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Sustainable Business, Environment & Society



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## **EXPLORING THE RELATIONSHIP BETWEEN EMPLOYEE ENGAGEMENT AND WORKPLACE DEVIANCE IN EDUCATIONAL INSTITUTIONS**

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### **ABSTRACT**

Employee engagement and its impact on workplace behaviors have gained significant attention recently. This study explores the relationship between employee engagement, job characteristics, organizational justice, and workplace deviance within educational institutions. The primary aim is to investigate whether higher levels of employee engagement are associated with reduced workplace deviance. The research employs a cross-sectional approach, targeting employees from diverse roles in public and private educational settings. This study seeks to uncover the intricate dynamics underlying employee behaviors using structured questionnaires, including the Utrecht Work Engagement Scale, Job Diagnostic Survey, Organizational Justice Scale, and modified Interpersonal and Production Deviance Scales. Anticipated results include positive associations between job characteristics and employee engagement, positive links between organizational justice and engagement, and a negative correlation between employee engagement and workplace deviance. The expected findings hold implications for educational institutions in offering insights into enhancing employee engagement, promoting fairness, and mitigating deviant behaviors within educational contexts. This research contributes to the ongoing discourse on employee engagement and behavior management, guiding the creation of a positive and thriving educational environment.

**Keywords:** *Employee engagement, job characteristics, organizational justice, workplace deviance, educational institutions*



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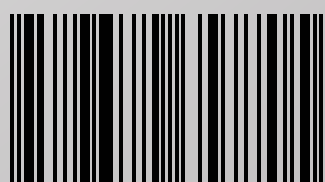
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