According to Oxford workplace deviance is "**voluntary behavior that violates significant organizational norms and in so doing threatens the well-being of an organization, its members, or both.**" This has been made more easily done by adding online components into the workplace. As such offences can be seen as **cyberbullying, prostitution, harrassment**, and **comapny time loss**, are just a few examples of **cyber side of workplace deviance**. Some of them are more serious than others but anyone can do it. There is no real way to punish as these are all considered **white collar crimes which tend to be swept under the rug more often**. The more serious ones would be considered embezzlement or harassment in which workers would be asked to quietly leave more often than not. The ones that can be committed every day would be company time loss as **online has allowed there to be multiple distractions** such as the constant notifications going off from almost every single social media app or the ease of opening a new tab and getting distracted. There are multiple reasons as to why people may commit workplace deviance and it isn't all too difficult either with the introduction of google, as **kids can still end up on the wrong side of the law by following script code**. This could also be done by people who feel wronged by the company but on the more technical side and messing with the industrial code can be very horrible but also **harder to track**, as it would be online transactions over physical ones.

Works Cited

Workplace Deviance

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Oxford Research Encyclopedia of Business and Management

definiton of Workplace Deviance

Adolescent Deviance and Cyber-Deviance. A Systematic Literature Review

Deviance is a complex phenomenon that influences aspects both at the macro and micro levels, extensively studied by social scientists The main objective of this article was to conduct a systematic literature review for clustering the topics on adolescent deviance and online deviance. Grounded in Pickering's and Byrne's guidelines and PRISMA protocol, we identified the most recurrent themes, theories and predictors in the 61 most-cited articles related to the concept of deviance from the database of Web of Science, as well as in 488 abstracts of representative papers. The results emphasized four main clusters of topics, namely, predictors of deviance, online deviance, socio-constructivist theories, and research based theories of deviant behavior. The findings highlighted that researchers frequently use strain theory, social learning, self-control, and social control theories in their studies. Our systematic literature review revealed also the most encountered predictors of deviance, which we have classified into five main categories: family patterns, socio-demographic aspects, socialization, victimization, and school and individual factors. For online deviance, family patterns, socio-demographic aspects, victimization, school and individual factors, and Internet and computer use have been determined to be the main groups of predictors. The present systematic literature review makes an important contribution to the understanding of deviance by presenting an overview of the p...

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Examples of possible deviances

https://faculty.ist.psu.edu/tapia/papers/016-Tapia%201%20.pdf

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A Review and Extension of Cyber-Deviance Literature: Why It Likely Persists

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