

A SYSTEMATIC LITERATURE REVIEW AND BIBLIOMETRIC ANALYSIS OF MANAGEMENT PERFORMANCE

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Abstract

Performance control is an critical a part of human capital control and a essential constructing block of erson overall performance. Performance control is the factor of controlling overall performance inside an organization. Employee overall performance, each in phrases of effectiveness, operations, and worker productivity, is inspired through the control competencies of a company's senior control. This is supported through administrative overall performance, which influences effectiveness and efficiency. The motive of this take a look at is to describe and talk overall performance control using the PRISMA method and techniques of econometric literature analysis. Journal screening using the PRISMA method resulting 30 journals with 76 authors. Results for these variables revealed that the variables were related to employee performance and leadership.

Keywords: *Bibliometric, Employee Performance, Management, PRISMA, Leadership*

INTRODUCTION

Organizational overall performance has historically been controlled thru overall performance control structures. It is a hard and fast of interrelated equipment used to increase abilities and competencies, power normal organizational overall performance, and degree and enhance effectiveness as an activity (HBR, 2017). Traditional overall performance structures are primarily based totally on the basis that various organizational capabilities may be managed and the facts to be had to are expecting destiny overall performance (Hollnagel, 2017). Dynamic structural change, erratic operating situations and constrained making plans ability consequently create a turbulent paintings surroundings that demanding situations the assumptions positioned forward (Goessling-Reisemann & Thier, 2019).

Performance control is an essential a part of talent control and a essential constructing block of person overall performance (Armstrong, 2017). Despite its worldwide attain and organizational benefits (DeNisi & Murphy, 2017), overall performance control is dropping popularity (Murphy, 2020). In particular, educational studies has centered on how and why

public establishments use overall performance control and overall performance information (Kroll, 2015; Moynihan & Pandey, 2006). In latest years, many researchers have endorsed a shift to a overall performance control technique that sees assessment as an ongoing manner that communicates clean expectancies and affords ongoing steering to employees (Tseng & Levy, 2019).

The purpose of this study is to describe and discuss performance management that combines different methods. In detail, this study focuses on key themes and methodological approaches to identify data sources, authors, and countries influencing areas and how titles in this area can be increased. It is intended to explain and explain. For this reason, this study is used to better understand managerial performance and the methods and approaches used in research to describe managerial performance and its impact on employee performance and leadership.

LITERATURE REVIEW

Organizational mastering and effectiveness, operations, worker productivity, and supervisor overall performance are undoubtedly correlated and have an effect on the effectiveness and performance of all personnel inside an organization. indicates that the consequences are interconnected (Suryani et al., 2017). Job range and mastering-orientated overall performance control are undoubtedly related to organizational skills. When line managers simultaneously exercise results-orientated overall performance control, the fine correlation among mastering-orientated overall performance control, activity range, and career initiative weakens. Therefore, personnel need to take note of how overall performance control path and exceptional of labor engage to influence organizational overall performance (Van Veldhoven et al., 2017). Actively operating, results-orientated businesses prioritize getting paintings done, remain results-orientated, are quite competitive, inspire excessive needs and achievements (Shuaib & He, 2021), and result in advanced overall performance. Focus also results in organizational dedication inside an organization. Influencing worker overall performance, demonstrating the significance of right control practices in businesses (Khaltar & Moon, 2020), commercial enterprise her overall performance control affects organizational overall performance. This is in most cases mediated through commercial enterprise method control and method overall performance (Jaklič et al., 2021).

One of the troubles many companies face is the lack of awareness and sources to assess, enhance and control their nice overall performance (Karamouz et al., 2020). It is vital

for organizational managers to include factors of nice practices and nice context into nice control sports to enhance standard sanatorium overall performance (Carter et al., 2010). We additionally located thru research Karamouz et al. (2020) that provider nice manipulate, inner nice manipulate, and consumer nice manipulate have a huge tremendous effect on a company's nice guarantee overall performance and income overall performance. Public and personal sectors need to consequently attention on understanding sharing and education marketers or executives to recognize the advent of bendy organizational structures, techniques and personnel. Proper education and improvement helps a clean know-how of overall performance control (Na-Nan et al., 2017). The following components that make up a virtual commercial enterprise approach fall into 5 most important dimensions. Understanding technology, goals, sources, control and responsibilities (Holopainen et al., 2022).

