

# Employee Ownership and Promotive Voice: Evidence from the NBER Database of Shared Capitalism

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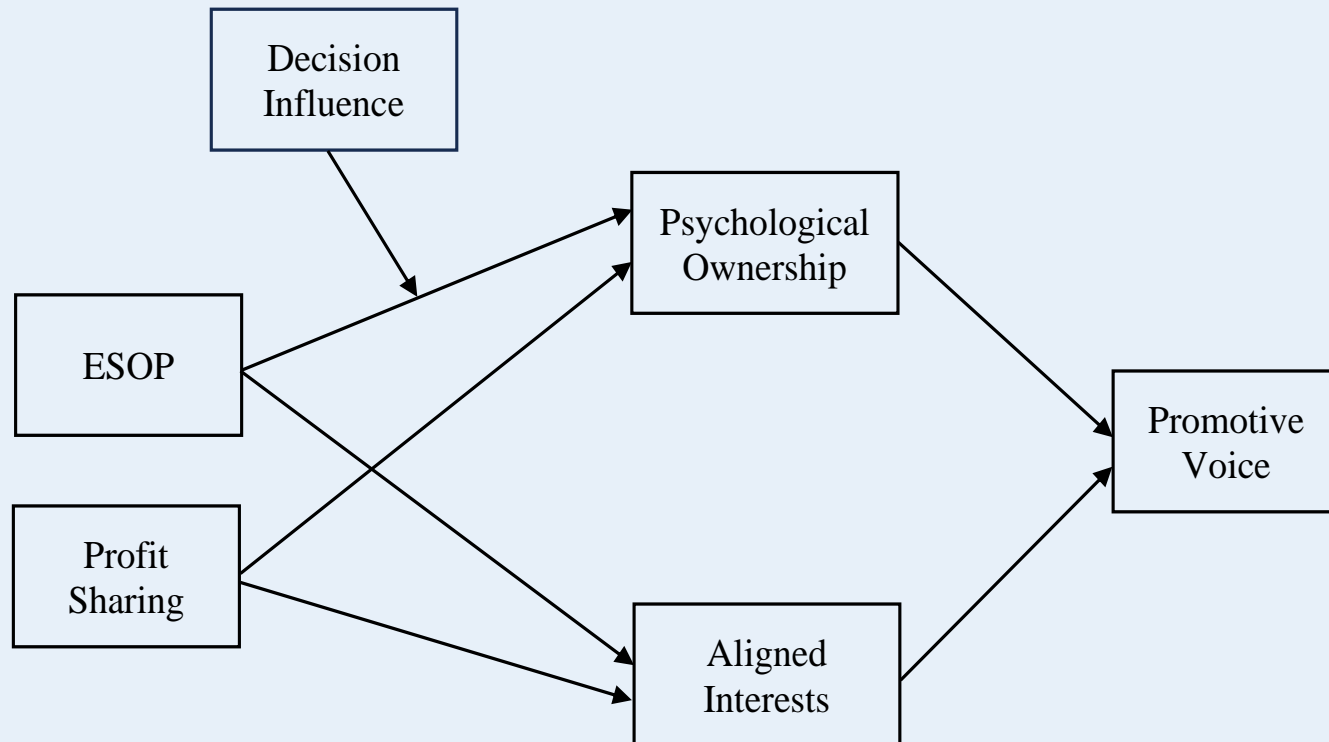
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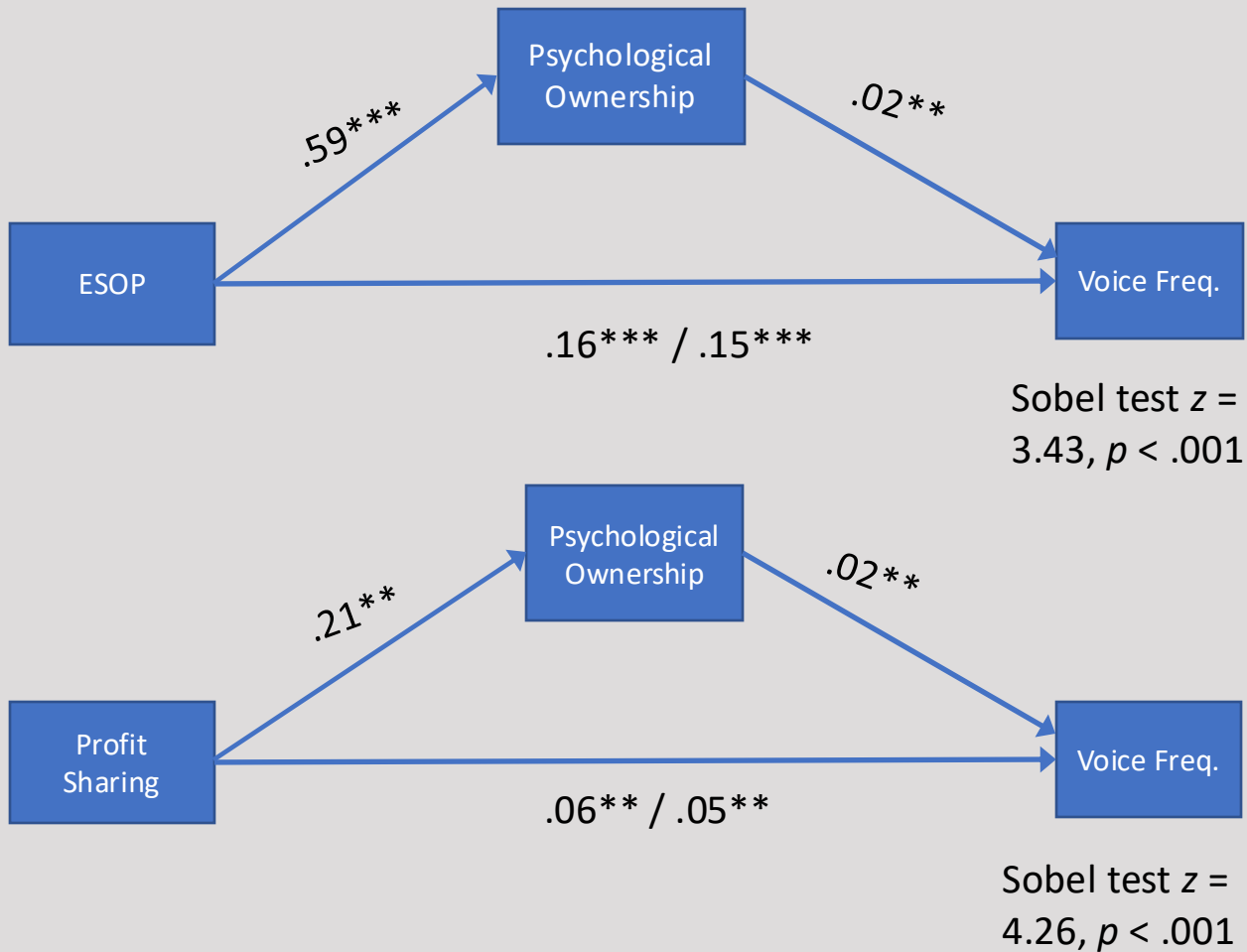
# Mediation Model



