

# Islamic Work Ethic, Affective Commitment, and Employee Performance in Family Business: Testing Their Relationships

## Reviewer Affiliation

Universitas Islam Negeri Ar-Raniry, Faculty of Islamic Economics and Business

## Manuscript ID:

SO-20-4517

## Manuscript Type

SAGE Open - Research Paper

## Methods

explanatory research

## Approaches

Quantitative

## Main Discipline or Subject Area

Business & Management

## Keywords

Islamic work ethic, affective commitment, employee performance, family business, Business Administration and Business Economics, Business Administration, Business Law and Business Ethics, Human Resources Management

## Date Assigned:

28-Mar-2021

## Date Review Returned:

06-Apr-2021

## M-Score for this manuscript:

3.00

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**req** Literature review and use of references

Adequate

## Evaluation Criteria

**req** Theoretical development of hypotheses

Good

**req** Quality of design and methods

Adequate

**req** Adequate data analyses

Adequate

req Quality of discussion

Marginal

req Legitimacy of conclusions

Marginal

req Clarity and readability

Good

req Use of references

Adequate

req Rationale and clarity of definition

Adequate

req Writing style

Good

req Contributes to new knowledge in the field

Marginal

req Integration of theory (if applicable)

Marginal

Additional Questions

Please suggest one or more reviewers for future manuscripts submitted to SAGE Open on this topic (name, e-mail, affiliation).

Would you be willing to recommend a publication decision for this manuscript as an Article Editor?

Yes

No
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## Recommendation

Major Revision

Would you be willing to review a revision of this manuscript?

Yes

## Confidential Comments to the Editor

The manuscript should be revised thoroughly before accepted for publication

## Comments to the Author

1. I was excited reading the title of this study as I expect to find something new about "family business". However, reading more and more, I couldn't find any novelty here or at least is not clearly stated. The following questions should be addressed before the author continues the study: Why the family business in Indonesia important to seek its relationship between Islamic work ethics, affective commitment, and employee performance? Why only these 3 variables should be addressed? How the family business differs from other businesses? These questions need to be answered in line 70 before the word "Therefore,...".
2. Using Ali's study to measure the Islamic work ethics is "a bit old fashion". Despite writing a number of articles and interpreting the definition of the IWE, Ali did not significantly modify the scale. Most of his studies use the same scale he made in 1988. In addition, studies on IWE have too much relied on Ali's work over decades. Many authors tend to ignore the cultures and values differences from one to another country. As the scales were intended as an immediate response to the false claim on the economic backwardness that prevailed in Muslim nations particularly the Arab states, they were mainly focusing on the items of economic development with the Arab setting. Hence, there was not much progress on the improvement of the IWE scale ever since. Moreover, the existing literature on the IWE has been under the influence of the PWE. Consequently, most of the measurement items were designed similar to the items in the PWE, and thus, it creates confusion whether the scale measures IWE or PWE. Alternatively, author(s) should consider using different modified measurement such as:
  - a) A. Ibrahim & N. Kamri, Measuring the Islamic Work Ethics: An Alternative Approach, International Convention on Islamic Management, Malaysia, 2013
  - b) W. Gustiawan, Theoretical Construct Measurement: Developing A Scale for Islamic Work Ethic, Polibisnis, Volume 9 No. 2 Oktober 2017
  - c) M. Ab Wahab, A. Quazi, D. Blackman, Measuring and validating Islamic work value construct: An empirical exploration using Malaysian samples, Journal of Business Research Volume 69, Issue 10, October 2016.
  - d) SH. Aldulaimi, Islamic work ethics: multidimensional constructs and scale validation, International Journal of Applied Management Science, Volume 12, Issue 3, 2020.
3. Results and conclusions do not relate to the main focus of this study which is the family business. It just another research on IWE and its influence on some businesses. Author(s) need to present the uniqueness of the family business and focus on it
4. The literature review should also support the family business matters

## Files attached

[Reading the title of this study Novelty is not clearly stated.docx](#) PDF HTML - This file is for the Author and Editor

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Yes

***Islamic Work Ethic, Affective Commitment, and Employee Performance in Family Business: Testing Their Relationships***

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**Author's Response**

Dear Editor-in-Chief

Herewith I submit the revised version of the paper. This paper has been revised based on the editor and reviewer(s) comments'.



Azharsyah Ibrahim &lt;azharsyah@ar-raniry.ac.id&gt;

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**Manuscript ID SO-20-4517 now in your Reviewer Center - SAGE Open**

1 message

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**SAGE Open** <onbehalf@manuscriptcentral.com>  
Reply-To: sageopen@sagepub.com  
To: azharsyah@ar-raniry.ac.id

Sun, Mar 28, 2021 at 5:30 PM

28-Mar-2021

Dear Dr. Ibrahim:

Thank you for agreeing to review Manuscript ID SO-20-4517 entitled "Islamic Work Ethic, Affective Commitment, and Employee Performance in Family Business: Testing Their Relationships" for SAGE Open. The due date for the review is 07-Apr-2021. Please try your best to complete your review in a timely manner, but if you need an extension feel free to contact the editorial office by replying to this message.

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All communications regarding this manuscript are privileged. Any conflict of interest, suspicion of duplicate publication, fabrication of data or plagiarism must immediately be reported to me.

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Sincerely,

7/21/22, 6:37 PM

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Azharsyah Ibrahim &lt;azharsyah@ar-raniry.ac.id&gt;

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1 message

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Reply-To: sageopen@sagepub.com  
To: azharsyah@ar-raniry.ac.id

Tue, Apr 6, 2021 at 9:27 PM

06-Apr-2021

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I realize you must have a number of personal and professional priorities at the moment, given the global situation around COVID-19. If you are not able to review for us at this time or you need additional time to complete this review, please let me know. Your safety and that of your family is our priority during these difficult times.

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Azharsyah Ibrahim &lt;azharsyah@ar-raniry.ac.id&gt;

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Wed, Apr 7, 2021 at 1:01 AM

06-Apr-2021

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