Organizational Justice and Deviant Behaviour: A Systematic Literature Review and Bibliometric Analysis

Rabuni Aiswarya. P[1], Dr. Syed Khalid Perweez[2]
[1,2]VIT Business School, VIT University, Vellore, Tamil Nadu, India

ABSTRACT

Purpose: The purpose of the study is to identify the most interplay between deviant behavior and organizational justice and to find the most productive research institutions, author impact and citation, country citation and research trends in this area, in order to inform future research and practice.

Theoretical Framework: The research on deviant behavior and organizational justice has started during 1999 and playing a crucial role in the organizations. Though there is a consolidated amount of research on bibliometric analysis has been conducted in this area of research.

Design/Methodology/Approach: The data was extracted from Scopus database and analyzed using R-Studio and VOS viewer. The purpose of this study is to analyze over a span of 21 years of documents. The analysis encompasses trends in publication, influential authors, prominent countries and institutions, key journals, and emerging keywords within the field.

Findings: The study reveals dynamic publication trends and highlights influential figures, with countries like the USA and Indonesia taking the lead in research contributions. Notable journals and significant keywords are central to the discourse. The research also identifies limitations in current literature, calling for cross-disciplinary exploration and considerations of moderating factors

Practical & Social implications: This study provides an overview of the research in the area of deviant behavior and organizational justice context. This helps the researchers to understand the importance of workplace deviance and organizational justice.

Originality/Value: The value of the study is that it is the primary and original research on the area of deviant behavior and organizational justice to conduct a bibliometric analysis in this area of research.

Keywords: Organizational Justice, Deviant Behavior, Workplace deviance, Organization

INTODUCTION

In today's dynamic and interconnected business landscape, maintaining a harmonious and just work environment is paramount to an organization's success. Within this context, the intricate interplay between employee behaviour and perceptions of organizational justice has garnered increasing attention. Deviant behaviour, encompassing a range of actions that deviate from established norms and expectations, has the potential to disrupt the equilibrium of workplace dynamics. This disruption, in turn, can significantly influence how employees perceive fairness and equity within their organization (Andersson & Pearson, 2013). Deviant behaviour, a range of actions deviating from established norms and expectations, carries the potential to disrupt the equilibrium of organizational ecosystems (DellaPosta et al., 2017). In tandem, organizational justice serves as a bedrock for fostering a workplace where fairness and equity thrive. Its three dimensions—distributive, procedural, and interactional justice reflect employees' perceptions of the treatment they receive in various facets of their professional lives (Balozi, 2017). Organizational justice, a cornerstone of effective human resource management, revolves

around employees' perceptions of how fairly they are treated in various dimensions of their professional lives (Lambert et al., 2010). Distributive justice focuses on the allocation of rewards and resources, procedural justice pertains to the fairness of decision-making processes, and interactional justice concerns the quality of interpersonal interactions and communication (Usmani & Jamal, 2013). Understanding the multifaceted relationship between deviant behaviour and organizational justice is crucial for organizations aiming to foster a positive workplace culture and maintain high levels of employee morale and productivity (Tufan et al., 2023).

This study embarks on a unique journey, employing a dual approach of systematic literature review and bibliometric analysis, to unravel the complex relationship between these two pivotal constructs. By meticulously examining existing research and applying bibliometric techniques, this study aims to not only offer an in-depth understanding of the subject but also map the scholarly landscape and identify trends that have shaped the discourse. By seamlessly integrating a systematic literature review with a bibliometric analysis, this study endeavours to provide a comprehensive view of the complex interplay between deviant behaviour and organizational justice. Beyond conceptual insights, the scholarly mapping facilitated by the bibliometric analysis adds a quantitative dimension, guiding future research directions and informing organizational strategies to mitigate the negative effects of deviance. Ultimately, this study aspires to contribute to the enhancement of workplace dynamics, emphasizing fairness, trust, and collective prosperity.

LITERATURE REVIEW

Workplace deviant behaviour has emerged as a growing problem in today's organisations. Workplace deviant behaviour is defined as behaviour that breaches organisational rules and endangers the wellbeing of the organisation, its members, or both. Personal casualties as a result of workplace deviant behaviour include stress, unpleasant emotions at work, despair and lower self-esteem, anxiety, sleeplessness, and panic attacks (Pariyanti et al., 2022). Organisations must comprehend the impact of employees' perceptions of organisational politics on workplace misbehaviour. Discrimination perceptions also play a role in developing deviant behaviour, indicating that stress is essentially an internal condition experienced by a person in response to hazardous environmental components. Because the individual's efforts may not result in tangible advantages in a political work situation, the person in question is likely to be stressed (Aizzat et al., 2014). Employee misconduct, such as fraud, delaying effort, and mistreatment of coworkers, is a major concern for most businesses. As a result, studying the causes of deviant behaviours in the workplace is an important research priority. Employee character and their opinions of organisational justice are two important determinants of workplace misbehaviour(O'Neill et al., 2011). There are various sorts of deviant workplace behaviour. It could be occupational fraud, verbal or physical hostility, demonstrating favouritism, working slowly, and so on. The environment at work and circumstances at work are significant indicators of fraud, which is deviant workplace behaviour. When employees and supervisors believe they are not being properly cared for, they resort to deception and misconduct to even things out(Wargenau, Astrid; Che, 2004). Voluntary behaviour of organisational members that breaches significant organisational rules and, as a result, jeopardises the success of the organisation and/or its members' well-being. Such behaviour might be categorised as interpersonal or organisational deviance(Huang et al., 2015). Intention to resign, discontent, hatred for the organisation, non-attendance, substance abuse, benefit abuse, and social remodelling are all sources of workplace deviance. Individual effectiveness in work groups can suffer as a result of deviant workplace behaviour. Abnormality is typically seen as a reaction to perplexing authoritative stress(Malisetty & Vasanthi Kumari, 2016). Rebellion can manifest itself in subtle ways, such as chatting and taking unauthorised breaks, in addition to more violent activities, such as stealing and verbal abuse. Because organisational deviance can have an impact on efficiency and productivity, interpersonal component in the aftermath of highly publicised workplace homicides.(Aquino et al., 2016). Counterproductive work behaviours are defined as intentional behaviours by employees that are not in the best interests of the organisation (Shoaib & Baruch, 2019)