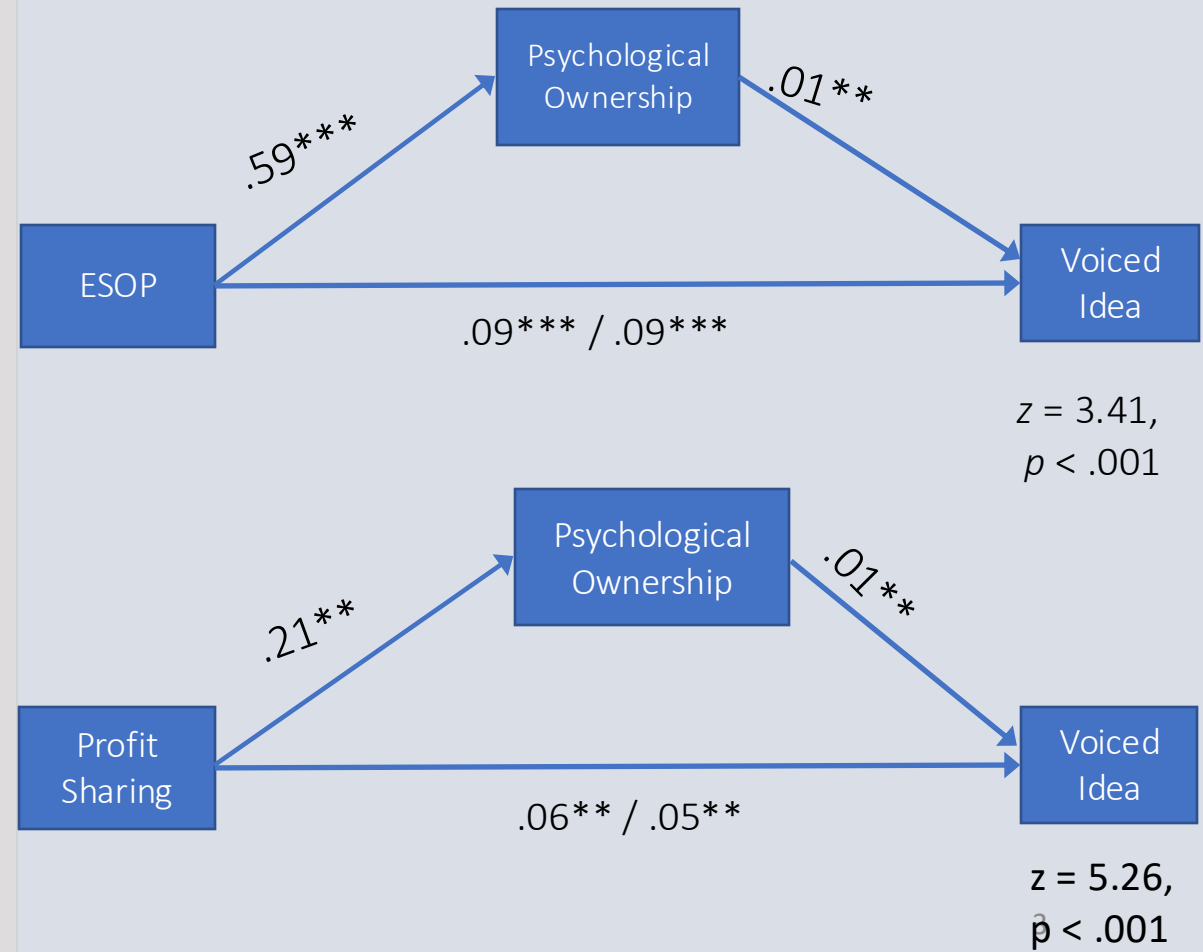
# Summary

- ESOP participation increases promotive voice through psychological ownership (and other mechanisms.)
- Profit sharing increases the frequency of promotive voice through the perception of aligned interests. (And other mechanisms.)
- Next steps:
