

The influence of ethical climate on workplace deviant behavior with workplace spirituality as a mediation

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ABSTRACT

This research has purpose to analyzed: (1) influence of ethical climate on workplace deviant behaviors at the Tirta Alami Regional Water Company. (2) influence of ethical climate on workplace spirituality at the Tirta Alami Regional Water Company. (3) influence of workplace spirituality on workplace deviant behaviors at the Tirta Alami Regional Water Company. (4) influence of ethical climate on workplace deviant behaviors at the Tirta Alami Regional Water Company through workplace spirituality. This research is classified as a causal research. The population in this study were all employees of Tirta Alami Regional Water Company with a total of 105 people. The sample size is determined using the Slovin formula found as many as 83 respondents and sampling in this study using cluster propotional sampling. Collecting data using questionnaire with Likert scale. The analysis technique used is PLS-SEM analysis. This research found that: (1) ethical climate has a significant negative effect on workplace deviant behaviors on employees of the Tirta Alami Regional Water Company (2) ethical climate has a significant positive effect on workplace spirituality on employees of the Tirta Alami Regional Water Company (3) workplace spirituality does not affect workplace deviant behaviors on employees of the Tirta Alami Regional Water Company (4) workplace spirituality cannot mediate the influence of ethical climate relationships on workplace deviant behaviors on employees of the Tirta Alami Regional Water Company.

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INTRODUCTION

At this time behavior becomes important, meaningful and acceptable when guided by ethical principles, rules and beliefs in various aspects of people's lives, including in the field of business in all industries. One of the ethical issues that is an interesting topic to discuss is workplace deviant behaviors. Workplace deviant behaviors from one employee will produce a negative influence on other individual employees, groups, or even organization it self thus prompting the attention of practitioners and academic to pay further attention to this ethics.

Workplace deviant behaviors is one of various forms of resistance in the workplace, for example being late for work and not coming to work without a certificate (truant). therefore, organizations need to have norms so that the organization can run well. Basically, behavior that shows a person or group that is considered deviant when violating the habits and policies or regulations that exist in an organization so that it can endanger the organization it self and the people in it. The

typology created by Robinson and Bannette 1995 in Amida (2020) categorizes deviant behavior in the workplace into four parts, namely minor deviant behaviors directed towards the organization (leaving the workplace early), major deviant behavior directed against the organization (stealing something owned by the company), minor deviant behavior directed at personal (favouritism), and major deviant behavior directed against personal (sexual violence).

The Tirta Alami Regional Water Company is a Regional Owned Enterprise which is engaged in the provision of clean water with the aim of improving the welfare of the community which includes aspects of social, health and public services. Which is located at Jl. Sudirman No. 120 Limo Kaum, Batusangkar, Tanah Datar Regency. Human resource issues related to workplace deviant behaviors also happened to employees of the Tirta Alami Regional Water Company which led to the indicator production deviation. Where based on the attendance data that the researcher got directly from the personnel section of the Tirta Alami Regional Water Company, there were still employees who were not present on weekdays and absenteeism was carried out three times a day, there were still employees who did not take a morning absence due to being late or unable to attend. afternoon due to using excessive hours of rest and not absent in the afternoon because he had gone home first. Therefore, it is necessary for companies to be able to minimize behavior workplace deviant behaviors one of the ways is by increasing the ethical climate.

The ethical climate is considered as one of the important factors in workplace deviant behavior, where ethical climate can create a significant negative influence on workplace deviant behaviors in company Appelbaum et al., (2005). This means that a positive ethical climate in a company will also create positive perceptions for employees in the company so that they feel comfortable being in the company, which can reduce the presence of workplace deviant behaviors. Other factors that can influence workplace deviant behaviors is workplace spirituality. Spirituality Workplace can provide a positive work environment. With the presence workplace spirituality in work, will make someone feel part of his job. As research conducted by Ahmad & Omar (2014), he revealed that workplace deviant behaviors can be controlled with workplace sprituality.

LITERATURE REVIEW

Workplace Deviant Behaviors

Utkarsh et al., (2019) explained that workplace deviant behaviors is a hateful attempt or plan aimed at disrupting the organization and causing important problems in the workplace. So is Tuna et al., (2016) explains that workplace deviant behaviors can be interpreted as employee behavior that violates organizational norms that can threaten the organization, members or both.

