



ELSEVIER

Contents lists available at ScienceDirect

Data in Brief

journal homepage: www.elsevier.com/locate/dib

Data Article

DATASET for validation the relationship between workplace spirituality, organizational commitment, and workplace deviance

Shofia Amin^{a,*}, Zulfina Adriani^a, Khaeruddin^{b,d}, Akhmad Habibi^{b,c}

^a Faculty Economics and Business, Universitas Jambi, Indonesia

^b Lembaga Pengelola Dana Pendidikan (LPDP), Indonesia

^c Faculty of Education and Teacher Training, Universitas Jambi, Indonesia

^d Faculty of Education and Arts, School of Education, The University of Newcastle, Australia

ARTICLE INFO

Article history:

Received 8 May 2020

Revised 9 June 2020

Accepted 10 June 2020

Available online 17 June 2020

Keywords:

Civil servant

Workplace deviance

Workplace spirituality

Organizational commitment

ABSTRACT

The current dataset examines the relationship between workplace spirituality and workplace deviance through the improvement of organizational commitment. The instruments from previous studies were adapted and validated through content validity. Further, it was translated from English to Indonesian language. In the data preparation, the computation of Skewness and Kurtosis, as well as Histogram, was done. Reliability assessment was done through Cronbach's alpha. Exploratory Factor Analysis (EFA) and Confirmatory Factor Analysis (CFA) were addressed for the three constructs; workplace spirituality, organizational commitment, and workplace deviance. In an academic standpoint, the dataset can extend in-depth contributions and references for further researchers as a basis of the empirical evidence in relation to the relationship between the workplace spirituality, organizational commitment, and the workplace deviance. It is also beneficial for a model for reducing the workplace deviance from employee perspectives in the context of developing countries. Access to this dataset may contribute to stakeholders in establishing policies to reduce the workplace deviance.

* Corresponding author.

E-mail address: shofiaamin@unja.ac.id (S. Amin).

Specifications Table

Subject	Management
Specific subject area	Human resource management; organizational behavior
Type of data	Table Figure
How data were acquired	Face and content validity, survey, and SEM AMOS
Data format	Raw Analyzed Filtered
Parameters for data collection	The instrument includes workplace spirituality, improvement of organizational commitment, and workplace deviance.
Description of data collection	The instruments from previous studies were adapted and validated through content validity. Further, it was translated from English to Indonesian language. In the data preparation, the computation of Skewness and Kurtosis, as well as Histogram, was done. Reliability assessment was done through Cronbach's alpha. Exploratory Factor Analysis (EFA) and Confirmatory Factor Analysis (CFA) were addressed for the three main constructs; workplace spirituality, improvement of organizational commitment, and workplace deviance.
Data source location	Region: Jambi Country: Indonesia Latitude and longitude (and GPS coordinates) for collected samples/data 1.6101° S, 103.6131° E
Data accessibility	On a public repository: Repository name: Mendeley Data Data identification number: DOI: 10.17632/79y9ntcxzs.1 Direct URL to data: https://data.mendeley.com/datasets/79y9ntcxzs/1

Value of the Data

the dataset can extend in-depth contributions and references for further researchers as a basis of the empirical evidence in relation to the relationship between the workplace spirituality, organizational commitment, and the workplace deviance.

The dataset is beneficial for a model for reducing the workplace deviance from employee perspectives in the context of developing countries

Access to this dataset may contribute to stakeholders in establishing policies to reduce the workplace deviance

