

The Silence of the Alienated: The Slippery Confluence of Employee Silence and Alienation

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“Now the sirens have a still more fatal weapon than their song, namely their silence... someone might have escaped from their singing; but from their silence, certainly never.”

Franz Kafka, *Silence of the Sirens*

Abstract

Research on employee silence and employee alienation is both diverse and rich. It is a matter of surprise therefore, that scholars have ignored the incline that silence and alienation show towards each other and not ventured into understanding the complex and dynamic interrelationship the two exhibit. The existing research on silence does not make it explicit anywhere if employee alienation can manifest itself as employee silence; such is also the case is with the scholarship on alienation which stops short of enquiring if employee alienation could lead to silence. This study poses two critical inquiries: (i) Does employee silence relate to employee alienation? (ii) Does difference in type of employee silence invoke differing forms of alienation, and if so then how can we conceptualize these forms? Finally, it proceeds to create a conceptual clarity on how the nexus of a particular kind silence with corresponding alienated state could potentially impact employee performance over a period of time.

Key Words: Employee Silence, Employee Alienation, Employee performance, Relatedness Silence & Alienation.

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