Organizational justice has concentrated on the alleged fairness of resource allocation, dubbed distributive justice, and the relationships between these views and a variety of criterion factors. The emphasis was expanded to encompass procedural justice, or the fairness of how decisions are made. In turn, procedural justice was expanded to incorporate psychological dimensions of justice(Hystad et al., 2014). The four elements of organizational justice can be inversely related to stress perceptions as well as work-family conflict perceptions(Malisetty & Vasanthi Kumari,2016). Interactional justice is a unique and intermediate phase between the implementation of organizational procedure and the legislation of organizational procedure. Interactional justice impressions, rather than being related with structural aspects

rules or procedures, come from ideas about the sincerity, respectability, and consistency of those in positions of authority(Nurcholidah et al., 2023).Each type of justice views is projected to be significantly related to deviant behaviors, implying that favorable opinions regarding justice could be associated with fewer instances of deviation(Aquino et al., 2016).In groups of people working together, a common awareness of fairness and ethical behavior can emerge, coloring subsequent norms, behaviors, and perspectives at both the individual and group levels of analysis (Thornton & Rupp, 2016) Employees exhibit positive emotions such as fulfilment and dedication when they believe there is distributive justice. In contrast, unfair awarding of benefits from the company will motivate employees to engage in deviant behavior, such as destroying equipment or work procedures, taking equipment without authorization, and so on(Arina et al., 2020) Perceptions of justice centered on evaluations of the standard of interaction that an individual obtains from the person with power or authority throughout the execution of organizational procedures. Interactional justice is a discrete and transitional step between the implementation of organizational procedures and the end result. Interactional justice impressions, rather than being related with structural aspects of rules or procedures, come from views about the sincerity, respectability, and consistency of those in positions of authority(Aquino et al., 2016). The psychological aspect of justice perception in individuals' respective organizations is represented by organizational justice perception(Challa & Perwez, 2023). The distributive justice method gave rise to the phenomena of organizational justice. Individuals' perceptions of distributive justice are developed as a result of comparing between what they got from the business in exchange for the services they give and what they previously earned or what other staff members receive(Maramura & Shava, 2021). Injustice perceptions also enhanced an individual's proclivity to ethically detach, which partially mediated the influence of justice beliefs on deviant work practises (Hystad et al., 2014)

RESEARCH QUESTIONS

RQ1: What are the publication trends?
RQ2: What are the most highly cited papers and productive authors in the field of the study?
RQ3: What are the most contributing countries and institutions in the field of the study?
RQ4: What are the utmost productive journals published relative topics?
RQ5: What are the top keywords that authors used to investigate their themes in the studied area?
 RQ6: What are the literature gaps and future directions?

RESEARCH METHODOLOGY

On 11th August 2023, the data has been extracted from Scopus database from 1999 to 2023 with the search terms of (Tit-ABS-Key ("deviant behaviour"AND "organizational justice")) and (LIMIT-TO (DOCTYPE, "art,") OR LIMIT-TO (DOCTYPE, "re")) AND (LIMIT-TO (LANGUAGE, "English")) AND (LIMIT -TO (SOURCE TYPE- "Journal")). The total number of documents identified at the initial stage was 35 documents. In the screening stage,2 articles were excluded from the records. A total of 33 articles have been taken for the final stage.
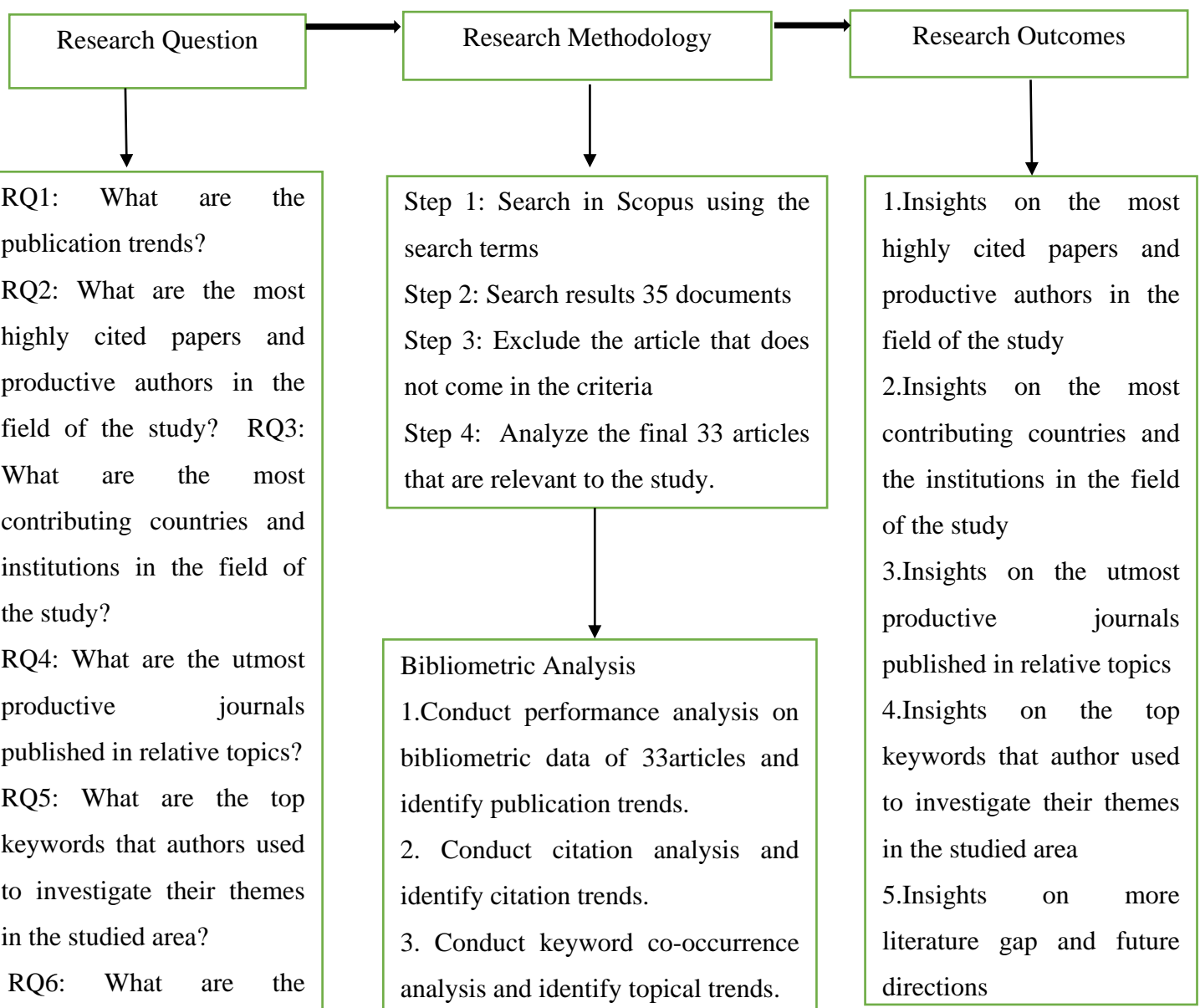
DATA ANALYSIS

