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Article Reviews

Developments and Themes in Islamic Work Ethic Studies: A Bibliometric Analysis

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Abstract

Current literature shows that the study of Islamic work ethics is increasingly popular among researchers and human resource managers because the role of religion and its relationship to work outcomes is familiar in management. Islamic work ethics are expected to be able to fix employee morale problems that can have bad consequences for the company. This study explores trend analysis related to Islamic work ethics (IWE) research from 1988 to November 2022. The study seeks to learn more about (1) the growth and trend of publications in the field of IWE today, (2) the most prolific contributors to the study of IWE, (3) documents widely cited in IWE research; and (4) critical terms of keywords and concepts for the investigation of Islamic work ethics. Scopus was used to compile the information. The search yielded 175 documents, which became 160 documents after the screening. Biblioshiny, VOSviewer, Publish or Perish (PoP), and Microsoft Excel were used to export and analyze the data. According to the findings, the number of publications increased from one year to the next between 2016 and 2022. The study found that authors with Malaysian affiliations were the most significant contributors to the IWE study. Network visualization mapping is used to categorize studies of Islamic work ethics into four broad categories: knowledge about Islamic work ethics, employee behaviour and performance, leadership culture, and work motivation. In addition, the study also highlights two clusters of IWE studies, namely the influence and practice of IWE. The study has implications for the future development of IWE studies and suggests IWE studies in terms of potential corruption, innovation, and leadership.

Keywords *Bibliometric, thematic analysis, Islamic work ethic, literature studies, Islamic management*

INTRODUCTION

Work ethics are the values that individual employees hold (Indrawan, 2017) and are important in the company's efforts to achieve goals (Nurhasanah et al., 2022). Work ethics are one of the main drivers of employees' performance (Ningtyas & Aris, 2018). Work ethics that involve adaptation to changing economic situations can affect performance (Mangundjaya & Amir, 2021). In Islam, Islamic work ethics is a set of moral principles that distinguish right from wrong in work (Putro, 2018; Qatrunnada, 2021). Islam views ethics as part of morality and relies on faith to educate individuals on the right way of living and working concerning the Qur'an and sunnah as taught by Prophet Muhammad (peace be upon him) (Maksum & Fikriah, 2020; Salahudin et al., 2016).

According to one of the hadiths narrated by Bukhari and Muslims, a person who works without good intentions will not get merit in doomsday, which means that the work is useless because the work is not sincere because of Allah (Maksum & Fikriah, 2020). In terms of ethics, the nature of trustworthiness and *shiddiq* must underlie every employee (Rodliyah et al., 2021). Besides that, employees must be professional *(fathanah)* and able to perform tasks in teamwork where their information is evenly distributed throughout the functional organization *(tabligh*)

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(Rodliyah et al., 2021)..

Work ethics can have an impact on employee performance. Many things affect performance, including work ethic. Workforce diversity affects employee performance, and firms should encourage employees to generate a diverse pool of knowledge, which boosts competitiveness (Oshin et al., 2023). Employee performance will improve if duties match work capability (Pramestari et al., 2022). Performance results from a group or individual in a firm using their abilities and responsibilities to achieve legal and ethical organizational goals (Nursiti et al., 2022; Umamy, 2016).

Through professional and organizational commitment, Islamic work ethics indirectly affect attitudes toward organizational change (Sulistiyo, 2018). The most dominant dimension of organizational commitment is the normative commitment dimension, followed by affective commitment and continuity commitment (Qatrunnada, 2021). However, Islamic work ethics have not effectively and efficiently affected employee performance (Muthoifin et al., 2022). Islamic leadership encourages employees to realize Islamic work ethics (Shobastian & Aini, 2020).

This study intends to map research on Islamic work ethics (IWE) indexed by Scopus using VOSviewer software. This analysis is called bibliometric analysis. Bibliometric analysis is one of the bibliographic analysis studies based on the assumption that a researcher must connect or combine his research with other research and is one way of observing research from various national and international article publications (Apriantoro et al., 2023).

The following research questions are addressed in this investigation: What is the state of Islamic workplace ethics, and what are the future directions for studying it? Who has contributed most significantly to Islamic work ethics considering author, institution, country, and source title? Which sources are most frequently cited in Islamic work ethics research? What are the main concepts and keywords in Islamic work ethics research?

