
WORK MOTIVATION: SYSTEMATIC LITERATURE REVIEW (SLR) WITH BIBLIOMETRIC

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Abstract: *Work motivation is defined as a state of individual personality that fosters a desire to carry out certain activities in order to achieve the expected goals. For this reason, this research (SLR) was conducted to analyze the findings from data in the form of scientific journals regarding work motivation.*

SLR in this study was carried out using the prism method with the help of bibliometric tools as an analytical tool. Data collection is done by determining the database or data source: ScienceDirect, Taylor and Francis, Elsevier, Emerald, and SAGE. As such, 45 articles were analyzed in this systematic review process.

This finding shows that the co-authorship collaboration of each author has a relationship with each other in conducting research related to work motivation. Co-occurrence (network visualization) was found in the displays described in the network visualization. These results indicate that there are many variations in the relationship between work motivation and other problems that can be explored and developed further in the context of work motivation. Co-occurrence (overlay visualization) results show that the bluer the keyword cluster, the longer the research time has been carried out, while the yellower the keyword cluster, the more recent the research.

INTRODUCTION

Social integrity shows that with this integrity helps balance individual work motivation which is driven by the social environment and economic conditions. Social integrity creates a sense of control and success, encourages feelings of self-worth, reduces negative influences, and provides real help (Chen, Guo, and Liu 2021). Work motivation is a set of energy forces that initiate and determine the form, duration, direction, and intensity of work-related behavior (Morkevičiūtė and Endriulaitienė 2020). Therefore, motivation is very important to encourage a performance. Work motivation can grow both intrinsically and extrinsically (Filani, Novieastari, and Nuraini 2019). Motivated people may not believe that their actions will bring the desired results (Xu 2022). Work motivation through perceived managerial behavior seems to be very important for some groups of employees (Morkevičiūtė and Endriulaitienė 2020).

There are three types of motivational orientations that can be distinguished, among others: the first is autonomous motivation, which means that it is characterized by a sense of willingness and self-support from one's own behavior. The second controlled motivation is characterized by pressure-based strength and a motivational motivation, namely a lack of intention to act (Kanat-Maymon, Elimelech, and Roth 2020). Autonomous and controlled motivation makes people understand why they do what they do. In other words, unmotivated people find no reason to engage in activities because they have no desire to act. There are two ways to motivate employees: rewards and expectations (Al-Musadieq et al. 2018). Fairness is important in giving rewards, and expectation in theory is that people are motivated by life to achieve a combination of expected outcomes according to their needs and social status.

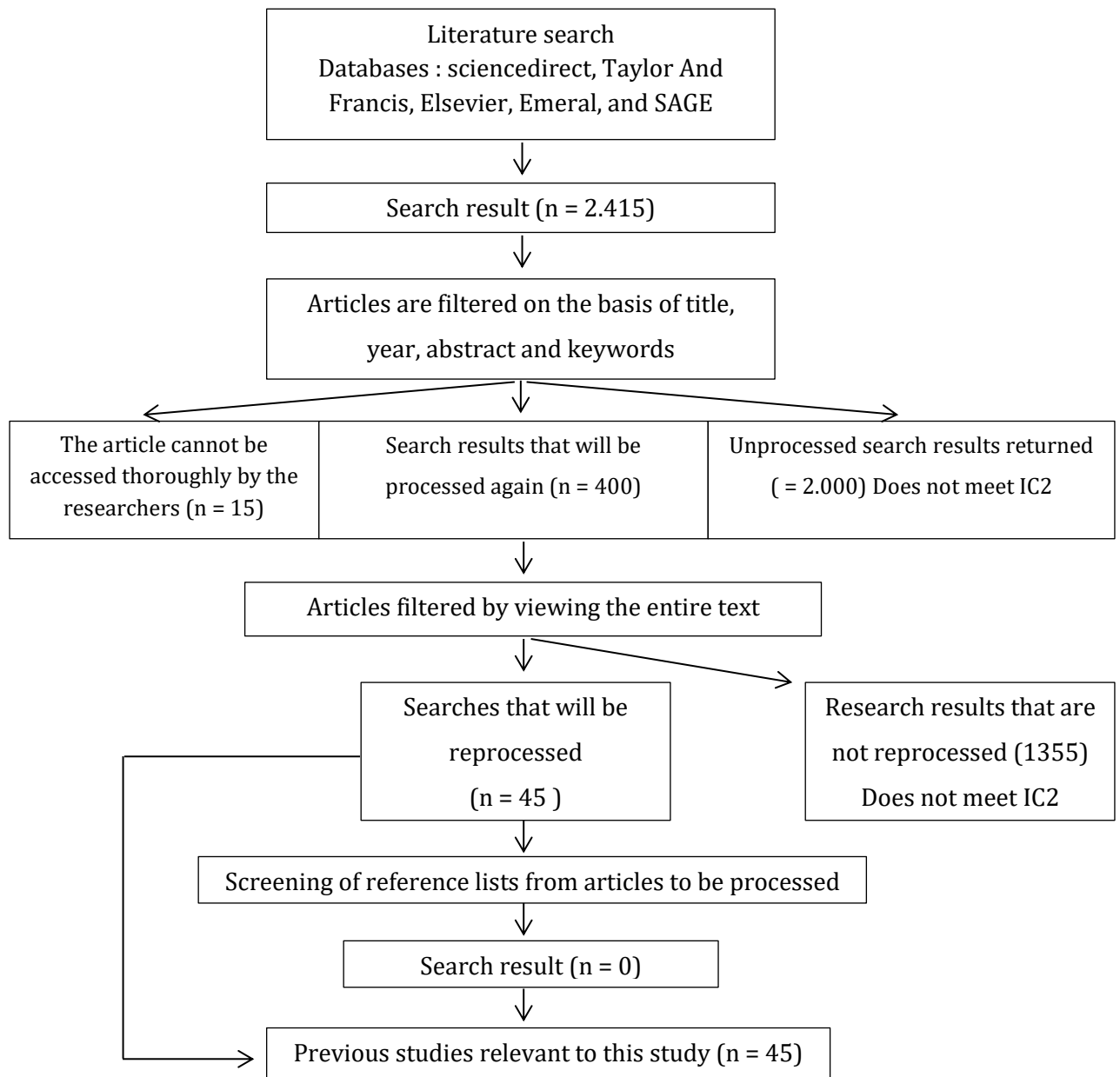
The purpose of this article is to create a meaningful single source reference for work motivation interested in bibliometric methods. The main contribution of this article is the development of recommended workflow guidelines for conducting a bibliometric literature survey. Most bibliometric literature studies provide citation analysis from the field of study. Usually given in the form of a top list of the most frequently cited studies, authors, or journals in the field of study. Citation is used as a measure of the influence of an article considered important if it is quoted frequently (Zupic and Čater 2015).

