

BUKTI KORESPONDENSI
ARTIKEL JURNAL INTERNASIONAL BEREPUTASI

Judul artikel : "Workplace Deviant Behavior among employees of Islamic-based Universities in Lampung: The moderating roles of Islamic Workplace Spirituality"

Jurnal : Journal of Applied Research in Higher Education

Penulis : Eka Pariyanti, Andiana Rosid, Wiwiek Rabiatus Adawiyah

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Bukti Submit pertama (7 Maret 2021)

No	Perihal	Tanggal
1	Bukti konfirmasi submit artikel dan artikel yang disubmit	(7 Maret 2021
2	Bukti konfirmasi review dan hasil review pertama	11-Apr-2021
3	Bukti konfirmasi submit revisi pertama, respon kepada reviewer, dan artikel yang diresubmit	16-Apr-2021
4	Bukti konfirmasi review dan hasil review kedua	20-May-2021
5	Bukti konfirmasi submit revisi kedua, respon kepada reviewer, dan artikel yang diresubmit	18-June-2021
6	Bukti konfirmasi review dan hasil review ketiga	4 Aug-2021
7	Bukti konfirmasi submit revisi ketiga, respon kepada reviewer, dan artikel yang diresubmit	19-Aug-2021
8	Bukti konfirmasi artikel accepted	20-Sep-2021
9	Bukti konfirmasi artikel published online	13-Oct-2021

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Thank you for your submission

Submitted to Journal of Applied Research in Higher Education

Manuscript ID JARHE-03-2021-0089

Title Workplace Deviant Behavior among employees of Islamic-based Universities in Lampung: The moderating roles of Islamic Spirituality Workplace and Job Satisfaction

Authors PARIYANTI, EKA
Rosid, Andiana
Adawiyah, Wlwiek

Date Submitted 06-Mar-2021

PAGE

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Workplace Deviant Behavior among employees of Islamic-based Universities in Lampung: The moderating roles of Islamic Spirituality Workplace and Job Satisfaction

Journal:	<i>Journal of Applied Research in Higher Education</i>
Manuscript ID	JARHE-03-2021-0089
Manuscript Type:	Research Paper
Keywords:	Organizational justice, Job satisfaction, Workplace deviant behavior, Islamic spirituality in the workplace, Islamic-based Universities

Workplace Deviant Behavior among employees of Islamic-based Universities in Lampung: The moderating roles of Islamic Spirituality Workplace and Job Satisfaction

Abstract

Purpose - The purpose of this study is to examine the moderating effect of Islamic spirituality at the workplace (ISW) on the relationship between Organizational Justice (OJ) and Job Satisfaction (JS) on Workplace Deviant Behavior (WDB).

Design/methodology/approach - This research was conducted at Islamic-based universities in Lampung, with 200 employees as respondents. The sampling technique used purposive sampling, and the data were collected directly from respondents through a questionnaire. The analysis method used to test the research hypothesis is the interaction test, also known as the Moderated Regression Analysis (MRA).

Findings - This study indicates that Islamic Spirituality at the workplace (ISW) moderates the relationship of organizational justice and job satisfaction with workplace deviant behavior (WDB).

Originality/value - This study underlines some of the crucial advances and contributions in developing human resource management theory related to the spiritual workplace

Keywords: *Organizational justice, Job satisfaction, Workplace deviant behavior, Islamic spirituality in the workplace*

Bukti konfirmasi review dan hasil review pertama (11-Apr-2021)

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Manuscripts with Decisions

ACTION	STATUS	ID	TITLE	SUBMITTED	DECISIONED
create a revision	SEIC: Blessinger, Patrick GE: Not Assigned EO: Blessinger, Patrick	JARHE-03-2021-0089	Workplace Deviant Behavior among employees of Islamic-based Universities in Lampung: The moderating roles of Islamic Spirituality Workplace and Job Satisfaction	06-Mar-2021	11-Apr-2021
	<ul style="list-style-type: none">Major Revision (11-Apr-2021)Due on: 11-Jul-2021		View Submission		
	view decision letter				
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Journal of Applied Research in Higher Education

Decision Letter (JARHE-03-2021-0089)

From: patrickblessinger@gmail.com

To: wiwiek.adawiyah@unsoed.ac.id

CC:

Subject: Journal of Applied Research in Higher Education - Decision on Manuscript ID JARHE-03-2021-0089

Body: 11-Apr-2021

Dear Assoc. Prof. Adawiyah:

Manuscript ID JARHE-03-2021-0089 entitled "Workplace Deviant Behavior among employees of Islamic-based Universities in Lampung: The moderating roles of Islamic Spirituality Workplace and Job Satisfaction" which you submitted to the Journal of Applied Research in Higher Education, has been reviewed. The comments of the reviewer(s) are included at the bottom of this letter.

The reviewer(s) have recommended major revisions to the submitted manuscript, before it can be considered for publication. Therefore, I invite you to respond to the reviewer(s)' comments and revise your manuscript. Eventual acceptance is contingent upon addressing all reviewers' concerns and the editor-in-chief's final approval. The editor-in-chief reserves the right to not accept a paper if the author does not address all reviewers' and senior editor's concerns.

