeniably more significant degree of incredulous and dubious comprehensions when contrasted with other people who are available for emotional expression. Whereas, people who smother their feelings are probably going to retain their good and adverse feelings to themselves and show dissonance. Hence, the disparity lift stress reaction i.e. PC. Thus, we hypothesize that:

Hypothesis 4: Emotional Suppression (ES) will moderate the relationship between Hostile Organizational Climate (HOC) and Paranoid Cognition (PC) such that this positive relationship will be stronger in the case of individuals with high Emotional Suppression (ES).

3. RESEARCH METHODOLOGY

3.1 Research Model

The point of the study is to exactly research the part of intervening component for example PC and Sleep Quality between HOC and worker's results just as to investigate the directing impact of ES. We gathered primary data over and done with autonomous independent sources. The constructs under study utilized self-report tools except for CWB as the information of CWB is collected from peers. The study directed

Figure 1 Depicts a research model where HOC endorses employee outcomes (CWB, and SE), through the mechanism of PC and SQL. ES act as moderators between HOC, PC, and SQL.

Time slacks to test the anticipated theoretical model. Period slacked information was gathered in three tires utilizing a self-administrated survey. Information of HOC and ES was gathered at Time-1, information of PC at Time-2, SQL at Time-3, and information of three results (SE and CWB) at Time-3, however, CWB's will be accounted for by worker's peers. Nearby delay of four to five weeks was there between the assortment of the information at Time-1 to Time-2 and Time-2 to Time-3.

The population under study are workers of the private telecom sector of twin cities Islamabad and Rawalpindi. A Convenient sampling technique is utilized to acquire the most extreme reactions since it is hard to appraise about entire population employed in the telecom area in both communities. The validation of secrecy of reactions and results was specified to respondents. A good sample of 479 representatives was taken. For information assortment from telecom area, we arrive at Telenor, Mobilink, Zong, Ufone, ZTE, and Hawaei workers. The referred organizations comprise a decent number of workers, so it becomes easy for us to gather information.

In the survey questionnaire, we utilized adjusted scales in the English language, as English is the main medium of instruction and communication in the Telecom sector

of Pakistan. Past researchers in Pakistan have utilized English as a sole medium in their research studies (Raja et al., 2004; Butt et al., 2005; Khan et al., 2015) that exhibited great reliabilities.

The respondents were approached to refer to their authority email address, name, CNIC number, and date on the first page of the survey before the socioeconomics segment. The data shared by representatives at Time1 was utilized to produce QID (Questionnaire ID) number. The novel QID works following the reactions at Time 1, Time 2, and Time 3.

At Time 1, almost 775 polls were dispersed, out of which 681 complete and usable reactions were gotten alluding to an 86% reaction rate now. After roughly one month, the respondents at Time 1 were reached again to react at time-2. 623 respondents occupied the poll at Time 2, which implies a reaction rate was 77%. Delay of one month from Time-2 was kept up, and Time-3 surveys were conveyed. A total match of Time 1, Time 2, and Time 3 reactions was 479, which shows the reaction pace of 68%. It required almost four-five months to gather information.

The socioeconomics examination displays that respondents have a place with numerous associations from the Telecom sector of Islamabad and Rawalpindi. Total 25.2 % of respondents were from Mobilink, 23.2% workers of Ufone, 31.2 % representatives of Telenor. Almost 49.6% females and 50.5% males participated in the survey. The age of respondents lies from 25-56 years. The respondents belong to a place with an assortment of divisions showing different word-related gatherings like HR/Admin/Management (28.2%), Sales/Marketing/CR (22.1%), Accounts/Finance/Audit (33.8%), IT/TM (15.9%).

The respondents' normal work insight in their present association was 12.11, with SD=9.28 years. The total normal work experience was 16.3, with SD=8.73 years. The normal period of the respondent was 40.3 years with SD=8.74 going from 25 years to 53 years.

