Pakistan Journal of Humanities and Social Sciences

PAKISTAN JOURNAL OF HUMANITIES AND SOCIAL SCIENCES (PJHSS)

INTERNATIONAL RESEARCH ASSOCIATION FOR SUSTAINABLE DEVELOPMENT

Factor Affecting Workplace Crime: Role of Organizational Policies, Employment Law, and Employee Perceived Consequences in Saudi Arabia

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ARTICLE INFO

ABSTRACT

The influence of organizational rules, employment law, as well as employee perceptions of repercussions on workplace crime in Saudi Arabian enterprises was investigated through quantitative survey-based research. A sample of 500 employees from various industries in Saudi Arabia completed a survey measuring their perceptions of their engagement in workplace crime. The researchers used the cross-sectional research design, quantitative research approach, and Partial Least Square (PLS)-Structural Equation Modeling (SEM) technique for measurement and structural model. The structural model results indicate that organizational policies, employees' perceived consequences, and employment law were negatively associated with workplace crime. Such findings highlighted the importance of comprehensive policies and procedures for preventing workplace crime compliance with employment law regulations, and creating a culture of deterrence to prevent workplace crime in Saudi Arabian companies. The study has implications for both companies and law enforcement agencies in Saudi Arabia. Moreover, the findings deal with visions for companies functioning in Saudi Arabia, empowering them to progress and appliance active strategies for avoiding workstation crime. This is particularly crucial for maintaining a safe and secure working environment. Suggests avenues for future research on workplace crime prevention. The research limitations and future directions are also discussed at the end of the study.

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1.   Introduction

The issue of workplace crime has become a global concern, affecting organizations and individuals' well-being, leading to loss of resources, damaged reputation, and low employee morale (Hendy et al., 2024; Vadera & Pratt, 2013). In Saudi Arabia, workplace crime has been on the rise, with reports indicating that employee fraud, theft, and embezzlement have cost organizations billions of riyals (Rodgers, Williams, & Round, 2008). Although studies have been conducted on the factors affecting workplace crime, little is known about the impact of organizational policies, employment law, and employee-perceived consequences in the Saudi Arabian context (Alyaemni & Alhudaithi, 2016; Elamin & Alomaim, 2011; Scully, 2009). Organizational policies are critical in preventing workplace crime. Organizations can use policies to promote ethical behavior, accountability, and transparency (O'Kane, 2013). Strong policies can help mitigate the risks of workplace crime and ensure compliance with legal and ethical standards. According to a study by Peltier-Rivest (2018), organizations that implemented strong anti-fraud policies reported lower incidences of workplace crime.

Among the factors that affect workplace crimes, employment law plays a crucial role in reducing workplace crime (Rodgers, Williams, & Round, 2008; Saucedo, 2010). The primary objectives of employment law are to safeguard employee control and right the hiring procedure (Sarre, 2007). Employee unhappiness brought on by poor employment laws may raise the chance of workplace crimes. For example, a study by Theocharous, Zopiatis, Lambertides, Savva, and Mansfeld (2020) found that inadequate employment law was a significant contributor to workplace crime in the hospitality industry. In addition, employee-perceived consequences refer to the belief that employees hold about the likelihood and severity of the consequences of engaging in workplace crime (Y. Wang, Xu, & Wang, 2020). If workers believe that their acts will have serious repercussions, they're less likely to participate in workplace crimes (Wong, Kim, Kim, & Han, 2021). In this case, a study by Copeland and Henry (2017) found that employee-perceived consequences were significantly associated with reduced workplace crime. Despite the importance of these factors in preventing workplace crime, there is a lack of research on their effectiveness in the Saudi Arabian context. Because most prior empirical research focused primarily on the effects of organizational policies, employment law, and employees' perceived consequences on developed economies (Copeland & Henry, 2017; Farid, Iqbal, Ma, Castro-González, Khattak, & Khan, 2019; Molino et al., 2020; Saks, 2019; Theocharous et al., 2020; C. Wang, Hu, & Zhang, 2020; Y. Wang, Xu, & Wang, 2020). On the other hand, there is a gap in the literature when it comes to the impact of these factors on developing economies like Saudi Arabia. While some studies have explored the topic in developing countries, such as Africa and Asia, there has been little attention paid to the specific context of Saudi Arabia (Deneulin & Rakodi, 2011; Islam, Nazir, & Rahman, 2023; Sawan, 2013; Wright, Filatotchev, Hoskisson, & Peng, 2005). This is a significant gap in the literature, given that Saudi Arabia has unique cultural and religious norms that may impact the effectiveness of these factors. Also, Saudi Arabia has a separate legal as well as controlling scheme than other states, which may bound how well office crime can be ducked by service law there.

