(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

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introduction

- “positive voice” - improving the situation at work
- voice in the work ~ positive attitudes toward jobs and org.
- 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.
- What about the **possibility to regulate personal resources as well?** Voice as a response to stress, to protect resources, accumulate more resources (*resources* acc. to conservation of resources (COR) theory - Hobfoll, 1989)

method

results and discussion

own discussion to the article