The study utilized the Scopus database to gather pertinent data encompassing author details, affiliations linked to institutions and countries, publication years, article citations, scientific categories, and journal metrics. The analysis was conducted using Microsoft Excel version 16.52, employing a descriptive approach to examine the collected Scopus database information. Microsoft Excel was further employed to visualize trends through graphical representations, illustrating total citations, and publications. Additionally, the software facilitated the creation of geographical maps depicting the geographical

distribution of publications based on the extracted data. The data was systematically organized by source, total publications, total citations, cite score, and calculations of citations per publication, presented in a tabular format for comprehensive analysis.

Bibliometric analysis was employed to dissect and map these articles, and VOS viewer 1.6.17 and R-Studio was utilized as the analytical tool. Data extraction was carried out using VOS viewer to construct a comprehensive network visualization of authors and co-authorships, as well as a network map displaying keywords and their co-occurrences. These intricate maps were instrumental in uncovering clusters and networks that outline collaborative author relationships and country-based cooperation within the published articles. Within these networks, nodes represent distinct elements such as authors, keywords, affiliations (institutions or countries), and documents, while links illustrate the relationships between these nodes. Node size reflects frequency, and node color signifies clusters of individuals or concepts. Uniform node color signifies membership in the same cluster across authors, keywords, documents, and affiliations.

Figure:1Research Design and Scheme of Analysis

Research Question	→	Research Methodology	→	Research Outcomes

Research Question

RQ1: What are the publication trends?

RQ2: What are the most highly cited papers and productive authors in the field of the study? RQ3: What are the most contributing countries and institutions in the field of the study?

RQ4: What are the utmost productive journals published in relative topics?

RQ5: What are the top keywords that authors used to investigate their themes in the studied area?

RQ6: What are the

Research Methodology

Step 1: Search in Scopus using the search terms

Step 2: Search results 35 documents

Step 3: Exclude the article that does not come in the criteria

Step 4: Analyze the final 33 articles that are relevant to the study.

Bibliometric Analysis

1. Conduct performance analysis on bibliometric data of 33articles and identify publication trends.

2. Conduct citation analysis and identify citation trends.

3. Conduct keyword co-occurrence analysis and identify topical trends.

Research Outcomes

1. Insights on the most highly cited papers and productive authors in the field of the study

2. Insights on the most contributing countries and the institutions in the field of the study

3. Insights on the utmost productive journals published in relative topics

4. Insights on the top keywords that author used to investigate their themes in the studied area

5. Insights on more literature gap and future directions

DATA ANALYSIS AND INTERPRETATIONS
PUBLICATION TREND

The data on publication trends offers insights into the changing patterns of research activity over the years. It suggests that research output has not been consistent but has rather experienced fluctuations. For instance, in 1999 and 2005, research activity was limited, possibly indicating periods of lower research focus or fewer studies conducted. The years 2007 and 2011 saw a slight increase with 2 articles each, suggesting a minor uptick in research interest during those times. The most significant surge in research output occurred in 2013, with 5 articles, implying a concentrated period of active research and a potential shift in the field's attention. Afterward, the publication count fluctuates: 2015 and 2017 have 2 and 1 article(s) respectively, showcasing a relatively stable or possibly declining trend. However, the research output rebounds in 2019 with 3 articles, indicating renewed interest or more intensive research. This upward momentum continues in 2021 and 2023 with 3 and 4 articles respectively, underscoring a sustained period of increased research activity. These variations in research output likely stem from changing research priorities, evolving trends, and shifts in academic exploration over time as shown in Figure:2

Figure :2 Publications Trend
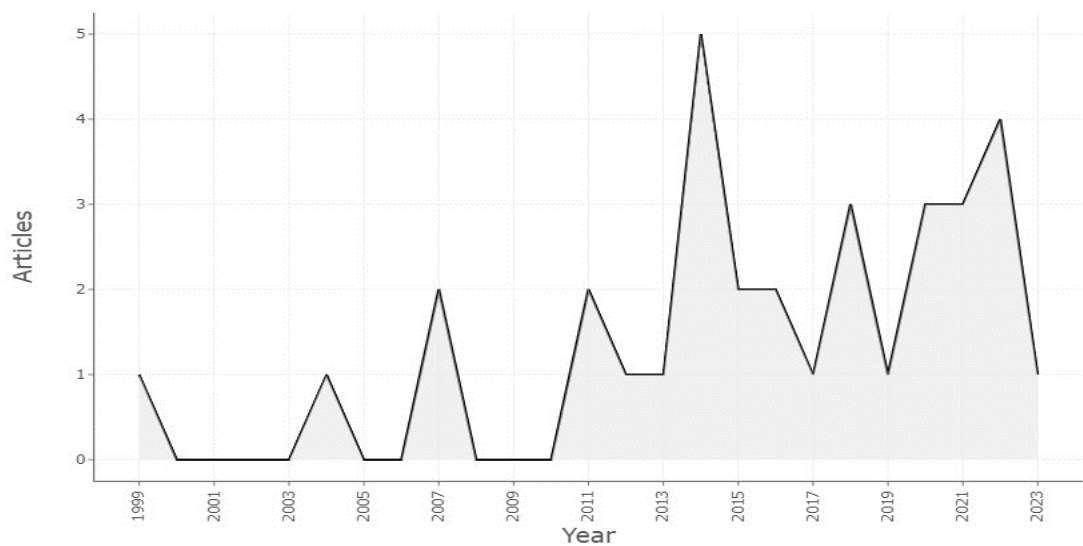
AUTHOR IMPACT

