

REFERENCES

- Adams, J. S. (1963). Toward an Understanding of Inequity. *Journal of Abnormal and Social Psychology*, 67,422–436.
- Adams, J. S. (1965). Inequity in Social Exchange. In L. Berkowitz (Ed.), *Advances in Experimental Social Psychology*, 2, 267-299. San Diego, CA: Academic Press.
- Alsalem, M., and Alhaiani, A. (2007). Relationship between Organizational Justice and Employees Performance. *Aledari*, 108, 97-110.
- Al-Zu'bi, Hasan Ali. (2010). A Study of Relationship between Organizational Justice and Job Satisfaction. *International Journal of Business and Management*, 5 (12), 102-109.
- Andersson, L. M., and Pearson, C. M. (1999). Tit for Tat? The Spiraling Effect of Incivility in the Workplace. *The Academy of Management Review*, 24 (3), 452-471.
- Ambrose, M. L., Seabright, M. A., and Schminke, M. (2002). Sabotage in the Workplace: The Role of Organizational Injustice. *Organizational Behavior and Human Decision Processes*, 89, 947–965.
- Ambrose, M.L. & Schminke, M. (2003). Organization Structure as a Moderator of the Relationship Between Procedural Justice, Interactional Justice, Perceived Organizational Support, and Supervisory trust. *Journal of Applied Psychology*, 88 (2): 295–305.
- Aquino, K., Galperin, B. L., & Bennett, R. J. (2004). Social Status and Aggressiveness as Moderator of the Relationship Between Interactional Justice and Workplace CWB. *Journal of Applied Psychology*, 34 (5), 1001-1029.
- Arfani, Fiqih. (2013). *Gubernur Jatim Resmi Tetapkan UMK 2014*. Retrieved from <http://www.antarajatim.com/lihat/berita/121809/gubernur-jatim-resmi-tetapkan-umk-2014> on October 25th, 2014
- Balassiano, Molses and Salles, Denise. (2012). Perceptions of Equity and Justice and Their Implications on Affective Organizational Commitment: a Confirmatory Study in a Teaching and Research Institute. *BAR, Rio de Janeiro*, 9 (3), 268-286.
- Baron, R. A., & Neuman, J. H.(1998). Workplace Aggression - The Iceberg Beneath the Tip of Workplace Violence: Evidence on its Forms, Frequency and Targets. *Public Administration Quarterly*, 21(4), 446-464.

- Bennett, R. J., & Robinson, S. L. (2000). Development of a Measure of Workplace CWB. *Journal of Applied Psychology, 85* (3), 349-360.
- Berg, P. T. V. D., & Feij, J. A. (2003). Complex Relationships Among Personality Traits, Job Characteristic, and Work Behaviors. *International Journal of Selection and Assessment, 11* (4), 326-339.
- Berkowitz, L. (1998). Affective Aggression: The Role of Stress, Pain, and Negative Affect. In R. G. Geen & E. Donnerstein (Eds.), *Human Aggression: Theories, research, and implications for social policy*(pp. 49–72). San Diego: Academic Press.
- Bernard, Thomas J. (n. d.). Theft. In *Encyclopedia Britannica*. Retrieved from <http://www.britannica.com/EBchecked/topic/590390/theft> on 17th July, 2014.
- Berry, C. M., Ones, D. S., & Sackett, P. R. (2007). Interpersonal Deviance, Organizational Deviance, and Their Common Correlates: A Review and Meta-Analysis. *Journal of Applied Psychology, 92*, 410–424.
- Bies, R. J., & Moag, J. F. (1986). *Interactional Justice: Communication Criteria of Fairness*.
- Bies, R. J., & Tripp, T. M. (1996). Beyond Distrust: “Getting Even” and the Need for Revenge. In F. Kramer, & T. Tyler (Eds.), *Trust in organizations: Frontiers of theory and research* (pp. 246-260). Thousand Oaks, CA: Sage.
- Bingham, L.B. (1997). Mediating Employment Disputes: Perceptions of Redress at the United States Postal Service. *Review of Public Personnel Administration, 17* (2), 20-30.
- Burke, R. J. (1987). Burnout in police work: An examination of the Cherniss Model. *Group and Organizational Studied, 12* (2), 174-188.
- Cameron, James E. (2010). Counterproductive Work Behavior as Protest. *Human Resource Management Review, 20* (1), 18-25.
- Carrell, M.R., and Dittrich, J.E. (1978). Equity Theory: The Recent Literature, Methodological Considerations, and New Directions. *The Academy of Management Review, 3*(2), 202-210.
- Chebat, Jean-Charles and Slursarczyk, Witold. (2005). How Emotions Mediate the Effects of Perceived Justice on Loyalty in Service Recovery Situations: An Empirical Study. *Journal of Business Research, 58*, 664-673.
- Chen, P. Y., & Spector, P. E. (1992). Relationships of Work Stressors with Aggression, Withdrawal, Theft and substance use: An exploratory study. *Journal of Occupational and Organizational Psychology, 65*,177–184

