Handbook of Research on Employee Voice

2nd edition

Research Handbooks in Business and Management series

Edited by Adrian Wilkinson, Professor of Employment Relations and Human Resource Management, Griffith Business School, Griffith University, Australia and University of Sheffield, UK, Jimmy Donaghey, Professor of Human Resource Management, UniSA Business School, University of South Australia, Australia, Tony Dundon, Professor of Employment Relations and Human Resource Management, University of Limerick, Ireland and the Work and Equalities Institute, University of Manchester, UK and Richard B. Freeman, Professor of Economics, Harvard University and National Bureau of Economic Research, US

This thoroughly revised second edition presents up-to-date analysis from various academic streams and disciplines that illuminate our understanding of employee voice from a range of different perspectives. Exploring the previously under-represented paradigm of the organizational behaviour approach, new chapters take account of a broader conceptualization of employee voice. Written by expert contributors, this Handbook explores the meaning and impact of employee voice for various stakeholders and considers the ways in which these actors engage with voice processes such as collective bargaining, individual processes, mutual gains, task-based voice and grievance procedures.

‘I firmly recommend this Handbook to audiences of students and early career researchers in employment relations and HRM and OB. The book is very well written, clear and with well-documented and extremely rich reference lists. It explores the debates and the contributions in several theoretical streams in a comprehensive way. The bridges between employment relations and HRM provide an extended framework for understanding voice and representation at different levels, by different actors and through different mechanisms. The thematic chapters focusing on theories, actors, processes, voice evaluation and future research could be of great help for experienced social sciences researchers interested in particular aspects of how to achieve voice.’

– Vassil Kirov, British Journal of Industrial Relations

‘Employee voice is a major concern in the modern workplace. The Handbook of Research on Employee Voice includes chapters from a stellar set of authors who are at the center of debates about how best to achieve voice in the changing world of work. The wide breadth of topics covered in the Handbook make it a most valuable resource for anyone interested in understanding the evolving research on employee voice.’

– Alexander J.S. Colvin, Cornell University, US

‘This superb collection of chapters on employee voice represents the cutting edge of research in this area. The authors are leading international authorities in the field and the insights they share will be valuable to scholars, practitioners and students alike.’

– Andrew R. Timming, The University of Western Australia

‘This book provides an intelligent and thoughtful account of employee voice and employee silence from a range of different academic perspectives. It stretches from historical accounts to thoughts for the future, all supported by an impressive number of empirically robust and theoretically rich accounts of current practice. It is an outstanding and timely work and is sure to be a must-read for anyone studying or conducting research in the area.’

– Irena Grugulis, University of Leeds, UK