Studies on the result of employment law, organizational policy, and worker insights of results affecting office crime in the environment of Saudi Arabia were obligatory. So, this present reading inspects the influence of labor law, administrative policies, and worker discernments of effects of workroom crime in Saudi Arabia via a reform to fill this gap. Concentrated on this objective current research could offer respected visions into how societies in Saudi Arabia could stop and decrease office crime. This research employed a quantitative method to collect information from Saudi Arabian employees and employers and data was analyzed using Partial Least Square (PLS)-Structural Equation Modeling (SEM) and this research is considered to pioneer study with this technique in the context of Saudi Arabia. Furthermore, policymakers could also employ the information from this research to create efficient legislative and regulatory frameworks that take into account the particular cultural and religious background of Saudi Arabia. The research was divided into five sections, introduction in which the main issue of the study is discussed before formulating the research objective, the next section consists of literature where the research framework is formulated by supporting previous studies. The third section consists of the research methodology where specific research design, data collection procedure, research instrument, and sampling techniques are discussed. Forth section consists of data analysis and interpretation. The fifth sections consist of a discussion where research findings are discussed in detail supporting previous literature and also discussing the research implications, limitations, and future directions.

2. Literature Review
2.1. Employee perceived consequences and workplace Crime

The perception of the repercussions by the employees is crucial in preventing workplace crime. Workers are less inclined to commit workplace crimes at that time when they believe there are unfavorable repercussions for acting illegally. Though, when staffs observe that there are no concerns or that one can escape with his activities, he endure more freely to contribute in criminal conduct. A number of readings have inspected the impact of apparent concerns on workstation crime. such as a revision by S. H. Zhao et al. (2018) bring into being that staffs who observed that they wished face important negative significances, such as legal action or job loss, were less possible to involve in work crime. Another reading by Oweidat, Omari, ALBashtawy, Alrahbeni, Al-Mugheed, and Alsheikh (2024) and Stephen and Dudafa (2016) told that the apparent risk of feat caught was one of the most vital factors in preventing worker delinquency. More, the type of concerns that staffs remark can also have an effect on work

criminality. A research by Paternoster (2018) exposed that employees appeared significantly more motivated to be disheartened from obligating office crime associated to those who just apparent financial consequences if they supposed that outcome might have a huge result on their influences or standings. On the other hand, H. Zhao, Chen, Xu, and Zhou (2022) and Belschak, Jacobs, Giessner, Horton, and Bayerl (2020) additional deliberate the influence of apparent values on worker toot puffing aims. The upshots advise that staffs who observe positive moments, like defense from rewards or retaliation for alarm, are more likely to echo unethical behavior. Conversely, employees who perceive negative consequences, such as retaliation or job loss, are less likely to report unprincipled behavior. Besides, the connotation between workplace crime and perceived consequences is also inspected in the research of Maguire, McKenna, and Daffern (2022). The consequences display that workers who observe that they have slight to misplace by attractive in criminal conduct, such as those who are dissatisfied or unemployed with their current career, are more probable to involve in crime. This study struggles that when staff workers trust there are little consequences for their conduct, there will be a advanced likelihood of illegal action. These earlier lessons specify that worker-perceived penalties are a vital aspect in stopping workplace crime. With reference of earlier research, the following hypothesis is put forth below:

H1: Employee perceived consequences significantly influence workplace Crime in Saudi Arabia.