To revise your manuscript, log into <https://mc.manuscriptcentral.com/jarhe> and enter your Author Centre, where you will find your manuscript title listed under "Manuscripts with Decisions." Under "Actions," click on "Create a Revision." Your manuscript number has been appended to denote a revision.

You will be unable to make your revisions on the originally submitted version of the manuscript. Instead, revise your manuscript using a word processing program and save it on your computer. Please also highlight the changes to your manuscript within the document by using the track changes mode in MS Word or by using bold or coloured text. Once the revised manuscript is prepared, you can upload it and submit it through your Author Centre.

When submitting your revised manuscript, you will be able to respond to the comments made by the reviewer(s) in the space provided. You can use this space to document any changes you make to the original manuscript. In order to expedite the processing of the revised manuscript, please be as specific as possible in your response to the reviewer(s).

IMPORTANT: Your original files are available to you when you upload your revised manuscript. Please delete any redundant files before completing the submission.

Because we are trying to facilitate timely publication of manuscripts submitted to the Journal of Applied Research in Higher Education, your revised manuscript should be uploaded as soon as possible. If it is not possible for you to submit your revision in a reasonable amount of time, we may have to consider your paper as a new submission.

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If your article has been rejected or revisions have been requested, you may benefit from Editage's services. For a full list of services, visit: authorservices.emeraldpublishing.com/ Please note that there is no obligation to use Editage and using this service does not guarantee publication.

Once again, thank you for submitting your manuscript to the Journal of Applied Research in Higher Education and I look forward to receiving your revision.

Sincerely,
Dr. Patrick Blessinger
Senior Editor, Journal of Applied Research in Higher Education

patrickblessinger@gmail.com, blessingp@stjohns.edu

Referee(s)' Comments to Author:

Referee: 1

Recommendation: Major Revision

Comments:

Thank you for giving me a chance to review this article. It is good but you need to revise it especially on the grammar, typos, punctuations, and English terms.

I already attach the article which should be edited. Please study and re-check them before submitting them.

Additional Questions:

1. Originality: Does the paper contain new and significant information adequate to justify publication?: Yes, it has originality. It analyzes Islamic spirituality as the moderating variable on deviant behavior at the universities.
2. Relationship to Literature: Does the paper demonstrate an adequate understanding of the relevant literature in the field and cite an appropriate range of literature sources? Is any significant work ignored?: It is good. Relevant literature is enough. They can give comprehensive definitions and explanations.
3. Methodology: Is the paper's argument built on an appropriate base of theory, concepts, or other ideas? Has the research or equivalent intellectual work on which the paper is based been well designed? Are the methods employed appropriate?: It needs to be revised. It is not clear the population and how the calculation to get those number of the samples. The analysis software is SPSS. I prefer other software to analyze the effects of moderating, direct and indirect effects.
4. Results: Are results presented clearly and analysed appropriately? Do the conclusions adequately tie together the other elements of the paper?: Results of the study are well-presented and there are explanations to relate with the previous studies.
5. Implications for research, practice and/or society: Does the paper identify clearly any implications for research, practice and/or society? Does the paper bridge the gap between theory and practice? How can the research be used in practice (economic and commercial impact), in teaching, to influence public policy, in research (contributing to the body of knowledge)? What is the impact upon society (influencing public attitudes, affecting quality of life)? Are these implications consistent with the findings and conclusions of the paper?: The implications are stated in the manuscript.
6. Quality of Communication: Does the paper clearly express its case, measured against the technical language of the field and the expected knowledge of the journal's readership? Has attention been paid to the clarity of expression and readability, such as sentence structure, jargon use, acronyms, etc.: It needs a lot of revisions on the quality of communication. The sentences are sometimes confusing to the readers. The authors need to paraphrase some sentences.

Referee: 2

Recommendation: Minor Revision

Comments:

As above

Additional Questions:

1. Originality: Does the paper contain new and significant information adequate to justify publication?: Introduction is too long. Authors can compress the introduction and move some parts of writing into the literature review.
Introduction should focus on the main problems, a brief explanation about inconsistent previous findings, and the aim to add ISW as moderating variable that can support the impact of Org Justice and Job Satisfaction on WDB.
Partial explanation about previous studies can be moved to literature review.

Check the typo, such as "ISW" instead of "NSW".

In page 3, line 14, should it be "moderating variable"?

In page 4, besides 'lack of research' on Islamic-based Universities employees, there should be more reasons about the need to examine the ISW in these universities, such as the universities problems, unique culture of ISW, the need of ISW to improve performance, etc.

2. Relationship to Literature: Does the paper demonstrate an adequate understanding of the relevant literature in the field and cite an appropriate range of literature sources? Is any significant

work ignored?: In the first paragraph in page 8, the explanation starts from fairness and satisfaction that promote spirituality that seems representing "the mediating effect". It is opposite of the hypothetical direction of moderating effect, how spirituality will strengthen the impact of fairness and satisfaction on WDB.

3. Methodology: Is the paper's argument built on an appropriate base of theory, concepts, or other ideas? Has the research or equivalent intellectual work on which the paper is based been well designed? Are the methods employed appropriate?: Lest the explanation about total sample of 20 or 30% from population is not linked to the way in which the total sample in this study is determined. If the authors mention xx%, it should be related to total sample in this study.