Information was gathered utilizing self-administrated polls for all factors aside from Counter-useful work practices for which friends reacted. Polls end up being dependable and acceptable apparatus for information assortment in numerous past

investigations. The scales utilized in this examination are adjusted which are all around approved and grounded and are tried universally in different exploration contemplates. To guarantee the face legitimacy of every factor, the scales are chosen dependent on the operational meaning of a variable. Practically completely adjusted scales are tried in various nations and societies and various callings, enterprises, and work settings. As indicated by Youssef et al., (2007) it is smarter to utilize normalized setup scales as it diminishes the probability of composition dangers (Youssef et al., 2007).

3.2 Measures:

3.2.1 HOC Hostile Organizational Climate

A 5 item scale adapted from Buss and Perry's (1992) Aggression Questionnaire was utilized to quantify HOC. The scale is changed to reference general degrees of aggression in associations. An example is, "In my association, individuals can't help thinking about why now and again they feel so angry about things". All items were stacked at a 7-point Likert scale that goes from 1 (strongly disagree) to 7 (strongly agree). To ensure reliability and validity of the antagonistic HOC scale. The alpha reliability of HOC is $\alpha = 0.81$

3.2.2 ES Emotional Suppression

The Emotion Regulation Questionnaire subscale was used to measure ES (ERQ; Gross & John, 2003). 4 items scale was used measured on a Likert scale of (1-7) ranging from strongly disagree to strongly agree. Sample item includes, "I control my emotions by not expressing them". The reliability of ES was good ($\alpha = 0.76$) (Gross & John, 2003).

3.2.3 PC Paranoid Cognition

To measure PC a scale was adapted from Thoroughgood et al., (2017) that is composed of 15-items. The respondents respond to those 15-items on 7 points Likert scale from strongly disagree to strongly agree. The sample item includes "I keep replaying over and over in my mind interactions with others at work". The PC is subdivided into three dimensions i.e. hyper-vigilance, sinister attribution, and rumination. This study adopted PC as aggregate i.e. already specified in literature (Thoroughgood et al., 2017, 2019). The overall reliability of PC is 0.97.

3.2.4 *SQL Sleep Quality*

The Pittsburgh Sleep Quality Index (PSQI) was used to measure sleep quality developed by Buysse & Reynolds, (1989). It measures key seven areas i.e. subjective sleep quality, sleep latency, sleeps compassion, sleep disturbance, stress duration, and sleep efficiency. Participants responded on 3 points Likert scale signifying positive extreme to negative extreme. Sample item includes, “During the past month, how would you rate your sleep quality overall”. The alpha reliability of Sleep quality is $\alpha = 0.86$

3.2.5 *Counterproductive Work Behaviors*

CWBs were measured with fourteen-item i.e. a two-dimensional scale adopted from Aquino, Lewis, and Bradfield (1999), peers responded to CWB. There are two dimensions of CWB i.e., the first eight items for CWB-O and the next seven items for CWB-I. The sample item of CWBI is "Refused to talk to a co-worker", and the sample item of CWBO is "Made unauthorized use of organizational property" which were measured on 7 points Likert scale ranging from strongly disagree to strongly agree. The alpha reliability of CWB is $\alpha = 0.86$

3.2.6 *SE Self-Estrangement*

SE was quantified by employing 7 item Work Alienation scale by Mottaz (1981). The items were measured on 7 points Likert Scale ranging from strongly disagree to strongly agree. The alpha reliability of SE is $\alpha = 0.87$. The sample item includes, “I do not feel a sense of accomplishment in the type of work I do”.

4. RESULTS AND ANALYSIS

4.1 *CFA Confirmatory Factor Analysis*

A 3-wave longitudinal data assortment system was utilized for estimating the variables under study. The variables were transiently isolated at 3- time spans for example Time 1, 2, and 3 to stay away from reverse causality and to guarantee the impact of IV on mediator and DV was not immersed by difficulties of single-source exploration philosophy. Even though data collection at three time stretches is a major strength of this examination, yet to guarantee discriminant validity of the multitude variables

confirmatory factor analysis (CFA) was run. In light of ideas by Anderson et al., (1988; 1992), this examination contrasted the 1-factor model and 2-factor and 3-factor models for every normal blend which accounted for at the same time.