The presented table provides an overview of the impact of several authors in a specific field. For instance, AQUINO K demonstrates an h-index of 2, accompanied by a substantial total citation (TC) count of 470 across 2 papers published since 1999. Similarly, BRADFIELD M, LEWIS MU, BENNETT RJ, and GALPERIN BL each exhibit an h-index of 1, with a shared total citation count of 357 attributed to 1 paper each since 1999. HARTIG J, BECHTOLDT MN, WELK C, ZAPF D, and CHANG HS also contribute to this analysis, with an h-index of 1 and a total citation count of 72 across 1 paper each since 2007 and 2020 respectively. The g-index and m-index metrics shed light on the distribution and cumulative impact of these authors' research outputs. Moreover, the number of papers (NP) published by each author and the year of starting publication (PY_start) contribute to a comprehensive understanding of their scholarly contributions within the field as shown in Table;1 and Figure:3

Table:1 Author Impact

Element	h_index	g_index	m_index	TC	NP	PY_start
Aquino K	2	2	0.08	470	2	1999
Bradfield M	1	1	0.04	357	1	1999
Lewis MU	1	1	0.04	357	1	1999
Bennett RJ	1	1	0.05	113	1	2004
Galperin BL	1	1	0.05	113	1	2004
Hartig J	1	1	0.059	72	1	2007
Bechtoldt MN	1	1	0.059	72	1	2007
Welk C	1	1	0.059	72	1	2007
Zapf D	1	1	0.059	72	1	2007
Chang HS	1	1	0.25	70	1	2020

Figure:3Author Impact
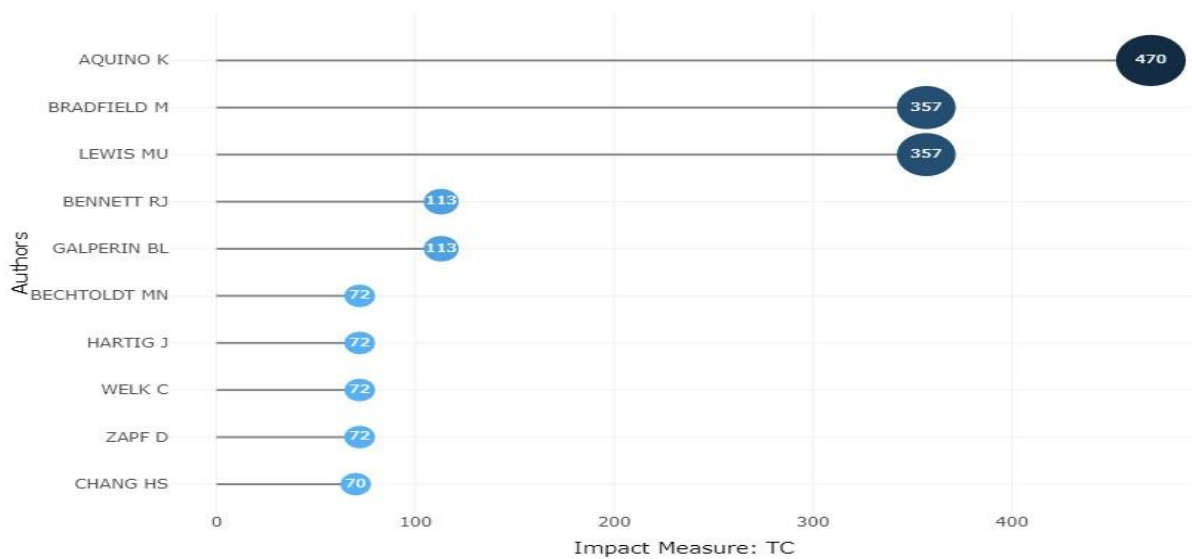
COUNTRY PRODUCTION

The table reveals the distribution of countries within the given context, shedding light on their relative prominence or representation. The United States (USA) stands out as the most frequently mentioned country, appearing 21 times in the dataset. This high frequency suggests that the USA has a significant presence or influence within the context under consideration. Following closely, INDONESIA appears 12 times, highlighting its notable role. Both INDIA and MALAYSIA share a frequency of 8, indicating comparable significance. Similarly, CANADA, NIGERIA, and TURKEY have each appeared 6 times, showcasing their relevance. CHINA, IRAN, and SPAIN exhibit a frequency of 5, indicating a consistent yet slightly less frequent representation. These frequency values offer valuable insights into the distribution of attention, activities, or occurrences among various countries within the context being studied, potentially reflecting collaboration patterns, research focus, or other relevant factors as sown in Table:2 and Figure: 4

Table:2 Country Production

Region	Frequency
USA	21
INDONESIA	12
INDIA	8
MALAYSIA	8
CANADA	6
NIGERIA	6
TURKEY	6
CHINA	5
IRAN	5
SPAIN	5

Figure:4 Geographical representation of the articles published in the countries
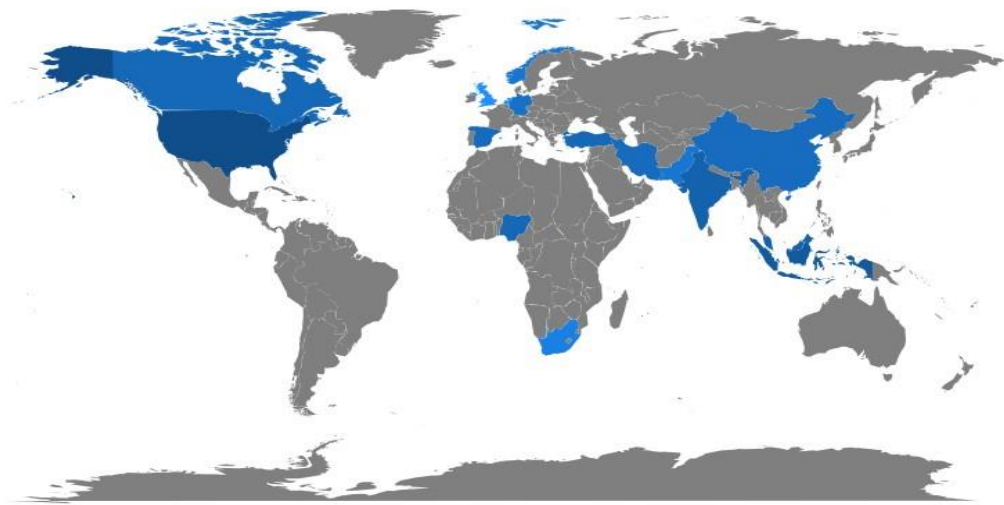

