



Organisation and Human Resource Management (OHRM)

Seminar Series – Spring Term 2015

Speaker: Dr Deborah Dean, WBS

Title: Silence can be puzzling - as the actress said to the woman bishop

Date: Wednesday, 25 February 2015

Venue: E2.02 Boardroom, Warwick Business School (Social Sciences)

Time: 15.00 – 16.00 hours

Abstract: We look at women clergy and actors, who exhibit the counterintuitive combination of characteristics identified by the CIPD (2013) in voluntary sector employees: motivated, engaged workers in jobs with objectively poor conditions. Our research indicates that women clergy and actors routinely adapt to poor quality working environments rather than formally express dissatisfaction to management or trade unions. In accounting for these patterns, we use concepts developed by Hirschman (1970) to see silence as loyalty as penalty for exit: choices stemming from work orientation shaped by occupational ideologies. Significantly, these ideologies not only constrain resistance but simultaneously enable contentment, pride and job satisfaction, offering a way to understand the puzzle of silence in a range of occupational settings.

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