**Examining the Role of Deception on Employees’ Threat Appraisal Process, Coping Appraisal Process and Unethical Behavior in Organization**

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**Abstract.** Deception is a secondary form of unethical behavior that helps to conceal the primary unethical behavior. This study examines the influence of deceptions on employee’s perceived threat appraisal process, coping appraisal process, and unethical behavior at workplaces. A total of 225 respondents (n=222) from four autonomous government organizations in Bangladesh participated in this study. The empirical findings suggest that deception has a strong influence on unethical behavior. It also negatively affects employees’ perceived threat appraisal process and coping appraisal process. The findings provide new insight regarding the relationship between deception and employee’s perceived threat and coping appraisal processes, as well as unethical behavior. The research implication and future research suggestions have briefly discussed in this study.

**Keywords**: Coping Appraisal Process, Deception, Employee, Threat Appraisal Process, Unethical Behavior