Conceptualizing Employee Silence And Employee Voice As

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Conceptualizing Employee Silence And Employee
Based on fundamental differences in the overt behavioural cues provided by silence and voice, we present a series of propositions predicting that silence is more ambiguous than voice, observers are more likely to misattribute employee motives for silence than for voice, and misattributions for motives behind silence will lead to more incongruent consequences (both positive and negative) for employees (than for voice).

Conceptualizing Employee Silence and Employee Voice as ...
Sometimes these employees exercise voice and express their ideas, information, and opinions; and other times they engage in silence and withhold their ideas, information, and opinions. On the surface, expressing and withholding behaviours might appear to be polar opposites because silence implies not speaking while voice implies speaking up on important issues and problems in organizations.

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silence implies not speaking while voice implies speaking up on important issues and problems in organizations. Challenging this simplistic notion, this paper presents a conceptual framework suggesting that employee silence and voice are best conceptualized as separate, multidimensional constructs. Based on employee motives,

Conceptualizing Employee Silence and Employee Voice as ...
The study draws on qualitative data gathered from 63 interviews with employees in a total of 48 small enterprises in Greece in two periods of time (2009 and 2015). This study suggests a new type of employee silence, social empathy silence , and offers a conceptual framework for understanding the development of silence over time in particular contexts of long-term turbulence and crisis.

Do not say a word! Conceptualizing employee silence in a ...
the antithesis of voice: employee silence. Defining silence as an employee's 'motivation to withhold or express ideas, information and opinions about work-related improvements' (Van Dyne et al. 2003, p. 1361), this strain of analysis has sought to investigate when and how employees in

Title Publication 2011, Re-conceptualising employee ...
Using the non-union employee representation literature for illustrative purposes, the significance of management in structuring employee silence is considered. Highlighted are the ways in which management, through agenda-setting and institutional structures, can perpetuate silence over a range of issues, thereby organising employees out of the voice process.

Reconceptualising employee silence: problems and prognosis ...
Employee silence refers to situations where employees withhold information that might be useful to the organization of which they are a part, whether intentionally or unintentionally. This can happen if employees do not speak up to a supervisor or manager. Within organizations people often have to make decisions about whether to speak up or remain silent - whether to share or withhold their ideas, opinions, and concerns... in many cases, they choose the safe response of silence, withholding inpu

Employee silence - Wikipedia
Abstract and Figures A growing literature has emerged on employee silence, located within the field of organisational behaviour. Scholars have investigated when and how employees articulate voice...

(PDF) Reconceptualising Employee Silence: Problems and ...
A growing literature has emerged on employee silence, located within the field of organisational behaviour. Scholars have investigated when and how employees articulate voice and when and how they will opt for silence. ... Van Dyne, L, Ang, S, Botero, IC (2003) Conceptualizing employee silence and employee voice as multi-dimensional constructs ...

Reconceptualising employee silence: problems and prognosis ...
Drawing from and extending prior literature, the conceptual framework emphasizes three specific employee motives (disengaged behaviour based on resignation, self-protective behaviour based on fear, and other-oriented behaviour based on cooperation), three types of employee silence (Acquiescent Silence, Defensive Silence, and ProSocial Silence) and three parallel types of voice (Acquiescent Voice, Defensive Voice, and ProSocial Voice).

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Sometimes these employees exercise voice and express their ideas, information, and opinions; and other times they engage in silence and withhold their ideas, information, and opinions. On the surface, expressing and withholding behaviours might appear to be polar opposites because silence implies not speaking while voice implies speaking up on important issues and problems in organizations.

CiteSeerX — Botero 2003 "Conceptualizing employee silence ...
Do not say a word! Conceptualizing employee silence in a long-term crisis context Abstract Although research has emphasized the organizational and individual factors that influence employee voice and silence at

work, it is less known how employee voice/silence is affected

Do not say a word! Conceptualizing employee silence in a ...
The purpose of this paper is to examine the effects of workplace bullying on employee silence (defensive, relational, and ineffectual silence), and to test the mediating role of psychological contract violation (PCV) in this relationship and the extent to which the mediation is moderated by workplace friendship.,Data were collected from 835 full-time Indian managerial employees working in ...

Workplace bullying and employee silence | Semantic Scholar
In recent years, there has been a rapidly growing body of conceptual and empirical research focused on better understanding the motives underlying voice, individual, and situational factors that increase employee voice behavior, and the implications of voice and silence for employees, work groups, and organizations.

Employee Voice Behavior: Integration and Directions for ...
Employee silence, the antithesis of employee voice, refers to situations where employees suppress information that might be useful to the organization of which they are a part. One way this can happen is if employees do not speak up to a supervisor or manager.[1]

Employee silence | Project Gutenberg Self-Publishing ...
Van Dyne, L.V., Ang, S. and Botero, I.C. (2003) Conceptualizing Employee Silence and Employee Voice as Multidimensional Constructs. Journal of Management Studies, 40, 1359-1392. http://dx.doi.org/10.1111/1467-6486.00384 LePine, J.A. and Van Dyne, L.V. (1998) Predicting Voice Behavior in Work Groups. Journal of Applied Psychology, 83, 853-868.

How to Enhance Employee Voice Behavior Based on Game Theory
Regression analyses show that authoritarian leadership has a positive relationship with employee silence behaviour. Mediation analyses show that both psychological safety and organization-based self-esteem partially mediate the relationship between authoritarian leadership and employee silence.