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Martin

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**

method

results and discussion

own discussion to the article