2.2. Employment Law and Workplace Crime

Xu, Rodas, and Torelli (2020) deliver a complete appraisal of the works on service law and its influence on worker conduct. Founded on how it is practical and carried out, the writers' struggle that the service law may retain both unfavorable and favorable inferences for workroom crime. The reading proposes that bosses should endeavor to make a culture of obedience with service law and safeguard that staffs are alert of their responsibilities and rights. In simple words, Pusch and Holtfreter (2021) and Mohammad, Ben-Abdallah, and Karaszewski (2023) studied a methodical appraisal and meta-analysis of the connotation between crime and employment. The results propose that employment is adversely connected with crime, with employed persons being less probable to contribute in criminal conduct. The revision also displays that service laws, such as employment protection laws and minimum wage laws can have a helpful influence on plummeting crime. Similarly to Hoheisel, van Capelleveen, Sarmah, and Junger (2023) inspect the association between employment law as well as fraud. The conclusions propose that service laws, such as whistleblowing and anti-discrimination defenses, can discourage fraud by authorizing teams to echo misbehavior. This study also establishes how vital it is to appliance occupation laws to evade fraud. In addition, Ginader (2018) insighted that employment guard laws, such as laws omission reprisal against whistleblowers, are related with lower ranks of business crime. Present study also displays that the result of employment guard laws on corporate crime is arbitrated by employee opinions of trust and fairness in the association. These previous readings recommended that workshop crime may be meaningfully prejudiced by employment rules. As a moment, the following hypothesis is formulated below:

H2: Employment law has a significant effect on workplace crime.

2.3. Organizational policies and workplace crime

The reading by Swanigan (2022) sightseen the connection between misconduct by employees and unethical leadership. The upshots suggest that fair ethical leadership as well as an ethical workshop situation may shrinkage the probability of employees obligating crimes. The investigation also displays that ethical climate mediates the connotation between ethical leadership and employee offending. Alternatively, De Jonge (2018) disparate the result of managerial rules on workstation crime. The results advise that work stressors, such as role ambiguity and workload, upsurge the probability of workers likable in office crime. Nonetheless, actual directorial rules may reduction the negative magnitudes disturbing workroom crime, which include codes of behavior as well as employee support programs. Di Stefano, Scrima, and Parry (2019) promote found the impact of official rules on worker stealing behavior. The results propose that solid official policies, such as sanctuary dealings and monitoring organisms, can discourage worker stealing behavior. The homework also displays that the usefulness of informal policies depends on the smooth of trust workers have in their boss. Also, Veetikazhi, Kamalanabhan, Malhotra, Arora, and Mueller (2022) originated that robust

structural policies, such as codes of behavior and worker support programs, can alleviate the adverse things of work stressors on aberrant conduct. In another study, Akram, Ahmad, Akram, Asghar, and Jiang (2022) found that strong organizational policies, such as procedural justice and organizational support, can mitigate the negative effects of workplace ostracism on counterproductive workplace crime. These previous studies indicate that organizational policies have a significant impact on workplace crime. Therefore, the following research hypothesis is formulated below,

H3: Organizational policies have a significant effect on workplace crime.

Table 1: Literature Findings

Authors	Findings
Wu, Luo, Shao, Tian, and Peng (2018)	The study found that stronger employment protection regulations reduce the incidence of workplace crime in China.
(Yang et al., 2021)	The study found that stronger enforcement of labor laws in China improves occupational safety and health outcomes. However, the study did not directly examine the impact on workplace crime.
(Wainberg & Perreault, 2016).	The study found that the Sarbanes-Oxley Act, which provides protections for whistleblowers, reduces the likelihood of earnings management in publicly traded firms. The study did not directly examine the impact on workplace crime.
(Naseer, Khan, Ashraf, Khan, & Mehmood, 2021)	The study found that stronger workplace justice regulations and job satisfaction reduce workplace deviance in Pakistan. However, the study did not specifically examine the impact of employment laws on workplace crime.