- Cohen-Charash, Y., & Spector, P. E. (2001). The role of justice in organizational: A meta-analysis. *Organizational Behavior and Human Decision Processes*, 86, 278–321.
- Colquitt, J. A., Conlon, D. E., Wesson, M. J., Porter, C. O., & Ng, K. Y. (2001). Justice at the Millennium: A metaanalytic review of 25 years of organizational justice research. *Journal of Applied Psychology*, 86, 425–445.
- Colquitt, J., Scott, B., Judge, T., and Shaw, J. (2005). Justice and Personality: Using Integrative Theories to Derive Moderators of Justice Effects. *Organisational Behaviour and Human Decision Processes*, 100, 110-127.
- Cropanzano, R., Goldman, B. M., & Folger, R. (2003). Deontic justice: The role of moral principles in workplace fairness. *Journal of Organizational Behavior*, 24, 1019-1024.
- Crocker, J. Major, B. & Steele, C. (1998). Social Stigma. In Gilbert, D. Fiske, T. & Lindzey, G. (Eds) *Handbook of Social Psychology*, 2, (504 – 553)
- Cropanzano, R., & Prehar, C. A. (1999, April). Using social exchange theory to distinguish procedural from interactional justice. Paper presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA. Cropanzano, R., & Randall, M. L. (1993).
- Cropanzano, Russel., Bowen, David E., and Gilliland, Stephen W. (n. d.). The Management of Organizational Justice. *Academy of Management Perspectives*.
- De Vogli, R. Ferrie, J. Chandola, T. Kivimaki, M, & Marmot, M. (2007) Unfairness and Health: Evidence from the Whitehall II study. *Journal of Epidemiology & Community Health*, 61 (6), 513-518.
- Durianto, Darmadi. 2004. *Strategi Menaklukan Pasar Melalui Riset Brand Equity dan Perilaku Merek*. PT. Gramedia Pustaka: Jakarta
- Fox, S., & Spector, P. E. (1999). A model of work frustration - aggression. *Journal of Organizational Behavior*, 20 (6), 915 - 925.
- Fox, Suzy., Spector, Paul E., and Miles, Don. (2001). Counterproductive Work Behavior in Response to Job Stressor and Organizational Justice: Some Mediator and Moderator Tests for Autonomy and Emotions. *Journal of Vocational Behavior*, 59 (3), 291-309.
- Geen, Russell G. (1998). Processes and Personal Variables in Affective Aggression. In *Human Aggression: Theories, Research, and Implications for Social Policy*, Russell G. Green and Edward Donnerstein (eds), Academic Press, San Diego.

- Ghozali, I. (2005). *Aplikasi Analisis Multivariate SPSS* (3th ed.). Semarang, Indonesia: Badan Penerbit Universitas Diponegoro.
- Greenberg, J. (1990). Employee Theft as a Reaction to Underpayment Inequity: The Hidden Cost of Pay Cuts. *Journal of Applied Psychology*, 75, 561–568.
- Greenberg, J. (2002). Who stole the money, and when? Individual and situational determinants of employee theft. *Organizational Behavior and Human Decision Processes*, 89, 985–1003
- Greenwood, R. M., Schaefer-McDaniel, N. J., Winkel, G., and Tsemberis, S. J. (2005). Decreasing Psychiatric Symptoms by Increasing Choice in Services for Adults with Histories of Homelessness. *American Journal of Community Psychology*, 36 (3/4), 223-238.
- Griffin, R. W., O’Leary, A. M., & Collins, J. (1998). Dysfunctional Work Behaviors in Organizations. In C. L. Cooper & D. M. Rousseau (Eds.), *Trends in Organizational Behaviors* (pp. 65-82). New York, NY: John Wiley & Sons.
- Grunberg, L., Moore, S., & Greenberg, E. S. (1998). Work Stress and Problem Alcohol Behavior: A test of the spillover model. *Journal of Organizational Behavior*, 19 (5), pp. 487-502.
- Hanisch, K. A., Hulin, C. L., and Roznowski, M. (1998). The importance of individuals’ repertoires of behaviors: The scientific appropriateness of studying multiple behaviors and general attitudes. *Journal of Organizational Behavior*, 19, 463–480
- Hallett, Gareth. (2011). *Organizational Justice: People and Their Perceptions*. Retrieved from <http://www.psychologyafrica.com/2011/08/organisational-justice-people-and-their-perceptions/> referred on June 13th, 2014).
- Harper, D. (1990). Spotlight abuse - Save Profits. *Industrial Distribution*, 79 , 47-51.
- Harris, K. J., Andrews, M. C., & Kacmar, K. M. (2007). The moderating effects of justice on the relationship between organizational politics and workplace attitudes. *Journal of Business and Psychology*, 22(2), 135-144.
- Harris, L. C., & Reynolds, K. L.(2004). Jaycustomer behavior: An exploration of types and motives in the hospitality industry. *Journal of Service Marketing*, 18 (5), 339-357.
- Hofstede, G., Gert, H. J., & Michael, M. (2005). *Cultures and Organizations: Software of the Mind (2nd Ed)*. New York: McGraw-Hill.

