This is an interesting topic that I never really gave much thought about. I literally had to do a little internet sleuthing to look up the definition of Workplace Deviance. I initially thought this involved hacking or sabatage, but after reading a couple articles, I think it applies more to internal employees, than to external factors.

I'm mostly familiar with the external forms of deviancy that cyber technology brings. This is the hacking type of activities suchs as data breeches, theft of intellectual property, DDoS attacks, etc. After reading one article on workplace deviency called "Workplace Deviance Behaviors" by Ahmed Agwa (<https://www.intechopen.com/books/leadership/workplace-deviance-behaviors>), I can see that workplace deviance is more about how the internal workers in an organization can deviate from the social norms of a workplace environment. I can see how technology has created new types of workplace devient behaviors.

Agwa basically divides these behavior into four categories: Political Deviance, Personal Aggression, Property Deviance, and Production Deviance and used the traditional examples within each category. Many of these examples I can see are easily translated to a more technologial spin with the advancements of cyber technology.  The traditional forms of workplace deviancy continue to occure, but due to cyber technology, the methods of how it occurs have changed slightly.

**Political Deviance** is described as rumor spreading, showing favoritism, and backstabbing.  With cyber technology, workers don't need to gather around the water cooler to spread rumors. Emails, group texts, etc are the new medium. Workplace "cliques" can now be formed through selective online groups who secretly communicate.

**Personal Aggression** is traditionally described as sexual harrassment & vebal abuse.  Cyber technology has introduced "cyber stalking", and "cyber harrassment" as the new electronic forms of old aggressive behaviors. Texting or emailing lewd materials can be easier and anonymous. Emails in particular can be viewed as "verbally" abusive or harsh since it's really diffiucult to convey your tone in an email.  You have to be more careful how you choose your words and craft sentences in order to avoid soundling aggressive or harsh.

**Property Devience** includes theft, sabotage, and vandilism.  Disgruntled workers now have a technological way to hurt the company they work for.  Introducing malware to company systems, copying sensative data onto a storgage drive and sharing it with competitors, or otherwise causing havoc to network and computer systems. This can even be done remotely due to how cyber technology works.  Instead of a factory worker throwing a monkey wrench into a piece of production equipment, disgruntled office workers can now cripple network systems electronically.

**Production Deviance** is probably the most well known type of deviant behavior. This includes calling off from work, being habitually late, or generaly not working hard.  With the introcution of cyber technology in the workplace, especially the internet, many employee's productivity has decreased. My research led me to a new term called "cyber-loafing", which is basically personal internet surfing, online shopping, or doing other online personal activities while in the workplace. Cyber-loafing used to be mainly on workplace computers and could be monitored by company IT departments, however now that everyone basically has a computer in their pocket (smartphone), cyber-loafing is harder to monitor and quantify. People's personal addition to checking social media, online shopping, and otherwise mindlessly browsing the internet can keep workers distracted from their work duties.

Cyber technology has definitely added new opportunities for workplace deviancy