RESEARCH METHODS

Data Analysis

VOSviewer is visualization software advanced with the aid of using Van Eck & Waltman (2011) from Leiden University, The Netherlands. VOSviewer Software device for reading and visualizing scientific literature, visualizing co-writer and key-word co-prevalence networks.

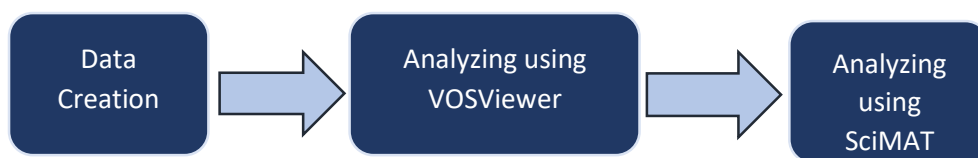


Figure 1. Stage of Bibliometric Study Method (Sharifi, 2021)

Database Compilation

To acquire this goal, the preceding dialogue showed that an in depth literature seek covered the time period overall performance management with the key phrases overall performance management, organizational overall performance, and corporation overall performance. We then used the Sage, Wiley, Emerald, and Taylor journal databases to song titles, abstracts, and key phrases, such as English language files withinside the shape of reviews, studies papers, and files authored on October 20, 2022. Did. This article covers the duration 2017-2022 only 30 articles had been covered in RIS layout for later analysis (Sharifi, 2021).

Analysis Use VOSviewer

This observe makes use of VOSviewer to make the evaluation outcomes complete and reliable (Ying et al., 2022). The intention is to apply econometric literature evaluation and visualization of his VOSviewer community to discover extraordinary studies regions, maintain the cutting-edge nation of studies, and find tendencies withinside the improvement of studies regions from the present literature. In addition, medical techniques are used to pick out hotspots of key terminology tendencies, discover instructions for powerful enterprise management, and upload some extra perception into the compendium of outcomes for destiny studies (Antwi et al., 2022).

RESULT AND DISCUSSION

Sections could be used to recognize and analyze PM-associated features for later evaluation (Steen et al., 2021). The articles decided on on this look at had been listed with the aid of using Scopus and used English from 2017 to 2020, which isn't always extensively distinctive from the look at carried out with the aid of using (Ying et al., 2022). This look at ambitions to increase a more complete knowledge of overall performance management, the usage of bibliometrics as a literature review, the usage of VosViewer to locate relationships among articles used Oyewola & Dada (2022), Using VosViewer he investigates 3 aspects. Co-authorship, co-occurrence, citation, and evaluation consequences in graphical form may be displayed as follows.

Co-Authorship

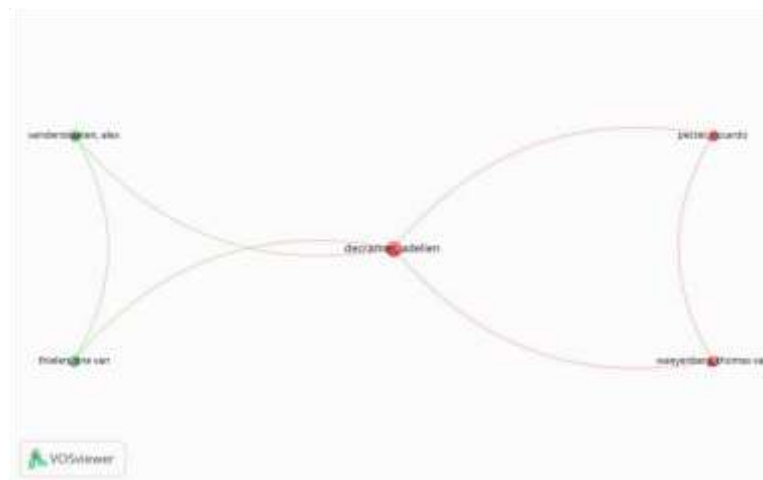


Figure 2. Co-authoring (Related)

Figure 2 above explains that a writer who has a network has a connection or relationship in conducting research. Figure 2 above the author's network has 2 network

colors, namely green and red, so it shows that the network is a network that only has 2 author links.