LITERATURE REVIEW

In the form of commitment to organizational change and deviation, the impact of IWE on employee responses to alter the form of their organizational change and deviation commitment was identified by Al-Shamali et al. (2021). Rokhman et al. (2011) show that IWE positively contributes to the three dimensions of justice perception, namely distributive justice, procedural, and interactional, based on research conducted in Indonesia. Both forms of fairness, distributive and procedural, are predictors of good citizenship in the workplace (Mohammad et al., 2015). In Pakistan, a high IWE indicates more civic and knowledge-sharing behavior than individuals with a low IWE (Murtaza et al., 2016).

Ahmad (2011) found that IWE can help build better morale and increase employee job satisfaction and organizational commitment, thereby reducing the likelihood of employees quitting. This condition happens because IWE is positively associated with satisfaction and engagement and negatively related to moving intentions (Khan et al., 2015). According to Nasution and Rafiki (2020), Islamic work principles have been proven to have a significant effect on employee dedication and job satisfaction. Mumtaz (2022) discovered that employees who adhere to an Islamic work ethic are less likely to react strongly to unethical requests, moderating the relationship between unethical demands and moral objections. Kumar and Rose (2010) showed that IWE is highly adapted to the public sector and enhances the strength of public sector innovation in Malaysia. Yesil et al. (2012) demonstrated that IWE values positively impact innovation capabilities and company performance.

Using the SEM method, Aldulaimi (2020) investigated basic features by verifying tools for measuring them, found proof of ethical formulation based on Islamic literature, and contributed to the practical application of Islamic principles. Work ethics and Islamic spirituality are related (Suib

& Said, 2016). Kamaluddin and Manan (2010) compared Islamic and protestant work ethics and they revealed that the results of IWE are applicable and valuable for all humans regardless of other aspects, including race and religion.

IWE is a multidimensional concept, with economic, moral, and social dimensions, that can link organizations' prosperity and sustainability with society's welfare (Ali & Al-Owaihan, 2008). Using a phenomenological qualitative approach, IWE is proven to improve the welfare of the patchwork community in the Pringsewu district through entrepreneurship (Supriyanto et al., 2022). A study conducted by Ali (1992) on Saudi Arabian managers found that they adhered to Islamic work standards and were generally less egocentric than managers in other countries. They get along well and share many mutual interests. Javed et al. (2020) studied the role of Islamic work ethics as a mediator between leadership style and managerial success using questionnaires and SmartPLS.

From previous literature, it can be seen that IWE researchers have studied the influence of IWE on organizational commitment with organizational deviations, job satisfaction, innovation ability with company performance, IWE with spirituality, IWE influence in improving welfare, and IWE on leadership. Previous bibliometric research has been scrutinized by those who discovered problems with the study's reliability due to irregularities in microfinance-specific article titles and the inclusion of banking publications. Meanwhile, Nugroho and Aini (2023) conducted a bibliometric study on Islamic work ethics with the Scopus database but needed to improve in discussing future study opportunities and a limited time range.

RESEARCH METHOD

In achieving the objectives of this study, a bibliometric analysis was used to create network links for citation and keyword analysis (Ngetich et al., 2022). Then, the solid data is ready for analysis. An Analysis of Bibliometrics is a research approach that examines fields according to author and co-authorship, citation and co-citation, topic mapping, keywords, origin, and source of publication (Wijaya, 2022). This research previously covered all Scopus-indexed Islamic work ethics studies. Because of its transdisciplinary scope and importance for bibliometric analysis, Scopus was chosen (Chin & Chew, 2021). A literature review aims to give a broader multidisciplinary scope, which is needed to understand research content and dynamics internationally (Suprapto et al., 2021). One of the largest abstract and citation databases, Scopus offers the most comprehensive overview of global research throughout the STEM (science, technology, engineering, mathematics), SHA (social sciences), and ART (arts, literature, and history) disciplines (Ahmi et al., 2019). Studies in various disciplines have used data from the Scopus research database to undertake bibliometric analyses (Akpan & Ezeume, 2022).

This study is a bibliometric study taken from the reputable database Scopus, and it covers the most extended possible time range, from 1988 to 2022. Additionally, it includes talks regarding the potential for additional research in the future. This bibliometric analysis will serve as a roadmap for upcoming scholars in Islamic work ethics.

