

**Reciprocal Relationship between Organizational Dehumanization and Taking Charge at
Work: The Moderating Role of Thriving**

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Abstract

This study explores the over-time relationship between organizational dehumanization and employee's taking charge at work. Specifically, we test the negative impact of organizational dehumanization on taking charge at work and how this reduced taking charge at work can lead to further organizational dehumanization. Additionally, the attenuating role of thriving has been explored on the linkage between organizational dehumanization and employee's taking charge at work. Two studies have been conducted to test the hypothesized relationships. Findings of the experimental study (Study 1) conducted on 321 university students confirmed that organizational dehumanization has a significant impact on taking charge at work. A longitudinal study (Study 2) at three-time points (T1, T2, & T3) was conducted among full-time employees and their supervisors. Findings of data collected from 183 dyads confirmed that organizational dehumanization at T1 and T2 was significantly related to taking charge at work during T2 & T3. Furthermore, the reverse negative links from taking charge at work (T1 & T2) to organizational dehumanization (T2, T3) were also significant. From the moderation analysis, we confirmed the significant buffering role of thriving on the relationships between organizational dehumanization and taking charge at work at Time 1 as well as Time 2. We discuss the practical implications of our study results.

Keywords: Organizational dehumanization, taking charge at work, thriving

Track: Organizational Psychology