From the understanding of the experts above, it can be concluded that workplace deviant behaviors are behaviors of organizational members that are contrary to the values, norms and habits of the organization that can damage or disrupt the organization and members of the organization.

In this study the author refers to the indicators used by Amida (2020) which describes several indicators in measuring workplace deviant behaviors, i.e. 1) Production Deviance, namely behavior that leads to deviant actions aimed at lowering the level of performance of the employee concerned Akkerman et al., (2020), such as going home or leaving work early, taking extra time off and inefficient use of organizational resources. 2) Property Deviance, this behavior is already at a serious level that will harm the company, such as committing acts of theft or acts of destruction of property belonging to the organization. 3) Political Deviance, namely deviations made as an attempt to damage the relationship through an action or activity. 4) Personal Aggression, namely behavior that describes antisocial attitudes or unfriendly behavior towards other employees.

Ethical Climate

Teresi et al, (2019) defines ethical climate as a basic aspect of organizational life, which can directly affect individual behavior and organizational outcomes. Ethical climate is considered as an organizational regulatory tool that can indicate employees act differently. Like the attitude and

behavior of each individual employee will be different, depending on the organization in managing ethical issues. Meanwhile, Jovanovic et al., (2019) provides a statement that the ethical climate is an employee's perception of organizational practices and policies.

Then Lewaherilla (2018) ethical climate is a concept that developed as part of organizational climate. ethical climate develops within the organization in the form of a code of ethics, ethical policies, implementation and management procedures. With the ethical climate applied by the organization, it is very helpful for employees to understand values and behavior in the workplace.

So it can be concluded that the notion of ethical climate from the opinions of the experts above is an atmosphere or condition that makes a person behave right or wrong, the behavior is moral or not and its relation to the surrounding environment.

In this study, the authors use indicators that refer to the research of Bulutlar & Oz (2009), namely 1) Concern, explaining that individuals have a genuine connection to pay attention to employee welfare as the main concern. 2) Instrumental, this indicator is based on maximizing self interest, which is often associated with unethical behavior of employees. 3) Independence, an attitude that shows that organizational members act according to their personal moral belief system when making ethical decisions Filipova (2011). 4) Rules, are guidelines for employees in behaving which are packaged in organizational rules and standards. 5) Laws and Laws, it means that in decision-making situations employees must make decisions based on the mandate of several external systems such as law and professional code of ethics Simha & Cullen (2012).

Workplace Spirituality

According to Robbins & Judge (2015) Workplace spirituality is an acknowledgment that a person has a life from within that nurtures and is produced by meaningful work within the community. It can be interpreted that an organization that accepts a culture of spirituality recognizes that a person has a soul and mind, tries to find purpose and meaning in the work they do, has a desire to interact with others, and feels part of the community (Marwan et al. 2019).

According to Stiadi et al, (2017) workplace spirituality is a person's perception of their workplace that can help them to find purpose in life, develop relationships with coworkers and other people related to work and have alignment between their beliefs and the organizations. Meanwhile, Schutte (2016) said that often someone understands that spirituality is no different from religiosity. Sani & Ekowati (2019) reveals basically workplace spirituality does not always involve religious relations but is based solely on personal values and philosophy.

So it can be concluded that the notion of workplace spirituality from the opinions of the experts above, namely, workplace spirituality is a concept that discusses the relationship between aspects of spirituality and the work environment. Spirituality in work is not about bringing religion into the realm of work, but the ability of employees as spiritual beings to present themselves to work.

In this study, the authors use indicators in the opinion of Nair & Sivakumar, (2018), namely 1) meaningful work, is a fundamental aspect of spirituality in the workplace, consisting of having the ability to feel the deepest meaning and purpose of work somebody. 2) Alignment with organizational values, This shows the experience of individuals who have a strong alignment between their personal values and the mission and goals of the organization. 3) Sense of Community, in this context focuses more on human behavior, namely the interaction between employees in an organization. In this stage, spirituality includes the emotional, mental and personal spirituality of workers on a team within the organization.