1. Data description

Data were adapted from previous related studies [1–3]. Data of this survey study include three primary constructs, namely workplace spirituality, organizational commitment, and workplace deviance. Workplace spirituality include three sub-constructs; meaningful work (6 items), sense of community (8 items), alignment with organization's value (7 items). In addition, organizational commitment refers to three sub-constructs e.g. affective (8 items), normative (7 items), and continuance (8 items). Finally, workplace deviance contains two sub-constructs; interpersonal (7 items) and organizational (11 items). A 5-scale Likert scale (1 = Strongly Disagree; 5 = Strongly Agree) was used for workplace spirituality and organizational commitment. Meanwhile, we reversed the scale for working deviance (1 = Strongly Agree; 5 = Strongly Disagree). The proposed model of the relationship among constructs in this study is informed in Fig 1. A summary of data presented in this dataset is shown in Tables 1–4. Table 1 informs EFA result of workplace spirituality; Table 2 performs EFA result of organizational commitment; and Table

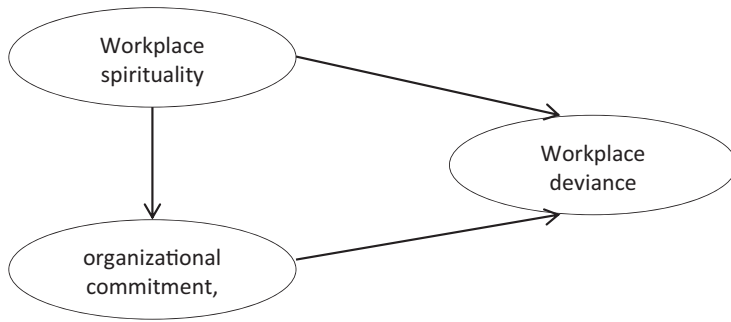


Fig. 1. Proposed model.

Table 1

EFA Result; workplace spirituality.

Sub construct	Item	eigenvalue	communality	Cross loading
Alignment with organization	AOV1	4.371	.661	.784
	AOV7		.590	.764
	AOV3		.556	.743
	AOV2		.563	.733
	AOV6		.505	.689
	AOV5		.468	.652
Meaningful work	MW3	2.942	.698	.833
	MW4		.626	.784
	MW2		.634	.772
	MW1		.554	.738
Sense of community	SC3	1.699	.615	.715
	SC4		.542	.678
	SC6		.554	.672
	SC2		.525	.653
	SC1		.380	.607
	SC7		.539	.410

Table 2

EFA Result; organizational commitment.

Sub construct	Item	Eigenvalue	Communality	Cross loading
Normative	N3	5.794	.715	.843
	N4		.694	.774
	N1		.603	.750
	N2		.567	.731
	N7		.671	.731
	N5		.543	.705
	N6		.539	.641
Affective	A7	3.051	.494	.696
	A1		.542	.685
	A2		.436	.630
	A5		.332	.552
	A4		.545	.510
	A8		.317	.508
	A3		.294	.481
	A6		.387	.464
Continuance	C2	2.184	.588	.737
	C3		.647	.730
	C1		.365	.589
	C8		.465	.589
	C4		.460	.557
	C5		.525	.531
	C7		.300	.408

Table 3
EFA Result; workplace deviance.

Sub construct	Item	Eigenvalue	Community	Cross loading
Organizational	O5	3.902	.634	.796
	O9		.497	.667
	O3		.438	.654
	O6		.503	.643
	O8		.452	.625
	O4		.308	.552
	O1		.335	.512
	Interpersonal		I7	2.034	.730	.854
I5		.722	.830	
I1		.505	.710	
I3		.588	.656	
I4		.324	.470	

Table 4
CFA assessment values.

Construct	Loading range	(χ^2)	CFI	TLI	RMSEA	Sub construct	CR	AVE	α
Workplace spirituality	.570–0.830	$p > 0.050$	.931	.911	.076	Alignment with organization's value	.731	.693	.858
						Meaningful work	.796	.746	.762
						Sense of community	.731	.635	.735
Organizational commitment	.520–0.830	$p > 0.050$	.925	.907	.078	Normative	.784	.725	.862
						Affective	.725	.683	.838
						Continuance	.661	.623	.703
Workplace deviance	.550–0.890	$p > 0.050$	.969	.945	.079	Organizational	.772	.723	.758
						Interpersonal	.803	.707	.807

3 describes EFA result of workplace deviance. In addition, the CFA results of the three constructs are shown in Table 4.