Authors should explain why the respondents requirement is to have work experience at least one year.

MRA equation should be checked again because the ISW is predicted to moderate the IOJ and JS, respectively.

4. Results: Are results presented clearly and analysed appropriately? Do the conclusions adequately tie together the other elements of the paper?: Yes.

Should at least the indicators of each variables mentioned (if the complete questionnaires statements are not written), so the readers can understand to measure variables, or whether the study modify the indicators?

The results of classical assumption test can be 'briefly' explained before the validity and reliability.

Discussion should not mention number about sig or beta. It should be presented in results section.

5. Implications for research, practice and/or society: Does the paper identify clearly any implications for research, practice and/or society? Does the paper bridge the gap between theory and practice? How can the research be used in practice (economic and commercial impact), in teaching, to influence public policy, in research (contributing to the body of knowledge)? What is the impact upon society (influencing public attitudes, affecting quality of life)? Are these implications consistent with the findings and conclusions of the paper?: Yes, consistent with the findings and conclusions, but authors should emphasise on the particular impact of ISW in Islamic higher institutions, not organisations in general.

6. Quality of Communication: Does the paper clearly express its case, measured against the technical language of the field and the expected knowledge of the journal's readership? Has attention been paid to the clarity of expression and readability, such as sentence structure, jargon use, acronyms, etc.: Check typo and consistency of abbreviations, there are several words in Indonesia in tables. Avoid unbalanced difference in paragraph length, such as there are paragraphs only consist of 2 or 3 lines, but others are long paragraphs.

Referee: 3

Recommendation: Major Revision

Comments:
Please revise as per suggestions.

Additional Questions:

1. Originality: Does the paper contain new and significant information adequate to justify publication?: Yes
But need to elaborate research questions, research objectives, and the benefit of the research.

2. Relationship to Literature: Does the paper demonstrate an adequate understanding of the relevant literature in the field and cite an appropriate range of literature sources? Is any significant work ignored?: Yes, the literature review is quite comprehensive.
However, Figure 1 need to be given a title and to put the H1, H2...in the figure (the arrows in figure 1)

3. Methodology: Is the paper's argument built on an appropriate base of theory, concepts, or other ideas? Has the research or equivalent intellectual work on which the paper is based been well designed? Are the methods employed appropriate?: a. Need to elaborate how to determine the sampling process and to choose the samples and the reasons.

b. Need to elaborate how many samples gathered from each university and the reasons?

c. Please elaborate what is/are the implications of the sample description?

4. Results: Are results presented clearly and analysed appropriately? Do the conclusions adequately tie together the other elements of the paper?: For each hypothesis discussions, besides

explaining the citations from many journals, the researchers need to explain/analyze the implications that are found from their research.

5. Implications for research, practice and/or society: Does the paper identify clearly any implications for research, practice and/or society? Does the paper bridge the gap between theory and practice? How can the research be used in practice (economic and commercial impact), in teaching, to influence public policy, in research (contributing to the body of knowledge)? What is the impact upon society (influencing public attitudes, affecting quality of life)? Are these implications consistent with the findings and conclusions of the paper?: Need to elaborate the theoretical and practical implications and the relationship among those two.

Explain more on the conclusion, relate it to the research questions and its implications

6. Quality of Communication: Does the paper clearly express its case, measured against the technical language of the field and the expected knowledge of the journal's readership? Has attention been paid to the clarity of expression and readability, such as sentence structure, jargon use, acronyms, etc.: Need to re check the grammar and spelling

There are some inconsistencies in writing the references, for example reference no 2 and 3

Referee: 4

Recommendation: Reject

Comments:

Thank you for submitting your paper to the JARHE for publication consideration. In my perspective the paper still needs to develop more. See my detail comments further

Additional Questions:

1. Originality: Does the paper contain new and significant information adequate to justify publication?: I still can't see the novelty of this article. The overall contribution of the article is currently quite weak

2. Relationship to Literature: Does the paper demonstrate an adequate understanding of the relevant literature in the field and cite an appropriate range of literature sources? Is any significant work ignored?: In talking about ISW, authors should cite several studies that deal with ISW itself. not general "workplace spirituality". Since different spirituality concepts will have different results. Otherwise authors assume that all religions will come up with the same results?

I'm looking forward to more conceptualization arguments of each variable, especially ISW. How authors define the item questions in their questionnaire. the link from variable definition, measurement until item-questioned should be clear.

The hypotheses argument and elaboration between H5a & H5b suppose to be different and separate.

The elaboration and hypotheses argument for the first paragraph of 2.5 is definitely unclear. while the second paragraph is only about the statement that ISW can be used as a moderating variable. Authors missing a very important message from hypotheses argument.

3. Methodology: Is the paper's argument built on an appropriate base of theory, concepts, or other ideas? Has the research or equivalent intellectual work on which the paper is based been well designed? Are the methods employed appropriate?: Authors need to define clearly who is their population? and how many? how many Islam university based in Lampung? and how many employees do they select from each university? What is this study unit analysis? is that the university or employee? what is the definition of Islam-university? many short names of the university? don't assume the reader is familiar with those short-name? after returning 200 by respondents, how many responses are valid? all those unclear for me.

Authors justified that OJ 20-items question adapted in this study, however no discussion in literature review before about this? This is not good. Same also for Job satisfaction 7 item-question by Fernandes.