MOST CITED COUNTRIES

The data reveals intriguing insights into the research landscape by showcasing the most cited countries in terms of both total citations (TC) and average article citations. The United States (USA) occupies a prominent position with an impressive TC of 206 citations, reflecting the country's significant research output and widespread influence. Equally notable is China, which closely follows the USA with a TC of 82 citations, demonstrating the global recognition of its research endeavors. Canada and Turkey exhibit strong TCs of 70 and 60 citations, respectively, highlighting their contributions to the academic discourse. Noteworthy is Norway's exceptional average article citations of 57.00, indicating that the country's research, while fewer in volume, is heavily cited, possibly indicating a focus on high-impact studies.Spain and the United Kingdom (UK) maintain respectable TCs of 21 and 16 citations, respectively, showcasing their consistent involvement in research activities. On a more modest scale,

India, Indonesia, and Iran present lower TCs of 4, 4, and 3 citations, respectively. While their TCs are relatively low, the data suggests that these countries are actively contributing to research; however, there might be room for increased recognition and citation of their work. It's intriguing to observe that countries like the USA and China manage to maintain high average citation counts despite their substantial research output, indicating the significance of their contributions. Conversely, countries like Indonesia and India have lower average article citations, which might indicate an opportunity to enhance the impact of their research as shown in Table:3 and Figure:5

Table:3 Most Cited Countries

Country	TC	Average Article Citations
USA	206	41.20
China	82	41.00
Canada	70	35.00
Turkey	60	20.00
Norway	57	57.00
Spain	21	10.50
United Kingdom	16	16.00
India	4	4.00
Indonesia	4	2.00
Iran	3	3.00

Figure:5 Most cited countries
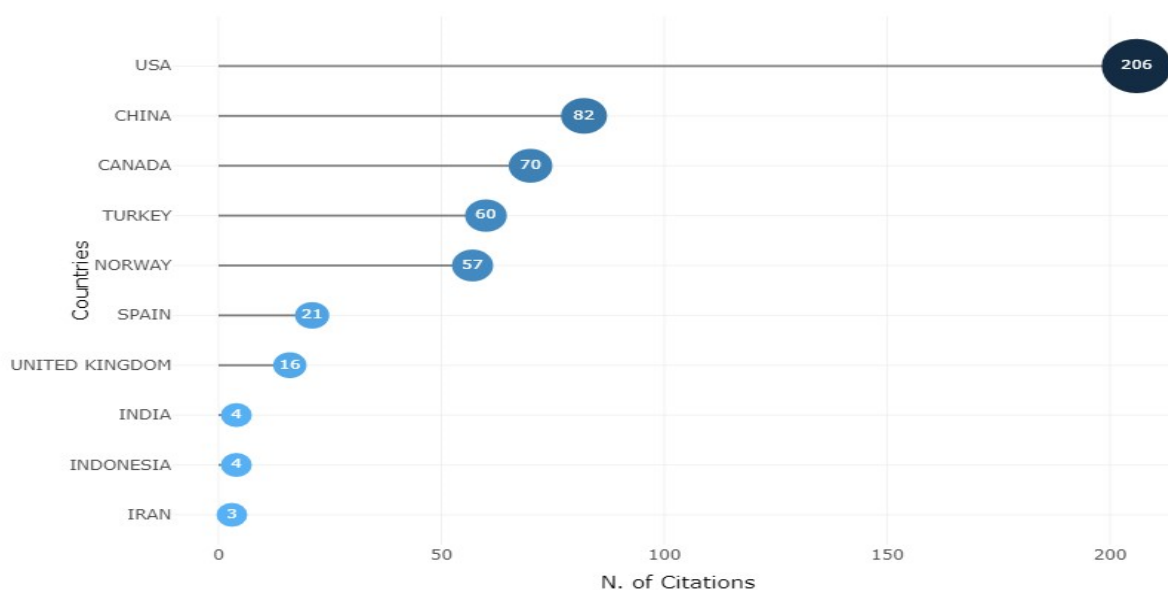

MOST RELEVANT AFFILIATIONS

The provided data highlights the most relevant affiliations based on the number of associated articles. Each affiliation listed has been linked to a particular number of articles, and the repeated occurrence of the number "3" indicates a consistent representation of these affiliations. Sam Houston State University, Tabriz University of Medical Sciences, Universidad De Zaragoza, Universitas Airlangga, Universitas Jenderal Soedirman, University Utara malaysia, University of Bergen, and University of Guelph all exhibit a strong presence, each being connected to 3 articles. This suggests a concentrated and substantial research output affiliated with these institutions. Notably, Enugu State University of Science and Technology Enugu and Florida State University, with 2 associated articles, also hold relevance,

showcasing their contributions within the context being analysed. The repeated occurrence of certain affiliations at the "3 articles" mark underlines their active involvement and likely significant role in the research landscape, possibly indicating collaborative research efforts or specialized areas of focus as shown in Table:4 and Figure:6

Table:4 Top 10 Relevant Affiliations

Affiliation	Articles
Sam Houston State University	3
Tabriz University of Medical Sciences	3
Universidad De Zaragoza	3
Universitas Airlangga	3
Universitas Jenderal Soedirman	3
Universiti Utara Malaysia	3
University of Bergen	3
University of Guelph	3
Enugu State University of Science and Technology Enugu	2
Florida state university	2

