

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

Mohsen Ali Murshid<sup>1</sup>

<sup>1</sup> Tamar University, Yemen

Potential competing interests: No potential competing interests to declare.

1. No need to highlight the p. value in the abstract.
2. The main issue for this paper is that Yasuj University, in fact, applies Islamic Work Ethics.
3. Specifically, mention what aspects of **Islamic Work Ethics** Yasuj University applies and how these practices are integrated into the university's operations and staff management.
4. The paper should clearly highlight Yasuj University in the introduction as the context of the study. This will help readers understand why this particular university was chosen for the research.
5. The gap in the study seems to be the lack of consensus or a standardized way of measuring Islamic work ethics.
6. The introduction should also highlight the theoretical contributions of the study, particularly in relation to OCB and Islamic work ethics.
7. The hypotheses are introduced only in the results section. This is not ideal, as they should be presented earlier, either in the introduction or the literature review. The hypotheses should be logically derived from the literature, and there should be a clear connection between the theoretical framework and the hypotheses.
8. The sample size of 102 appears small. Given the small population, it might be more appropriate to use the entire population as the sample rather than random sampling. Justifying the use of random sampling and the sampling methodology is important, especially when working with a limited number of participants.
9. If random sampling was used, the authors should explain the method in more detail: How were participants selected? What were the inclusion/exclusion criteria? Were there any biases in selection that could affect the results?
10. The paper uses SMART-PLS for analysis, but the specific version of SMART-PLS used should be mentioned. The choice of method should be justified: Why was PLS used over other statistical methods? Explain why this is the most suitable approach for the study.
11. The paper mentions OCB as a multidimensional construct but does not clearly explain how this was measured in the analysis. It is important to clarify whether first-order constructs were used to measure OCB and whether second-order constructs (as well as for capital psychological, OCB) were also considered.
12. If second-order constructs were used, the authors should provide a detailed explanation of how both first- and second-order measurements were conducted and how they relate to each other.
13. The Sobel test is not the current method for confirming mediation effects. The authors should consider using bootstrapping methods, which are more appropriate and widely accepted in modern research. This needs to be

clarified in the methodology section.

14. The discussion section requires more depth. Theoretical contributions need to be more clearly highlighted, and the results should be framed within a broader theoretical context.
15. Additionally, key references that were mentioned in the discussion should have been introduced earlier in the paper, particularly in the literature review or introduction.
16. The practical implications of implementing Islamic work ethics should be highlighted in the conclusion. The authors should explain how the findings of the study can be applied in real-world contexts, especially in organizations similar to Yasuj University.