

**Linguistic Ostracism and Employee's Destructive Voice Behavior – The Moderating
Role of High Involvement Work Practices**

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Abstract

This study addresses how psychological ownership can facilitate the negative effects of linguistic ostracism on employees' destructive voice behavior. Drawing on the social exchange perspective, we investigate the mediating role of psychological ownership in the relationship between linguistic ostracism and destructive voice behavior. Moreover, we also examine the moderating role of high-involvement work practices on the relationship between linguistic ostracism and psychological ownership. A three-wave, multisource study of 256 employees and their supervisors provides support for our predictions, suggesting that psychological ownership mediates the relationship between linguistic ostracism and destructive voice behavior. We also find support for high-involvement work practices serve as a moderating role in the relationship between linguistic ostracism and psychological ownership. We also discuss the theoretical and practical implications of the findings.

Keywords. Linguistic ostracism, psychological ownership, high involvement work practices, destructive voice behavior