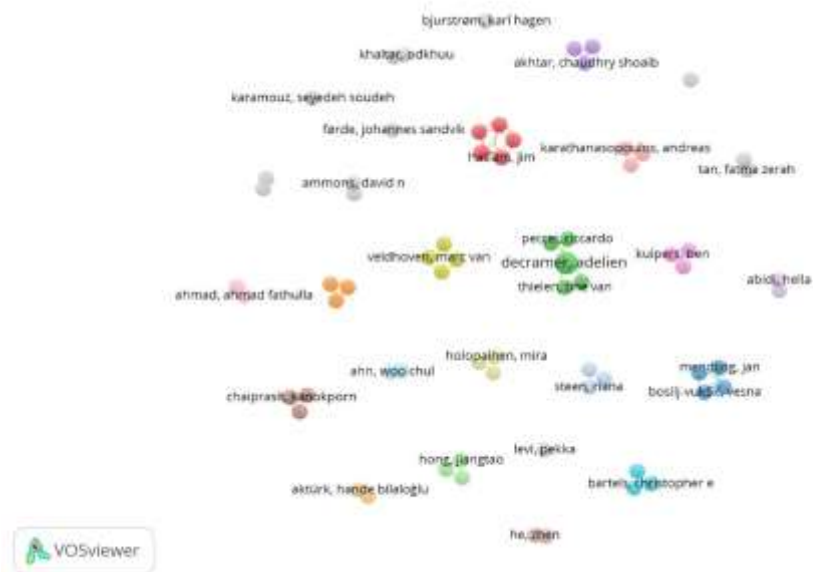


Figure 3. Co-authorship (Unrelated)

Figure 3 above explains that which does not have a network or related networks. In this figure, the author has taken various topics related to performance management, but found no relation to each other in the picture. In this article, 76 authors conducted research related to performance management variables. with the number of articles and journals 30.

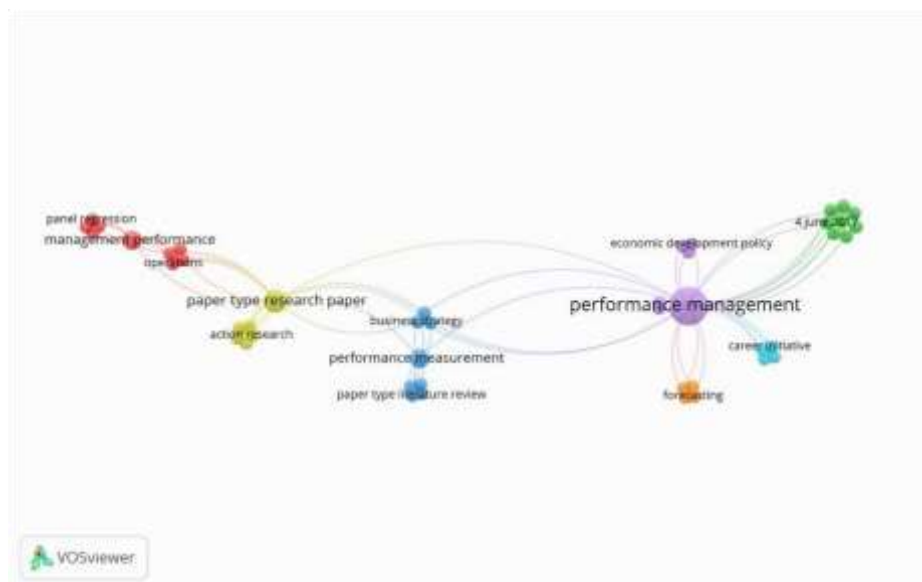


Figure 4. Co-Occurrence (key words)

Figure 4 above shows the results of the keyword network visualization for performance management research themes. Research shows that keywords vary widely and

relate to various topics of business strategy, performance measurement, and forecasting, as shown in the image above. The results obtained allow for more detailed investigation and development of the many clusters relevant to performance management. This suggests that future researchers can relate performance management to other variables and other issues.

