

# 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.

I appreciate the opportunity to contribute to the development of an interesting and relevant area of study within a relatively underexplored social and cultural context. My feedback does not cover the statistical aspects, as I am not a specialist in that area.

Overall, I believe the text requires a thorough review of its English usage to improve clarity and ensure accurate interpretation. For example, in the abstract under "material and methods," the structure of the paragraph does not clearly specify what was used. I do not understand what is meant by "81 samples were selected" when it states that the sample size is 102. Does this refer to a distinction between population and sample? If so, greater precision in terms would help clarify this. Similarly, in the "results" section of the abstract, it says: "The direct paths of psychological capital effecting Islamic work ethics, psychological..."—I assume "effecting" should be "affecting." Another example is in the introduction, where it states early on: "Many organizations priorities the reduction of their overall expenses..."; I believe "prioritize" is the intended word here rather than "priorities."

These examples highlight issues that recur throughout the text and should be addressed to improve comprehension of the work presented.

In the introduction, I find the transition from explaining the concept of OCB to the statement, "This process necessitates organizational innovation. Organizational innovation has been significantly influenced by the transition of organizational assets from traditional to modern forms in recent years. Psychological capital is a modern asset in this context," difficult to follow. Beyond potential sentence construction issues, the link between OCB and organizational innovation is unclear. I do not fully understand what "process" requires such innovation.

The statement "Addressing ethical concerns can mitigate organizational issues" raises the question: which issues specifically?

Toward the end of the introduction, it is stated, "Organizations are significantly influenced by the cultural context. Furthermore, higher education is of particular significance as a catalyst for societal advancement." It would be helpful to anchor these claims with references to credible sources to support their validity.

In the methodology section, following Table 2, it seems that some data describing the sample is repeated.

I believe the paper's structure could be improved, particularly concerning the section currently presented as the introduction. Much of the content here might be better suited to a theoretical framework section where key concepts and their relationships are explained. In the introduction, it would be beneficial to provide a clearer sense of the study's importance and objectives. In the theoretical framework, presenting a conceptual model to support the research question, along with the working hypotheses, would be crucial.

On this note, the discussion mentions hypotheses, but they are not explicitly stated in the main text. It would be essential for the hypotheses to be introduced before the discussion section.