Something is wrong with the equation of "WDB". This is not right? (page 9, line 14).

4. Results: Are results presented clearly and analysed appropriately? Do the conclusions adequately tie together the other elements of the paper?: Authors need more deriving of meaning from the results also to underline the contribution of the research.

5. Implications for research, practice and/or society: Does the paper identify clearly any implications for research, practice and/or society? Does the paper bridge the gap between theory and practice? How can the research be used in practice (economic and commercial impact), in teaching, to influence public policy, in research (contributing to the body of knowledge)? What is the impact upon society (influencing public attitudes, affecting quality of life)? Are these

implications consistent with the findings and conclusions of the paper?: The implications section is very weak. The author needs to explore and elaborate more.

The implications suppose to be more with the authors finding instead of back to theory and several previous studies again.


6. Quality of Communication: Does the paper clearly express its case, measured against the technical language of the field and the expected knowledge of the journal's readership? Has attention been paid to the clarity of expression and readability, such as sentence structure, jargon use, acronyms, etc.: A thorough proof read is required to ensure clarity of expression throughout. There are some grammatical and spelling errors

Date Sent: 11-Apr-2021

File 1: * [How-to-submit-a-revision.pdf](#)

Files attached

[JARHE-03-2021-0089 Proof hi-converted-reviewed.pdf](#)

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Bukti konfirmasi submit revisi pertama, respon kepada reviewer, dan artikel yang diresubmit (16-Apr-2021)

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Journal of Applied Research in Higher Education <onbehalf@manuscriptcentral.co...
Kepada: ekaparianti10@gmail.com, ajaheka@gmail.com, rasydande@gmail.com, wiewiekadawiyah@unsoed.ac.id

Jum, 16 Apr 2021 jam 09:13 ☆

16-Apr-2021


Dear Author(s),

It is a pleasure to inform you that your manuscript titled Workplace Deviant Behavior among employees of Islamic-based Universities in Lampung: The moderating roles of Islamic Workplace Spirituality (JARHE-03-2021-0089.R1) has passed initial screening and is now awaiting reviewer invitation.

The manuscript was submitted by Assoc. Prof. Wiewiek Adawiyah with you listed as a co-author.


As you are listed as a co-author, if you have not already done so please log in to <https://mc.manuscriptcentral.com/jarhe> and check that your account details are complete and correct, these details will be used should the paper be accepted for publication.

Yours sincerely,
Dr. Patrick Blessinger
Editor, Journal of Applied Research in Higher Education



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Workplace Deviant Behavior among employees of Islamic-based Universities in Lampung: The moderating roles of Islamic Workplace Spirituality

Journal:	<i>Journal of Applied Research in Higher Education</i>
Manuscript ID	JARHE-03-2021-0089.R1
Manuscript Type:	Research Paper
Keywords:	Organizational justice, Job satisfaction, Workplace deviant behavior, Islamic-based Universities, Islamic Workplace Spirituality

Note : R1 pada ID = REVISI KE 1

Workplace Deviant Behavior among employees of Islamic-based Universities in Lampung: The moderating role of Islamic Workplace Spirituality

Abstract

Purpose - The purpose of this study is to examine the moderating effect of Islamic Workplace Spirituality (IWS) on the relationship between Organizational Justice (OJ) and Job Satisfaction (JS) on Workplace Deviant Behavior (WDB).

Design/methodology/approach - This research was conducted at Islamic-based universities in Lampung, with 213 employees as respondents out of 456 population's member. The sampling technique used was purposive sampling, and the data were collected directly from respondents using self administered questionnaire. The analysis method used to test the research hypothesis was Moderated Regression Analysis (MRA).

Findings - Out of six hypotheses proposed, all were supported. This study confirmed the moderating role of Islamic Workplace Spirituality (IWS) on the relationship of organizational justice and job satisfaction with workplace deviant behavior (WDB).

Originality/value - Most theories in human resources development in higher education came from the field of psychology while religious perspectives tend to be omitted. Workplace spirituality has recently drawn the attention of academics working in the fields of psychology

Bukti konfirmasi review dan hasil review kedua 20-May-2021

Journal of Applied Research in Higher Education

Decision Letter (JARHE-03-2021-0089.R1)

From: patrickblessinger@gmail.com

To: wiwiek.adawiyah@unsoed.ac.id

CC:

Subject: Journal of Applied Research in Higher Education - Decision on Manuscript ID JARHE-03-2021-0089.R1

Body: 20-May-2021

Dear Assoc. Prof. Adawiyah:

Manuscript ID JARHE-03-2021-0089.R1 entitled "Workplace Deviant Behavior among employees of Islamic-based Universities in Lampung: The moderating roles of Islamic Workplace Spirituality" which you submitted to the Journal of Applied Research in Higher Education, has been reviewed. The comments of the reviewer(s) are included at the bottom of this letter.

The reviewer(s) have recommended major revisions to the submitted manuscript, before it can be considered for publication. Therefore, I invite you to respond to the reviewer(s)' comments and revise your manuscript. Eventual acceptance is contingent upon addressing all reviewers' concerns and the editor-in-chief's final approval. The editor-in-chief reserves the right to not accept a paper if the author does not address all reviewers' and senior editor's concerns.