  - Identify additional mediators (e.g., from social exchange theory)
  - Identify additional moderators

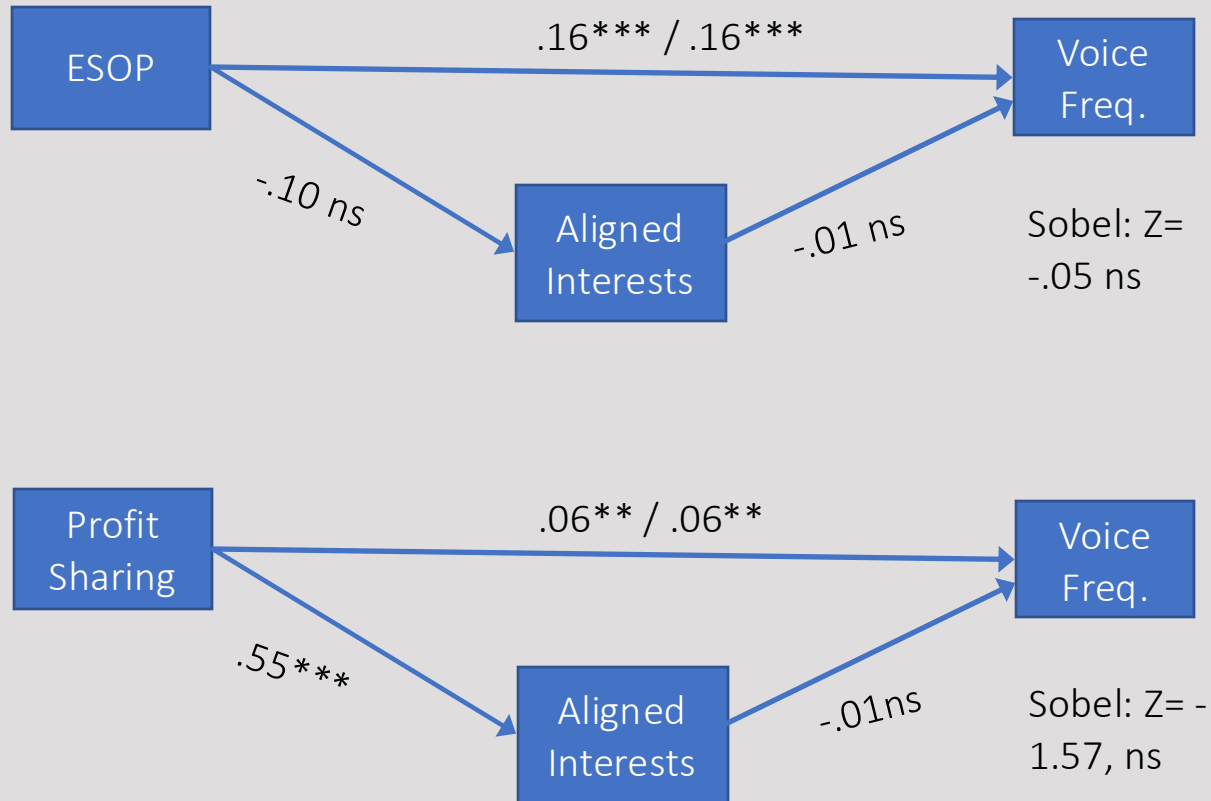
# H1 – Psychological Path (Voice Frequency)



# H2 – Psych. Path (Most Important Idea)



### H3 – Economic Path (Voice Frequency)



### H4 – Economic Path (Most Important Idea)

