(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

introduction

- voice: “constructive change-oriented communication intended to improve the situation” (LePine and Van Dyne, 2001)
- “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: limited personal res. and motivation to protect/save them). Voice instrumental to achieve it (costs some res. but if used strategically may conserve/give more in return)
- stress-voice relationship? Fear of wasting energy in using voice or stronger using it to obtain another res.?

method

- meta-analytic data to test the stress-voice usage relationship, competing hypotheses

results and discussion

own discussion to the article