

1. This article has been well-written and the poses some interesting points. However, the novelty of this article still needs to be clarified. Although the antecedents and consequences of organizational commitment has been researched many times but the commitment of expatriates and guest workers present a unique challenge as well as a research question, considering the recent swift towards Organization policy on official directives. Also Al-Meer (1989) recommended analyzing specifically organizational commitment of different Arab and Asian nationals. (Shahid N Bhuian & Mengue, 2002; Suliman & Iles, 2000) also encouraged to study organizational commitment of diverse workforce to better understand the loyalties of different workgroups.
You claim in your background that expatriates and guest workers have not been covered, but paragraph 3 of page 3 says that they have been discussed in the research of Shahid N. Bhuian and Mengue (2002). Therefore, please address the novelty of your paper to emphasize the difference from previous studies.
2. The literature review is excellent and presents relevant theory while also citing authoritative and recent references.
3. The methodology conveys the steps of statistical measurement extremely clearly by using Islamic work ethics as a moderating variable. Hypotheses have also been included in the methodology and hypothesis testing has also been performed using various multiple linear regression approaches and aim to demonstrate a moderating influence, both have been thoroughly discussed.
4. The conclusion has addressed the goal of the research. The findings have also been re-stated based on the interpretation of the data analysis that has been conducted in order to answer the research objectives.
5. Need to check again some minor corrections can be made to several typo mistakes that were found in the paper.