Figure:6 Top 10 Most cited most relevant affiliations
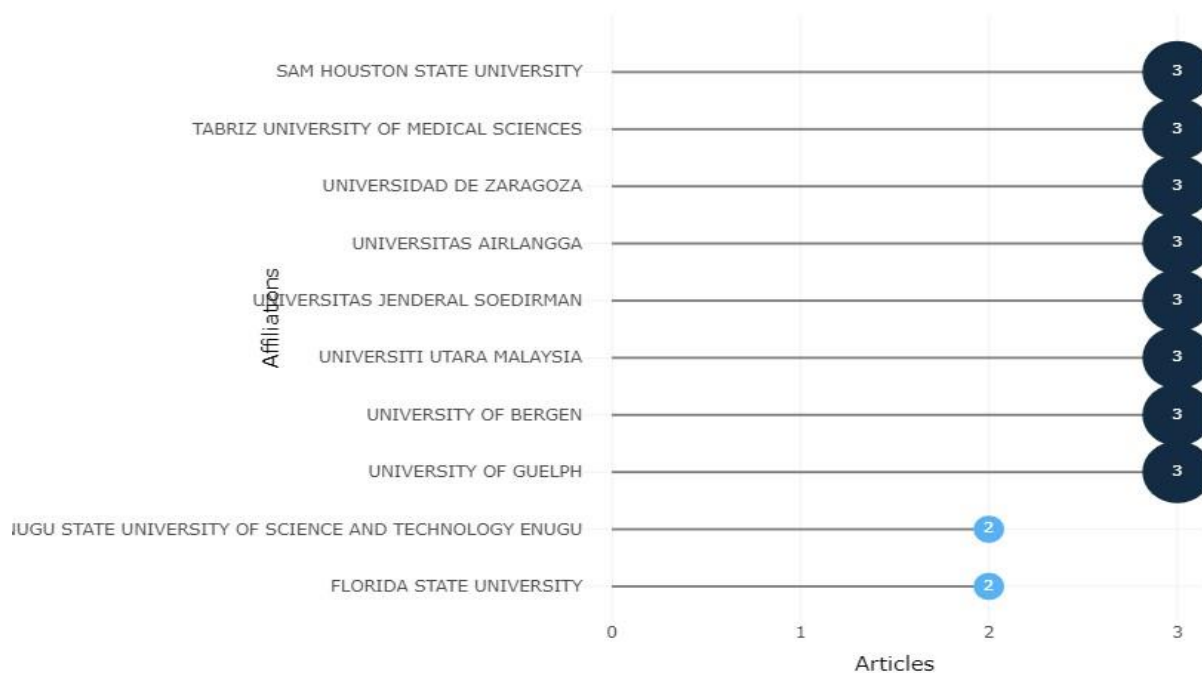
TOP 10 MOST RELEVANT SOURCES

The data highlights the most relevant sources based on the number of articles associated with each. Among these sources, the "Journal of Business Ethics" stands out with the highest occurrence, being linked to 2 articles. This suggests that the Journal of Business Ethics holds substantial significance within the analyzed context, possibly due to its reputation and focus on ethical considerations in business research. Furthermore, several other sources, each linked to 1 article, also play a role in contributing to the research landscape. These sources encompass a diverse range of disciplines, including commerce, psychology, gender studies, and technology, as evidenced by publications in "Acta Commercii," "Anatolia," "Business Horizons," "European Journal of Work and Organizational Psychology," "Frontiers in Psychology," "Gender in Management," "Indian Journal of Science and Technology,"

"International Journal of Business and Society," and "International Journal of Hospitality Management." This diversity implies a multidisciplinary approach to research and potentially points to cross-cutting themes that are explored across these varied sources. Overall, the analysis underscores the prominence of specific sources and the broad spectrum of literature contributing to the understanding of various subjects within the research domain as shown in table :5 and figure:7 and figure:8

Table:5 Top 10 Most relevant sources

| Sources	Articles
Journal of Business Ethics	2
Acta Commercii	1
Anatolia	1
Business Horizons	1
European Journal of Work and Organizational Psychology	1
Frontiers in Psychology	1
Gender in Management	1
Indian Journal of Science and Technology	1
International Journal of Business and Society	1
International Journal of Hospitality Management	1

