

## Workplace deviant behavior among employees of Islamic-based universities in Lampung: the moderating role of Islamic workplace spirituality

<b>Publons ID</b>	43126071
<b>Wos ID</b>	WOS:000705640700001
<b>Doi</b>	10.1108/JARHE-03-2021-0089
<b>Title</b>	Workplace deviant behavior among employees of Islamic-based universities in Lampung: the moderating role of Islamic workplace spirituality
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<b>Publish Date</b>	DEC 6 2022
<b>Journal Name</b>	JOURNAL OF APPLIED RESEARCH IN HIGHER EDUCATION
<b>Citation</b>	3
<b>Abstract</b>	<p><b>Purpose</b> The purpose of this study is to determine whether or not Islamic Workplace Spirituality (IWS) acts as a moderator in the relationship between Organizational Justice (OJ), Job Satisfaction (JS) and Workplace Deviant Behavior (WDB). <b>Design/methodology/approach</b> This research was conducted at Islamic-based universities in Lampung, with 213 employees as respondents out of 456 population's members. The sampling technique used was purposive sampling, and the data were collected directly from respondents using a self-administered questionnaire. The analysis method used to test the research hypothesis was moderated regression analysis (MRA). <b>Findings</b> Out of six hypotheses proposed all were supported. This study confirmed the moderating role of Islamic Workplace Spirituality on the relationship of organizational justice and job satisfaction with workplace deviant behavior. <b>Research limitations/implications</b> This study has several limitations on the self-report measures used, which may lead to general error bias. Also, because of the cross-sectional nature of data collection in this study, it can impact the inaccurate delineation of causal conclusions between the constructs examined (Clugston, 2000). Further research is suggested to conduct longitudinal research. This research was conducted in Lampung and is limited to religion-based agencies, limiting the generalizability of some findings in different places. Future studies are suggested to examine this construct in a broader scope. <b>Generalizability</b> problems were observed because people's responses to the questionnaires were so evident that they did not give importance to the research work, and they thought it was a waste of time to respond. <b>Practical implications</b> Since bearing the label "Islamic Higher Education" identifies them as part of Islamic education, all institutions that bear that label must follow Islamic law rulings in all of their operational activities. Islamic Spirituality in the Workplace (IWS) will make employees in organizations work on time and even manage their workload correctly. Having values related to spiritual constructs will make employees more ethical in understanding values and behavior, also increase trust among workers. <b>Social implications</b> ISW will make employees in organizations/agencies work on time and even manage their workload correctly. Management must understand that an organization needs to create a healthy environment by providing organizational justice and reducing people's deviant behavior in the organization. Positive individual behavior shall increase the quality of one's social life. <b>Originality/value</b> Most theories in human resources development in higher education came from the field of psychology while religious perspectives tend to be omitted. This study underlines some of the crucial advances and contributions in developing human resource management theory related to Islamic workplace spirituality as a strategy to mitigate employees' deviant behavior.</p>
<b>Publish Type</b>	Journal
<b>Publish Year</b>	2022
<b>Page Begin</b>	1567

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<b>Page End</b>	1591
<b>Issn</b>	2050-7003
<b>Eissn</b>	1758-1184
<b>Url</b>	<a href="https://www.webofscience.com/wos/woscc/full-record/WOS:000705640700001">https://www.webofscience.com/wos/woscc/full-record/WOS:000705640700001</a>
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