For Time 1, the CFA investigation included 3- factor variables for example CWB, SE, and ES. CFA was run to ensure the discriminant validity of the variables.

Table 1: CFA.

No	Models	χ^2	DF	P. level	CFI	GFI	NFI	RMSEA
FULL CFA								
1.	HOC,PC,SQL,ES,CWB &SE (6 Factor Model)	5281.85	2364	.000	.78	.73	.74	0.04
	HOC,PC,SQL,ES,CWB &SE (1 Factor Model)	12320.7	2374	.000	.34	.37	.28	0.08
AT TIME-1								
2.	HOC & ES (2-Factor)	1337.95	278	.000	.75	.69	.68	.09
	HOC & ES (1-Factor)	2734.78	287	.000	.43	.54	.41	.13
AT TIME-3								
3.	CWBO & CWBI (2 Factor)	868.4	141	.000	.76	.84	.74	.09
	CWBO & CWBI (1 Factor)	1180.1	142	.000	.68	.75	.62	.11

Where HOC= Hostile Organizational Climate, PC= Paranoid Cognition, ES= Emotional Suppression, SQL= Sleep Quality, SE= Self-Estrangement, CWB= Counterproductive Work Behaviors.

4.2 Correlation Analysis

Before leading regression analysis, descriptive statistics and correlation were carried for all variables. By utilizing the SPSS analysis tool the mean and standard deviation was sorted out.

As per clear measurements examination, the standard deviation and mean of HOC was (M=3.5, SD=0.89), ES (M=3.4, SD=0.76), PC (M=3.7, SD=0.77), SQL (M=3.4, SD=0.70), CWB (M=3.2, SD=0.62), and SE (M=3.5, SD=0.8).

To consider the relationship among all variables under examination, inferential statistics have been utilized to discover the relationship among significant investigation factors. To examine the relationship, Pearson's correlation was utilized. The Pearson's correlation gives coefficient that direction and level of relationship between variables that generally orchestrates from +1 to - 1. The correlation portrays the degree of relationship though the sign for example positive or negative sign mirrors the direction between

factors (Cooper and Schindler, 2005). SPSS was utilized to discover the relationship between all factors under examination. The outcomes are shown in Table 2. The correlation between all variables shows to be significant (2 tailed) at certainty stretch degree of $p < 0.05$, $p < 0.01$, and $p < 0.001$.

Table 2: Means, SD, Correlations, and Reliabilities

Variable	Mean	SD	1	2	3	4	5	6
1. HOC	3.5	.89	(.90)					
2. ES	3.4	.76	-.92**	(.87)				
3. PC	3.7	.77	.55**	-.13**	(.90)			
4. SQL	3.4	.70	-.30**	.08	-.32**	(.76)		
5. CWB	3.2	.62	.55**	.06	.47**	-.32**	(.81)	
6. SE	3.5	.82	.39**	.09*	.15**	.27**	.46**	(.87)

Note $n=479$;

* Correlation significant at 0.05 level, **Correlation is significant at 0.01 level

Table 3: Mediation

No	Effect	R	R ²	B	SE	T	P
	Step-1	.533	.306				
1	HOC on PC			.49	.03	14.776	.0000
	Step-2	.30	.090				
2	HOC on SQL			-.184	.026	-6.990	.0000
3	PC on SQL			-.22	.030	-7.57	.0000
	Step-3	.32	.125				
4	Total Effect of PC btw HOC and SQL			-.156	.035	-4.459	.0000
Indirect Effects and Significance using the normal distribution							
				Effect	SE	Z	P
	Sobel test			-.0757	.0170	-4.246	.0000
Bootstrap for indirect effects							
				M	SE	LL95% CI	UL95% CI
Effect	PC			-.0757	.0145	-.1161	-.0422

Note: $n=479$.

