

**ReviewForm 1.7**

JournalName:	SouthAsianJournalof SocialStudiesandEconomics
ManuscriptNumber:	Ms_SAJ SSE_110796
Titleof theManuscript:	ControllingWorkplaceDeviantBehaviorThroughtheRoleofOrganizationalJusticeandJob SatisfactionasMediationinIslamicCollegesPurwokertoCity
Typeof the Article	OriginalResearchArticle

**PART1:ReviewComments**

	<b>Reviewer'scomment</b>	<b>Author'scomment</b> (ifagreedwithreviewer,correct themanuscriptandhighlightthatpartinthe manuscript.Itis mandatorythatauthorsshouldwrite his/herfeedbackhere)
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**Compulsory** REVISION comments

**1. Is the manuscript important for scientific community?**  
(Please write few sentences on this manuscript)

**2. Is the title of the article suitable?**  
(If not please suggest an alternative title)

**3. Is the abstract of the article comprehensive?**

**4. Are subsections and structure of the manuscript appropriate?**

**5. Do you think the manuscript is scientifically correct?**

**6. Are the references sufficient and recent? If you have suggestion of additional references, please mention in the review form.**

**(Apart from above mentioned 6 points, reviewers are free to provide additional suggestions/comments)**

**Is the manuscript important for scientific community?**

**Yes. Scholars, readers, researchers, stakeholders and scientific community at large are explained by the title.**

**Is the title of the article suitable? YES. It's a current and new concept done by few scholars in the current century.**

Controlling Workplace Deviant Behavior Through the Role of Organizational Justice and Job Satisfaction as Mediation in Islamic Colleges Purwokerto City.

**Though:**

**Alternative:** effects of Controlling Workplace Deviant Behavior on Organizational Justice mediating role of Job Satisfaction in Islamic Colleges Purwokerto City.

**Is the abstract of the article comprehensive?**

**The abstract:**

**Aims:** The aim of this research is to examine the influence of organizational justice on workplace deviant behavior with job satisfaction as a mediator based on Social Exchange Theory... **specify the specific research aims/objectives**

**Study design:** The method in this research uses a Likert scale-based questionnaire with a sampling technique using a quota sampling technique. The data that has been obtained is then tested using the Smart Partial Least Squares Application.... **specify the research design to be used in your study.** g Quantitative research design, Qualitative research design, Experimental design, Correlational design, Descriptive design, Diagnostic design, Explanatory design.

**Place and Duration of Study:** This research was conducted on employees at the Purwokerto City Islamic College, totaling 216 respondents and a population of 547 employees who focused on employees in the **administrative sector - why they only justify** for more than 1 month, starting from October 18, 2023.

**Methodology:** The results of this analysis calculate the percentage of the results of the demographic conditions of all employee respondents at the **universities - or college? Which is which?** Studied so that the calculations are even. As a result, the sampling collected 216 respondents, including 116 male employees, and 100 female employees, with a predominance of ages 20- <30 years, with the most dominant education being Bachelor Degree, and the dominant length of work is around 1-3 years with the majority of employee status being permanent employees.

**Results:** Organizational Justice has a negative but not significant effect on Workplace Deviant Behavior (Not Accepted), --recheck- with the original sample value in this study being -0.132 and the p value being (0.338 > 0.05). Job Satisfaction has a negative but not significant effect on Workplace Deviant Behavior (Not Accepted), with the original sample value in this study being -0.125 and the p value being (0.302 > 0.05). Organizational Justice has a positive and significant effect on Job Satisfaction (Accepted), with an original sample value in this study of 0.449 and a p value of (0.000 < 0.05). Job Satisfaction cannot mediate the relationship between Organizational Justice and Workplace Deviant Behavior (Not Accepted), **what does it imply in your study if mediation fails is there any significance of your research? RECHECK.** With the original sample value in this study being -0.056 and the p value being (0.316 > 0.05).

**Conclusion:** These findings suggest that there are instances of abnormal conduct at work. It turns out that managers and supervisors at Purwokerto City Islamic College are unable to significantly reduce deviant behavior in the workplace, even though they have treated employees fairly or in accordance with the moral and ethical standards expected in the workplace to make employees feel satisfied with their work.

**Are subsections and structure of the manuscript appropriate? YES. Do you think the manuscript is scientifically correct? YES.**

Though need some alignments as mentioned in the abstract results section: if mediation and the results are negative? Why mediate? What's the scientific significance of your study?

**Are the references sufficient and recent? If you have suggestion of additional**

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	references, please mention in the review form. Yes 2021, 2022 etc .	
<b>Minor</b> REVISION comments	Yes.	
1. Is language/English quality of the articles suitable for scholarly communications?		
<b>Optional/General</b> comments		

**PART 2:**

	<b>Reviewer's comment</b>	<b>Author's comment</b> (if agreed with reviewer, correct the manuscript and highlight that part in the manuscript. It is mandatory that authors should write his/her feedback here)
<b>Are there ethical issues in this manuscript?</b>	<i>(If yes, Kindly please write down the ethical issues here in details)</i>	

**Reviewer Details:**

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