Figure:7 Top 10 most relevant sources
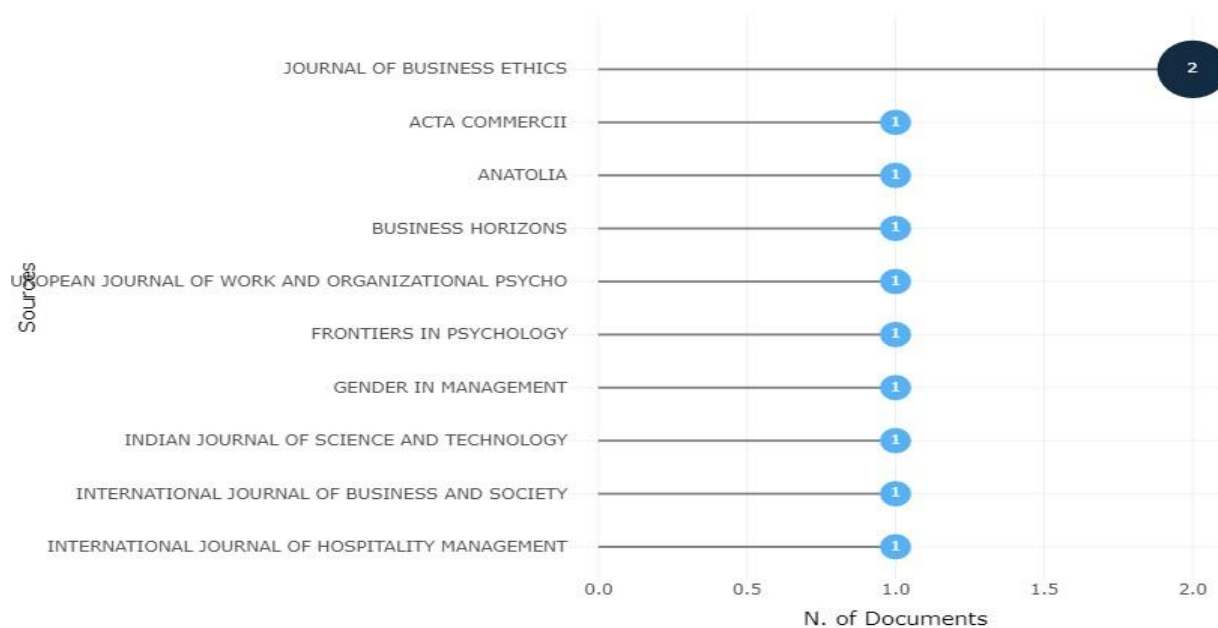
Figure:8 Top 10 Journal Impact
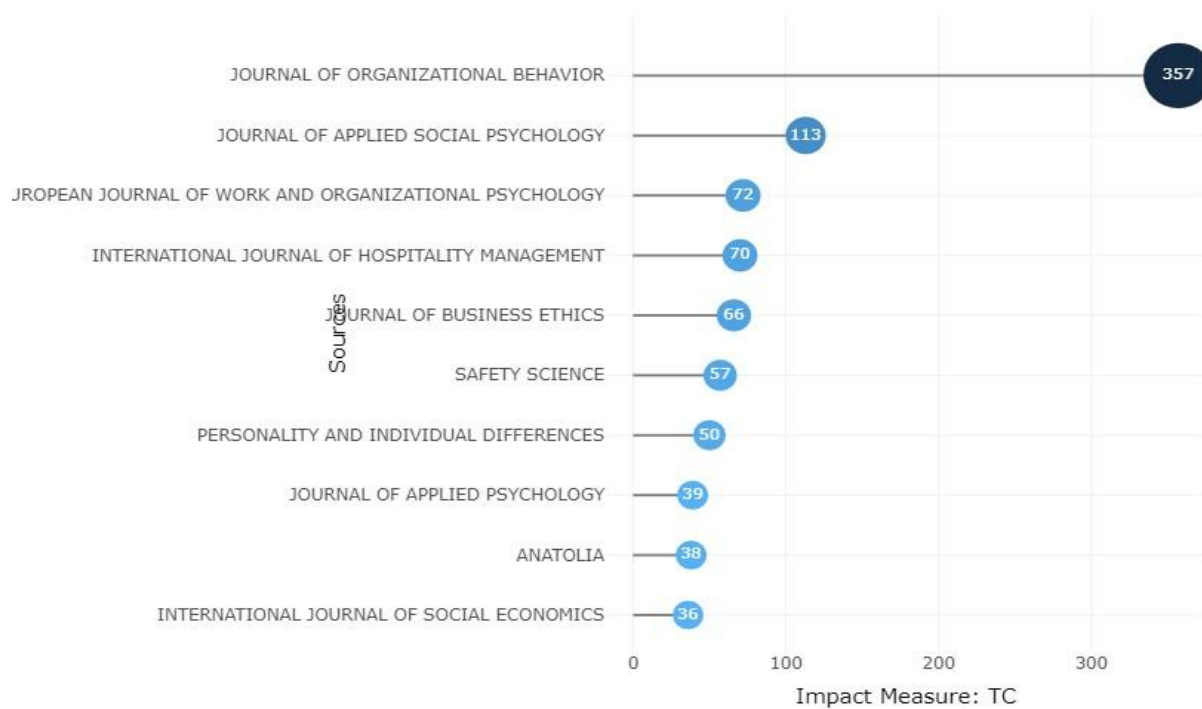
KEYWORD CO-OCCURRENCE ANALYSIS

The diagram illustrates the co-occurrence of author keywords, organized into five distinct clusters. Each cluster encompasses a varying number of keyword co-occurrences. Cluster 1 is centered around "Organizational Justice" and comprises 5 links of keyword co-occurrence, connecting concepts such as nurses, hotel employees, workplace deviant behaviour, workplace deviant behaviours, and job satisfaction. Cluster 2 focuses on "Workplace Deviance," entailing 2 keyword co-occurrences involving personality and organizational commitment. Similarly, cluster 3 revolves around "Interactional Justice" and includes 2 keyword co-occurrences: stress and deviant behaviour. In cluster 4, the concept of "Justice" is underscored, featuring 2 keyword co-occurrences: fairness and moral identity. Finally, cluster 5 pertains to "Organizational Justice" and encompasses a single link, connecting it to "Workplace Deviance" as shown in figure:9

Figure:9 Keyword co-occurance

103
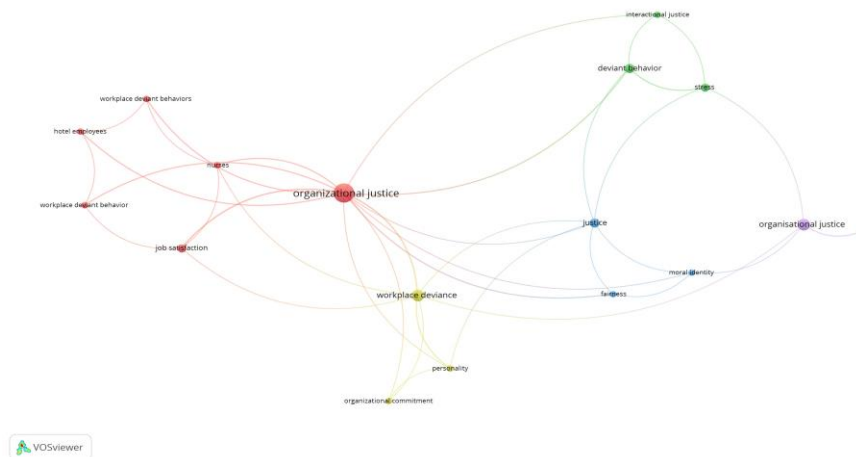
CONCLUSION

This study presents a holistic exploration of the intricate relationship between deviant behavior and organizational justice, combining a systematic literature review and an extensive bibliometric analysis. It delves into the contemporary organizational landscape's imperative for balance and fairness, investigating how deviant behavior disrupts workplace equilibrium and influences perceptions of justice. By employing a dual methodology, the study uncovers underlying trends, influential authors, prominent countries, pivotal institutions, and significant themes within the field. Through a meticulous analysis of publication trends, the identification of impactful authors, and a comprehensive assessment of countries and institutions, a comprehensive overview of the research landscape is revealed. The scrutiny of noteworthy sources showcases a diverse array of disciplines, while the co-occurrence analysis visually encapsulates clusters of author keywords, illustrating the interconnectedness of crucial concepts. In essence, this study offers a profound understanding of the interplay between deviant behavior and organizational justice, contributing both conceptually and quantitatively. The findings have the potential to enhance organizational dynamics, emphasizing trust, equity, and collective prosperity across a broad spectrum of organizations and industries

LIMITATIONS

Despite its comprehensive approach, this study is not without limitations. Firstly, the data extraction solely from the Scopus database might result in the exclusion of relevant studies from other sources. The study's temporal scope, spanning from 1999 to 2023, may omit earlier significant contributions that could have shaped the research landscape. Furthermore, the bibliometric analysis might not capture nuanced qualitative aspects of the included articles. The reliance on data available within the Scopus database also means that factors such as cross-disciplinary research and non-English publications might be underrepresented. The study's focus on quantitative metrics like citations might not fully account for the impact of recent works that might not have had sufficient time to accumulate citations. Additionally, while co-occurrence analysis provides insights into thematic clusters, it might overlook the contextual nuances that qualitative analysis can reveal. Finally, the study's interpretation and conclusions are dependent on the quality and accuracy of the data available in the selected articles, which can vary.

