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Voice and Whistleblowing in Organizations: Overcoming Fear, Fostering Courage, and Unleashing Candour (New Horizons in Management Series)

Ronald J. Burke, Cary L. Cooper

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This book examines the decision to speak out in organizations or to keep silent, the roles of fear and courage, and why increasing valid information and truth is central to individual and organizational health.

Employees in organizations face countless daily situations in which they make a choice to speak up, exercise voice, or remain silent. Too many choose to remain silent. Others only tell supervisors what they want to hear, becoming 'yes' men and women. Expressing one's voice increases individual health and well-being and enhances learning, quality and timeliness of decision making, work engagement, and ultimately team and organizational success. This volume, containing chapters by international researchers, examines the causes and consequences of exercising voice and ways individuals and organizations can support voice in the workplace.

Including contributors who are internationally recognized academics from a range of countries, this book will prove to be an essential resource for scholars and students in the field of human resource management.

Contributors: N.M. Ashkanasy, I.C. Botero, D.M. Breaux-Soignet, R.J. Burke, D.S. Chiaburu, C.L. Cooper, L.M. Dunn-Jensen, M.S. Edwards, C. Farh, J. Feitosa, M.L. Frazier, E.C. Holley, R.H. Kilmann, J.J. Kish-Gephart, S.A. Lawrence, M.P. Miceli, J.P. Near, L.A. O'Hara, C. Pury, M. Reeves, K.C. Ryan, E. Salas, W.D. Schneper, J.M. Spencer, J.P. Strauss, L. Van Dyne, M.A. Von Glinow, D.A. Wernick, K. Wu

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