(1) Ng, T. W. H. and Feldman, D. C. (2012), Employee voice behavior: A meta-analytic test of the conservation of resources framework. J. Organiz. Behav., 33: 216–234. doi: 10.1002/job.754

From introduction / literature review

- how voice can empower and engage employees more fully in their jobs?
- “positive voice” - to improve the situation at work
- exercising voice in the workplace is related to positive attitudes toward jobs and organizations
- research within social exchange theory (Blau, 1964) - norm for reciprocity (Cropanzano & Mitchell, 2005): individuals satisfied with their work envi. use more actively their voice. Assumption that employees use voice to

regulate social exchanges w/others. BUT: **Possibility to regulate personal resources as well**