The research procedure shown in Figure 1 served as the basis for selecting the documents retrieved for this investigation. Statistics were gathered from the Scopus database as of November 23, 2022, and were obtained by searching for papers linked to the study of Islamic work ethics in the database's title, abstract, and keywords. This objective can be accomplished by submitting the following request: (The "Islamic work ethic") TITLE-ABS-KEY. Following the execution of this query, a total of 175 documents were returned. Following several data cleanups, it was discovered that there were no duplicate papers. As a result, the approach preserves the same total amount of documents. Because Islamic work ethics were not the primary focus of fifteen of the 175 materials, these papers were not included in the analysis section. As a result, there are still a total of 160

documents that need more bibliometric analysis.

This study analyzed bibliometrics utilizing the software programs Biblioshiny, Publish or Perish, VOSviewer, and Microsoft Excel. Several statistical studies and bibliometric network maps have been constructed using these tools. Biblioshiny is a web-based application developed by Aria and Cuccurullo (2017). After converting and uploading the bibliographic data, bibliometrics can perform descriptive and other research structure evaluations (Aria & Cuccurullo, 2017). On the other hand, Publish or Perish is a piece of software that collects and evaluates the citations used in academic work. It then analyzes the analyzed citations and presents citation metrics, such as the number of publications, total citations, and h-index. The raw citations come from various sources (Harzing, 2007). The benefit of using VOSviewer is that the program uses text-mining techniques to locate essential noun phrase combinations (Alam et al., 2023). This analysis uses an integrated clustering and mapping approach to investigate network co-occurrence and co-citation data. The visualization capabilities of VOSviewer are another area in which it excels (Effendy et al., 2021). The network visualization map displays VOSviewer as items, lines, and colours (van Eck & Waltman, 2021).

