

## Peer Review

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

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## Introduction -

- i. The whole section from "Research on positive organizational behaviour..." up to the sentence beginning "The phrase "spontaneous and conscious"..." is repeated twice in this section. Please ensure proper proofreading and editing.
- ii. The sentence "Addressing ethical concerns can mitigate organisational issues" suggests that Islamic ethical practices (IEP) may play a moderating role rather than a mediating one. Personally, I feel that a moderating role may be easier to support through literature.
- iii. My most important suggestion is for the researchers to build a theoretical argument for the hypothesized relationships that are tested later. **Why** would you expect PsyCap to lead to IEP at a conceptual level? Can we explain why hope, resilience, optimism, and self-efficacy would lead to higher honesty, justice, and unselfishness? Why would you expect the relationship between PsyCap and OCB to be better explained by a path through IEP, rather than by a direct path? The author/s should examine existing literature to support the arguments that lead to the hypothesis. Currently, competing hypotheses could be IEP as a second independent variable, or IEP as a moderator. Authors should try to justify why they have chosen a mediating hypothesis over the competing ones.

## Material and Methods

- i. Please include sample items from scales, particularly for IEP, since this may be an instrument readers may be less familiar with.

## Results

- i. Please check the formatting of Table 3. Transposing the rows and columns may make it more reader-friendly.
- ii. On p. 5, please check your categorization of endogenous and exogenous variables. In your model, IEP and OCB should be endogenous, and PsyCap should be exogenous.
- iii. Presentation of results could be more thorough and systematic. The suggestion is to follow the reporting style of any good journal article using PLS-SEM.

## Discussion

This section should be a theoretical explanation of the findings. For example, please try to build a theoretical explanation for why PsyCap would impact IEP. You have cited papers by Lee et al. (2018), Sahat et al., etc., in the discussion section. These papers, and others like them, should help you to build a conceptual understanding of **WHY** this relationship exists. Also, what does the discovery of a mediating path add to our understanding of the subject?

I suggest you model the Discussion section on those found in leading journals in the domain.

## Declarations

**Potential competing interests:** No potential competing interests to declare.