

# Hirschman Exit Voice Loyalty

**David M. Saunders**

*Exit, Voice, and Loyalty* Albert O. Hirschman, 1970 An innovator in contemporary thought on economic and political development looks here at decline rather than growth. Albert O. Hirschman makes a basic distinction between alternative ways of reacting to deterioration in business firms and, in general, to dissatisfaction with organizations: one, “exit,” is for the member to quit the organization or for the customer to switch to the competing product, and the other, “voice,” is for members or customers to agitate and exert influence for change “from within.” The efficiency of the competitive mechanism, with its total reliance on exit, is questioned for certain important situations. As exit often undercuts voice while being unable to counteract decline, loyalty is seen in the function of retarding exit and of permitting voice to play its proper role. The interplay of the three concepts turns out to illuminate a wide range of economic, social, and political phenomena. As the author states in the preface, “having found my own unifying way of looking at issues as diverse as competition and the two-party system, divorce and the American character, black power and the failure of ‘unhappy’ top officials to resign over Vietnam, I decided to let myself go a little.”

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**Research on Hirschman's Exit, Voice, and Loyalty Model** David M. Saunders, 1992

**A. O. Hirschman, Exit, voice and loyalty: responses to decline in firms, organizations, and States** Valdo

Spini,1972

Satisfaction Richard L. Oliver,2010-01-04 Designed for advanced MBA and doctoral course in Consumer Behavior and Customer Satisfaction, this is the definitive text on the meaning, causes, and consequences of customer satisfaction. It covers every psychological aspect of satisfaction formation, and the contents are applicable to all consumables--product or service. Author Richard L. Oliver traces the history of consumer satisfaction from its earliest roots, and brings together the very latest thinking on the consequences of satisfying (or not satisfying) a firm's customers. He describes today's best practices in business, and broadens the determinants of satisfaction to include needs, quality, fairness, and regret (what might have been). The chapters in satisfaction culminate in Oliver's detailed model of consumption processing and his satisfaction measurement scale. The text concludes with a section on the long-term effects of satisfaction, and why an understanding of satisfaction psychology is vitally important to top management.

*Hirschman's Theory of Exit, Voice, and Loyalty Reconsidered* Ulrich Arnsward,1997

**What Remains?** Joyce Marie Mushaben,2023-03-11 This book tells the story of the German Democratic Republic from “the inside out,” using the lens of generational change to deconstruct an intriguing array of social identities that had little to do with the “official GDR” version authoritarian rulers regularly sought to impose on their citizens. The author compares the “identities” of five societal subgroups (GDR writers and intellectuals; pastors and dissidents; women; youth; and working-class men), exploring the policies defining their lives and status before/during/after the 1989 Wende, as well as the diverging “exit, voice and loyalty” dilemmas encountered by each. The “dialectical” components treated in this work center on the extent to which eastern identities were lost, found and reconfigured across three generations, from 1949 to 1989, from 1990 to 2005, then up to 2020. It explores how the existence of a separate East German state and the socialization processes imposed on each subculture has not only complicated the search for national unity since 1990 but also -- perhaps more controversially—invoked new challenges directly related to ongoing East-West structural disparities since unification and the treatment of eastern Germans by often more privileged western Germans.

The Oxford Handbook of Classics in Public Policy and Administration Steven J. Balla,Martin Lodge,Edward C. Page,2015-03-26 This Handbook brings together a collection of leading international authors to reflect on the influence of central contributions, or classics, that have shaped the development of the field of public policy and administration. The Handbook reflects on a wide range of key contributions to the field, selected on the basis of their international and wider disciplinary impact. Focusing on classics that contributed significantly to the field over the second half of the 20th century, it offers insights into works that have explored aspects of the policy process, of particular features of bureaucracy, and of administrative and policy reforms. Each classic is discussed by a leading international scholars. They offer unique insights into the ways in which individual classics have been received in scholarly debates and disciplines, how classics have shaped

evolving research agendas, and how the individual classics continue to shape contemporary scholarly debates. In doing so, this volume offers a novel approach towards considering the various central contributions to the field. The Handbook offers students of public policy and administration state-of-the-art insights into the enduring impact of key contributions to the field.

**New Private Law Theory** Stefan Grundmann, Hans-W. Micklitz, Moritz Renner, 2021-03-18 New Private Law Theory is pluralist, comparative, application-oriented, transnational and reflects critical approaches.

**Discriminating Data** Wendy Hui Kyong Chun, 2021-11-02 How big data and machine learning encode discrimination and create agitated clusters of comforting rage. In *Discriminating Data*, Wendy Hui Kyong Chun reveals how polarization is a goal—not an error—within big data and machine learning. These methods, she argues, encode segregation, eugenics, and identity politics through their default assumptions and conditions. Correlation, which grounds big data’s predictive potential, stems from twentieth-century eugenic attempts to “breed” a better future. Recommender systems foster angry clusters of sameness through homophily. Users are “trained” to become authentically predictable via a politics and technology of recognition. Machine learning and data analytics thus seek to disrupt the future by making disruption impossible. Chun, who has a background in systems design engineering as well as media studies and cultural theory, explains that although machine learning algorithms may not officially include race as a category, they embed whiteness as a default. Facial recognition technology, for example, relies on the faces of Hollywood celebrities and university undergraduates—groups not famous for their diversity. Homophily emerged as a concept to describe white U.S. resident attitudes to living in biracial yet segregated public housing. Predictive policing technology deploys models trained on studies of predominantly underserved neighborhoods. Trained on selected and often discriminatory or dirty data, these algorithms are only validated if they mirror this data. How can we release ourselves from the vice-like grip of discriminatory data? Chun calls for alternative algorithms, defaults, and interdisciplinary coalitions in order to desegregate networks and foster a more democratic big data.