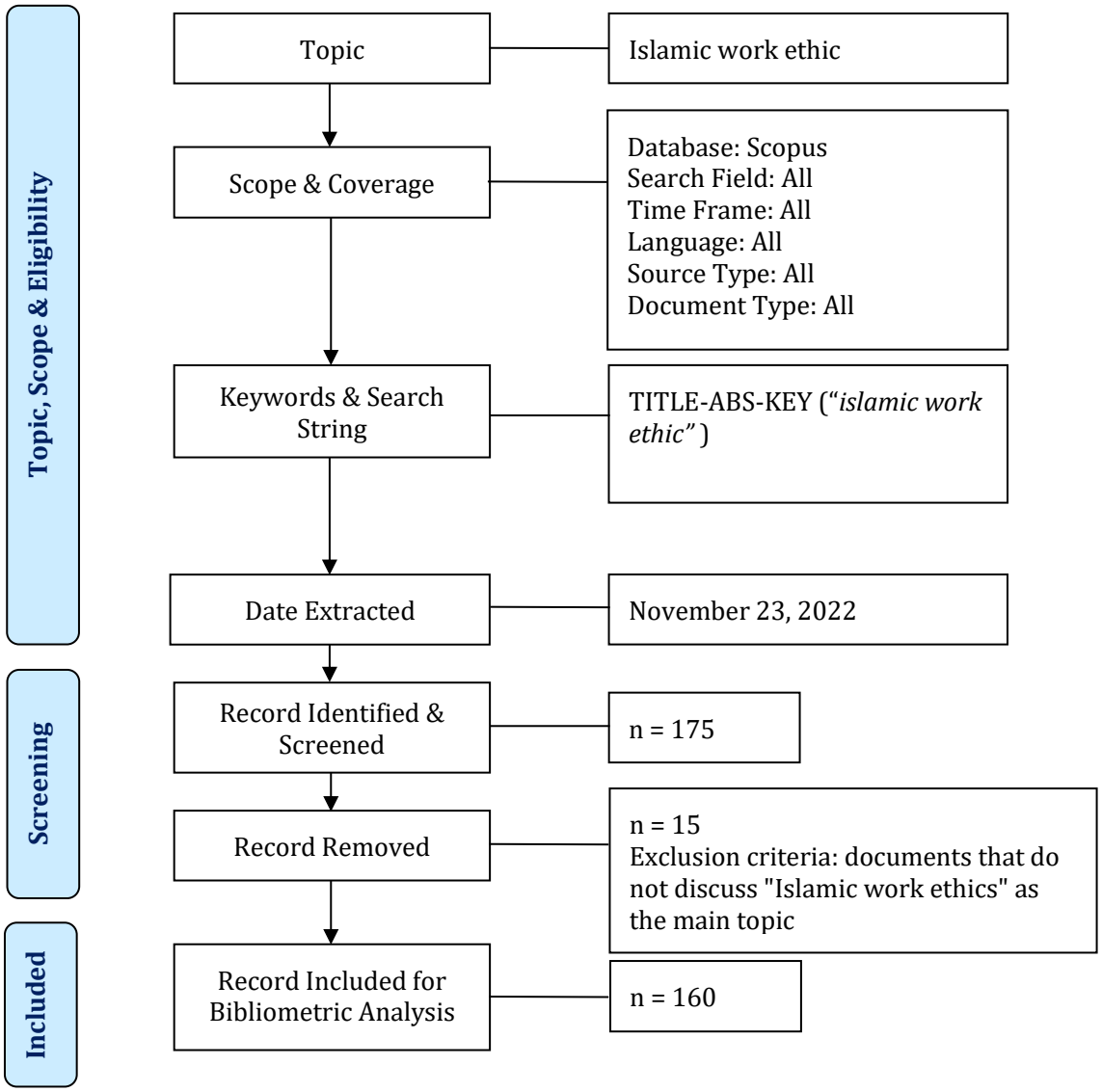


Figure 1. PRISMA Search Strategy Flowchart

FINDINGS AND DISCUSSION

Current publications on the study of Islamic work ethics

The progression of journal articles across the years is depicted in Figure 2. From 1988 through 2022, it is clear that the years 2021 and 2022 saw the highest number of research papers on Scopus, with a total of 22. Since 2016, the total number of research publications has increased, going from eight publications in 2015 to thirteen in 2016. Publications in the field of Islamic work ethics studies had an annual average of sixteen publications between the years 2016 and 2022.

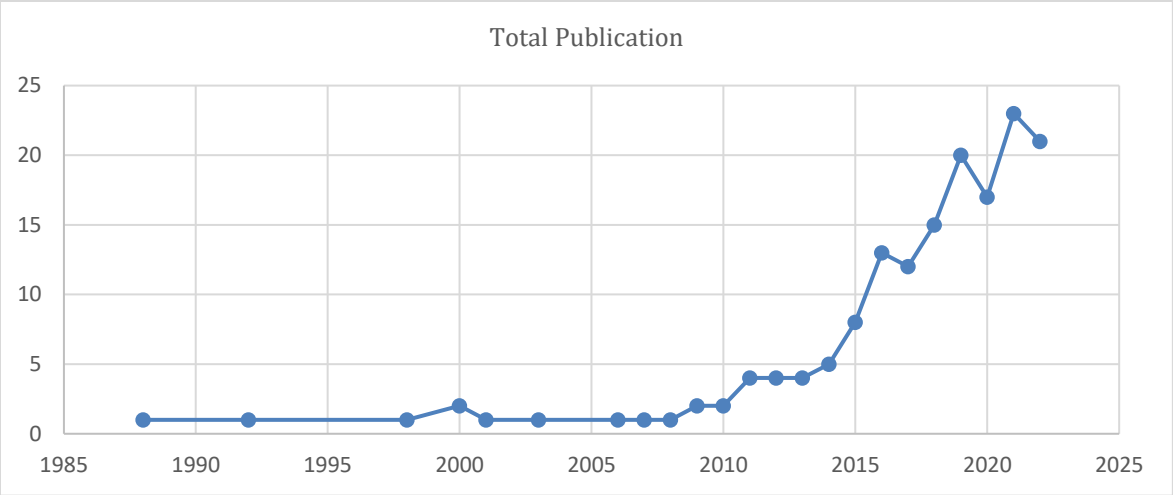


Figure 2. IWE publication growth over the years

Figure 2 illustrates that just a handful of scholarly articles were published over the first two decades of the study of Islamic workplace ethics. The first publication on Islamic work ethics was published by Ali (1988). Ali (1988) discusses the correlation of the scale of Islamic work ethic with the scale of individualism. An exciting finding was found in an analysis of the highest annual citations in the publication in 2001, with a total of 125 per paper. Yousef (2001) explained that the Islamic work ethic directly influences organizational commitment and work satisfaction, as well as a moderating effect on the link between the two conceptions, and that this influence is positive.

