



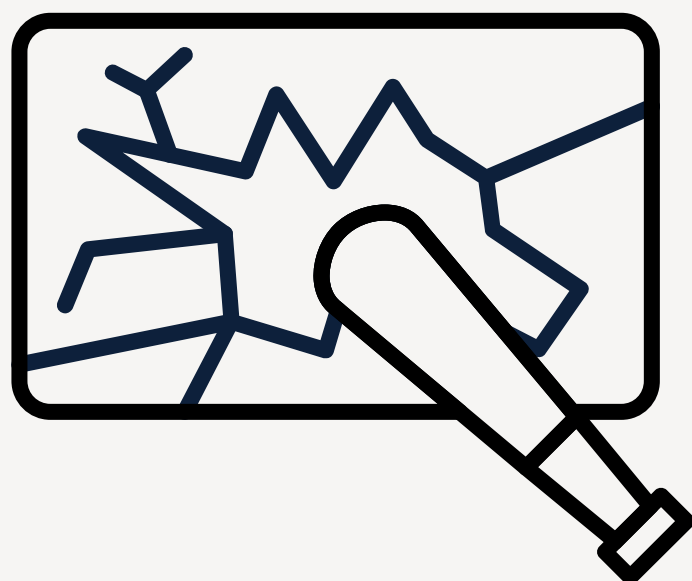
Workplace Deviance: The Behaviors That Cost Organizations the Most

Employee deviance costs organizations over \$200 billion annually in North America.

Deviant behavior refers to: “Voluntary behavior that violates significant organizational norms and in so doing threatens the well-being of an organization, its members, or both.”

Employee Theft

Unauthorized appropriation of organizational resources.

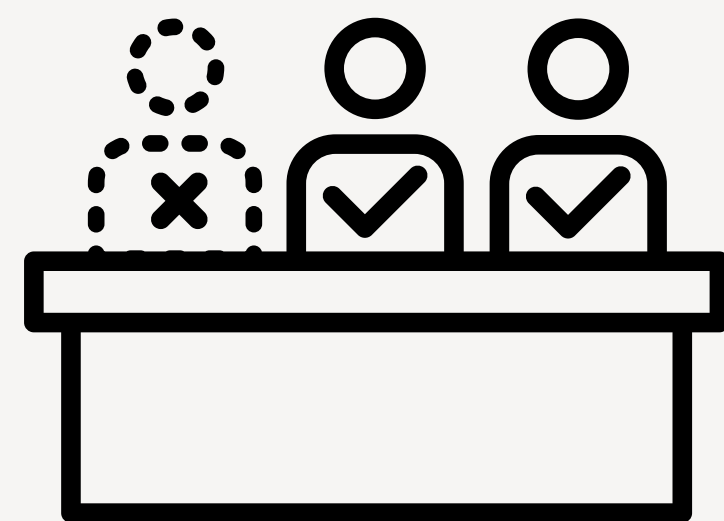


Workplace vandalism

Intentional damage to organizational property or equipment.

Absenteeism

Unscheduled or unjustified employee absence from work.



Productivity loss

Reduced work effort, presenteeism, and intentional work slowdowns.