

### Abstract

Mainstream (non-Hong Kong) research suggests that political opinions, especially dissimilarity in political views, could have adverse impact on work outcomes. Unlike in western countries, politics seem to be generally kept out of the Hong Kong workplace. Nonetheless, they are relevant to Hong Kong employees' work encounters and are dependent on the individual's perception and characteristics.

The current study examines the effect of employees' perceived political stance dissimilarity (PPD) in the workplace on work outcomes (WOs), specifically job satisfaction and work stress. It is predicted that PPD has a negative relationship with job satisfaction, where high levels of PPD would lead to low levels of job satisfaction, while PPD is expected to have a positive relationship with work stress, where high levels of PPD would lead to high levels of work stress. With reference to social identity theory and organisational behaviour literature, suppression of voice (VS) is cited as being related to political participation and work outcomes such as psychological wellbeing, but no direct link has been established with VS based on political stance. This study therefore hypothesises that VS mediates the relationship between PPD and WOs. Furthermore, it is submitted that the relationship between PPD and VS is moderated by political identity salience (PIS) in the individual's self-categorisation, such that higher levels of PIS will lead to higher levels of VS.

Although moderated mediation findings were not significant, it was found that PPD was significantly, positively related to work stress, whereas VS was significantly related to both job satisfaction and work stress, negatively and positively, respectively. This work lays a solid foundational basis for future research in the domain of political stance and workplace outcomes.

*Keywords:* political stance, identity salience, voice suppression, job satisfaction, work stress