To revise your manuscript, log into <https://mc.manuscriptcentral.com/jarhe> and enter your Author Centre, where you will find your manuscript title listed under "Manuscripts with Decisions." Under "Actions," click on "Create a Revision." Your manuscript number has been appended to denote a revision.

You will be unable to make your revisions on the originally submitted version of the manuscript. Instead, revise your manuscript using a word processing program and save it on your computer. Please also highlight the changes to your manuscript within the document by using the track changes mode in MS Word or by using bold or coloured text. Once the revised manuscript is prepared, you can upload it and submit it through your Author Centre.

When submitting your revised manuscript, you will be able to respond to the comments made by the reviewer(s) in the space provided. You can use this space to document any changes you make to the original manuscript. In order to expedite the processing of the revised manuscript, please be as specific as possible in your response to the reviewer(s).

IMPORTANT: Your original files are available to you when you upload your revised manuscript. Please delete any redundant files before completing the submission.

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Please note that Emerald requires you to clear permission to re-use any material not created by you. If there are permissions outstanding, please send these to Emerald as soon as possible. Emerald is unable to publish your paper with permissions outstanding.

Once again, thank you for submitting your manuscript to the Journal of Applied Research in Higher Education and I look forward to receiving your revision.

Sincerely,

Dr. Patrick Blessinger
Senior Editor, Journal of Applied Research in Higher Education
patrickblessinger@gmail.com, blessinp@stjohns.edu

Referee(s)' Comments to Author:
Referee: 1

Recommendation: Minor Revision

Comments:

As above

Additional Questions:

1. Originality: Does the paper contain new and significant information adequate to justify publication?: Introduction still need to be more shortened and more directly focus on the gap of islamic university and moderating variable. Some parts can be moved to literature review.
2. Relationship to Literature: Does the paper demonstrate an adequate understanding of the relevant literature in the field and cite an appropriate range of literature sources? Is any significant work ignored?: -
3. Methodology: Is the paper's argument built on an appropriate base of theory, concepts, or other ideas? Has the research or equivalent intellectual work on which the paper is based been well designed? Are the methods employed appropriate?: -
4. Results: Are results presented clearly and analysed appropriately? Do the conclusions adequately tie together the other elements of the paper?: -
5. Implications for research, practice and/or society: Does the paper identify clearly any implications for research, practice and/or society? Does the paper bridge the gap between theory and practice? How can the research be used in practice (economic and commercial impact), in teaching, to influence public policy, in research (contributing to the body of knowledge)? What is the impact upon society (influencing public attitudes, affecting quality of life)? Are these implications consistent with the findings and conclusions of the paper?: -
6. Quality of Communication: Does the paper clearly express its case, measured against the technical language of the field and the expected knowledge of the journal's readership? Has attention been paid to the clarity of expression and readability, such as sentence structure, jargon use, acronyms, etc.: Check several grammatical errors and please re-read all the writing. Actually it has been comprehensive writing, but many sentences are repeated in some parts and not presented smoothly.

Referee: 2

Recommendation: Minor Revision

Comments:

Please do check on the articles, punctuation. The grammar is almost perfect.

Additional Questions:

1. Originality: Does the paper contain new and significant information adequate to justify publication?: Yes, it has originality since it explores Islamic values in the workplace.
2. Relationship to Literature: Does the paper demonstrate an adequate understanding of the relevant literature in the field and cite an appropriate range of literature sources? Is any significant work ignored?: It is enough. The authors already added more previous articles to strengthen their hypotheses.
3. Methodology: Is the paper's argument built on an appropriate base of theory, concepts, or other ideas? Has the research or equivalent intellectual work on which the paper is based been well designed? Are the methods employed appropriate?: SPSS is okay. It can show the moderating role as well. However; I thought SEM-PLS will show those effects in one process.
4. Results: Are results presented clearly and analysed appropriately? Do the conclusions adequately tie together the other elements of the paper?: Yes, it is good.
5. Implications for research, practice and/or society: Does the paper identify clearly any implications for research, practice and/or society? Does the paper bridge the gap between theory and practice? How can the research be used in practice (economic and commercial impact), in teaching, to influence public policy, in research (contributing to the body of knowledge)? What is

the impact upon society (influencing public attitudes, affecting quality of life)? Are these implications consistent with the findings and conclusions of the paper?: Yes, it is consistent

6. Quality of Communication: Does the paper clearly express its case, measured against the technical language of the field and the expected knowledge of the journal's readership? Has attention been paid to the clarity of expression and readability, such as sentence structure, jargon use, acronyms, etc.: Need to be improved.

Referee: 3

Recommendation: Accept

Comments:

Dear Authors,

For the future research I think you better continue this research by conducting qualitative research to get in-depth understanding on this topic.