METHOD

This type of research is causality because this research method shows that causality with variables and the research method used also describes the relationship or influence between variables, which aims to see whether or not there is a causal relationship between one or more variables. The population in this study were all employees of the Tirta Alami Regional Water Company with a total of 105 people. The

sample size of the population was determined using the Slovin formula, it was found that there were 83 respondents and the sampling in this study used cluster proportional sampling. To collect data using a questionnaire with a Likert scale. The data analysis technique used is PLS analysis (Partial Least Square). After the data is collected, validity and reliability tests are carried out to determine the level of validity and level of confidence in the measurement results. Then continue withouter model and inner model analysis.

RESULT AND DISCUSSION

Conceptual Framework

The conceptual framework is used as a concept in describing the relationship between the variables described in the problem formulation.

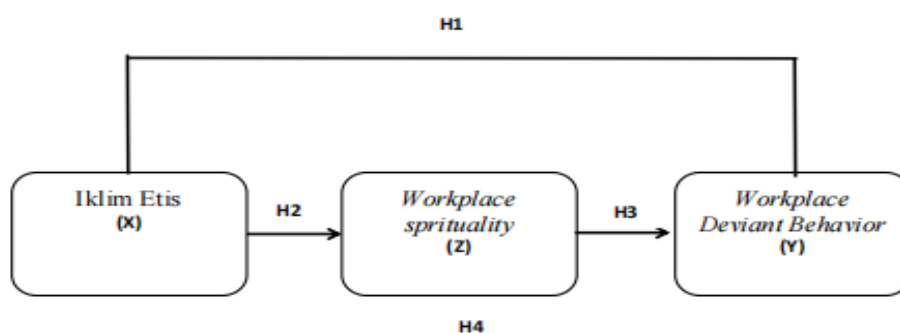


Figure 1. Conceptual Framework

Hypothesis:

- H1: Ethical climate has a significant negative effect on workplace deviant behaviors at the Tirta Alami Regional Water Company
- H2: The ethical climate has a significant positive effect on workplace spirituality at the Tirta Alami Regional Water Company
- H3: Workplace spirituality has a significant negative effect on workplace deviant behavior at the Tirta Alami Regional Water Company
- H4: Workplace spirituality mediates the relationship between ethical climate and workplace deviant behavior at the Tirta Alami Regional Water Company

Descriptive Analysis Results

A total of 12 statements out of 4 indicators used to measure workplace deviant behaviors this resulted in an accumulated average score of 2.04 and a TCR of 41%. Can be concluded that workplace deviant behaviors the employees of the Tirta Alami Regional Water Company can already be said to be rather low.

A total of 13 statements from the 5 indicators used to measure this ethical climate resulted in an accumulated average score of 3.7 and a TCR of 74.9%. It can be concluded that the ethical climate at the Tirta Alami Regional Water Company can be said to be quite high.

A total of 10 statements out of 3 indicators used to measure workplace spirituality This resulted in an accumulated average score of 3.4 and a TCR of 67.8%. Can be concluded that workplace spirituality at the Tirta Alami Regional Water Company can be said to be quite high.

Outer Model

Ways to assess the validity and reliability of the model should use Outer model. Indicator said to be valid if it can be seen the correlation between indicators and variables. The indicator is considered

valid if all outer loading variable dimension has loading factor 0.5 so that it completes the standard convergent validity. And will review the indicators listed are said to be reliable that the value of composite reliability must 0.7.

1. Convergent validity

From the results of the validity test that the researchers did using Smart PLS 3.0, it can be seen that the outer loading value illustrates that workplace deviant behaviors, ethical climate, and workplace spirituality has a correlation value > 0.5, it is obtained that the statement indicator that uses has a good convergent validity.

2. Discriminant validity

based on the results of the correlation test, the construct indicator has a higher value than the indicator correlation with other constructs, the results of the Average Variance Extracted (AVE) of all variables show that the AVE value is greater than the criterion 0.5, it can be concluded that the construct has a good level of validity

Table 1. AVE . Analysis Results

	AVE
<i>Workplace Deviant Behaviors</i>	0.930
Ethical Climate	0.929
<i>Workplace Sprituality</i>	0.938

3. Construct realibility

The test results show the number *composite reliability* will all constructs are above 0.7 and see until all constructs in the estimated model meet the criteria or reliable.

