

# POSTGRADUATE SEMINAR SERIES

## Topic Defence Seminar

*Topic Title:* **I hate my proactive coworkers: exploring the effect of coworker proactive personality on employee behavior**

*Presenter:* **Ms. CHENG Yufei**  
**PhD Student of Management**

*Abstract :* Previous studies in research field of proactive personality mainly focused on the relationship between leaders and subordinates, overlooking the relationship between proactive employees and their coworkers. Based on impression management theory, this study explores how employees may behave when they find their coworkers are proactive. Specifically, from impression management perspective, this study proposes that proactive coworkers may annoy employees by increasing their cost of maintaining desired images. To fix this problem and protect their image in the eye of supervisors, employees may take different tactical behaviors including interpersonal deviance, quiet quitting and supervisor-focused ingratiation. This study may contribute to proactive personality research by providing a new perspective exploring employees' reaction to their proactive coworkers. Other theoretical contributions and practical contributions are also discussed in this paper.

**Date** : 28 April 2023, Friday  
**Time** : 15:00 – 16:00  
**Venue** : SEK108, 1/F, Simon & Eleanor Kwok Building  
**Language** : English



\*\*\* All are Welcome \*\*\*