- Hollinger, R. C. (1986). Acts against the workplace: Social bonding and employee deviance. *Deviant Behavior*, 7, 53–75.
- Homans, G. C. (1961, 1974) *Social behavior: Its elementary forms*. New York: Harcourt, Brace, and World.
- Johns, G. (1997). Contemporary research on absence from work: Correlates, causes and consequences. In C. L. Cooper & I. T. Robertson (Eds.), *International review of industrial and organizational psychology 1997*(pp. 115–173). Chichester, UK: John Wiley.
- Keashly, L., & Harvey, S. (2005). Emotional abuse in the workplace. In S. Fox & P. E. Spector (Eds.), *Counterproductive workplace behavior: Investigations of actors and targets*(pp. 201–235). Washington, DC: APA.
- Kelloway, E. Kevin., Francis, Lori., Prosser, Matthew., Cameron, James E. (2010). Counterproductive Work Behavior as Protest. *Human Resource Management Review*, 20 (1), 18-25.
- Kessler, R. Mickelson, K. and Williams, D. (1999) ‘The Prevalence, Distribution and Mental Health Correlates of Perceived Discrimination. In the *United States Journal of Health and Social Behaviour*, 40, 208-230.
- Krischer, M. M., Penney, Lisa M., and Hunter, Emily, M. (2010). Can Counterproductive Work Behaviors be Productive? CWB as Emotion-Focused Coping. *Journal of Occupational Health Psychology*, 15 (2), 154-166.
- Kwok, C. K., Au, W. T., & Ho, J.M. C. (2005). Normative controls and self-reported counterproductive behaviors in the workplace in China. *Applied Psychology: An International Review*, 54 (4), 456-475.
- Lau, V. C. S., Au, W. T., & Ho, J. M. C. (2002). A qualitative and quantitative review of antecedents of counterproductive behavior in organizations. *Journal of Business and Psychology*, 18 (1), 73-99.
- Lazarus, R. S., & Folkman, S. (1984). *Stress, Appraisal and Coping*. New York: Springer.
- Marcus, B., & Schuler, H. (2004). Antecedents of counterproductive behavior at work: A general perspective. *Journal of Applied Psychology*, 89(4), 647-660.
- Martinko, M. J., Gundlach, M. J., and Douglas, S. C. (2002). Toward an integrative theory of counterproductive workplace behavior: A causal reasoning perspective. *International Journal of Selection and Assessment*, 10, 36 –50.

- Masterson, S. S., Lewis-McClearn, K., Goldman, B. M., & Taylor, S. M. (1997, August). Organizational justice and social exchange: An empirical study of the distinction between interactional and formal procedural justice. Paper presented at the Annual Meeting of the Academy of Management, Boston, MA.
- Mowday, R.T., & Sutton, R.I. 1993. Organizational behavior: Linking individuals and groups to organizational contexts. *Annual Review of Psychology* (Vol. 44, pp. 195-229). Palo Alto, CA: Annual Reviews.
- Mustaine, E. E., & Tewksbury, R. (2002). Workplace theft: An analysis of student-employee offenders and job attributes. *American Journal of Criminal Justice*, 27, 111–127.
- Nabatchi, T., Bingham, L. B., and Good, D. H. (2007). Organizational Justice and Workplace Mediation: A Six Factor Model. *International Journal of Conflict Management*, 18 (2), 148-176.
- Neuman, J. H., & Baron, R. A. (1997). Aggression in the workplace. In R. A. Giacalone & J. Greenberg (Eds.), *Antisocial behavior in organizations* (pp. 37–67). Thousand Oaks, CA: Sage.
- Nichols, Carol McNaughton and Creegan, Chris. Government Equalities Office. (2010). *Measuring Perceptions of Unfair Treatment in the Public Services: Literature Review*.
- O’Leary-Kelly, A. M., GriYn, R. W., & Glew, D. J. (1996). Organization-motivated aggression: A research framework. *Academy of Management Review*, 21, 225–253.
- Payne, B. K., & Gainey, R. R. (2004). Ancillary consequences of employee theft. *Journal of Criminal Justice*, 32, 63–73.
- Penney, L. M., & Spector, P. E. (2007). Emotions and counterproductive work behavior. In N. M. Ashkanasy & C. L. Cooper (Eds.), *Research companion to emotion in organizations*(pp. 183–196). Northampton, MA: Edward Elgar Publishing.
- Pinder, Craig C. (1984). *Work Motivation: Theory, Issues, and Applications*. London: Scott, Foresman and Company.
- Priyatno, D. (2010). *Paham Analisa Statistik Data dengan SPSS*. Yogyakarta: MediaKom.
- Purnamasari, Irma Devita. (2012). *Aturan Pendaftaran dan Perpajakan Usaha Rumahan/Mikro*. Bandung: KAFIA.