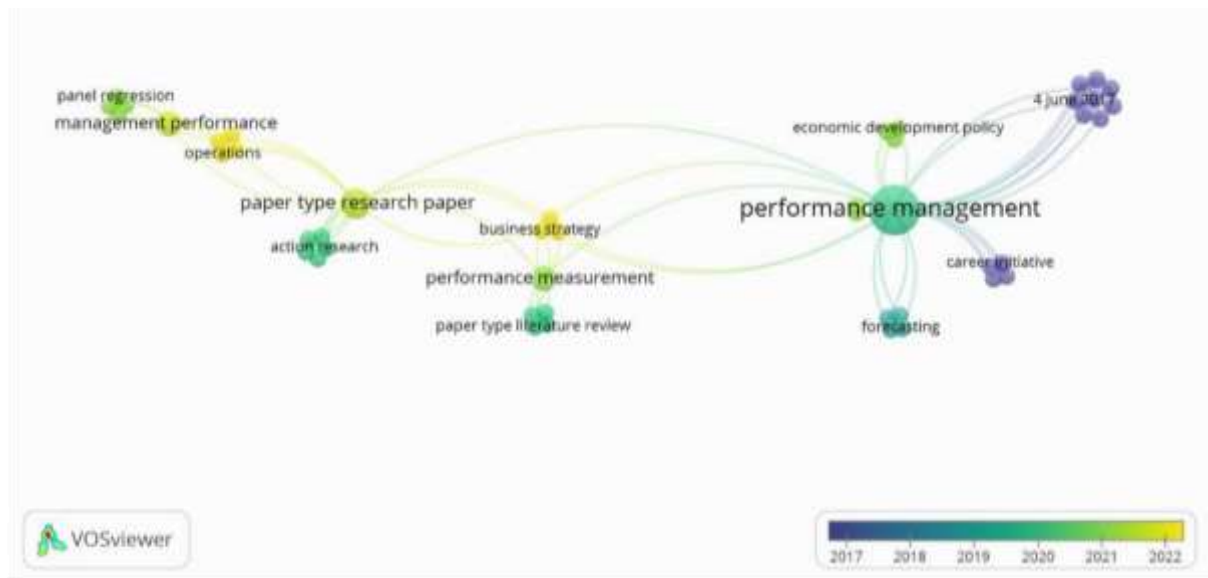


Figure 5. Co-Accurrence (Overlay)

Figure 5 contains an overlay visualization that shows key increases from year to year. As a result, we found that the bluer the cluster, the longer the search takes. In contrast, within a group, more yellow buttons indicate more recent research. The topic of performance management using these other keywords has decreased in recent updates to this research, and more researchers are using other relevant keywords to adapt and develop related research on performance management. Work management by Van Waeyenberg et al. (2022) Create the most cited articles and distributed networks using performance management research topics and citation analysis. However, among the 10 articles cited, there are some highly cited articles, but also some links to other articles. In this way, promising researchers can not only use good citations, but also broaden their network to other authors who can contribute to the topic of performance management (Steen et al., 2021). The 10 most cited articles are shown in Table 1 below.

Citation

Table 1. 10 Articles Top Quoted

No .	Year of publication	Writer	Title	Journal	Research approach	Cities	Publishers
1	2021	Seung Wook Jang & Woo Chul Ahn	Financial analysis effect on management performance in the Korean logistics industry	Shipping and Logistics	Qualitative	148 Times	Elsevier BV
2	2018	Marieke van der Hoek, Sandra Groeneveld, and Ben Kuipers	Goal Setting in Teams: Goal Clarity and Team Performance in the Public Sector	Administrative Science Quarterly	Quantitative	114 Times	SAGE
3	2020	Thomas Van Waeyenbergh, Riccardo Peccei and Adrien Decramer	Performance management and teacher performance: the role of affective organizational commitment and exhaustion	Performance management and teacher performance	Quantitative	50 Times	Routledge Taylor & Francis Group
4	2017	Robert E. Carter, Subhash C. Loniya & PS Raju	Impact of Quality Management on Hospital Performance: An Empirical Examination	Quality Management Journal	Quantitative	44 Times	Taylor & Francis Group
5	2020	Sajid Hussain Awan ¹ , Nazia Habib, Chaudhry Shoaib Akhtar, and Shaheryar Naveed	Effectiveness of Performance Management System for Employee Performance Through Engagement	Employee Performance Management	Quantitative	30 Times	SAGE

