



# WEI CHOO

PhD Student | University of Nottingham

## PROFILE

Wei Choo has recently submitted her PhD thesis in Occupational Psychology focusing on the impact of voice and silence on employee well-being in contrasting cultures. Her main research interests are voice and silence, diversity and inclusion, and organisational and people development.

She has provided internal and external consulting services in organisational transformation, strategy development, and process improvement to a wide range of organisations in the private, public, and not-for-profit sectors. She aims to make a difference in the world of work by finding ways to foster psychologically healthy workplaces where people are empowered to put their thoughts into action to create value.

She sees the SGM as an excellent opportunity to meet and exchange ideas with experts, researchers, and practitioners interested in the field of employee voice and silence and well-being. She is also aiming to develop her research idea to prepare a grant proposal to secure funding.

## EMAIL

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## WEBSITE

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## PROJECT IDEA

***Exploring the influence of pre-employment and organisational socialisation on newcomers' voice and silence decisions: A longitudinal qualitative interview***

The purpose of the study is to enhance our understanding of employee voice and silence decision-making processes. The study builds on existing literature surrounding implicit voice theory and socialisation. It investigates how new employees' voice decision about workplace issues of concern changes over time and relates to employee well-being.

This research is a longitudinal qualitative study that involves conducting three in-depth interviews with an interval of six months. 20 newcomers on their first job in caring professions in the UK with less than a month of experience will be purposively sampled. The interview data will be analysed using thematic analysis. Prospective data collection allows "temporal unfolding of behaviour" (McLeod & Thomson, 2009, p. 5) and captures individuals' shifting perceptions of a particular concept.

The voice decision-making process has been put forward by researchers as a crucial process to understand in order to introduce interventions for voice to prevail. Organisations in the healthcare sector are points of reference in the area of health and well-being. These organisations can benefit from implementing new interventions and dismantling or improving existing structures to effectively facilitate employees to speak up about workplace issues of concern to improve their well-being. A psychologically healthy workplace can also improve the quality of care for patients and clients.

Few empirical studies have incorporated both employee voice and silence constructs in one research. Researchers investigating employee voice and silence have not attempted a longitudinal qualitative study. A longitudinal qualitative study can reveal nuances and provide more details on employees' shifting perceptions of organisational openness to voice that may influence their decision-making process. This study can help identify the contexts and conditions causing the shift in perceptions that motivate silence and voice.