- Raed, Awamleh and Fernandes, Cedwyn. (2006). Impact of Organizational Justice in an Expatriate Work Environment. *Management research news*, 29 (11), 701-712.
- REB, J .; Goldman, B. M.; Kray , L. J .; and Cropanzano, R .. Different Wrongs, Different Remedies? Reactions to Organizational Remedies after Procedural and Interactional Injustice. (2006). *Personnel Psychology*, 59 (1) , 31-64. Research Collection Lee Kong Chian School Of Business.
- Robbins, Stephen P., and Coulter, Mary. (2009). *Management 9th Edition*. New Jersey: Pearson.
- Robinson, S. L., & Bennett, R. J. (1995). A typology of deviant workplace behaviors: A multidimensional scaling study. *Academy of Management Journal*, 38,555–572.
- Roch, S. G., & Shanock, L. R. (2006). *Organizational Justice in an Exchange*.
- Salgado, J. F. (2002). The Big Five personality dimensions and counterproductive behaviors. *International Journal of Selection and Assessment*, 10, 117-125.
- Santos, A. R., & Odelius, C. C. (2005, September). Percepção de justiça organizacional de sistemas de remuneração em organizações públicas. Proceedings of the Encontro Nacional da Associação Nacional de Pós-Graduação e Pesquisa em Administração, Brasília, DF, Brazil, 29.
- Santoso, S. (2000). *Buku Latihan SPSS Statistik Parametrik*. PT Elex Media Komputindo.
- Sekaran, Uma. (2003). *Research Methods for Business: A Skill Building Approach* (4th ed.). New Jersey: Wiley.
- Shibaoka, M., Takada, M., Watanabe, M., Kojima, R., Kakinuma, M., Tanaka, K., ... Kawakami, N. (2010). Development and Validity of the Japanese Version of the Organizational Justice Scale. *Industrial Health*, 48, 66-73.
- Skarlicki, Daniel P. and Folger, Robert. (1997). Retaliation in the Workplace: The Roles of Distributive, Procedural, and Interactional Justice. *Journal of Applied Psychology*, 82 (3), 434-443.
- Spector, P. E., & Fox, S. (2005). The stressor– emotion model of counterproductive work behavior. In S. Fox & P. Spector (Eds.), *Counterproductive work behavior: Investigations of actors and targets*(pp. 151–174). Washington, DC: American Psychological Association.

- Spector, P. E., Fox, S., Penney, L. M., Bruursema, K., Goh, Angelina., Kessler, S. (2006). The Dimensionality of Counterproductivity: Are All Counterproductive Behaviors Created Equal? *Journal of Vocational Behavior*, 68, 446-460.
- Spector, P.E. (2011). *Overview of the Counterproductive Work Behavior Checklist*.
- Steel, R. G. D., and Torrie, J. H., (1960). *Principles and Procedures of Statistics*. New York: McGraw-Hill. framework: clarifying organizational justice distinctions. *Journal of Management*, 32 (2), 299-322. doi:10.1177/0149206305280115
- HukumOnline.com. (2009). *Tanya Jawab Hukum Perusahaan: Pas untuk Pengusaha Cocok untuk Pemula*. VisiMedia.
- Tjahjono, Heru Kurnianto. (n. d.). *Pengaruh Keadilan Organisasional pada Perilaku Retaliasi (Balas Dendam) di Tempat Kerja*.
- Tyler, T.R., and Lind, E.A. (1992). A Relational Model of Authority in Groups. *Advances in Experimental Social Psychology*, 25, 115 - 191.
- Vigoda, E. (2002). Stress-related aftermaths to workplace politics: The relationships among politics, job distress and aggressive behavior in organizations. *Journal of Organizational Behavior*, 23 (5), 571-589.
- Van de Bos, K. & Lind, E. (2002). Uncertainty Management by Means of Fairness Judgements. In Zanna, M. (Ed) *Advances in Experimental Social Psychology*, 25, 1-60.
- Wijaya, T. (2009). *Analisis Data Penelitian Menggunakan SPSS*. Yogyakarta: Universitas Atma Jaya Yogyakarta.
- (n. d.). *Perindustrian*. Retrieved from <http://jatim.bps.go.id/index.php?hal=subject&id=6> on June, 5th 2014