2. Experimental design, materials, and methods

The items were validated through content validity [4,5]. Five experts in Human resource management and organizational behaviour were invited to discuss all items for context and setting evaluation. On this stage, two items on workplace deviance were dropped; it was recommended by more than 50% of the experts. Back translation proposed by [6] was done before the distribution of the questionnaire.

The questionnaire was distributed to 350 Indonesian government employees in Jambi. Three hundred and fifteen responses were analysed; Thirty employees did not return the questionnaire while five responses were not completed. For the data preparation, Skewness and Kurtosis values of each construct were found to be normal, ranging from -1 to +1 for the Skewness and -2 to +2 for the Kurtosis [7]. Using histogram, the data were reported to be normally distributed. Cronbach's alpha for all constructs extends 0.700 (acceptable).

For the EFA, component principal analysis (PCA) approach was used to formulate uncorrelated linear combination against observable constructs; Kaiser Meyer Olkin (>0.500), Bartlett's Test of Sphericity ($p < 0.05$), eigenvalue (factor = > 1.0), communality (>0.30), and factor loading (>.0 40) [7]. For workplace spirituality with Varimax rotation, three factors were achieved. Kaiser Meyer Olkin (0.743) and Bartlett's Test of Sphericity ($p = 0.000$) exceed the threshold values. Table 1 informs the eigenvalue, communality, and cross-loading of the sub-constructs. Some items were deleted due to low loading and cross-loading as well as low communality values. The deleted items were MW5, MW6, AOV4, SC5, and SC8. For organizational commitment, three factors are informed; Normative, Affective, and Continuance. Kaiser Meyer Olkin (0.756) and Bartlett's Test of Sphericity ($p = 0.000$) values are also acceptable. The eigenvalue, communal-