Table 2. Results of Reliability Test Analysis

	Cronbach's Alpha	Composite Reability
Workplace deviant behaviors	0.918	0.930
Iklim Etis	0.918	0.929
Workplace Sprituality	0.927	0.938

Inner Model

Test inner model This method uses to review the relationship between variables that will later be evaluated determined through R-square, in order to examine the percentage of the effect of exogenous variables on endogenous variables and the t test to see the significance of exogenous variables to endogenous variables.

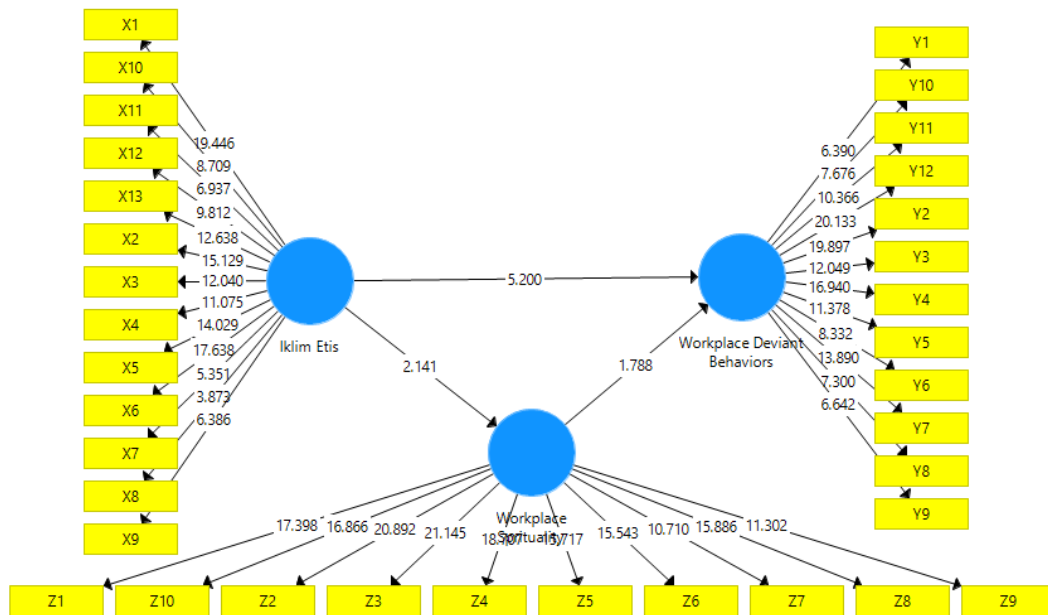


Figure 2. Inner Model

Inner model testing with SmartPLS this review R-Square for each dependent latent variable. Below are the estimation results R-Square through wearing SmartPLS:

Table 3. Results of R-Square Analysis

	<i>R Square</i>
Workplace deviant behaviors	0.271
Workplace Sprituality	0.057

Table 3 involves the value of R-Square variable workplace deviant behaviors obtained 0.271, this result shows 27.1% variable workplace deviant behaviors able to be influenced by the ethical climate and workplace spirituality. Whereas for workplace spirituality obtained 0.057, this result shows 5.7% variable workplace spirituality influenced by ethical climate variables.

Hypothesis test

Hypothesis testing is done to see and determine the direct effect, indirect effect and total effect between variables. This test is carried out by operating bootstrapping on the program SmartPLS 3.0 so that there is a relationship with the effect of exogenous variables on endogenous.

Direct Influence

Test the hypothesis of the direct effect of working through reviewing t-statistics generated inner models. The research hypothesis is obtained if t-statistics >1.96. Next are the results of the direct influence hypothesis test:

Table 4. Analysis Results Inner Model

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (O/STDEV)	P Value	Note
Ethical climate > Workplace deviant behaviors	-0.440	-0.462	0.087	5.051	0.000	Accepted
Ethical climate > Workplace Sprituality	0.238	0.271	0.108	2.198	0.028	Accepted

Workplace Sprituality > Workplace deviant behaviors	-0.129	-0.199	0,103	1.856	0.064	Rejected
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Testing Hypothesis 1: Ethical climate has a significant negative effect on workplace deviant behaviors at the Tirta Alami Regional Water Company.

