

# Review of: "The Mediating Role of Islamic Work Ethics in the Effect of Psychological Capital on Organizational Citizenship Behavior"

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The work presents valuable insights into psychological capital and Islamic work ethics but lacks clarity, depth, and consistency in methodology, results, and discussion. Improved organization, thorough analysis, and recent references are needed. My comments are as follows for each section.

## Abstract:

- Simplify the introduction to directly connect psychological capital, Islamic work ethics, and organizational citizenship behavior for clarity.
- Clarify methodology details, such as sampling criteria and questionnaire design, to enhance transparency.
- Rephrase the conclusion to focus on the significance of the findings and their potential organizational implications in a more concise manner.

## Introduction:

- Remove repetitive definitions of psychological capital and introduce concepts more concisely to avoid redundancy.
- Highlight the research gap and problem statement earlier in the section to better establish the study's significance.
- Improve the flow by clearly linking psychological capital, innovation, ethics, and organizational citizenship behavior.
- Replace vague generalizations with specific examples or references to add credibility to the argument.
- Discuss the relevance of Islamic work ethics within the Iranian-Islamic cultural and organizational context in more detail.
- Introduce the research question earlier, clearly emphasizing its importance and originality.

## Materials and Methods Section:

- Clarify how Cochran's formula was applied to determine the sample size and its representativeness of the population.
- Justify the selection of specific age, gender, and education groups and how these relate to the study's objectives.
- Provide a more detailed explanation of the participant consent process and ethical considerations during data collection.
- Briefly describe how constructs were operationalized and measured using the provided questionnaires.

- Justify the selection of structural equations and Fornell-Larker's method for assessing validity.
- Explain why alpha values near 0.70 are considered acceptable for reliability in this study.
- Discuss how AVE and composite reliability results influence conclusions about the study's validity.
- Include a detailed explanation of how factor loadings were used to assess convergent validity, with numerical examples.
- Address potential biases despite using random sampling, considering demographic diversity.
- Clarify how the descriptive-correlational design supports the study's objectives and research questions.

### Results:

- Provide a more detailed explanation of model fit indices ( $R^2$  and  $Q^2$ ) to offer greater contextual clarity.
- The significance of some path coefficients, such as Islamic work ethics on organizational citizenship behavior, is low; this needs further elaboration.
- The reliance on a single software (SMART-PLS) limits the robustness of findings; exploring alternative methods could strengthen the results.
- The z-value for the mediating role of Islamic work ethics is presented but requires clearer interpretation for better understanding.
- Explore potential moderating variables that could affect the relationships between psychological capital and organizational behavior.

### Discussions:

- The discussion lacks a deeper analysis of the cultural context, especially regarding Islamic work ethics, which could enhance the findings.
- Although the mediating role of Islamic work ethics is acknowledged, it is not thoroughly explored or explained.
- Comparisons with previous studies are limited, which makes it challenging to assess the study's broader relevance and contribution.
- Practical implications of the findings are underexplored, and real-world organizational applications are not clearly linked.
- The discussion tends to repeat points without providing deeper insights or a critical analysis of the results.

### Conclusions:

- The conclusion repeats the findings without suggesting specific actions for practical application or organizational improvement.
- The recommendations for managers are vague and lack clear, actionable steps.
- Ethical considerations are mentioned briefly but could be more thoroughly detailed, particularly regarding how participant rights were safeguarded.

### References:

- Some references include incomplete citation details (e.g., missing volume or issue numbers), which impacts clarity.
- Several references lack consistency in formatting (e.g., inconsistent use of italics for journal names), which makes the list appear unprofessional.
- Some references are outdated (e.g., 2015 and 2017), and more recent studies could be included for a more up-to-date analysis.
- The references are not listed in proper order, which makes it difficult to follow and locate sources effectively.