6	2019	Jiangtao Hong, Zhihua Zhou, Xin Li, and Kwok Hung Lau	Supply chain quality management and firm performance in China's food industry—the moderating role of social coregulation	Logistics Management	Quantitative	27 Times	Emerald
7	2019	Odkhuu Khaltar and M. Jae Moon	Effects of Ethics and Performance Management on Organizational Performance in the Public Sector	Ethics in organization	Quantitative	24 Times	Routledge Taylor & Francis Group
8	2017	Khahan Na-Nan, Kanokporn Chaiprasit, and Peerapong Pukkeeree	Performance management in SME highgrowth sectors and high-impact sectors in Thailand: Mixed method research	Business management	Quantitative	23 Times	SAGE
9	2020	Karl Hagen Bjurstrom	Principal-Agent or Principal-Steward: How Ministry-Agency Relations Condition the Impact of Performance Management in the Steering of Government Agencies	Public Performance & Management Reviews	Quantitative	22 Times	Routledge Taylor & Francis Group
10	2020	Hella Abidi Sander de Leeuw, and Wout Dullaert	Performance management practices in humanitarian organizations	Humanitarian Logistics and Supply Chain Management	Qualitative	14 Times	Emerald

In the desk above, we are able to see that the 148 times referred to paintings changed into executed with the aid of using (Jang & Ahn, 2021). This studies objectives to make contributions to the strong improvement of the logistics enterprise with the aid of using reading the variations withinside the monetary shape of the Korean logistics enterprise and the effect of these monetary systems on commercial enterprise performance. As a result, withinside the logistics enterprise, there are variations withinside the monetary elements that have an effect on go back on investment (ROA) and go back on equity (ROE) relying at the enterprise, and similarly efforts are required to enhance control so one can reply to these increases. It seems that Performance balance of the monetary shape. For this reason, we perceive the variations in essential monetary elements that have an effect on commercial enterprise effects relying at the kind of commercial enterprise, promote measures together with enhancing control efficiency, and as a result.

The 2d maximum referred to is Van der Hoek et al. (2018) with 114 citations. The cause of this take a look at become to research whether purposefulness and self-control in an agency have an effect on teamwork. The consequences of the evaluation display that clean desires and selfmanagement have a fine impact on group overall performance. Teamwork does now no longer have an effect on the impact of intention rationalization on group overall performance and well-knownshows a mitigating impact (self-control and understanding development) that isn't always sizable for self-control and understanding development.

The subsequent maximum referred to is Van Waeyenberg et al. (2022), which has been referred to 50 times, and whose studies aims are to enhance overall performance control technique energy and trainer fatigue and trainer overall performance and overall performance. become to decide the connection among research has proven that the energy of the overall performance control technique is negatively associated with trainer burnout and definitely associated with overall performance. Moreover, the connection among the perceived energy of the overall performance control technique and trainer effectiveness seems to be indirect, functioning typically thru organizational emotional engagement.

The fourth maximum noted quotation is a 50 look at from Carter et al. (2010), which goals to decide the connection among great manipulate and organizational overall performance in hospitals. Researchers located it critical for healthcare enterprise managers to include factors of great practices and great context into their great manipulate sports to

