



Employee Reward: A Systematic Literature Review

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ABSTRACT

Discussion regarding employee rewards is very important in the management of human resource management. This study aims to review studies that discuss employee rewards. The data used is 32 with 2 Scopus databases using the Publish or Perish and Taylor and Francis applications in the 2017-2022 period. The analysis technique used is Prisma and bibliometric analysis using VOSviewer software. The results of the analysis show that the topic of employee rewards is related to the topic of motivation and productivity which is visualized through Co-Authorship and Co-Occurrence. This literature study is expected to be a reference for further research on employee rewards.

Keyword– *Employee Rewards, Motivation, Performance*

ABSTRAK

Pembahasan mengenai employee reward sangat penting dalam pengelolaan manajemen sumber daya manusia. Penelitian ini bertujuan untuk meninjau penelitian yang membahas tentang employee rewards. Data yang digunakan berjumlah 32 dengan 2 database Scopus menggunakan aplikasi Publish or Perish dan Taylor and Francis periode 2017-2022. Teknik analisis yang digunakan adalah analisis Prisma dan bibliometrik dengan menggunakan software VOSviewer. Hasil analisis menunjukkan bahwa topik employee rewards berkaitan dengan topik motivasi dan produktivitas yang divisualisasikan melalui Co-Authorship dan Co-Occurrence. Studi literatur ini diharapkan dapat menjadi referensi untuk penelitian selanjutnya tentang employee rewards.

Kata Kunci – *Imbalan Karyawan, Motivasi, Kinerja*

INTRODUCTION

The success of a company is not only determined by modern equipment, complete facilities and infrastructure, but more importantly depends on the human resources who carry it out. The

success or failure of a company is greatly influenced by the performance of HR both individually and in teams. Every company certainly wants to have employees who have good performance. There are various ways that companies can increase employee motivation and performance. One way is by giving employee rewards. Rewards are a form of appreciation and recognition for employees because by giving rewards employees feel valued for their performance and consider that employees are very valuable assets. Rewards reflect the company's goals and are related to measures that are multiple dimensions that will drive the performance of people and the organization as a whole.

The word reward comes from English which means reward or gift. Reward is something we give to someone because he did something. Something that is reasonable as an appreciation, as an expression of our gratitude and concern. According to Wijanarko H. (2020).

How far a person contributes to the achievement of company goals according to size. The vision and mission of the organization form the basis for determining the system rewards someone. According to Sunarto et al. (2017).

Rewards are one for appreciation for obtaining professional employees. While the notion of reward according to Kawulur, et al (2018)

Reward Is one of the company's efforts to empower human resources and improve employee performance in the company. And giving rewards must be done fairly and evenly to avoid social jealousy. Factors that influence rewards according to Astuti et al., (2018)

Employee rewards is a sign of appreciation from the agency or company and aims to increase the motivation of other employees to be successful, increase productivity and retain employees who have good performance and achievement in order to remain loyal to the company. because with healthy competition, the work atmosphere will feel more competitive and productive.

