Oral Defense Announcement
University of Missouri – St. Louis Graduate School

An oral examination in defense of the dissertation for the degree
Doctorate in Business Administration with an emphasis in Organizational Behavior

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Master of Business Administration, Indiana State University, 2020
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With a Little Help at Home: The Impact of Romantic Partner Support on Daily Burnout and Workplace Incivility

Date: September 21, 2023
Time: 3:00 pm to 4:00 pm
Place: Room 106, Anheuser-Busch Hall

Abstract

With rude and discourteous encounters in the workplace becoming more common, Workplace incivility (WI) is at an all-time high. As such, workers experience levels of burnout from these negative social interactions. The literature concedes that the results of these interactions lead to mounting burnout, causing negative physical and emotional outcomes at the individual and organizational levels. Considering that the literature also supports that employees have the potential to recover from burnout symptoms through rest, obtaining the perception of control of their circumstances, and cognitive reframing, the time and activities a worker spends at home carry the potential for minimizing burnout from daily incivility. Recognizing the potential of home-based activities and support to minimize burnout, this research emphasizes romantic partner support as a means to manage stress. This study, grounded in the Conservation of Resources Theory, explores the moderating effect of romantic partner support on the relationship between daily WI and burnout recovery. Using a diary study method over five consecutive workdays with 277 participants, the findings reveal a nuanced interaction between workplace stressors and personal relationships. Individual differences in romantic partner support were found to moderate the influence of WI on burnout recovery. These results have real-world implications, especially in demanding work environments, and extend previous research on WI, romantic partner support, and exhaustion recovery. The study contributes to a more comprehensive understanding of navigating workplace challenges and fostering resilience and well-being, concluding with a discussion of findings and suggestions for practice and future research.

Keywords: Workplace Incivility; Burnout, Romantic Partner Support; Conservation of Resources

Defense of Dissertation Committee
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