

Workplace Deviance

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Admittedly, workplace deviance was not a term that I was familiar with prior to this assignment, so I had to do some research as to what it meant and what some examples of workplace deviance were. Going into it, I was sure that what I would find would be purely negative; however, what I found is that workplace deviance is a fairly multifaceted topic. At its core, workplace deviance refers to any intentional action that disrupts the normal goings on of an organization (*Understanding the Impact of Positive Deviance in Work Organizations*, n.d.). From there, workplace deviance can be broken down into two categories: positive deviant behaviors and negative deviant behaviors.

Negative deviant behaviors, also referred to as counterproductive work behaviors, are those that normally come to mind when people think of workplace deviance. These include actions such as theft, sabotage, and even wasting time while on the clock (Zappalà et al., 2022). Positive deviant behaviors, on the other hand, are best described as behaviors that are honorable in nature and would garner praise if others knew who was behind them, (*Understanding the Impact of Positive Deviance in Work Organizations*, n.d.). Because the motivations behind these behaviors must be done outside of selfish motivations (i.e. revenge) to be considered positive, it seems rarer to be able to deem any deviant behaviors as such; however, actions such as whistle-blowing and organizational citizenship can fall under the category.

Whether the deviance be negative or positive, the ability to engage in these behaviors has become much easier with the aid of cyber technology. Despite various safeguards, people who want desperately to deviate from the norm can do so with just a few clicks of a mouse or keyboard strokes. A disgruntled employee at a video game development company, for example, could ruin years worth of work by leaking code and test footage to social media sites like Reddit; people can harass coworkers anytime of the day, with or without being within even two feet of

each other, thanks to social media and the advancements made with cell phones. Even in terms of just wasting time while on the clock, there are a myriad of games, learning applications, and opportunities to chat with others constantly available in the palm of our hands. Of course this isn't to say that cyber technology has opened the doors for these things to occur, but rather that it's made engaging in workplace deviance much less inconvenient for the employee.

References

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