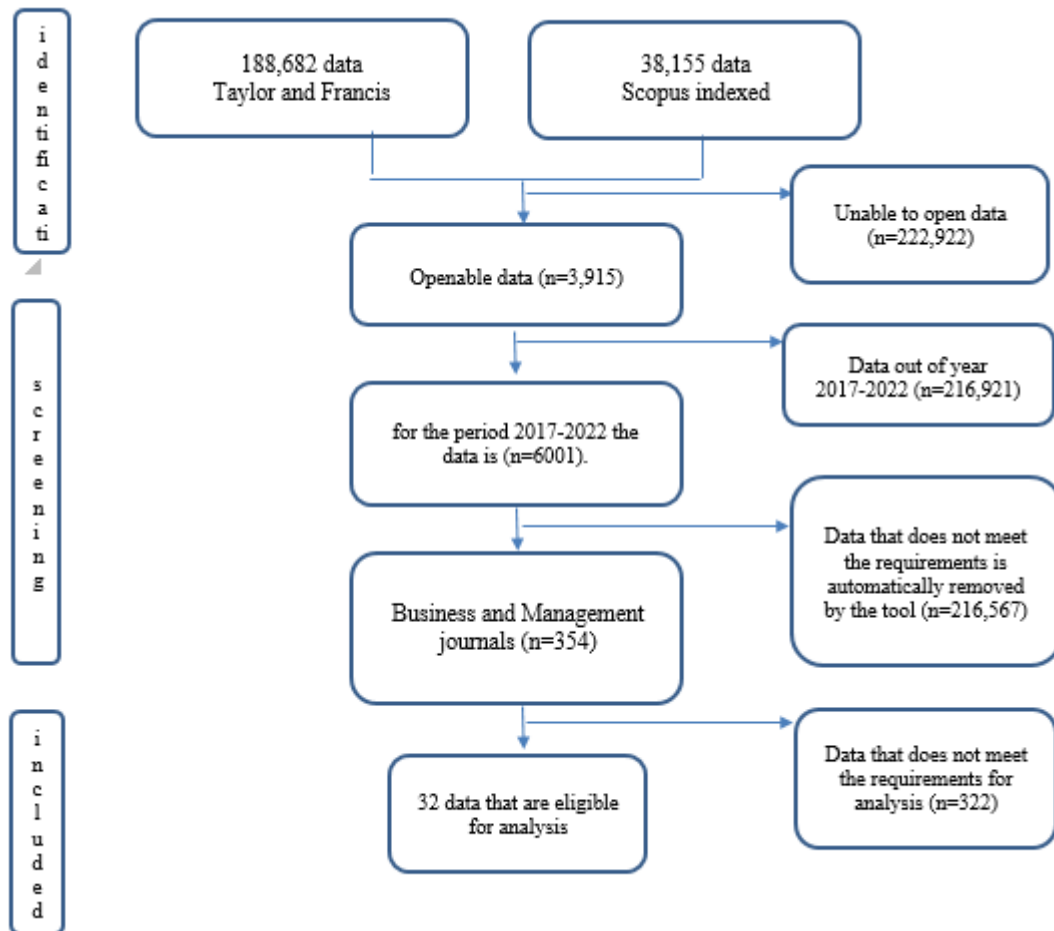
With good rewards, it is hoped that employees will be able to improve their performance and have a higher desire to excel in doing work and have the ability to compete so that a balance is achieved between personal and organizational goals.

METHODS

Method Study

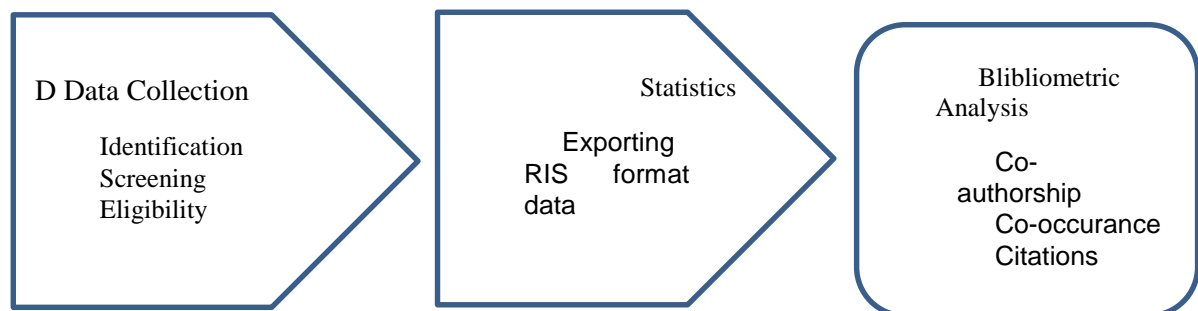
The method in this study combines methods taken from research (Liu et al., 2022). Data processing uses prisms and data analysis using a combination of methods, namely data collection, statistical data, and bibliometric analysis using VOSviewer software. Prisma (Preferred Reporting Items for Systematic Reviews and Meta-Analyses). The database that is processed through Prisma (Preferred Reporting Items for Systematic Reviews and Meta-Analyses) is taken from the electronic database of articles or journals indexed by Scopus using the Publish or Perish application and the Taylor and Francis database. Search using the keywords Employee Reward, Reward for motivation and Reward for employee Performance. The results of the search data obtained from the two databases above obtained 188,682 data from Taylor and Francis and 38,155 from Scopus indexed data (n= 226,837). The data is then shared based on the data that can be opened as much as (n=3.915). Further screening based on the period 2017-2022 obtained data as much as (n=6001). After that, it was filtered again based on the category of Business and Management journals (n=354) and at the end of the filtering of data related to employee rewards, motivation and performance data obtained as much as (n=32). These 32 articles were then analyzed by the author.