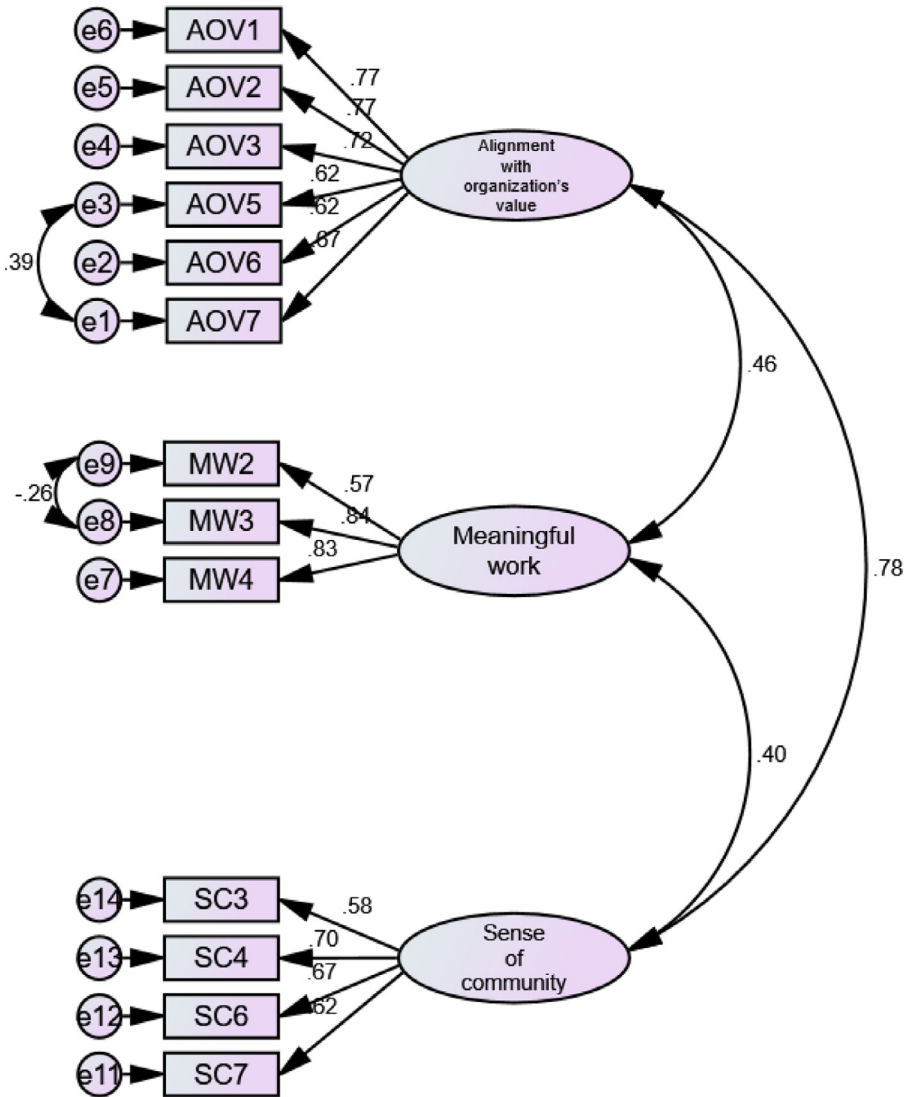


Fig. 2. CFA of workplace spirituality.

ity, and cross-loading of the sub-constructs of organizational commitment are shown in Table 2. One item (C6) was deleted from organizational commitment. Finally, workplace deviance's refers to two factors which the Kaiser Meyer Olkin is satisfactory (0.732). Similarly, its Bartlett's Test of Sphericity extends the required score ($p=0.000$). A complete elaboration of the eigenvalue, communality, and cross-loading is reported in Table 3. Several items; O2, O7, O10, O11, I2, I6, were dropped due to low loading values and cross-loading [8].

Confirmatory Factor Analysis (CFA) steps was computed in AMOS 23.0. Goodness of fit is assessed using the chi-square (χ^2) ($p > 0.050$), the comparative fit index (CFI > 0.90), the Tucker-Lewis index (TLI > 0.90), as well as the root mean-square error of approximation (RMSEA < 0.08) [7,9]. The Cronbach's alpha coefficients, Composite Reliability (CR), and Average Variance Extracted (AVE) were implemented in calculating the reliability of the questionnaire. Alpha should