METHOD

In this study, a systematic review method was used with a prism and the analysis tool was bibliometric (Sharifi, Simangan, and Kaneko 2021).

Table 1

Stages of a systematic review with PRISMA



Search database literature using the keyword "work motivation" in the journal ScienceDirect, Taylor and Francis, Elsevier, Emerald, and SAGE, as many as 2.415. Articles filtered by title, author name, year of publication, publisher, abstract, and keywords searched for October 2022 Articles filtered by displaying all text. Previous studies related to this study were (n = 45). Articles A collection of items that meet the specified criteria is saved in the RIS format during this phase. Data analysis for this study was supported by bibliometric analysis to identify co-authorship, co-occurrence.

FINDINGS AND DISCUSSION

Work motivation is a force that energizes, directs, channels, maintains, and sustains human behavior (Batova 2018), work motivation as a willingness to do (Lee, Petrovsky, and Walker 2020), work motivation depends on personality (Kongcharoen et al. 2019). People who are not motivated at work tend to put less effort into their jobs, avoid the workplace as much as possible, leave the company when the opportunity arises, and perform subpar work. In contrast, people who have work motivation tend to be persistent, creative, and productive in their willingness to do quality work (Amabile 1993). The main motivations for millennials to work are high salaries and benefits, rapid progress, work-life balance, interesting and rewarding work, and contribution to society. Salaries and bonuses are considered as one of the most important motivators for Gen Y employees (Chang et al. 2021). The purpose of this study is to use VOSviewer software as a literature analysis tool to examine the co-authorship, co-occurrence, and citation aspects of work motivation in more detail. The results of the data analysis carried out can be seen in the following description.

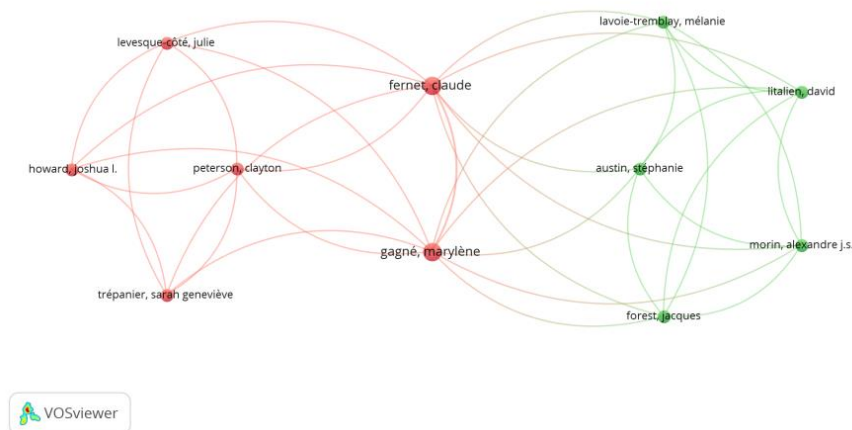


Figure 1

Co-authorship author name metadata (network visualization)

In figure 1, it is related to the author who has a network that is connected to each other and which is not connected. This finding shows that the Co-authorship collaboration of each author has a relationship with each other in conducting research related to work motivation. In this article, a total of 45 authors studied related to work motivation.

