

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

Dedy Achmad Kurniady<sup>1</sup>

<sup>1</sup> Universitas Pendidikan Indonesia, Indonesia

Potential competing interests: No potential competing interests to declare.

This manuscript holds significant potential as a reference source for researchers exploring similar topics and for organizations aiming to enhance employee productivity in fulfilling their roles and responsibilities to achieve desired outcomes. The strength of this study lies in its highly relevant topic within the domains of human resource management and organizational behavior, particularly in the context of Islamic culture in higher education. Additionally, the systematic structure of the manuscript allows readers to follow the research flow seamlessly. The findings of this study offer a valuable contribution by addressing gaps in the literature, specifically regarding the mediating role of Islamic work ethics in the relationship between psychological capital and organizational citizenship behavior (OCB).

However, substantial revisions are necessary to further refine this manuscript and enhance its quality and credibility. Key areas for improvement include:

## 1. Reduction of Redundancies in Definitions

The manuscript contains repetitive explanations of psychological capital, Islamic work ethics, and OCB. For instance, the components of psychological capital are reiterated multiple times in the Introduction section, which reduces narrative efficiency and creates an impression of disorganization. It is recommended to consolidate similar definitions or explanations into a single, concise, and effective paragraph to avoid repetition.

## 2. Strengthening Theoretical Foundations.

The theoretical discussion, particularly regarding the mediating role of Islamic work ethics, requires deeper elaboration. The manuscript does not sufficiently explain how Islamic work ethics specifically mediate the relationship between psychological capital and OCB. Enhancing this section with relevant theories, such as Social Exchange Theory or Islamic principles of work, would significantly improve the theoretical framework.

## 3. Consistency in Writing Style and Formatting

The manuscript exhibits inconsistencies in formatting, such as inconsistent capitalization of "Organizational Citizenship Behavior," which is sometimes written as "organizational citizenship behavior." The authors should ensure uniformity in formatting throughout the manuscript, adhering to the prescribed style guide of the target journal (e.g., APA, MLA, or

another specified style).

#### 4. Clarification of Sampling Methods

The manuscript mentions simple random sampling but does not elaborate on how this was practically implemented. Details regarding the identification of research subjects and ensuring equal selection opportunities are absent. Providing a detailed explanation of the sampling process, including measures taken to ensure sample representativeness, would add clarity and rigor.

#### 5. Elaboration on Practical Implications

The discussion of how the research findings can be applied in organizational or educational practices is insufficiently detailed. The authors should consider elaborating on specific strategies to enhance psychological capital and Islamic work ethics within the context of Islamic culture. Such elaboration would greatly enhance the manuscript's practical value.

By addressing these points, the manuscript can be significantly improved, ensuring that it serves as a robust and impactful contribution to the field.