

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

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Potential competing interests: No potential competing interests to declare.

## 1. Sampling Bias

- The study uses a small sample size (81 participants), potentially limiting generalizability.
- The sample is restricted to a single university, making broader conclusions about organizations tenuous.

## 1. Cross-Sectional Design

- Limits causal inference. While relationships between variables are statistically significant, the temporal sequence cannot be established.

## 1. Conceptual Clarity

- The role of Islamic work ethics as a mediator needs a deeper theoretical exploration to link it explicitly with psychological capital and OCB.

## 1. Insufficient Literature Engagement

- While referencing relevant studies, the paper lacks critical engagement with recent or global research in organizational citizenship behavior and work ethics.

## 1. Practical Implications

- Provides limited actionable insights for policymakers or managers to implement findings in organizational practices.