



Voice in the Workplace and the Rise of Entitled Employees

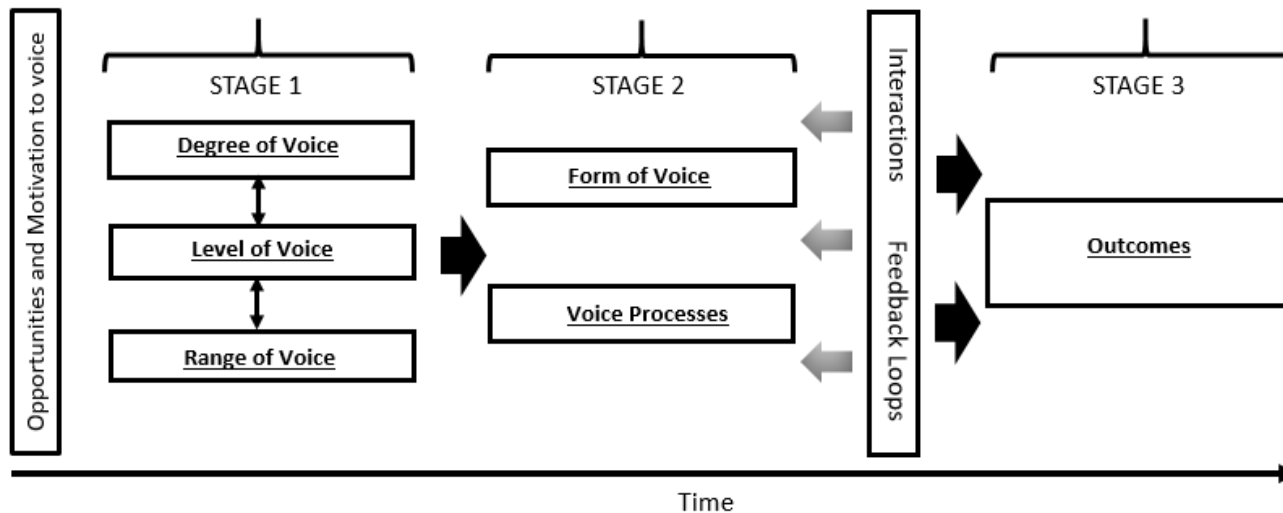
Research Topic:

- Employee voice is the ways and means through which employees attempt to have a say, formally and/or informally, collectively and/or individually, potentially to influence organisational affairs relating to issues that affect their work, their personal interests, and the interests of managers and owners (Wilkinson et al., 2020).
- I seek to theoretically and empirically understand the causal effect that employee voice has on individual and organisational outcomes. I argue that studying and caring about the longitudinal aspect of voice in the workplace can lead to answering important research questions listed below.
- A smooth flow of the communication of information in an organisation is a key element to a successful management. Determining factors that affect employee voice, can help us understand how voice, over time, is processed, managed and dealt with in the workplace.
- I aim to better understand how different voice issues follow certain pathways, where barriers, frustrations and blockages may also occur, to reach an outcome after a period of time in the workplace.

Research Questions:

- *How do voice experiences and outcomes differ across time? What factors explain these different outcomes across time?*
- *How is voice managed in contemporary workplaces and how do employees view this?*
- *What organisational factors predict shifts from voice to silence, or vice versa?*
- *How do employee entitlement beliefs affect an individual's motivation to voice?*
- *Are entitled employees speaking up a good thing for organisations? Do they represent the best interest for themselves, or the employees and/or organisations?*

Theoretical Framework for the Study: the Motivations and Opportunities to Outcomes of Voice (MOOV) Framework



Contact Details:

Name: Aldrich Guarin
Email: a.guarin@griffith.edu.au
PhD Candidate since October 2021
First Class Honours 2019
ERHR Department

Supervisors:
Keith Townsend
Adrian Wilkinson
Martin Edwards (UQ)

