

## EMPLOYEE PERFORMANCE 5 YEARS BIBLIOMETRIC REVIEW

Nuradli Ridzwan Shah Mohd Dali <sup>i</sup>, Hanifah Abdul Hamid <sup>ii</sup>, Umi Hamidaton Mohd Soffian Lee <sup>iii</sup>, Wan Nur Fazni Wan Mohamad Nazarie <sup>iv</sup> & Wan Rasyidah Wan Mohd Nawang <sup>v</sup>

<sup>i</sup> (*Corresponding author*). PM Dr., Faculty of Economics and Muamalat, Universiti Sains Islam Malaysia.  
nuradli@usim.edu.my

<sup>ii</sup> Lecturer, Faculty of Science and Technology, Universiti Sains Islam Malaysia. hanifah@usim.edu.my

<sup>iii</sup> Lecturer, Institution. Faculty of Economics and Muamalat, Universiti Sains Islam Malaysia.  
umihamidaton@usim.edu.my

<sup>iv</sup> Lecturer, Institution. Faculty of Economics and Muamalat, Universiti Sains Islam Malaysia.  
fazni@usim.edu.my

<sup>v</sup> Lecturer, Institution. Faculty of Economics and Muamalat, Universiti Sains Islam Malaysia.  
wrasyidah@usim.edu.my

### Abstract

*This paper seeks to review the literature trends on employee performance publications in the recent 5 years (2018-2022) using bibliometric analysis. 1338 full-paper journal articles that were downloaded indexed by SCOPUS have been analysed. The selection criteria also include the recent 5 years publication from 2018- 2022, with English only language. It was found that Indonesia, China, USA, India and Malaysia have been the top country producing employee productivity research articles and Journal of Frontiers in Psychology has the highest publications among other top journals. Employee productivity in terms of country wise, Malaysia still has a long way to climb the ladder and be at par with the top-notch countries.*

*Keywords: Employee Performance, 5 Years Trend, Bibliometric*

## INTRODUCTION

The objective of this paper is to review the publication of employee performance literature using bibliometric analysis. Past research conducted either qualitatively or quantitatively has found many influencing factors and impact towards employee productivity. However, we would like to explore what, who and when and where this research was conducted.

Employee performance (EP) is crucial for the development of each individual employee, the company, shareholders, other stakeholders, and the expansion of the broader national economy. Low EP and high EP are two different categories of EP. High EP can boost sales while lowering expenses, resulting in a higher net profit margin for the business. EP can be monitored and quantified in a variety of methods, including by measuring productivity per employee and key performance indicators. However, it can be difficult and expensive to collect uniform data from numerous businesses in various sectors and regions. However, if the data can be defined and standardised, useful interpretations and management suggestions to boost EP can be made.

The concept of work productivity is multifaceted and can mean several things depending on the situation. In particular, the subjective measurement of productivity is employed rather than the objective measurement. The major goal is to determine whether or not financial stability has any direct or indirect effects on productivity. The productivity of the workforce will therefore increase if EP has a greater FWB.

The links between FWB and work productivity have been the subject of certain empirical investigations that have been carried out all over the world. According to a Cox et al. (2009) study done in the United Kingdom, Employee categories with above-average absence rates included those with unpaid debts other than mortgages, non-savers, low-income workers, those with long-term health issues, those living in rented housing, and those who had recently undergone a change in their personal situation. Their results support the relationship between FWB and productivity by demonstrating a connection between these variables.

Earlier, Endicott and Nee (1998) developed a subjective measuring scale for workplace productivity for clinical research. A measurement scale with 25 items was successfully developed, and numerous investigations outside of clinical trials have used the scale. There are four categories of productivity to be measured on this scale: attendance, performance capability, job quality, and personal elements such as social, mental, physical, and emotional components. The frequency of productivity-related behaviours is represented by each item on the scale (Endicott & Nee, 1998).

The bibliometric review revealed that certain journals are preferable than others when it comes to publication of employee performance. Journals from Indonesia

dominate the publications which eventually makes it become the highest publications for this topic.

## **METHODOLOGY**

This qualitative study was conducted using bibliometric analysis (Donthu, N., Kumar, S., Mukherjee, D., Pandey, N., & Lim, 2021). The SCOPUS database was chosen for this purpose and the keyword was “Employee Performance”. Only full-paper articles with English medium from the year 2018- 2022 were selected. The field areas were Social Science, Economics, Econometric and Finance, Psychology, and Business Management and Accounting. All the selected articles were saved using the bibtex format. The R Studio software was then utilised to yield the results including the main findings, the authors, the publication of articles according to year, publishers, countries and themes.

## **RESULTS AND DISCUSSION**

The search found 1338 documents which fulfilled all the set criteria. These documents were written by 3618 authors and published at 518 sources. There were 3 co-authors per document. The average citation per document is 6.918. The rate of international co-authorship is 25.64%. There were 237 employee performance articles published in 2022, 299 (2021), 313 (2020), 305 (2019) and 184 in 2018 as presented in Table 1. It can be seen that these publications increased over time and peaked during COVID-19.