4.3 Serial Mediation PC, SQL as a Mediator between HOC and Outcomes

H3 projected that PC, SQL acts as a serial mediator between HOC and Outcomes (CWB, and SE). Bootstrap serial mediation results are presented in Table 4. The serial mediation exists between HOC & CWB ($\beta = 0.17$, $t = 8.45$, $p < .000$), and SE ($\beta = 0.52$, $t = 10.70$, $p < .000$). The bootstrap result for the indirect effect of HOC on CWB over SQL,

and PC was significant which is quite apparent from the bootstrap confidence interval that does not comprise zero with a 95% confidence interval (CI) between upper limit (UI) and lower limit (LI) [.2095, .3325].

The bootstrap indirect effect of HOC on SE over SQL and PC was significant which is apparent from the bootstrap confidence interval that does not comprise zero with 95% confidence interval (CI) between upper limit (UI) and lower limit (LI) [.5234, .7347]

Therefore, the proposed serial mediation is acknowledged.

Table 4a: Serial Mediation (n=479)

Bootstrap Effects on CWB (Bias Corrected CI)					
	Paths	Effect	SE	LL 99%CI	UL 99%CI
H3	HOC→PC→CWB	.017	.010	.0331	.1207
	HOC→SQL→CWB	.005	.003	.0005	.0145
	HOC→PC→SQL→CWB	.003	.001	-.0002	.006
	HOC→SQL→CWB	.002	.003	-.0004	.009
	HOC→PC→SQL→CWB	.005	.002	.0008	.013

Table 4b: Serial Mediation

Bootstrap on SE (Bias Corrected CI)					
	Paths	Effect	SE	LL 99%CI	UL 99%CI
H3	HOC→PC→SE	-.004	.027	-.0586	.0534
	HOC→SQL→SE	-.049	.019	-.0900	-.0149
	HOC→PC→SQL→SE	-.019	.009	-.0398	-.0006
	HOC→SQL→SE	-.029	.016	-.0634	.0001
	HOC→PC→SQL→SE	-.052	.011	-.0767	-.0330

4.4 ES as a Moderator between HOC and PC

To assess the projected moderation hypothesis, multiple regression analysis was carried using PROCESS in SPSS (Cohen et al., 2003; Aiken & West, 1991). Preacher and Hayes (2004) technique PROCESS in SPSS has been used to conduct moderation analysis. According to the model, Model 1 was used for moderation analysis. ES acts as a moderator for HOC as IV and PC as an outcome. Hypothesis 4 proposes that ES moderates the relationship between HOC and PC. Results revealed significance in interaction term (HOC x ES) ($\beta = .158, p < .001 \Delta R^2 = .0287 p < .001$) and support the moderation. The 2-tailed significance tests further confirmed that indirect effects were significant (Effect = .53, Boot SE= .04, $t = 12.08, p < .001$) with confidence interval (CI) of 95% (.5316, .7264).

Table 5: Results of Moderated Regression Analyses for ES as Moderator between HOC and PC

Predictor	B	SE	T	P		
Constant	3.75	.039	95.57	.000		
HOC	.475	.040	10.07	.000		
ES	.009	.048	.210	.010		
HOC*ES	.158	.038	4.548	.000		
Conditional direct effects of X on Y						
	Effect	Boot SE	T	P	LLCI	ULCI
ES -1 SD(-.990)	.320	.053	6.052	.000	.2178	.4240
ES M (.00)	.477	.043	11.091	.000	.3920	.5420
ES +1 SD (.990)	.634	.057	11.081	.000	.5316	.7264

Slope test was significant at high ($\beta = .63, p < .001$) and low ($\beta = .32, p < .001$) levels of ES. The positive relationship was stronger with high ES as assumed in H4. Therefore, H4 is accepted. Interaction plots are given in Figure 2 that stipulate the occurrence of ES between HOC and PC is robust when ES is high.