Based on previous literature review sections discussion which is also summarized in Table.1, there is a lack of research on their effectiveness in the Saudi Arabian context. Because most prior empirical research focused primarily on the effects of organizational policies, employment law, and employees' perceived consequences on developed economies (Copeland & Henry, 2017; Farid et al., 2019; Molino et al., 2020; Saks, 2019; Theocharous et al., 2020; C. Wang, Hu, & Zhang, 2020; Y. Wang, Xu, & Wang, 2020). On the other hand, there is a gap in the literature when it comes to the impact of these factors on developing economies like Saudi Arabia. While some studies have explored the topic in developing countries, such as Africa and Asia, there has been little attention paid to the specific context of Saudi Arabia (Deneulin & Rakodi, 2011; Sawan, 2013; Wright et al., 2005). This is a significant gap in the literature, given that Saudi Arabia has unique cultural and religious norms that may impact the effectiveness of these factors. Furthermore, Saudi Arabia has a distinct legal as well as regulatory system than other nations, which may limit how well workplace crime can be avoided by employment law there. The available studies in the literature suggest that stronger employment protection regulations and labor law enforcement can have a positive impact on reducing workplace crime. Keeping in view the previous discussion, the following research framework has been formulated in Figure 1 below in the context of Saudi Arabia on various industries,

Figure 1: Conceptual Framework
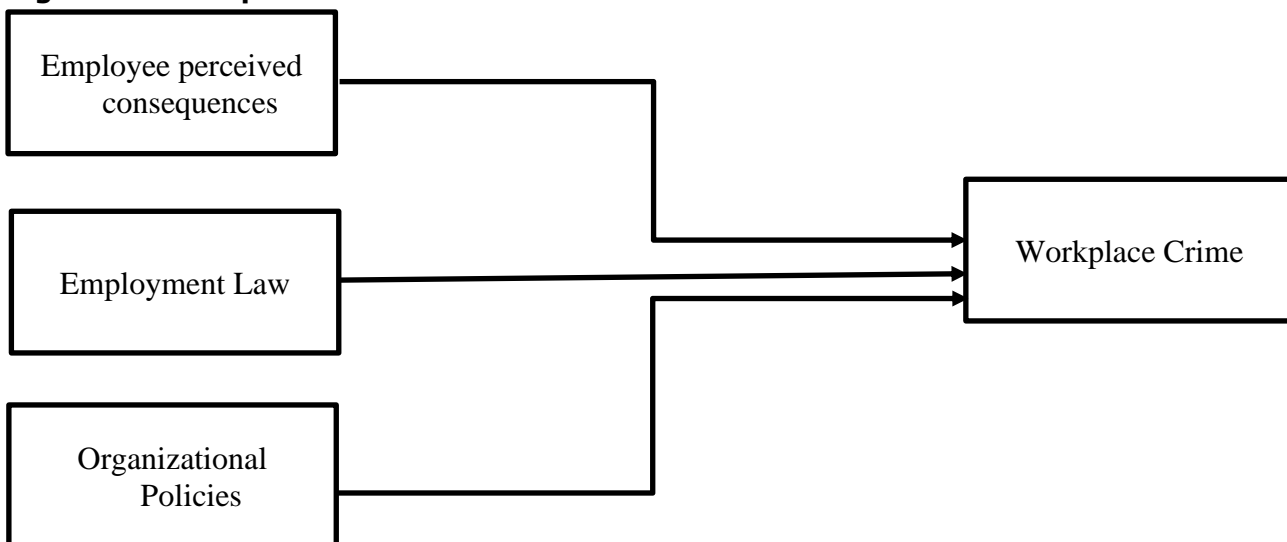
3. Research Methodology

The researcher applied the quantitative research design using a cross-sectional survey method. This method enables us to collect data on the research variables at a single point in time, providing a snapshot of the relationship between the variables (Apuke, 2017; Lindell & Whitney, 2001). The sample for this study was withdrawn from employees working in various companies across different industries in Saudi Arabia. A random sampling technique is used to select participants to ensure that the sample is representative of the population. This technique is considered to be good for the study because it increases the generalizability of the findings(Han, Song, Li, & Yan, 2022). The researcher conducted a survey instrument where Information was gathered by the distribution of a self-administered questionnaire among the specified those who participated. The survey method is considered to be best because it provides reliable and usable primary data for business decisions. This is also important because it provides data directly from respondents that could help achieve the research objective in a more systematic way (Baruch & Holtom, 2008). In the survey instrument, organizational policies, employment laws, perceived consequences, and workplace criminality were. The replies were collected on a survey instrument using the 5-point Likert scale, which ranges from 1 (Strongly Disagree) and 5 (Strongly Agree). The core reason for using a five-point scale is that it is very simple to understand, it takes less time and effort to complete than higher-point scales, and respondents have choices without becoming overwhelmed (Taherdoost, 2019). The research's questionnaire adopted from previous studies which predicted in the following Table.2 below.