Additional Questions:

1. Originality: Does the paper contain new and significant information adequate to justify publication?: Yes

2. Relationship to Literature: Does the paper demonstrate an adequate understanding of the relevant literature in the field and cite an appropriate range of literature sources? Is any significant work ignored?: Yes

3. Methodology: Is the paper's argument built on an appropriate base of theory, concepts, or other ideas? Has the research or equivalent intellectual work on which the paper is based been well designed? Are the methods employed appropriate?: Yes

4. Results: Are results presented clearly and analysed appropriately? Do the conclusions adequately tie together the other elements of the paper?: Yes

5. Implications for research, practice and/or society: Does the paper identify clearly any implications for research, practice and/or society? Does the paper bridge the gap between theory and practice? How can the research be used in practice (economic and commercial impact), in teaching, to influence public policy, in research (contributing to the body of knowledge)? What is the impact upon society (influencing public attitudes, affecting quality of life)? Are these implications consistent with the findings and conclusions of the paper?: Yes

6. Quality of Communication: Does the paper clearly express its case, measured against the technical language of the field and the expected knowledge of the journal's readership? Has attention been paid to the clarity of expression and readability, such as sentence structure, jargon use, acronyms, etc.: All have been fixed

Referee: 4

Recommendation: Major Revision

Comments:

The paper is an improvement over the last draft.

Additional Questions:

1. Originality: Does the paper contain new and significant information adequate to justify publication?: Improved

2. Relationship to Literature: Does the paper demonstrate an adequate understanding of the relevant literature in the field and cite an appropriate range of literature sources? Is any significant work ignored?: I still feel that the elaboration and hypotheses argument for the first paragraph of 2.5a & b is definitely unclear. The authors missing a very important message from the hypothesis argument, in terms of "moderating" meaning.

The authors justified that the OJ 20-items question adapted in this study, however no discussion in the literature review before about this? This is not good. Same also for Job satisfaction 7 item-question by Fernandes.

3. Methodology: Is the paper's argument built on an appropriate base of theory, concepts, or other ideas? Has the research or equivalent intellectual work on which the paper is based been well designed? Are the methods employed appropriate?: How many employees do they select from each university? What is this study unit analysis? is that the university or employee? what is the definition of Islam-university? still unclear to me

4. Results: Are results presented clearly and analysed appropriately? Do the conclusions adequately tie together the other elements of the paper?: Improved

5. Implications for research, practice and/or society: Does the paper identify clearly any implications for research, practice and/or society? Does the paper bridge the gap between theory and practice? How can the research be used in practice (economic and commercial impact), in teaching, to influence public policy, in research (contributing to the body of knowledge)? What is the impact upon society (influencing public attitudes, affecting quality of life)? Are these implications consistent with the findings and conclusions of the paper?: Improved

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Kepada: ekaparianti10@gmail.com, ajaheka@gmail.com, rasydande@gmail.com, wiewiek.adawiyah@unsoed.ac.id

Jum, 18 Jun 2021 jam 12.24 ☆

18-Jun-2021

Dear Author(s),


It is a pleasure to inform you that your manuscript titled Workplace Deviant Behavior among employees of Islamic-based Universities in Lampung: The moderating roles of Islamic Workplace Spirituality (JARHE-03-2021-0089.R2) has passed initial screening and is now awaiting reviewer invitation.

The manuscript was submitted by Assoc. Prof. Wiewiek Adawiyah with you listed as a co-author.

As you are listed as a co-author, if you have not already done so please log in to <https://mc.manuscriptcentral.com/jarhe> and check that your account details are complete and correct, these details will be used should the paper be accepted for publication.

Yours sincerely,
Dr. Patrick Blessinger
Editor, Journal of Applied Research in Higher Education

...



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a revision has been submitted
(JARHE-03-2021-0089.R3)

SEIC: Blessinger, Patrick
GE: Not Assigned
EO: Blessinger, Patrick

JARHE-
03-2021-
0089.R2

Workplace Deviant Behavior
among employees of
Islamic-based Universities in
Lampung: The moderating
roles of Islamic Workplace
Spirituality

18-Jun-2021 04-Aug-2021

- Minor Revision
(04-Aug-2021)

- a revision has
been submitted

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Workplace Deviant Behavior among employees of Islamic-based Universities in Lampung: The moderating roles of Islamic Workplace Spirituality

Journal:	<i>Journal of Applied Research in Higher Education</i>
Manuscript ID	JARHE-03-2021-0089.R2
Manuscript Type:	Research Paper
Keywords:	Organizational justice, Job satisfaction, Workplace deviant behavior, Islamic-based Universities, Islamic Workplace Spirituality

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Manuscripts

Note : R2 Pada ID = REVISI KEDUA

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27 attitudes and behavior are formed from transactions and exchange relationships between
28 employees and their organizations (Cropanzano, Bowen and Gilliland, 2007). Moreover,
29 the notion of "justice" is the foundation of Equity Theory (Adams, 1967), which describes
30 the level of justice or injustice received by employees based on their work situation, which
31 has been widely applied to organizational behavior studies (Chen *et al.*, 2015). The
32 definition of organizational justice is closely related to the principle of equality derived
33 from the philosophy of justice. (Akram *et al.*, 2020).
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2.1. Organizational Justice and Job satisfaction