Figure 2. Interaction Plot, ES as Moderator between HOC & PC.

5. DISCUSSION

The current study endeavors to consider the darker side of HOC literature. Empirical research was to examine the impact of HOC on employees' outcomes (CWB and SE) through the mechanism of PC, and SQL. The study contributes by concentrating on the mental, behavioral, and physical impact that HOC has on employees in an

organization. The moderating effect of ES was explored between HOC and PC. It is beached on quantitative approach where hypotheses were anticipated and analyzed the data collected through a survey questionnaire

The projected hypothesis presented a significant relationship in the anticipated direction. H₁ proposes PC as a mediator between HOC and SQL and H₂ projected SQL as a mediator between PC and Outcomes. The results demonstrate that mediation exists. Whereas H₃ projected serial mediation of PC and SQL between HOC and outcomes. The serial mediation was also proved using PROCESS in SPSS. H₄ projected ES as a moderator between HOC and PC. The PROCESS was used and the results support that ES acts as a strong moderator between HOC and PC such that high ES strengthen the relationship between HOC and PC

Analysts are concentrating on stressors of sleep. Numerous stressors have been concentrated particularly that are explicit to occupation presented that stressors have an adverse consequence on individual's level outcomes and build freak deviant practices and turnover (van Jaarsveld et al., 2010; Porath et al., 2007; Baethge et al., 2015; M. Wang et al., 2011). Recently researchers abandoned to think about adverse kinds of HOC as a stressor and its effect. None of the examinations has seen the effect of negative environment on the initiation of discernment PC and its effect on sleep quality. In this manner, it's worth inspecting unfriendly HOC as a stressor that connects through suspicious PC and sleep.

We aim to upgrade research in CATs, unfriendly HOC, PC, and SQL. This examination adds to the current literature on the antagonistic environment by investigating the possible impacts of unfriendly HOC, which is generally ignored region up-till now. This investigation likewise adds to neurotic PC and SQL literature by investigating expected predecessors. This examination likewise shed light on instruments and conditions under which threatening HOC will lead to distrustful PC, which thus impacts sleep quality. By and large, this investigation offers new bits of knowledge for explores.

The examination model projected in this study depends on CATS, as alluding to phases of CATS. In the beginning, there is a heap of stress stimuli. The possible stress

stimuli are a relevant contextual factor that makes the condition of stress. In HOC, the aversive circumstances are normal, where reliable adversarial, dubious, and bitter sentiments among workfellows arise (Mawritz, Mayer, Hoobler, Wayne, and Marinova, 2012). An antagonistic environment is a pressure improvement that variety ground for stress at work environment (Mawritz et al., 2014) and affects organizational achievement success and effectiveness (Tepper et al., 2006). Consequently, we have taken a logical variable for example a negative environment that has a more noteworthy inclination to go about as a stress boost and portray stress stimuli. As indicated by Ursin and Eriksen (2004) sustained stress stimuli cause burden/load on the brain and cause stress.

The mind channels and assesses the stimuli, that are evaluated as negative allude to stress. The possible stress experience shocks a person to create a stress reaction. As a reaction to stress from a threatening environment, singular neurotic perceptions PC are enacted. The stress encounters cause caution and alarm, and that alert whenever supported for a more drawn-out timeframe causes a genuine reaction and medical problems and health issues.

This examination is significant for supervisors working in associations to hold fulfilled individuals. Since, individuals are the significant resource for the associations and their mental prosperity, execution, and turnover has become a genuine administration concern in light of its good and monetary effect on the association scant source. Today, associations are thinking that it's hard to hold high-performing representatives and to keep up their presentation especially when they are exploitive by the environment and hazard their profession.

Associations are contributing their time, exertion, and cash to discover possible explanations behind low mental prosperity. Associations need the worker to be solid, fit, and intellectually alert with the goal that he can zero in on his objectives and accomplish trees for the association. If the negative intellectually upset worker factors, which are in a real sense not in his control like environment, his mental and physiological prosperity will diminish.