Table 2: Research instrument

Instrument Items	Source
Organizational Policies My organization has clear policies and procedures in place for dealing with employee concerns and grievances. I am confident that my organization's policies and procedures are applied fairly and consistently. My organization has policies and procedures in place to promote employee health and safety. My organization provides clear guidance on how to report ethical concerns or violations. My organization provides opportunities for employees to give feedback on policies and procedures.	(Mowday, Steers, & Porter, 1979)
Employees Perceived Consequences If I violate company policies or procedures, I am likely to face disciplinary action. My job security would be at risk if I were to engage in unethical or illegal behavior in the workplace. I am confident that my organization takes reports of unethical or illegal behavior seriously. My coworkers and I would be less likely to trust someone who engaged in unethical or illegal behavior in the workplace. I believe that engaging in unethical or illegal behavior in the workplace would harm my reputation.	(Guo, Li, & Wu, 2015)
Employment laws Legal requirements for paying overtime to non-exempt employees. Legal protections are available to employees who report workplace discrimination or harassment. Requirements for providing reasonable accommodations for employees with disabilities. Legal requirements for conducting background checks on job applicants. Laws and regulations regarding employee privacy in the workplace	(Djankov & Ramalho, 2009)
Workplace Crime I feel safe and secure in my workplace. My organization takes adequate measures to prevent workplace crime. My organization provides sufficient training to employees on how to respond to workplace crime incidents. I feel comfortable reporting incidents of workplace crime to my supervisor or HR department. My organization has policies in place for investigating and addressing incidents of workplace crime.	(Friedrichs, 2002)

4. Data Analysis

Descriptive statistics like mean, standard deviation, as well as frequency distributions, were used to analyze and summarize the survey data. Both the methods of correlation and regression analysis were used to analyze the association among the variables that are both

independent and dependent. The descriptive analysis was done by using SPSS software while the inferential analysis was done using Smart PLS software. SEM (Structural Equation Modeling) has been utilized to examine Smart-PLS training concepts. Meanwhile, SPSS has been utilized to tool population study and to create associations between variables. SEM is a method utilized exactly in the social sciences to accomplish the data examination (Leguina, 2015). SEM is normally utilized for the purpose of the association between many variables. This is usually applied in the social sciences since it is utilized constantly to investigate numerous variables to understand the outcomes. SEM supports in measuring the interlink between the different variables.

4.1. Demographic analysis

The demographic analysis is done by using SPSS software. The demographic analysis indicates that the majority of the participants were male (70%) compared to female (30%). The more participants are because Saudi Arabia is not a female-dominant society. Most of the respondents were lying in the age group with the highest representation was 30-39 years (50%), followed by 20-29 years (40%). In addition, from the educational perspective, A majority of those who took part (50%), then those with master's degrees (40%) along with those with only high school degrees (10%). As per from the work environment perspective, the majority of the participants worked in medium-sized companies (60%), followed by small-sized companies (20%) and large-sized companies (20%). According to Table.3 below, these outcomes are anticipated.

Table 3: Demographic Profile

Demographic Variable	Frequency	Percentage
Gender		
Male	350	70%
Female	150	30%
Age		
20-29 years	200	40%
30-39 years	250	50%
40-49 years	40	8%
50 years and above	10	2%
Educational Background		
High School or Below	50	10%
Bachelor's Degree	250	50%
Master's Degree	200	40%
Size of the Company		
Small (Less than 50 employees)	100	20%
Medium (50-500 employees)	300	60%
Large (More than 500 employees)	100	20%

Source: Author's Estimations

4.2. Inferential Statistics

The Inferential analysis was conducted using Smart PLS. The Partial Least Square (PLS)-Structural Equation Modeling (SEM) technique was applied for both of measurement and structural model. These two models are discussed below.