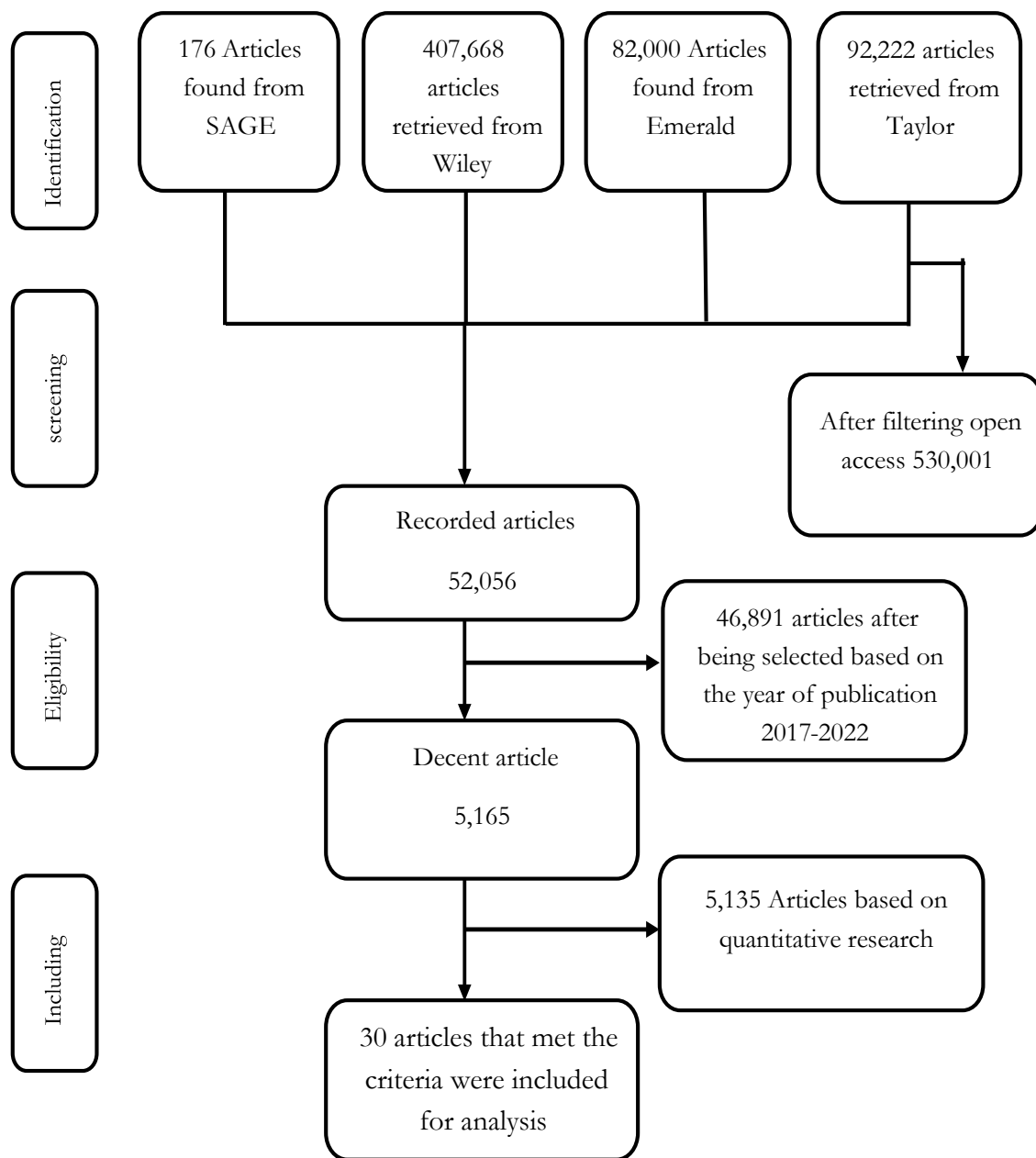
improve common health center overall performance primarily based totally on economic overall performance, market development, and great outcomes.

In addition, the 5th citation, which has been cited forty four times, is a have a look at by Awan et al. (2020) that explores the effectiveness of complete overall performance control structures at the mediating consequences of worker overall performance and paintings participation. The reason is to look into gender. The have a look at observed that the Human Resource Development and Performance Management System (PMSE) is an powerful strategy. The have a look at also indicates that a complete PMSE version may be applied that consists of the idea of equity as an crucial aspect to enhance worker engagement and task/context overall performance.

Preferred Reporting Items Systematic Review and Meta Analysis (PRISMA)

This look at used the strategies of PRISMA, which become later repeated as a process, and completed a scientific seek method for applicable guides to decide the eligibility standards for the dataset, which become basically applicable to PRISMA. You have decided on the right applicable database. Formulated seek phrases and time period combinations (Saib et al., 2022).

To decide articles for inclusion, a three-step procedure of screening and choice standards become described as laid out in the PRISMA protocol (Saib et al. 2022). In this study, four databases (Sage, Wiley, Emerald, and Taylor) were selected according to their year of publication, i.e. 2017-2020, with a total of 582,066. Detailed reading and analysis of articles excluded because they are not related to performance management. A total of 30 articles were reviewed based on a cumulative sample of 582,066. This is the final stage of the research method.



Source: (Page et al., 2021)

Figure 1. PRISMA filter method

Discussion

Organizational performance management has a positive impact on improving organizational and management efficiency and performance processes (Jaklič et al., 2021). A clear goal and self-management have a positive effect on team performance. Teamwork does not moderate the effect of goal clarification on team performance. This is not important for health managers, as evidenced by regulatory effects (self-management and knowledge

creation), which are not important for self-management and knowledge creation (Van der Hoek et al., 2018). But for health industry managers quality, it is important to integrate the contexts of practice and quality into quality management activities so that the overall performance of hospitals can be improved based on financial results, market development and quality results (Carter et al., 2010). After reviewing 30 journals by 76 authors, the researchers found the main governing variables that drive the discussion of management outcomes: employee performance and leadership.