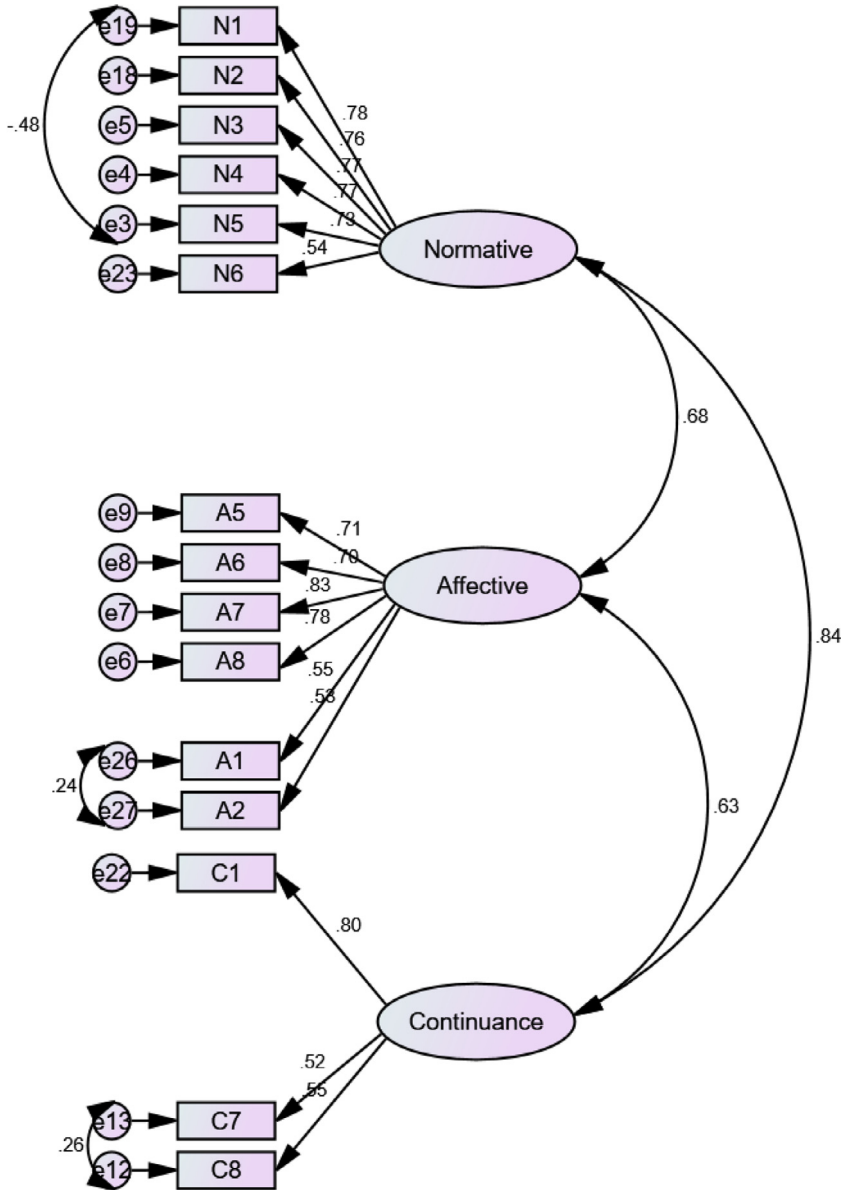


Fig. 3. CFA of organizational commitment.

be ranging of 0.60–0.70 in exploratory research [7]. CR should not be less than 0.60, and AVE should not be less than 0.50 [10]. For CFA, standardized loading estimates should be 0.50 or more. The initial measurements of the three CFA processes did not achieve the fit model. Some items were dropped since they have low loading and some modifications by drawing covariance among error variances were applied (Figs. 1–3). All values of constructs and sub-constructs through the CFA process have met the cut off values (Table 4). All loadings value are above 0.50 as the standardized cut off value (Figs. 2–4)

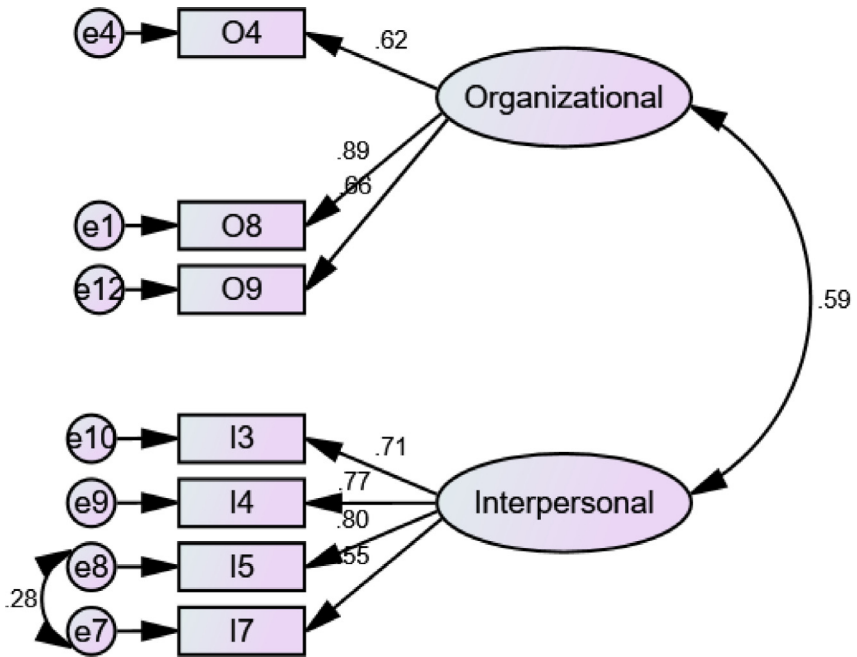


Fig. 4. CFA of working deviance.