The results of the first hypothesis test show that the ethical climate variables and workplace deviant behaviors shows a t-count score of 5,051. the stated value is greater than the ttable score (1.96). This result means that there is a significant influence between ethical climate andworkplace deviant behaviors. Score original sample of -0.440 indicates the nature of the relationship between variables is negative. Where if the ethical climate applied to employees of the Tirta Alami Regional Water Company in Tanah Datar Regency is higher, then the possibility of this happening is higher workplace deviant behaviors will decrease. And vice versa, if the ethical climate is low, thenworkplace deviant behaviors increase.

Testing Hypothesis 2: Ethical climate has a significant positive effect on workplace spirituality at the Tirta Alami Regional Water Company

The results of the second hypothesis test show that the ethical climate variable with workplace spirituality shows the t-count value of 2.198. This value is greater than the value of t table (1.96). These results mean that there is a significant influence between ethical climate andworkplace spirituality. Score original sample of 0.238 indicates the nature of the relationship between variables is positive. Where if the ethical climate applied to the employees of the Tirta Alami Regional Water Company, Tanah Datar Regency is high, thenworkplace spirituality The number of employees of the Tirta Alami Regional Water Company in Tanah Datar Regency also increased. Vice versa, if the ethical climate applied to the Tirta Alami Regional Water Company in Tanah Datar Regency is low, thenworkplace spirituality the employees of the Tirta Alami Regional Water Company in Tanah Datar Regency also decreased.

Hypothesis Testing 3: Spirituality Workplace significant negative effect on workplace deviant behavior at the Tirta Alami Regional Water Company

The results of the third hypothesis test show that the variable workplace spirituality with workplace deviant behaviors shows the t-count value of 1.856. This value is smaller than the value of t table (1.96). This result means that there is no significant effect between workplace spirituality with workplace deviant behaviors. Judging from the valueoriginal sample of -0.129, this indicates the nature of the relationship between the variables is negative. Where if workplace spirituality increases, then workplace deviant behaviors will decrease. Vice versa, if workplace spirituality decreases, then workplace deviant behaviors will increase.

Mediation Effect

The indirect effect hypothesis can be accepted if it produces a t-statistic > 1.96.

Table 5. Calculation of the Mediation Variable Coefficient

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics ((O/STDEV)	P Value	Note
Ethical climate > workplace sprituality> Workplace Deviant Behaviors	-0.05	-0.05	0.04	1.29	0.20	Rejected

Hypothesis testing 4: Spirituality Workplace mediate the relationship between ethical climate and workplace deviant behavior at the Tirta Alami Regional Water Company.

The results of the fourth hypothesis test show that the t-statistic value of the indirect effect of ethical climate on workplace deviant behaviors through workplace spirituality of $1.29 < 1.96$, with original sample of -0.05 , it can be concluded that the ethical climate has no effect on workplace deviant behaviors through workplace spirituality to employees of the Tirta Alami Regional Water Company, Tanah Datar Regency. This is because testing the mediation effect must still follow the rules of Baron and Kenney (1986), namely testing the mediation effect if the main effect (direct relationship of the independent variable to the dependent) is significant. If this does not happen then the mediation effect test cannot be continued.

CONCLUSION

Based on the results of the analysis and discussion, it aims to describe the influence of the ethical climate on workplace deviant behaviors with workplace spirituality as a mediator on employees of the Tirta Alami Regional Water Company. To analyze the relationship between these variables, this study uses structural equation analysis (SEM) based on variance by using Partial Least Square (PLS) as a tool to process research data in the form of SmartPLS 3. Based on the analysis and discussion in the previous section, the following conclusions can be drawn:

1. There is a significant negative direct effect between ethical climate variables on workplace deviant behaviors to employees of the Tirta Alami Regional Water Company.
2. There is a significant positive direct effect between ethical climate variables on workplace spirituality to employees of the Tirta Alami Regional Water Company.
3. There is no influence between variables workplace spirituality with workplace deviant behaviors to employees of the Tirta Alami Regional Water Company.
4. There cannot be a mediating relationship between ethical climate variables and workplace deviant behaviors via variable workplace spirituality to employees of the Tirta Alami Regional Water Company.

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