Productive Contributors of IWE Studies

As shown in Table 1, Talat Islam is the writer who ranked first with the most publications in Scopus-indexed Islamic work ethics studies throughout the observation period. He was followed by Jihad Mohammad and Farzana Quoquab, both of whom published five issues each. Uthman King went on to publish a total of four documents after that.

Table 1. Top Ten Most Prolific Writers

Full name	Current Affiliation	Country	TP	NCP	TC	C/P	C/CP	h	g
Islam, Talat	University of Punjab	Pakistan	5	5	125	25.0	25.0	5	5
Mohammad, Jihad	UCSI University	Malaysia	5	5	100	20.0	25.0	5	5
Quoquab, Farzana	Universiti Teknologi Malaysia	Malaysia	5	5	100	20.0	20.0	5	5
King, Uthman	Brock University	Canada	4	4	260	65.0	65.0	4	4
Abu-Saad, Ishmael	Ben-Gurion University of the Negev	Israel	3	3	69	23.0	23.0	3	3
Ahmad,	Universiti Utara	Malaysia	3	3	8	2.7	2.7	2	2

Full name	Current Affiliation	Country	TP	NCP	TC	C/P	C/CP	h	g
Shukri	Malaysia								
Ali, Abbas J.	Indiana University of Pennsylvania	United States	3	3	453	151.0	151.0	3	3
Amilin, Amilin	Syarif Hidayatullah State Islamic University Jakarta	Indonesia	3	2	14	4.7	7.0	2	3
De Clercq, Dirk	Goodman School of Business	Canada	3	3	100	33.3	33.3	3	3
Haq, Inam Ul	Pôle Léonard De Vinci	France	3	3	100	33.3	33.3	3	3

Note: TP=Number of publications, NCP=Number of papers cited, TC=Number of citations, C/P=Citations per paper; C/CP=Citations per paper cited; h=h-index; g=g-index.

Table 2 provides an overview of the distribution of institutional publications in the IWE area. Universiti Utara Malaysia took first place, contributing 11 publications, accounting for 3.90 percent of all publications. The Universiti Sains Malaysia and the Universiti Teknologi Malaysia are affiliated with the second and third tiers, which have seven publications.

Table 2. Publications by institutions that published five or more documents

Institution	Number of Publications	Percentage
Universiti Utara Malaysia	11	3,90%
Universiti Sains Malaysia	7	2,48%
Universiti Teknologi Malaysia	7	2,48%
Karachi Institute of Business Administration	6	2,13%
Universiti Teknologi MARA	5	1,77%
Capital University of Science Technology	5	1,77%
University of Punjab	5	1,77%
Brawijaya University	5	1,77%

In addition to being evaluated according to the year, every document associated with the investigation of Islamic work ethics was also examined according to the nation to which the author was attached (see Table 3). The top five countries out of the 29 identified and published documents in the research of Islamic work ethics in Scopus were examined for this study. Research on Islamic work ethics was conducted in Malaysia at a rate of 21.24%, releasing 48 papers.

Table 3. Publications by countries that published ten or more documents

Country	Number of Documents	Percentage
Malaysia	48	21,24%
Pakistan	43	19,03%
Indonesia	34	15,04%
United Arab Emirates	12	5,31%
United States	10	4,42%

Table 4 presents the publishing data of Islamic work ethics research, organized based on the source titles. The table lists five top source titles that published articles on Islamic work ethics research with a minimum of four papers. The Journal of Business Ethics ranks first among these source titles. Seven articles were published in this journal.

Publications on Islamic work ethics studies are published in diverse sources, ranging from

business, management, and even social. This shows that Islamic work ethics can be applied in various fields and religions. Nevertheless, it must be developed because its application is still only among Islamic countries.

Table 4. Publications by the source titles that publish four or more documents

Source Title	TP	TC	NCP	h	g	PYS
Journal of Business Ethics	7	314	7	7	7	2015
International Journal of Innovation Creativity and Change	6	18	2	2	4	2019
International Journal of Islamic and Middle Eastern Finance and Management	6	175	6	5	6	2009
International Journal of Ethics and Systems	4	9	3	3	3	2018
Personnel Review	4	324	4	4	4	2001

Note: TP=Number of publications, TC=Number of citations, NCP=Number of cited papers; h=h-index; g=g-index; PYS=Publication year started.