4.3. Measurement model

For the "convergent and discriminant validity, the measurement model" applies. For the convergent validity, the "average variance extracted (AVE) should be greater than 0.5, Cronbach's Alpha, and composite reliability (CR) must exceed more than 0.70 (Ahmad, Ahmad, Farhan, & Arshad, 2020; Ahmad, Bin Mohammad, & Nordin, 2019; Shrestha, 2021). Table 4 predicted values indicate all values are greater than from above predicted values. On the other hand, factor loading values should be greater than 0.5 (Joseph Hair & Alamer, 2022; Joe Hair, Hollingsworth, Randolph, & Chong, 2017) and Figure 2 indicates that all values are greater than 0.5. These previous results indicate that the construct has convergent validity.

Table 4: Convergent Validity

	Cronbach's Alpha	rho_A	CR	AVE
EL	0.857	0.902	0.900	0.653
EPC	0.852	0.861	0.899	0.691
OP	0.734	0.752	0.802	0.575
WC	0.862	0.871	0.902	0.649

Figure 2: Factor Loadings
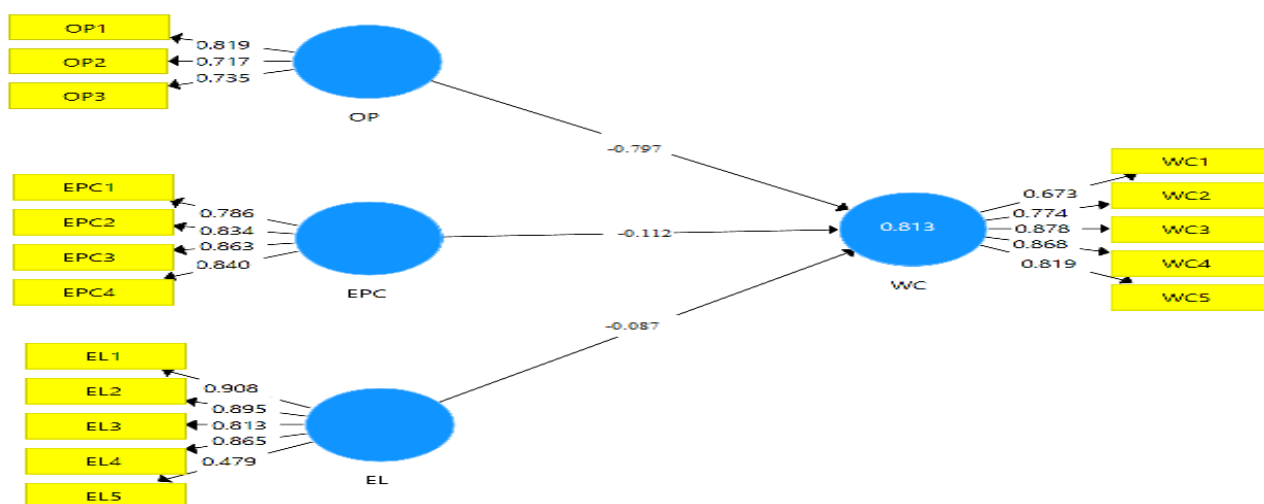
Construct validity has a subclass known as discriminant validity. On the other hand, it demonstrates how accurately a test captures the idea it was intended to capture (Henseler, Ringle, & Sarstedt, 2015). Discriminant validity focuses on determining the actual lack of relationships between notions that theoretically could not be associated with one another (Henseler, Ringle, & Sarstedt, 2015). The discriminant validity was assessed from heterograft monotrait correlation (HTMT) where correlation values should be less than 0.85 or 0.90 (Henseler, Ringle, & Sarstedt, 2015; Hussain, Nawaz, Riaz, & Aqdas, 2018). All of the numbers in Table 5 projected values are less than 0.85, which suggests that the concept has discriminant validity.