Table 1. Number of articles produced per year

<b>Year</b>	<b>Articles</b>
2018	184
2019	305
2020	313
2021	299
2022	237

Figure 1 below shows that Frontiers in Psychology is the top-notch publisher among Top 10 listed publications with 42 documents. This was followed by International

Journal of Scientific and Technology (39), Sustainability (32), Management Science Letters (30), International Journal of Recent Technology and Engineering, (29),

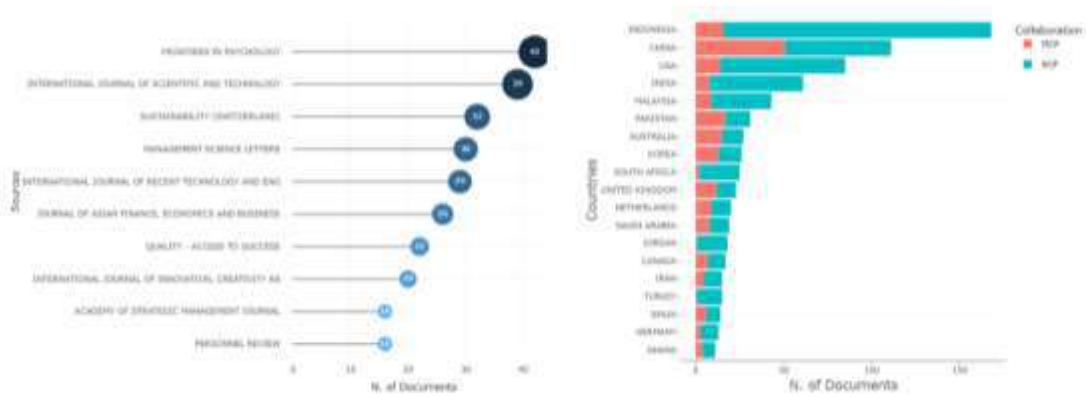


Figure 1: Publications by Top Ranked Journals and Publications by Countries

Journal of Asian Finance, Economics and Business (26), and Quality – Access to Success (22). In addition, it was discovered that single and multiple authors from Indonesia have the highest number of publications (152), followed by China, USA, India and Malaysia. Surprisingly Malaysia was placed 5th.

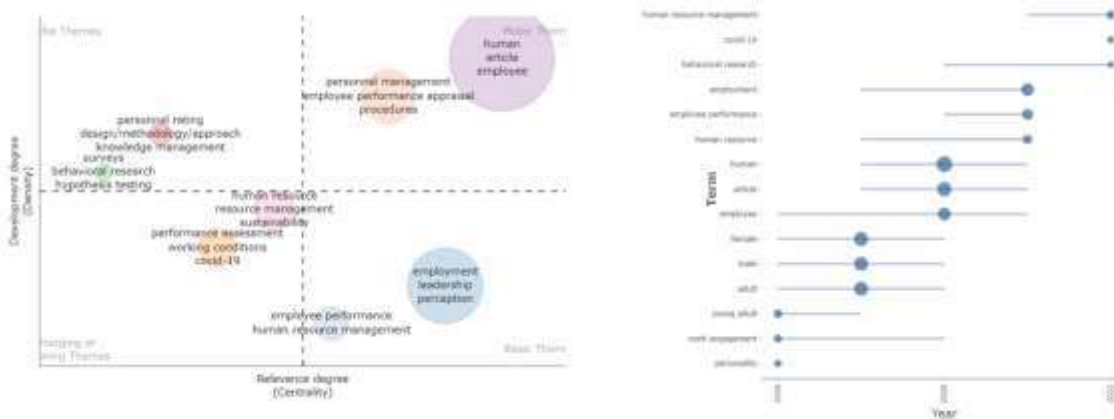


Figure 2: Thematic Evolution (2018-2022) and Trend Topics

As shown in the left panel, the thematic evolution was divided into four quadrants which are niche themes and emerging or declining themes for the density and, motor themes and basic themes for the centrality. It was found that there are several motor themes such as human, article and employee in a cluster. Another cluster in motor themes includes personnel management, and employee performance appraisal

procedures. In the basic themes, employment, leadership and perception fall into 1 cluster while the other cluster includes employee performance and human resource management. As for the emerging topic human resource, resource management and sustainability fall into 1 cluster and performance assessment, working conditions and COVID-19 become 1 cluster. The last quadrant, the niche themes include personal rating, design/methodology/approach, knowledge management fall into 1 cluster, the other cluster include behavioural research and hypothesis testing. The right panel shows that human resource management, COVID-19 and behavioural research are the most recent topics in employee performance.

## CONCLUSIONS

Employee performance topic has been a hot topic especially during pandemic of COVID-19. Though all in the world have been affected by this pandemic, the Indonesian authors have dominated this research area to a significant degree, followed by China, USA, India and Malaysia. However, this review is only limited to full open English articles from Scopus platform only, thus it may have missed some other of good quality articles not listed in Scopus. This is not an SLR or meta-analysis hence the review has opted for all other details in the articles.

The bibliometric analysis is a technique which has given other perspectives and insights of the literature review. The R Studio software has made it possible to see the topic trend and area be sought after in the future. It can be concluded that the employee performance topic still has much room to be explored, especially in Malaysia. Our future work may include financial wellbeing and its impact towards their performance.

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