Analysis of Highly Cited Documents

The significance of the whole field is measured by the number of citations received by each publication (Serenko & Bontis, 2009). The citation count represents the frequency with which all database documents reference a particular article field (Tian et al., 2008). The results of the IWE study's citation performance are presented in Table 10. The document with the most citations is "Islamic Work Ethic: A Moderator between Organizational Commitment and Job Satisfaction in a Cross-cultural Context" (Yousef, 2001), with 251 citations and 11.95 per year.

Yousef (2001) examined how Islamic work ethic moderation affects organizational loyalty and job happiness. Ultimately, level of education, work experience, national culture, type of organization, and ownership. Ali and Al-Owaihan (2008) conducted a trial to present a coherent yet critical discussion of the Islamic work ethic. Islamic work ethics have an economic, moral, and social dimension, along with the essential elements that provide a sense of value for the Ummah and strengthen organizational commitment and sustainability (Ali & Al-Owaihan, 2008). Ali (1988) developed a scale to assess Islamic work ethic and individuality, showing its reliability and validity. Ali (1988) found from the reliability tests and correlation analysis results that the scale of Islamic work ethic correlated slightly but significantly with the scale of individualism.

Table 5. Top 5 most cited documents

No.	Author	Article Title	TC	C/Y
1	Yousef (2001)	Islamic work ethic: A moderator between organizational commitment and job satisfaction in a cross-cultural context	251	11.95
2	Ali and Al-Owaihan (2008)	Islamic work ethic: A critical review	205	14.64
3	Ali (1988)	Scaling an Islamic work ethic	185	5.44
4	Yousef (2000)	Organizational commitment as a mediator of the relationship between Islamic work, ethics, and attitudes toward organizational change	160	5.33
5	Ali (1992)	The Islamic work ethic in Arabia	160	7.27

Note: TC=Total citations; C/Y: Citations per year.

Analysis of Themes in IWE Studies

Wen and Huang (2012) suggest that the keyword analysis performed by authors is necessary to evaluate the expansion of issues for research. In the publication of the IWE research, 160 keywords were employed. According to a frequency threshold of more than five times, the research identifies the top ten most active keyword writers in Islamic work ethics studies, as shown in Table 6. IWE is the most dominating keyword for Islamic work ethics publications, followed by Islam and Job Satisfaction.

Table 6. Top 10 Keywords

Keywords	Frequency	Percentage
Islamic Work Ethics	124	60,78%
Islam	23	11,27%
Job Satisfaction	15	7,35%
Work Ethics	27	13,24%
Organizational Commitment	10	4,90%
Ethics	9	4,41%
Pakistan	9	4,41%
Employment	6	2,94%
Organizational Justice	6	2,94%
Philosophical Aspects	6	2,94%

The author's keywords used most frequently in the IWE study are visualized as a network in Figure 3, which can be seen here. A minimum requirement of three keywords is imposed on each of the 431 papers contained in the data set. Only 33 of the author's 528 keywords were deemed suitable for inclusion. In this study, VOSviewer was utilized for mapping analysis to do keyword analysis. As shown in Figure 3, the VOSviewer software generates a display map comprising all of these phrases combined. The amount of space that divides the nodes of this diagram stands in for the connection that may be drawn between different terms or ideas, while the nodes themselves each represent a term or idea (Sedighi, 2016). Each color corresponds to a different cluster type in Figure 3. This map will comprise four groups, each representing one of the four subjects. The cluster can be divided into the following four categories: Knowledge of Islamic work ethics (red – 9 items), employee behavior and performance (green – 9 items), leadership culture (blue – 9 items), and work motivation (yellow – 6 items).