Table 5: Discriminant Validity

	EL	EPC	OP	WC
EL				
EPC	0.641			
OP	0.584	0.622		
WC	0.569	0.621	0.786	
VIF		1.563	2.342	2.230

Note: EL-Employment Laws, OP-organizational policies, EPC-employee perceived consequences, WC-workplace crime.
Source: Author's Estimations

4.4. Inferential Statistics

After the measurement model, the next step is to test the research hypothesis using a structural model. The bootstrap 5000 resampling technique was applied for hypothesis testing. The path coefficient between Organizational Policies and Workplace Crime is negative and significant ($\beta=-0.797$, t=-33.729, p<0.000), indicating that the more comprehensive and clear the organizational policies on workplace crime prevention, the less likely workplace crime will occur. Further, the path coefficient between Employment Law and Workplace Crime remains negative and substantial ($\beta=-0.087$ t=-2.947 p<0.003), indicating that the more the organization complies with employment law regulations related to workplace crime prevention, the less likely workplace crime will occur. In the same vein, the path coefficient between Employees' Perceived Consequences and Workplace Crime is negative and significant ($\beta=-0.112$, t=-4.018, p<0.000), indicating that the stronger the perception that workplace crime will result in negative consequences, the less likely workplace crime will occur. The overall model explains 42% of the variance in Workplace Crime ($R^2=0.42$). The structural model results are predicted in the following Table.5 below.

Table 6: Structural Model Results

	F Square	Original Sample	Standard Deviation	T Statistics	P Values	Decisions
EL -> WC	0.027	-0.087	0.03	2.947	0.003	Accepted
EPC -> WC	0.042	-0.112	0.028	4.018	0.000	Accepted
OP -> WC	2.462	-0.797	0.024	33.729	0.000	Accepted

Note: EL-Employment Laws, OP-organizational policies, EPC-employee perceived consequences, WC-workplace crime.
Source: Author's Estimations

Figure 3: Structural Model
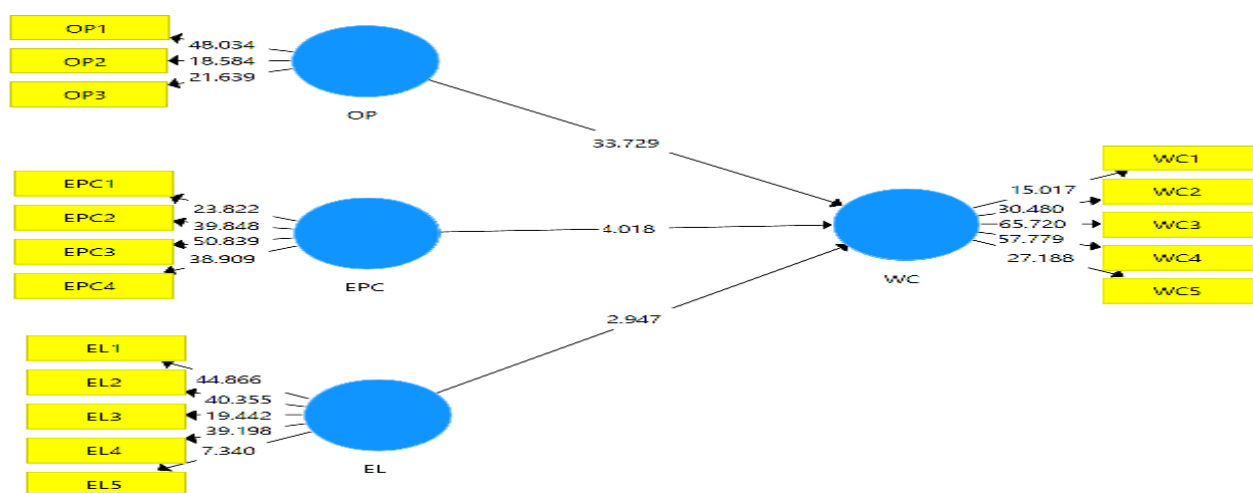
5. Discussion and Findings

The results of the structural model indicate that organizational policies, employment law, and employees' perceived consequences harm workplace crime. These findings indicate that organizational policies play a crucial role in preventing workplace crime by establishing clear guidelines for employees and setting expectations for appropriate behavior. This is supported by prior study which has originated that societies with complete rules and actions for stopping workroom crime are related with inferior degrees of crime (Forti & Visconti, 2019; Vadera & Pratt, 2013). In a similar way employment law necessities regarding labor crime deterrence may contribution in the growth of an atmosphere of agreement and warning. Study has shown that administrations that conform with employment law rules related to workshop crime stoppage are more likely to have lesser rates of crime (Forti & Visconti, 2019; Pratt, 2017).

