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Upward voice and influence

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PROPOSITIONS

- I. Individuals can be motivated by mastery and performance goals simultaneously.
- II. Mastery goals function as a quintessential motivational driver of employee voice behavior while performance goals serve to enhance the motivational effects of mastery goals.
- III. It cuts both ways -- upward influence behavior can be a double-edged sword for both the employees and the supervisors.
- IV. Engagement in challenging-promotive voice aids employees in their capacity to influence the supervisor.
- V. Absolute power may not corrupt absolutely -- how an individual exercises their power depends on what they want to achieve with it.
- VI. For those who are highly motivated by both mastery and performance goals, higher status could provide an additional sense of efficacy and safety, which is needed for them to engage in upward voice.
- VII. The hospitality industry, due to its labor-intensive nature, will remain a high-potential field for human resource management and organizational behavior research.

Propositions belonging to the thesis entitled

Upward Voice and Influence:
The Underlying Motivational Complexity

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