Greenberg (1987) Organizational justice is defined as an individual's assessment of an organization's activities, as well as the attitudes and behaviors that employees produce. Greenberg cites the example of a corporation laying off half of its staff as an illustration of how this might make people feel unfair, leading to a shift in attitude and decreased productivity. Organizational justice, according to earlier research (Niehoff and Moorman, 1993), is both procedural and distributive justice. Interactional justice has recently been proposed as the third component of organizational justice. (Duffy *et al.*, 2013; Karkoulian, Assaker, and Hallak, 2016). Distributive justice refers to the perceived fairness of the outcomes obtained by an individual from an institution. Ddistribution justice is determined by comparing what an individual receives to that of other individuals in a comparable position. (Lambert, Hogan and Griffin, 2007; Elamin and Alomaim, 2011; Velez and Neves, 2017; Raja *et al.*, 2018). On the other side, procedural justice refers to the fairness of the decision-making process or result distribution, or the perceived fairness of the processes utilized to generate organizational outcomes. (Colquitt, 2001; Lambert *et al.*, 2007; Newman *et al.*, 2020; Raja *et al.*, 2018; Zeinabadi & Salehi, 2011). Finally, interactional justice focuses on employees' perceptions of the interpersonal treatment justice received during implementation (Li *et al.*, 2017). It refers to the quality of the interpersonal process and individual treatment (i.e., treated with dignity and respect), as well as the extent to which the authorities, or decision-makers, appear neutral and impartial

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Bukti konfirmasi review dan hasil review ketiga 4 Aug-2021

Journal of Applied Research in Higher Education

Decision Letter (JARHE-03-2021-0089.R2)

From: patrickblessinger@gmail.com

To: wiwiek.adawiyah@unsoed.ac.id

CC:

Subject: Journal of Applied Research in Higher Education - Decision on Manuscript ID JARHE-03-2021-0089.R2

Body: 04-Aug-2021

Dear Assoc. Prof. Adawiyah:

Manuscript ID JARHE-03-2021-0089.R2 entitled "Workplace Deviant Behavior among employees of Islamic-based Universities in Lampung: The moderating roles of Islamic Workplace Spirituality" which you submitted to the Journal of Applied Research in Higher Education, has been reviewed. The comments of the reviewer(s) are included at the bottom of this letter.

The reviewer(s) have recommended revisions to the submitted manuscript, before it can be considered for publication. Therefore, I invite you to respond to the reviewer(s)' comments and revise your manuscript. Eventual acceptance is contingent upon addressing all reviewers' concerns and the editor-in-chief's final approval. The editor-in-chief reserves the right to not accept a paper if the author does not address all reviewers' and senior editor's concerns.

To revise your manuscript, log into <https://mc.manuscriptcentral.com/jarhe> and enter your Author Centre, where you will find your manuscript title listed under "Manuscripts with Decisions." Under "Actions," click on "Create a Revision." Your manuscript number has been appended to denote a revision.

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When submitting your revised manuscript, you will be able to respond to the comments made by the reviewer(s) in the space provided. You can use this space to document any changes you make to the original manuscript. In order to expedite the processing of the revised manuscript, please be as specific as possible in your response to the reviewer(s).

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Once again, thank you for submitting your manuscript to the Journal of Applied Research in Higher Education and I look forward to receiving your revision.

Sincerely,
Dr. Patrick Blessinger
Senior Editor, Journal of Applied Research in Higher Education
patrickblessinger@gmail.com, blessingp@stjohns.edu

Referee(s)' Comments to Author:
Referee: 1

Recommendation: Minor Revision

Comments:

Actually, the fact 'sometimes' (in particular cases, not in general) showed that Islamic culture may lead to another bad behaviour, such as harassing others based on religion verse which indicates WDB. Authors could do research about this topic using different method to gain another finding of special case.

Additional Questions:

1. Originality: Does the paper contain new and significant information adequate to justify publication?: The last sentence of originality in abstract is the repetition of the previous sentence.

2. Relationship to Literature: Does the paper demonstrate an adequate understanding of the relevant literature in the field and cite an appropriate range of literature sources? Is any significant work ignored?: H5a states that justice promotes spirituality then reduces WDB. It seems like "justice --> IWS --> WDB" which IWS becomes mediating variable.

Meanwhile, H5b states that employee with spirituality is more satisfied and not engage in WDB. It seems like "IWS --> satisfaction --> WDB" which IWS is an independent/exogenous variable.

In other words, the explanation of H5a and H5b do not show moderating effect about how "IWS is defined as avoiding things forbidden and this kind of good behaviour will support good workplace behaviour".

3. Methodology: Is the paper's argument built on an appropriate base of theory, concepts, or other ideas? Has the research or equivalent intellectual work on which the paper is based been well designed? Are the methods employed appropriate?: Yes

4. Results: Are results presented clearly and analysed appropriately? Do the conclusions adequately tie together the other elements of the paper?: The last 2 paragraphs in the discussion are needed to be rearranged.
The first last paragraph explains about IWS, OJ, and WDB. The next paragraph discusses about IWS, JS, and WDB in one sentence, then followed again by IWS, OJ, and WDB relationship.

5. Implications for research, practice and/or society: Does the paper identify clearly any implications for research, practice and/or society? Does the paper bridge the gap between theory and practice? How can the research be used in practice (economic and commercial impact), in teaching, to influence public policy, in research (contributing to the body of knowledge)? What is the impact upon society (influencing public attitudes, affecting quality of life)? Are these implications consistent with the findings and conclusions of the paper?: Yes

6. Quality of Communication: Does the paper clearly express its case, measured against the technical language of the field and the expected knowledge of the journal's readership? Has attention been paid to the clarity of expression and readability, such as sentence structure, jargon use, acronyms, etc.: Abbreviation writing is not consistent.