Lastly, employees' apparent concerns for workshop crime show a serious role in determining their conduct. When staffs observe that attractive in workstation crime will outcome in harmful moments such as damage or punishment to their career forecasts, they are less probable to involve in such conduct. Readings in the previous have exposed that the hint of being noticed and fined has a vital role in disheartening workstation crime (Forti & Visconti, 2019; Moorthy, Seetharaman, Jaffar, & Foong, 2015; Pratt, 2017). To conclude, the research's consequences highlight the meaning of organizational rubrics, service law, as well as employees' perceived consequences in dropping workshop crime in Saudi Arabia initiatives. These outcomes are consistent with prior study and highlight the essential for societies to devote in emerging complete policies and techniques, conforming to related regulations, and making a culture where employees observe that attractive in workplace crime will consequence in adverse values. Organizations can found a suitable working troposphere for workers by execution this, which will be beneficial for their company as an entireness.

5.1. Implications

The outcomes of this study provide insight into how employment law, administrative rules, as well as employees' insights of the effects of crime in the workstation all have significance for Saudi Arabian organizations. Given the rank of related factors in stopping workstation crime, Saudi Arabian companies essential to arrange the growth of complete procedures and policies for stopping workroom crime. This could involve acting risk examines to know possible weak acnes, making values for suitable conduct, and hitting countermeasures in place to stop and catch workroom delinquency. Moreover, businesses in Saudi Arabia need to confirm that these procedures and policies are interconnected well to staffs and that those staffs are conscious of the values of attractive in workstation crime. Obedience with employment law and rules related to office crime inhibition is also vital for businesses in Saudi Arabia. This can involve following rubrics governing criminal best checks, documentation procedures, and safety precautions. To make certain they continue in obedience with these rubrics, industries should also refer with legal specialists. Saudi Arabian trades may underline

the meaning of workstation crime deterrence using teamwork campaigns, training programs, and motivations for following workroom crime preclusion strategies to substitute a troposphere of agreement and dissuasion. It is also vital to certify that staffs observe that attractive in workroom crime will outcome in adverse penalties, such as sentence or impairment to their career forecasts. Finally, law implementation agencies in Saudi Arabia can reflect the verdicts of this research when emerging strategies to stop workplace crime. This might involve educating industries on how to decrease workstation crime, examination the upbringings of possible rents, and making police officers additional obvious within high-sensitive areas.

5.2. Limitations and future directions

The study examination includes various confines in addition to its vital detections, which may central to future study in other ranges. The study originally depended on self-report capacities, which could be inaccurate and skewed. The outcomes of the current study may be confirmed in future studies using objective metrics like employee disciplinary records and crime statistics. Second, the revision attentive on a limited set of variables related to office crime deterrence. Future investigation could explore other factors that may affect workplace crime, such as employee morale, organizational culture, and job gratification. At third, study was lead in a specific setting (i.e. Saudi Arabia). Future study could duplicate the study in other geographic and cultural contexts to control if the findings simplify across diverse sceneries. Fourth, the investigation did not inspect the efficiency of exact policies or interferences in averting workplace crime. Upcoming research could evaluate the efficacy of diverse workplace crime deterrence strategies, such as safety actions or training agendas, to classify the most actual tactics. Fifth, research did not explore the role of technology in preventing workplace crime. Future research could investigate the potential of technological solutions, such as surveillance systems or cybersecurity measures, in preventing workplace crime. In conclusion, the study was restricted to cross-sectional research designs with data collected just once; however, longitudinal research designs could be used in future studies to broaden the study variety.

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