Consequently, with the assistance of this investigation, we investigate the likely impacts of a threatening hierarchical environment. When a representative sees the

threatening environment of an association, his pain and dubious sentiments excite creating neurotic discernments. Because of jumpy perspective, a representative might be feeling worried and his quality and amount of rest will diminish. These components will eventually prompt adverse results like low mental prosperity, self-antagonism, and counterproductive practices.

The aversive circumstances, which become standard of the association establish a distressing climate for representatives. They drive them to foster trouble and dubious perspective. The over-burden negative reasoning will contrarily influence the soundness of an individual (Thoroughgood, 2019) for example sleep quality.

Future Research Directions and Limitations:

Although this investigation claims various methodological and hypothetical qualities, in any case, it does have some shortcomings. This examination offers numerous roads for future analysts who are intrigued to consider the environment, climate, cognitions, and sleep designs. Almost, all factors under examination are self-revealed aside from counterproductive work practices which is peer reported subsequently, there are probabilities of method bias. The factors assessed in this investigation showed that self and companion reported measures were sufficient way to deal with tap the factors as antagonistic HOC , PC, sleep quality, ES, CWB, and SE can be best announced by self-reported. While companions are in a decent situation to report CWB practices as an individual would not assess his negative conduct (Naseer et.al. 2016). Different tests like scale reliability, full CFA, factor loading, blending CFA, concurrent validity, discriminant validity, and all allude that self and peer report determination was not a significant worry of the examination.

Also, the present study used a transiently segregated data plan for research, which is a decent alternative, yet it isn't longitudinal. Information of HOC and ES was gathered at Time-1, information of PC at Time-2, SQL at Time-3 along with SE and CWB. There was a delay of four to five weeks between the data collection at Time-1 to Time-2 and Time-2 to Time-3. Future analysts can go for an unadulterated longitudinal examination configuration to consider the relationship in this investigation and we can check whether a change in research design changes the outcome.

Thirdly, this examination has utilized variables for example ES moderators. Future specialists can utilize different characters like self-concealment or other personality traits like the big five to contemplate control. Feelings can likewise go about as a decent arbitrator, future specialists can examine enthusiastic guidelines, positive affect, and negative affect as mediators

Fourthly, the information was gathered from the Telecom sector for i.e. a private sector in Pakistan and the test was explicitly from twin urban communities of Islamabad and Rawalpindi. Future analysts can grow the investigation to government areas, as there is a major contrast in the environment and climate of both areas.

6. CONCLUSION

Although the idea of threatening HOC isn't new however there is a deficiency of examination on it and past literature shows key potential to contemplate this variable further. It has been concentrated under the light of a passionate-centered way of dealing with stress and managing results like worker psychological withdrawal and organizational deviance (Mawritz et al., 2014). The previous analysts have disregarded those other potential results of threatening HOC like the neurotic and cognitive point of view. It has a solid connection with the threatening, abusive, oppressive, and hostile setting. Undesirable and aversive occasions and circumstances that are important for HOC may power a representative to enact a distrustful PC, which outlines medical problems like dozing and sleep issues. So there is a need to reveal insight into unfriendly HOC, distrustful PC, sleep and their results (Thorough good et al., 2019; Mawritz et al., 2014)

This examination endeavors to exhibit extensive and sufficient information on the intervening job of PC between HOC, and SQL. It likewise proposes sleep quality as a middle person between suspicious PC and worker outcomes. The moderating role of ES was concentrated between HOC and PC. We intend to expand the literature on the antagonistic environment like HOC by bringing a change in perspective and purposeful arousal of the psychological side for example PC by examining how and one of a kind dispositional and context-oriented conditions a climate/environment (for example HOC)

will make adverse results. By and large, results supported the proposed research model close by immediate, aberrant (intervention) and balance joins. Furthermore, the outcomes indicted an upright help for all proposed speculations. Future exploration headings are expected on the grounds of hypothesis and results.

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