PhD project title
What works in voice and silence? An intervention study.

Supervisors
Dr Sarah Brooks and Professor Karina Nielsen

Research centre
Institute of Work Psychology

Project description
Since its infancy, the voice and silence literature has focused on the conditions under which individuals are most likely to voice or remain silent. Recently, there have been a number of very useful literature reviews which provide comprehensive overviews of individual, organisational and environmental influences over voice and silence (Bashshur & Oc, 2015; Klaas, Olson-Buchanan, & Ward, 2012; Morrison, 2011, 2014; Mowbray, Wilkinson, & Tse, 2014). One overview in particular, has attempted to draw together the three predominant literature perspectives, Organisational Behaviour, Human Resource Management and Industrial Relations, arguing in favour for a more holistic literature on voice and silence (Kaufman, 2015). Nevertheless, in spite of a good understanding of the different variables which could explain voice and silence behaviour, field research into what works in voice research is sparse. Therefore, the aim of this PhD is to design, implement and evaluate organizational interventions that may promote employee voice and implement field research to advance our understanding of the voice and silence literature from a practical perspective. Applications are invited for this PhD proposal from strong candidates with experience and interest in both qualitative and quantitative methods. They should also have experience of carrying out research or working with organisations.

References

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

- Be enthusiastic, well-organised and have good inter-personal 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. Applicants must also meet our English language requirements. For further information on entry requirements, please see:

http://www.sheffield.ac.uk/management/study/researchdegrees/howtoapply

Start dates
We have two start dates a year for PhD students. We strongly recommend that students start on 1 October as this makes it easier for students to attend compulsory training. 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.

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 for full details of how to apply.

For an informal discussion about this opportunity, please contact: Sarah Brooks at s.brooks@sheffield.ac.uk.