



THE RELATIONSHIP BETWEEN LEADERSHIP SUPPORT AND EMPLOYEE SLEEP

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BACKGROUND



Close relationships with one's direct supervisor can improve sleep health, however little is known about specific workplace leadership support behaviors. Exploring these targeted leadership behaviors are crucial to better understand the impacts of one's direct supervisor has on their employees.

This study examines vital leadership support dimensions that supervisors should engage in to support their employees overall sleep health. Specifically, this study tests Family-Supportive Supervisor Behaviors (FSSB) and Sleep Leadership in identifying the effects of these leadership support tools in predicting objective and subjective sleep measurements.

RESEARCH CONDUCTED



Service members and supervisors were asked to complete a survey regarding their health, well-being, sleep, family, and work experiences.



In addition, service members and their supervisors were asked to wear validated wrist actigraphy devices twice for 21 days each time, to measure objective sleep quality and quantity.

RESULTS

- Results indicated service member ratings of their supervisors' sleep leadership was related to service member sleep hygiene, sleep disturbance, and sleep-related impairment when accounting for service member ratings of FSSB and higher ratings of sleep leadership were associated with better sleep hygiene, less sleep disturbance, and less sleep-related impairment among employees.
- Although results showed that higher employee ratings of FSSB were associated with shorter objective sleep time, however, higher supervisor self-ratings of FSSB were related to better employee sleep hygiene and less sleep-related impairment among employees.
- This study also provides initial evidence for the incremental validity of sleep leadership as a construct, suggesting that employee ratings of sleep leadership are related to subjective sleep quality over and above FSSB.

IMPORTANCE



Supervisor support is critical to improving overall sleep health amongst employees.



Family-supportive supervisor behaviors and sleep leadership behaviors are two ways in which organizations can intervene and improve supervisor support in order to help improve their employees sleep health.

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