Declaration of Competing Interest

The authors declare that they have no known competing financial interests or personal relationships which have, or could be perceived to have, influenced the work reported in this article.

Acknowledgments

We thank all participants. This survey is funded by Universitas Jambi.

Supplementary materials

Supplementary material associated with this article can be found, in the online version, at doi:[10.1016/j.dib.2020.105872](https://doi.org/10.1016/j.dib.2020.105872).

References

- [1] J. Milliman, A.J. Czaplewski, J. Ferguson, Workplace spirituality and employee work attitudes: an exploratory empirical assessment, *J. Organ. Chang. Manag.* (2003), doi:[10.1108/09534810310484172](https://doi.org/10.1108/09534810310484172).
- [2] N.J. Allen, J.P. Meyer, Construct validation in organizational behavior research: the case of organizational commitment, *Probl. Solut. Hum. Assess.* (2000), doi:[10.1007/978-1-4615-4397-8_13](https://doi.org/10.1007/978-1-4615-4397-8_13).
- [3] R.J. Bennett, S.L. Robinson, The past, present, and future of workplace deviance research, in: J. Greenberg (Ed.), *Organizational behavior: The state of science*, 2nd ed., Erlbaum, Mahwah, NJ, 2003, pp. 247–281.
- [4] A. Habibi, F.D. Yusop, R.A. Razak, The dataset for validation of factors affecting pre-service teachers' use of ICT during teaching practices: Indonesian context, *Data Br* (2020), doi:[10.1016/j.dib.2019.104875](https://doi.org/10.1016/j.dib.2019.104875).
- [5] L.D. Prasajo, A. Habibi, S. Wibawa, P. Hadisaputra, A. Mukminin, Muhaimin, M.F.M. Yaakob, An Asian Perspective: the dataset for validation of Teachers' Information and Communication Technology Access (TICTA), *Data Br.* (2020), doi:[10.1016/j.dib.2020.105592](https://doi.org/10.1016/j.dib.2020.105592).

- [6] D. Behr, Assessing the use of back translation: the shortcomings of back translation as a quality testing method, *Int. J. Soc. Res. Methodol.* (2017), doi:[10.1080/13645579.2016.1252188](https://doi.org/10.1080/13645579.2016.1252188).
- [7] J.F. Hair, W.C.W.C. Black, B.J. Babin, R.E. Anderson, B.J. Babin, W.C.W.C. Black, *Multivariate data analysis: a global perspective*, *Multivar. Data Anal. Glob. Perspect.* (2009), doi:[10.1016/j.ijpharm.2011.02.019](https://doi.org/10.1016/j.ijpharm.2011.02.019).
- [8] L.D. Prasajo, A. Habibi, M.F.M. Yaakob, R. Pratama, M.R. Yusof, A. Mukminin, Suyanto, F. Hanum, Dataset relating to the relationship between teacher self-concept and teacher efficacy as the predictors of burnout: a survey in Indonesian education, *Data Br.* (2020), doi:[10.1016/j.dib.2020.105448](https://doi.org/10.1016/j.dib.2020.105448).
- [9] Z. Awang, *A handbook on Structural Equation Modeling using AMOS*, Universiti Teknologi MARA Press, Malaysia, 2012.
- [10] B. Bryne, *Structural Equation Modeling With AMOS*, Routledge, New York, 2010, doi:[10.4324/9780203805534](https://doi.org/10.4324/9780203805534).