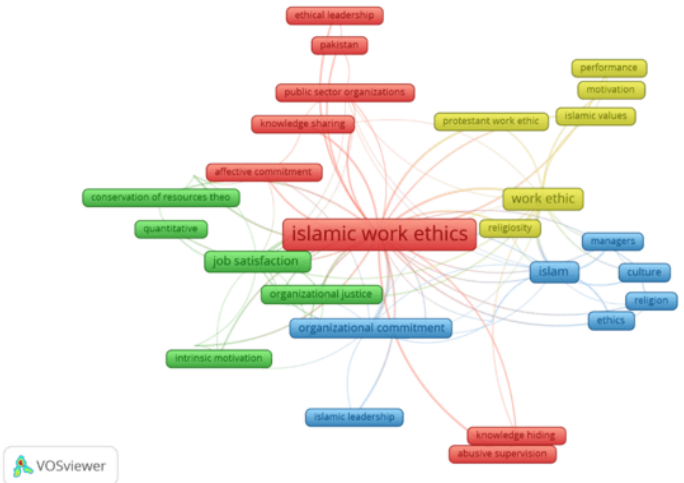


Figure 3. Network visualization of co-occurrences of author keywords

Table 7 shows four themes in IWE review publications. The first theme is knowledge of Islamic work ethics. This theme shows the knowledge of leadership and supervision in Islamic work ethics, including discussing countries that apply Islamic work ethics, such as Malaysia and Pakistan. The second theme is employee behavior and performance. This second theme includes job satisfaction, employee performance, and fairness in the organization so that it can affect work performance. The theme of this research leads to the theory of resource conservation with quantitative methods. The third theme is that leadership culture, ethics, and corporate culture can influence organizational commitment. Good leadership will affect organizational change for the better (transformational leadership). The fourth theme is work motivation. Religious beliefs impact workplace ethics because they serve as a source of incentive for workers, affecting their performance.

Table 7. Research themes in IWE research based on the author's keywords

Keywords	Cluster	Occurrences	Total link strength	Theme
Islamic Work Ethics	1	115	69	Theme 1: Knowledge of Islamic work ethics
Abusive supervision	1	4	4	
Affective commitment	1	4	4	
Knowledge Sharing	1	4	4	
Malaysia	1	4	4	
Ethical Leadership	1	3	3	
Knowledge hiding	1	3	3	
Pakistan	1	3	3	
Public Sector Organizations	1	3	3	
Job satisfaction	2	14	13	Theme 2: Employee Behavior and Performance
Organizational Justice	2	6	6	
Employee Performance	2	4	4	
Conservation of Resources Theory	2	3	3	
Indonesian	2	3	3	
Intrinsic Motivation	2	3	3	
Job performance	2	3	3	
Organizational citizenship behavior	2	3	3	
Quantitative	2	3	3	
Islam	3	19	18	Theme 3: Leadership Culture
Organizational Commitment	3	13	13	
Culture	3	5	5	
Ethics	3	5	4	
Managers	3	4	4	
Islamic Leadership	3	3	3	
Organizational Change	3	3	3	
Religion	3	3	3	
Transformational leadership	3	3	2	
Work Ethic	4	21	21	Theme 4: Work Motivation
Protestant Work Ethic	4	4	4	
Religiosity	4	4	4	
Islamic value	4	3	3	

Keywords	Cluster	Occurrences	Total link strength	Theme
Motivation	4	3	3	
Performance	4	4	3	

To develop theme analysis, one must first determine the frequency with which a particular set of keywords appears in the same article, then determine how those terms are connected, and last, investigate how that set of keywords has grown through time as a research topic (Chen et al., 2019). Figure 4 shows an overlay representation of the author's keywords to determine the study topic trend. The keywords are categorized by year. This analysis divided the past decade into two sections. Period I 2012–2016, Period II 2017–2020. Islam, managers, public sector organizations, work ethics, Pakistan, culture, organizational commitment, transformational leadership, and protestant work ethics were growing research themes in 2012–2016. In phase II (2017–2020), research themes covered Islamic work ethics, motivation, quantitative, religion, Islamic leadership, work performance, affective commitment, and organizational behaviour.



Figure 5. Overlay visualization of co-occurrences of author keywords

Text analysis analyzes publication titles, titles, and abstracts from Scopus records (Kushairi & Ahmi, 2021). Figure 5 shows abstract titles and co-occurrence phrases connecting publications. This visualization shows key phrases and relationships in articles. Grouping assumes similar subjects for similar things (Nobanee et al., 2021).

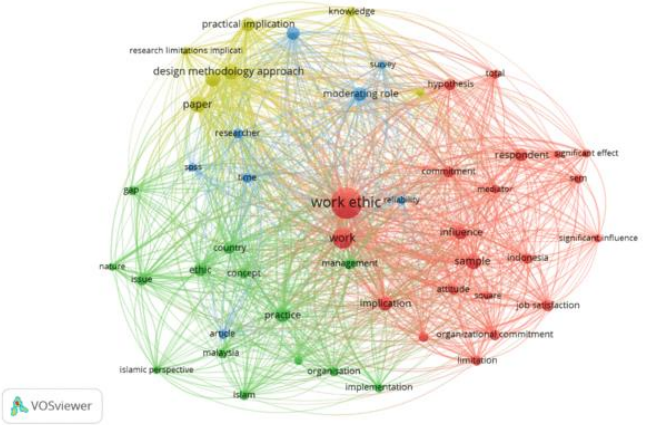


Figure 5. Network visualization of co-occurrences of terms based on titles and abstracts

