

Abstract

This research examined psychological processes of and a moderator effect on subordinates' outcomes that bosses' leadership might bring in an organization. Specifically, this paper focused on a dark side of leadership, especially authoritarian leadership which is attracting attention as a negative leadership style these days, by examining the following model: authoritarian leadership has an effect to organizational citizenship behavior, which is mediated by workers' job satisfaction, and the indirect effect is moderated by interdependent self-construal. Through the several surveys, moderated mediation model was supported. Therefore, authoritarian leadership has a negative influence on organizational citizenship behavior, which is mediated by decrease in job satisfaction, and the indirect effect is more significant for individuals with higher interdependent self-construal.