### **Accepted Manuscript**

Put down your phone and listen to me: How boss phubbing undermines the psychological conditions necessary for employee engagement

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#### **ACCEPTED MANUSCRIPT**

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#### Highlights

- A nine-item boss phubbing (Phone snubbing) scale is introduced
- Boss phubbing undermines supervisory trust
- Lack of supervisory trust lowers employee engagement
- Boss phubbing has a negative indirect effect on employee engagement
- Kahn's psychological conditions mediate the trust engagement relationship

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