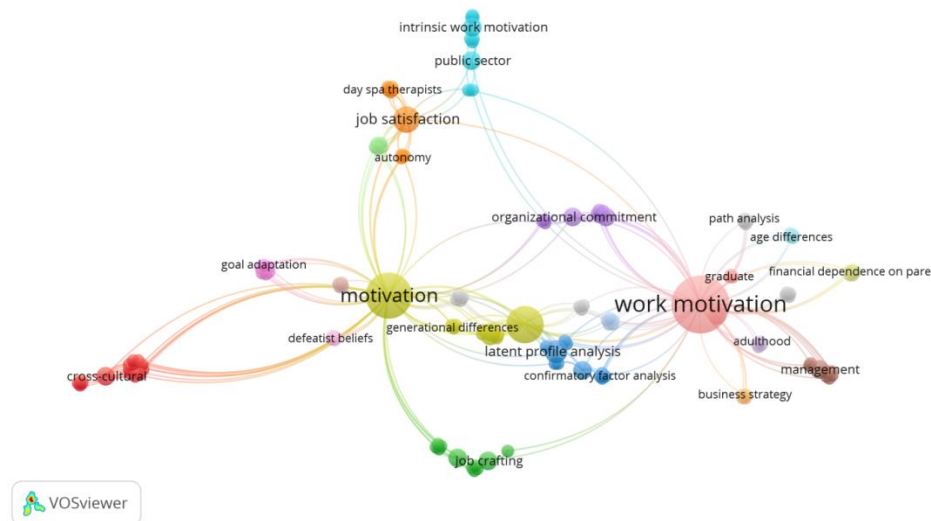


Figure 2

Co-occurrence (network visualization)

Based on figure 2 related to work motivation, it is found that the displays depicted in network visualization with the keyword research work motivation. These results indicate that there are many variations in the relationship between work motivation and other issues that can be explored and developed further in the context of work motivation.

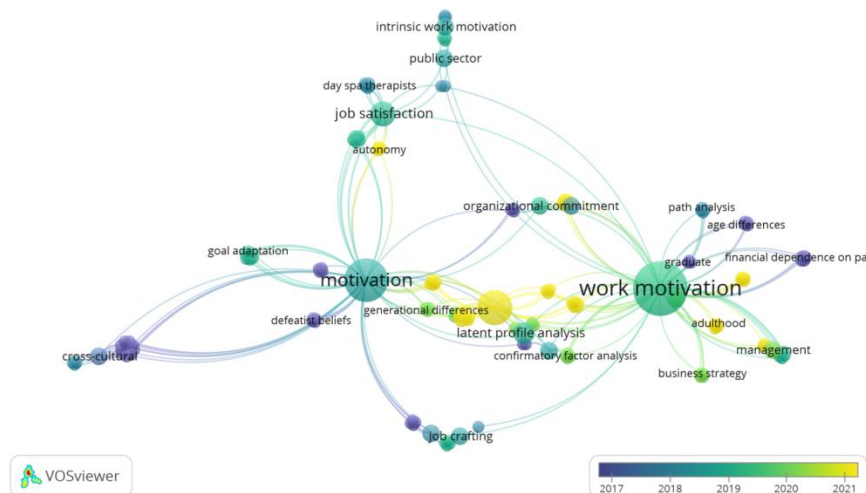


Figure 3

Co-occurrence metadata (overlay visualization)

Based on figure 3 related to the overlay visualization with keywords that grow every year. The results show that the bluer the keyword cluster, the longer the time the research has been carried out, while the yellower the keyword cluster, the more recent the research.

Conclusion

Work motivation is a stimulus or stimulation for every employee in carrying out their duties. When employees are highly motivated, they feel joy and enthusiasm in their work, which leads to significant organizational development and growth. The analysis of work motivation shows that there are many relationships that exist between work motivation and other variables.

In this study, bibliometric analysis techniques are used to determine the main aspects, namely co-authorship, co-occurrence. The topics analyzed by each writer are directly related to work motivation. Regarding co-authorship there are many researchers who have a relationship with each other in conducting research related to work motivation. Then the results of the co-occurrence show that there are many variations in the relationship between work motivation and other problems that can be explored and developed further in the context of work motivation.

From this literature review, we can see that the development of research on work motivation is very broad in scope. Thus, we can conclude that researchers are more able to infer problems related to variables such as workplace, work attitudes, work equipment, and attitudes among employees. The responsibility to promote trust with co-workers and influence and factors directly related to work motivation.

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