

Abstract

Counterproductive Work Behaviour is a common phenomenon in organizations across the world. Employees engage in adaptive behaviour such as being absent, wasting time and resources or even intentionally complete their work in sloppy ways, upon the present of work stressors. To explore how common it is in Hong Kong and trying to see if positivity at work could help ease the situation, this study distributes questionnaires to 82 subjects, approximately half to people inside one company in paper format and the rest from various background through online distribution. These positive factors include Mastery Goal Orientation, Performance Orientation, Work Enjoyment and Self-Efficacy. No clear correlation or causal relationship between Goal Orientations and Counterproductive Work Behaviour could be found, though dimensions of Counterproductive Work Behaviour and these work context related positive variables are independently correlated within the group. Hence, positive variables in the workplace might be interdependent, but it is unlikely that they could ease Counterproductive Work Behaviour.