**What Kind of Voice Do Loyal Employees Use?** Andrew A. Luchak, 2003 This study helps clarify mixed support for Hirschman's exit-voice-loyalty framework by arguing that loyalty, or feelings of attachment to the organization, and voice are not one-dimensional constructs. Based on data gathered from a survey of employees working with a large Canadian utility organization, employees feeling attached through an affective, emotional bond are found less likely to use representative voice but more likely to use direct voice, while those attached for rational, calculated reasons are more likely to use representative voice. Employees feeling attached for either reason are found less likely to exit. Implications for theory, research, and policy are discussed.

Industrial & Labor Relations Review , 1997

**Exit, Voice, Loyalty, and Pay** Soo-Young Lee, Andrew B. Whitford, 2015 We assess Hirschman's theory of exit, voice and loyalty in the context of voluntary exit from organizations in the public workforce. Specifically, we test the effects of loyalty

and voice on the likelihood a person states their intention to leave. We assess these relationships using data from the Federal Human Capital Survey. Our statistical analysis provides evidence that perceptions about voice and loyalty limit exit at all levels of the organizational hierarchy. Yet, dissatisfaction with pay is also a substantial cause of intention to leave - and this effect is greatest for executive-level employees. We also show evidence for motivation crowding when pay-based motivation is emphasized.

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**Exit, Voice, and Loyalty with Multiple Exit Strategies** Andrew B. Whitford, Soo-Young Lee, 2015 We assess the turnover intentions of federal employees using Hirschman's theory of exit, voice and loyalty. Specifically, we follow other studies that have tested the effects of loyalty and voice on the likelihood a person states their intention to leave. However, using large-scale survey evidence from the federal workforce, we are able to assess the impact of loyalty, voice, and other factors (including assessments of pay) on the likelihood that a respondent will retire, leave for another federal agency, or leave for another sector. Our statistical analysis provides evidence that perceptions about voice and loyalty limit exit. Yet, the effect of voice, loyalty and pay vary with exit option.

*Response Strategies to Noncooperative Incidents in International Distribution Partnerships* Chun Zhang, 2005

**Rethinking Albert O. Hirschman's "Exit, Voice, and Loyalty"** Selina Sher Ling Lim, 2007 Abstract: This research explores the concept of national loyalty within today's context of international migration and globalization. It seeks to provide a systematic understanding of national loyalty that, thus far, has been widely accepted by most citizens as a social fact and assumed to be an inherent trait. Probing deeper, however, we realize that our understanding of national loyalty is superficial, made ever more shaky by today's ease of international travel, increasingly porous territorial borders, and images of the global citizen who is at home anywhere in the world. Academically, our understanding of national loyalty has also been mired in intellectual, philosophical, and rhetorical debates over the concept of the nation and national identity. Still, the realization that national loyalty is particularly vital during times when the nation-state is at some major cross road, or faced with the greatest challenge ever yet, is not lost on political leaders throughout the world, especially since the terrorist attacks of September 11, 2001, on the World Trade Center in New York. What, then, is national loyalty? How is it able to coexist with

our claim to be global citizens and free-floating individuals who belong nowhere and everywhere? And how may we reinforce this feeling of national belonging, especially in a world that encourages flexibility and fluid identities? This study starts with the premise that all of us are, to a greater or lesser degree, national loyalists at heart. Using Albert O. Hirschman's exit-voice-loyalty concepts as the organizing framework, this dissertation systematizes and contributes to a more nuanced understanding national loyalty by elaborating on and adapting Hirschman's concepts to today's context of international migration, in addition to developing a typology of national loyalists. This typology is further fine-tuned, using information gathered from in-depth, one-on-one interviews with Singapore emigrants and residents. Finally, this study analyzes the participants' responses in the light of Singapore's cultural, political, and institutional contexts, and proposes several policy recommendations with the aim of enabling the Singapore government to better foster national loyalty among its emigrants and residents.

**Learning from L.A.** Charles T. Kerchner, 2008 Drawing on a four-year study of the last 40 years of education reform in Los Angeles, *Learning from L.A.* captures the sweeping change in American education.

Systems of Employee Voice David Lewin, Daniel J. B. Mitchell, 1991

**Left Coast City** Richard Edward DeLeon, 1992 This book provides insight into how San Francisco's progressive coalition developed between 1975 and 1991, what stresses emerged to cause splintering within the coalition, and how it fell apart in the 1991 mayoral campaign. DeLeon analyzes the success and failures of the progressive movement as it toppled the business-dominated pro-growth regime, imposed stringent controls on growth and development, and achieved political control of city hall.

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