

# 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.

The paper provides a thorough and insightful analysis of the relationship between psychological capital and organizational citizenship behavior, with a focus on the mediating role of Islamic work ethics. The study effectively highlights the significant impact that psychological capital has on both individual and organizational outcomes, backed by robust statistical methods and clear data interpretation. The use of SMART-PLS software and the detailed breakdown of results contribute to the credibility and reliability of the findings. Additionally, the integration of Islamic work ethics in the context of organizational behavior adds valuable depth and cultural relevance, particularly for societies with Islamic values.

## Recommendations for Improvement:

1. **Broader Sample Size:** Expanding the study to include more participants from different educational institutions or sectors could enhance the generalizability of the findings.
2. **Qualitative Insights:** Adding qualitative data through interviews or focus groups could provide richer context and a deeper understanding of how psychological capital and Islamic work ethics are perceived by employees.
3. **Comparative Analysis:** Including a comparison with non-Islamic work ethics or different ethical frameworks could offer broader applicability and insight into the cultural dynamics of organizational behavior.
4. **Longitudinal Study:** Conducting a longitudinal analysis to observe changes over time could strengthen the study's ability to infer causality.