

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

Arman Bahari¹

¹ Sistan & Baluchestan University, Iran, Islamic Republic of

Potential competing interests: No potential competing interests to declare.

Dear Editors,

Comments on a manuscript entitled "The Mediating Role of Islamic Work Ethics in the Effect of Psychological Capital on Organizational Citizenship Behavior" for the Qeios journal.

There are several concerns with this manuscript. To improve the reported research, it is better to consider the following comments:

1. While the introduction lays the groundwork for understanding the constructs involved, it would benefit from a more comprehensive review of existing literature on the interplay of psychological capital, OCB, and Islamic work ethics. Incorporating recent studies could provide a more robust theoretical framework.
2. There is some redundancy in the presentation of demographic data and sampling techniques (e.g., repeated mentions of the age distribution). Consolidating this information could enhance readability and clarity.
3. While the instruments used are identified, providing a brief description of each (e.g., the development of the Islamic work ethics questionnaire and the dimensions it covers) could enhance the reader's understanding and contextual relevance of the measures.
4. Although the manuscript offers a good overview of the analysis, more specific explanations regarding the use of certain indices and their role in informing the conclusions drawn would benefit readers who may not be as familiar with SEM and its associated metrics. For example, further elaboration on the interpretation of R^2 and its significance in the context of the study would be helpful.
5. While the sample size is appropriate for preliminary analysis, addressing potential biases in the selection process, such as non-response bias or sample homogeneity (only educational specialists at one university), would provide a more nuanced view of the generalizability of the findings.
6. Minor typographical errors and formatting inconsistencies (e.g., inconsistent table formatting and references) should be corrected to ensure a professional presentation.
7. Some phrases and sentences are overly complex and could benefit from simplification. For example, phrases like "this influence is insufficient to produce a substantial transformation" could be clarified to indicate whether this means the mediation effect is weak or that the overall impact did not meet expectations.

8. While the authors reference various studies, providing brief insights into their methodologies and contexts could strengthen the discussion. Mentioning the sample sizes, demographics, or specific findings from the cited studies would give readers a more nuanced understanding of these comparisons.
9. The conclusion could be more impactful by summarizing the broader implications of the research findings for both theory and practice in a more pronounced manner. Beyond reiterating the correlations, it could discuss the significance of these findings for future research or organizational behavior theories in a more explicit way.

Final decision: Major revision.

Kindest Regards,