At the beginning --> Workplace Deviant Behaviour (WDB)
In the middle of manuscript --> WDB or sometimes Workplace Deviant Behaviour (WDB)

Once 'Workplace Deviant Behaviour (WDB)' is written, the next should be WDB only.

Referee: 2

Recommendation: Minor Revision

Comments:

It needs minor revision focusing on language communication. Good luck.

Additional Questions:

1. Originality: Does the paper contain new and significant information adequate to justify publication?: Yes, it has new info on the WDB.
2. Relationship to Literature: Does the paper demonstrate an adequate understanding of the relevant literature in the field and cite an appropriate range of literature sources? Is any significant work ignored?: Good review.
3. Methodology: Is the paper's argument built on an appropriate base of theory, concepts, or other ideas? Has the research or equivalent intellectual work on which the paper is based been well designed? Are the methods employed appropriate?: Clear method.
4. Results: Are results presented clearly and analysed appropriately? Do the conclusions adequately tie together the other elements of the paper?: Results are ok.
5. Implications for research, practice and/or society: Does the paper identify clearly any implications for research, practice and/or society? Does the paper bridge the gap between theory and practice? How can the research be used in practice (economic and commercial impact), in teaching, to influence public policy, in research (contributing to the body of knowledge)? What is the impact upon society (influencing public attitudes, affecting quality of life)? Are these implications consistent with the findings and conclusions of the paper?: Yes, it has clear implications.
6. Quality of Communication: Does the paper clearly express its case, measured against the technical language of the field and the expected knowledge of the journal's readership? Has attention been paid to the clarity of expression and readability, such as sentence structure, jargon use, acronyms, etc.: 1. How many authors? if it is more than 1, so you write authors.

In this paper, author adopted measurement develop by Niehoff and Moorman (1993) which consist twenty items representing procedural and distributive justices. This scale is apposite for assessing perceived organizational fairness among university academics (Jameel, Ahmad, and Mousa, 2020).

2. Justice or fairness? be consistent.
3. The Koran or The Qur'an?

Referee: 3

Recommendation: Accept

Comments:

Thank you for submitting the revised version. I guess now the paper looks okay for me.

Additional Questions:

1. Originality: Does the paper contain new and significant information adequate to justify publication?: Improved, okay now
 2. Relationship to Literature: Does the paper demonstrate an adequate understanding of the relevant literature in the field and cite an appropriate range of literature sources? Is any significant work ignored?: Improved, okay now
 3. Methodology: Is the paper's argument built on an appropriate base of theory, concepts, or other ideas? Has the research or equivalent intellectual work on which the paper is based been well designed? Are the methods employed appropriate?: Improved, okay now
 4. Results: Are results presented clearly and analysed appropriately? Do the conclusions adequately tie together the other elements of the paper?: Improved, okay now
 5. Implications for research, practice and/or society: Does the paper identify clearly any implications for research, practice and/or society? Does the paper bridge the gap between theory and practice? How can the research be used in practice (economic and commercial impact), in teaching, to influence public policy, in research (contributing to the body of knowledge)? What is the impact upon society (influencing public attitudes, affecting quality of life)? Are these implications consistent with the findings and conclusions of the paper?: Improved, okay now
 6. Quality of Communication: Does the paper clearly express its case, measured against the technical language of the field and the expected knowledge of the journal's readership? Has attention been paid to the clarity of expression and readability, such as sentence structure, jargon use, acronyms, etc.: Improved, okay now
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Workplace deviant behavior among employees of Islamic-based universities in Lampung: the moderating role of Islamic workplace Spirituality

Journal:	<i>Journal of Applied Research in Higher Education</i>
Manuscript ID	JARHE-03-2021-0089.R3
Manuscript Type:	Research Paper
Keywords:	Organizational justice, Job satisfaction, Workplace deviant behavior, Islamic-based Universities, Islamic Workplace Spirituality

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Note : R3 = Revisi ketiga

Bukti konfirmasi artikel accepted 20-Sep-2021

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Kepada: ekaparianti10@gmail.com, ajaheka@ymail.com

Sen, 20 Sep 2021 jam 15.31 ☆

20-Sep-2021

Dear PARIYANTI, EKA; Rosid, Andiana; Adawiyah, Wiwiek,

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

Effective from September 2017, Emerald has removed the embargo period across all journals for the self-archiving of the Author Accepted Manuscript (AAM). This enables all of our authors to make their article open access via a 'green' route. The full text of the article may therefore become visible within your personal website, institutional repository (IR), subject repository, SCN signed up to the Voluntary STM Sharing Principles as soon as the final version has been published in the journal. It may also be shared with interested individuals, for teaching and training purposes at your own institution and for grant applications.

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Eka Pariyanti, Andiana Rosid, Wiwiek Rabiatal Adawiyah ▾

Journal of Applied Research in Higher Education

ISSN: 2050-7003

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Abstract

Purpose

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).

Related articles

The influence of spiritual leadership on spirituality, conscientiousness and job satisfaction and its impacts on the reduction of workplace deviant behavior

Wahyono et al., Journal of Economic and Administrative Sciences, 2020