REFERENCES

Aizzat, M. N., Noor Hazlina, A., & Amin, A. R. (2014). Politics, justice, stress, and deviant behaviour in organizations: An empirical analysis. *International Journal of Business and Society*, *15*(2), 235–254.

Andersson, L. M., & Pearson, C. M. (2013). Effect of tit for tat ? The spiraling in the workplace incivility. *Academy of Management Review*, *24*(3), 452–471.

Aquino, K., Lewis, M. U., & Bradfield, M. (2016). *Empirical Test Linked references are available on JSTOR for this article : Justice constructs , negative affectivity , and employee deviance : a proposed model and empirical test.* *20*(7), 1073–1091.

Arina, N. A., Jayanti, A. D., Yulianti, P., & Prakoso, L. B. (2020). An effort to mitigate deviant behaviour in the workplace: Does justice matter? *International Journal of Innovation, Creativity and Change*, *11*(11), 521–537.

Balozi, M. A. (2017). Examining Individual , Job and Perceived Organizational Climate Factors in Relation To the Knowledge Sharing Behavior. *PhD UUM*, *August*. https://etd.uum.edu.my/7210/1/s94777_01.pdf

Challa, J., & Perwez, S. K. (2023). Influence of Leadership Styles of Women Entrepreneurs on Their Psychological Wellbeing. *Journal of Law and Sustainable Development*, *11*(4), 1–21. https://doi.org/10.55908/sdgs.v11i4.903

DellaPosta, D., Nee, V., & Opper, S. (2017). Endogenous dynamics of institutional change. *Rationality and Society*, *29*(1), 5–48. https://doi.org/10.1177/1043463116633147

Huang, J., Shi, L., Xie, J., & Wang, L. (2015). Leader-member exchange social comparison and employee deviant behavior: Evidence from a Chinese context. *Social Behavior and Personality*, *43*(8), 1273–1286. https://doi.org/10.2224/sbp.2015.43.8.1273

Hystad, S. W., Mearns, K. J., & Eid, J. (2014). Moral disengagement as a mechanism between perceptions of organisational injustice and deviant work behaviours. *Safety Science*, *68*, 138–145. https://doi.org/10.1016/j.ssci.2014.03.012

Lambert, E. G., Hogan, N. L., Jiang, S., Elechi, O. O., Benjamin, B., Morris, A., Laux, J. M., & Dupuy, P. (2010). The relationship among distributive and procedural justice and correctional life satisfaction, burnout, and turnover intent: An exploratory study. *Journal of Criminal Justice*, *38*(1), 7–16. https://doi.org/10.1016/j.jcrimjus.2009.11.002

Malisetty, S., & Vasanthi Kumari, K. (2016). An investigation on relationship of deviance workplace behavior with

organisational justice, abusive supervision and work-family conflict. *Indian Journal of Science and Technology*, *9*(39). https://doi.org/10.17485/ijst/2016/v9i39/100449

Maramura, T. C., & Shava, E. (2021). Ethics and accountability in municipal supply chain management in Zimbabwe. *International Journal of Management Practice*, *14*(5), 621–635. https://doi.org/10.1504/IJMP.2021.117288

Nurcholidah, L., Haryono, T., Sunaryo, S., & Hendarsjah, H. (2023). Work Family Conflict, Job Stress and Employee Engagement on Innovation Work Behavior: Mediating Roles of Career Adaptability. *Journal of Law and Sustainable Development*, *11*(5), 1–13. https://doi.org/10.55908/sdgs.v11i5.1005

O'Neill, T. A., Lewis, R. J., & Carswell, J. J. (2011). Employee personality, justice perceptions, and the prediction of workplace deviance. *Personality and Individual Differences*, *51*(5), 595–600. https://doi.org/10.1016/j.paid.2011.05.025

Pariyanti, E., Rosid, A., & Adawiyah, W. R. (2022). Workplace deviant behavior among employees of Islamic-based universities in Lampung: the moderating role of Islamic workplace spirituality. *Journal of Applied Research in Higher Education*, *14*(4), 1567–1591. https://doi.org/10.1108/JARHE-03-2021-0089

Shoaib, S., & Baruch, Y. (2019). Deviant Behavior in a Moderated-Mediation Framework of Incentives, Organizational Justice Perception, and Reward Expectancy. *Journal of Business Ethics*, *157*(3), 617–633. https://doi.org/10.1007/s10551-017-3651-y

Thornton, M. A., & Rupp, D. E. (2016). The Joint Effects of Justice Climate, Group Moral Identity, and Corporate Social Responsibility on the Prosocial and Deviant Behaviors of Groups. *Journal of Business Ethics*, *137*(4), 677–697. https://doi.org/10.1007/s10551-015-2748-4

Tufan, C., Namal, M. K., Arpat, B., Yesil, Y., & Mert, I. S. (2023). The Mediating Effect of Organizational Justice Perception on the Relationship between Ethical Leadership and Workplace Deviant Behaviors. *Sustainability*, *15*(2), 1342. https://doi.org/10.3390/su15021342

Usmani, S., & Jamal, S. (2013). Impact of Distributive Justice , Procedural Justice , Interactional Justice , Temporal Justice , Spatial Justice on Job Satisfaction of Banking Employees. *Review of Intehrative Business and Economics Research*, *2*(1), 351–383. http://search.proquest.com.simsrad.net.ocs.mq.edu.au/docview/1514370924/5E5DFCCC78A5411APQ/4?accountid=12219#

Wargenau, Astrid; Che, D. (2004). 기사 (Article) 와 안내문 (Information) [. *The Eletronic Library*, *34*(1), 1–5.