The performance of employees, and efficiency, performance and productivity of employees, is greatly influenced by the management skills of top management. This is supported by management efficiency as it affects employee efficiency (Ahmad & Karadas, 2021). Employee performance contributes to the effectiveness of management performance, as greater employee engagement leads to better employee performance (Awan et al., 2020). Highly versatile work models and results management adapted to career development and staffing have a positive impact. This performance management should basically be based on existing processes to improve employee performance and careers (Van Veldhoven et al., 2017). On the other hand, poor employee performance may result from a negative relationship with management performance, which has significant implications for job quality. One of the problems that many organizations face is the lack of knowledge and resources to measure, improve and control quality. Through the analysis and synthesis of the literature, this study provides a means to evaluate quality indicators at its three levels of suppliers, customers and firms (Karamouz et al., 2020).

Transformational leadership has a significant impact on the effectiveness of organizational leadership. Managers who want to improve organizational performance by promoting ethical performance and organizational commitment should improve their ethical climate and practice transformational leadership rather than simply initiating or participating in formal ethics programs. It is clear that we have to work hard to achieve our goals (Khaltar & Moon, 2020). Management decisions affect successful management when decisions are flexible (Ammons & Roenigk, 2020). Positive and vital relationships with leading organizations, leading people and leading selves. Organizational performance is positively correlated with leadership relationship building and leadership performance, and effective leadership can improve supervisor, workplace relationships, and social performance (Ahmad & Karadas, 2021).

Management and decision-making models influence managers in both personal and management-oriented ways (Førde, 2022). Coordination between employees in this regard can improve performance management by reducing the fragmentation of responsibility and thus improving relational coordination (Van Thielen et al., 2022). The level of management participation in setting organizational performance goals is low, which has a positive impact on organizational performance within PEU (Perceived Environmental Uncertainty), but decision-making decentralization has only a significant positive impact on organizational performance in uncertain tasks. This study contributes to the growing knowledge of the performance management system (PMS) rganizational performance practices, especially during times of uncertainty (Nguyen et al., 2021).

Variables related to management efficiency are business management, which sees a business strategy that promotes competitiveness, which has a direct and significant positive relationship with management results when measuring performance management (Holopainen et al., 2022; Shuaib & He, 2021). Moreover, training aimed at increasing awareness of the importance of management activities has a strategic link with improving the benchmarks to measure management performance (Abidi et al., 2020; Na-Nan et al., 2017). Next, the strategic planning of human resource management has a correlation with the application of performance management in innovation to a new generation in improving management results.

The result of the company in the company is affected by the share of delegations, but in this case the share of the delegate does not affect the quality of the income of the company, nor does the quality of the result affect the results of the company, so the investor can consider the quality of his investment profit in the company (Istianingsih, 2021). there are other various factors namely financing that affects return on assets and return on equity depending on the type of business in the industry. They require more efforts to improve management to improve the stability of their financial structure. Therefore, they must identify differences in the key economic factors that affect performance according to the type of company, and encourage proactive measures such as management efficiency and increase the corresponding activity, as well as sustainable diversification of the business portfolio Jang & Ahn (2021) find that active use of more accurate performance data can be associated with favorable returns. There are several challenges in implementing performance management changes related to budget management (Ugyel, 2021), the closeness of

supervisors and employees together shows an impact on management efficiency for suppliers but not for agent managers (Bjurström, 2020). Although organizations are becoming more complex, the performance management systems they use are still based on traditional performance management approaches driven by the need for control and accountability. On the other hand, turbulent changes, increasing interdependence of organizations and increasing uncertainty have created challenges beyond the limits of traditional approaches (Steen et al., 2021).

CONCLUSION

Performance management has a relationship with variables related to employee performance and management, from the description of performance management in the period 2017-2022 to the results obtained through the PRISMA method, which is then analyzed through a bibliometric technique that includes the first 3. points, i.e. co-authorship, co-authorship and citations. The database was obtained for the period 2017-2022 from the companies Sage, Wiley, Taylor and Emerald. The resulting articles were then separated by keywords and classified into 30 journals. In particular, managing employees in a team or managing a manager has a significant impact on the relationship between subordinates and managers as well as on the work environment to achieve good management results. At the same time, it also affects the management of the object or company according to the work results of the employees, based on efficiency, effectiveness and productivity. This has a very important impact on management efficiency. Based on this process, researchers know which variables have a relationship with performance management. The author hopes that this study can be a reference for future researchers, and this study can be a material to search for topics related to performance management.

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