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Ambidextrous leadership and employee voice: the mediation of benign envy and moral efficacy

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This study suggests that benign envy can affect employee voice, and benign envy plays a mediating role between ambidextrous leadership and employee voice. We construct a moderated mediation model using progressive regression methods such as process. Supported by data from three time points, we examined the influence of ambidextrous leadership on employee voice. Approximately 500 samples selected different provinces and cities in different categories of domestic enterprises, one-month interval for a three-point survey. The results show that ambidextrous leadership can promote employee voice and can stimulate benign envy. Further, benign envy can mediate the effect of ambidextrous leadership on employee voice. Finally, moral efficacy can moderate the influence of ambidextrous leadership on benign envy.

KEYWORDS

ambidextrous leadership, benign envy, employee voice, mediation, moral efficacy

Highlights

- We construct a moderated mediation model to examine the influence.
- The study adopts a three-wave time-lagged survey design with a one-month interval between each wave, supported by data collected from participants across different provinces and cities in China.
- Approximately 500 samples in different categories of domestic enterprises was participated in the survey.

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