PhD project title
Organisational influences over voice and silence

Supervisors
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Research centre
IWP

Project description
Being able to speak up about thoughts and feelings is important for both employee wellbeing and organisational performance. However, organisations often do not promote conditions conducive to voice. For example, power differences highlighted by hierarchical structures cause employees to feel that speaking up is risky (Detert & Edmondson, 2011; Detert & Treviño, 2010); employees are often recruited because they are similar to other employees, thereby preventing differences of opinion from being aired (Bowen & Blackmon, 2003; Noelle-neumann, 1974); and, employees and managers in many cases work different shift patterns and cover different geographical locations reducing opportunities for voice. Organisational practices and structures have been highlighted as an important area of influence over voice and silence but have received very little empirical attention. Based on the view that organisational culture and climate are influenced by the actions and decisions of managers, this research is likely to draw heavily on theories of leadership as well as those underpinning voice and silence. Applications are invited for this PhD proposal from strong candidates with experience and interest in both qualitative and quantitative methods.

PhD candidate profile
The PhD candidate should meet the following requirements:

- Be enthusiastic, well-organised and have good interpersonal skills.
- High motivation and a keen interest in the research area.
- A first degree that is equivalent to a UK classification of upper second class honours or above. In addition, a good masters level qualification of merit or above, with a minimum of 60 per cent in the dissertation, research project element or equivalent experience. We also accept an MBA from an accredited school where the candidate can demonstrate that a significant research element has been undertaken. For further information on entry requirements, please see: http://www.sheffield.ac.uk/management/study/researchdegrees/howtoapply

Duration and start dates
Full or part time study for 3 or 6 years is available, and remote location study is also possible. We have two start dates a year for PhD students. Our preferred start date is 1 October, however we do recognise that not everyone will be able to commence studies at that time, so we also offer a second start date of 1 February. If you are unable to start in October or February, it may be also possible to start your PhD at a different time of the year.

Closing date for applications
Applications will be considered until a suitable candidate has been identified. For the 1 October start date, a full application must have been received by 15 July. For 1 February start date, a full application must have been received by 15 November.

How to apply
See [http://www.sheffield.ac.uk/management/study/researchdegrees/howtoapply](http://www.sheffield.ac.uk/management/study/researchdegrees/howtoapply) for full details of how to apply.

For an informal discussion about this opportunity, please contact Sarah Brooks at [s.brooks@sheffield.ac.uk](mailto:s.brooks@sheffield.ac.uk), or Dr Anna Topaka at [a.topakas@sheffield.ac.uk](mailto:a.topakas@sheffield.ac.uk).