Items are denoted by nodes that have been clustered together for organization purposes. There is a distinct hue associated with each cluster. The greater the node's size, the higher the importance of the object. The research development can be separated into four distinct clusters in the visualization located up top. At least four essential aspects, including practice, research, written work, and impact, were identified as having the most significant nodes by the network visualization's findings. The following is a description that is further in-depth for each cluster:

Influence of Work Ethics

Work ethics has words that are interrelated and influence each other, namely attitude, commitment, employee performance, further research, hypothesis, implications, Indonesia, influence, job satisfaction, limitations, mediators, organizational commitment, respondents, samples, SEM, significant influence, significant influence, squared, total, occupation, and work ethic. The publication in this first cluster features several studies on work ethics and their effects, as written by Chupradit et al. (2022), Al-Shamali et al. (2021), and Ahmed et al. (2021). This cluster can be seen in the discussion of Islamic work ethics using the SEM method, as written by Sabowo and Muafi (2019), Abdullah (2019), and Aflah et al. (2021).

Work Ethics Practices

The discussion of the practice of work ethics relates to practice, concept, state, ethos, gap, implementation, individual, Islam, Islamic Perspective, problem, Malaysia, management, nature, and organization. Employees will be committed to the organization by applying work ethics to create an organizational culture (Adnalin et al., 2018). The second cluster is about practice and management in work ethics, as written by Khan & Rasheed (2015), Düşmezkalender et al. (2021), and Rafiki and Wahab (2014).

Research

Words related to Islamic work ethics research are article, researcher, moderator role, Pakistan, reliability, SPSS, survey, and time. The third cluster discusses the research. Pakistan became one of the countries that became the object of Islamic work ethics research, such as research from Mubarak et al. (2022), Syed and Azam (2019), and Javaid et al. (2018).

Paper

Words related to papers based on the results of VOSviewer analysis are design methodology approaches, knowledge, originality values, paper, practical implications, implications of research limitations, and structural equations. The fourth cluster is a publication that examines the structure of written works, such as methodology, practical implications, and the value of originality. These words describe the description of the paper. The most widely used methodology is surveying, as in the paper of Ali and Al-Kazemi (2007), De Clercq et al. (2018), and Suryani et al. (2021).

CONCLUSIONS

The investigation outcomes led the researchers to conclude that most IWE publications occurred between 2006 and 2010. This study revealed that Talat Islam is the most productive author (5 publications) and Universiti Utara Malaysia is the most productive institution (11 publications) in publishing IWE studies. Meanwhile, the English language (156 publications) is the most dominant in publishing IWE studies, Malaysia is the most productive country (48 publications) among others, and the Journal of Business Ethics has the title of the most prolific contributor (7 publications). The most referenced paper in this analysis is Yousef's (2001) article

on "Islamic work ethic: A Moderator between organizational commitment and job satisfaction in a cross-cultural Context." Based on the results of network visualization mapping, Islamic work ethics research is divided into four main themes: knowledge about Islamic work ethics, employee behaviour and performance, leadership culture, and work motivation. In addition, this study elaborates on several other vital discoveries that have yet to be studied much in Islamic work ethics literature, including the theme of Islamic work ethics research and text analysis.

LIMITATION & FURTHER RESEARCH

This study has limitations related to the limited database in Scopus-indexed journals. Nevertheless, this study can be quite a useful literature review for IWE Studies researchers. Based on the research results, there are several opportunities to conduct further research on the development of Islamic work ethics research. The opportunities in question are as follows: IWE's influence on commitment and innovation capabilities has been widely studied. However, no one has examined the effect of IWE on the corruption prevention index in government institutions in Muslim-majority countries. IWE also demands honesty and trust in work. Honesty is one of the points that must exist, and how this will affect IWE's corruption prevention index. The relationship between IWE and corruption prevention would be necessary for future studies. The influence of IWE on work performance and ethics in leadership can also be the subject of future research. This topic has been researched since 2020, so it still needs more in-depth discussion. In addition, hiding shared knowledge that emerged in early 2020 can also be material for future research because it is still not widely researched.

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