Figure 1. Prism screening method



The Bibliometric analysis method used in this study can be described as follows.

Figure 1. Three Bibliometric Methods



1) Data Collections

This study uses reputable Scopus indexed journals searched through Taylor and Francis, Science Direct, Elsevier, and Wiley. The search uses the keywords "Employee Reward" or "Reward for Employee". In the literature search, the type of literature was determined as a research article and the year of research from 2017-2022. A literature search was conducted in October 2022.

2) Statistics

The selected articles must be in accordance with the research keywords and have a relationship with the science of human resource management. There were 32 articles obtained from 4 journal databases. Where the appropriate articles are downloaded and collected in the Mendeley software to be combined into a RIS format.

3) Bibliometric Analysis

Bibliometric analysis was carried out using VOSviewer software to determine the extent to which this topic is related to other topics seen from the visualization of Co-Authorship and Co-Occurrence,

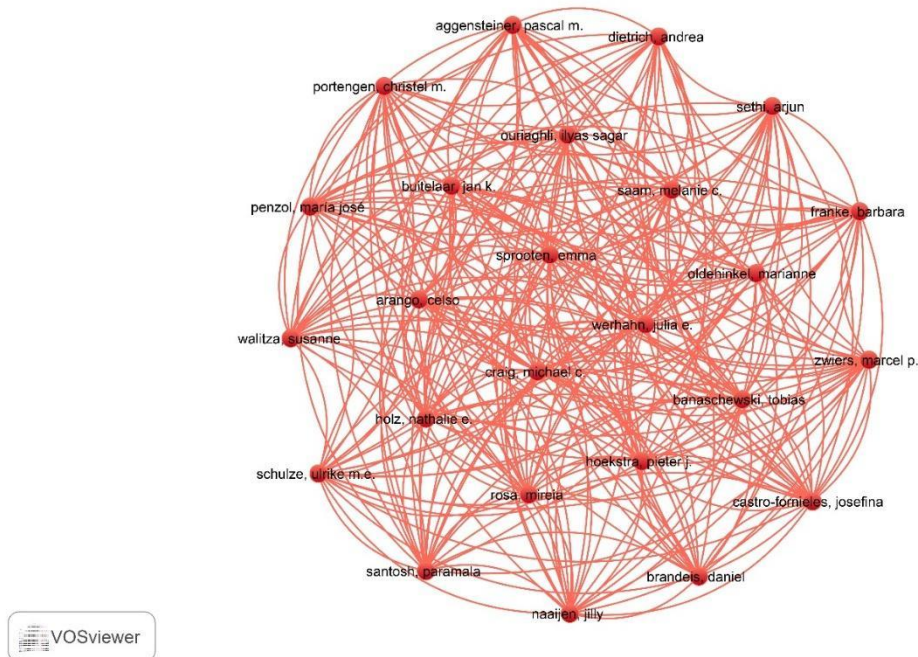
RESULTS AND DISCUSSION

Results

The results of a literature review taken from 32 journals from 4 databases that have the keywords “Employee Reward” or “Reward for Employee” are carried out for bibliometric analysis using VOSviewer software. The results of this study are illustrated through the visualization of topics related to Employee Rewards from Co-Authorship and Co-Occurrence. The results of the analysis in this study are described as follows.

Co-Authorship

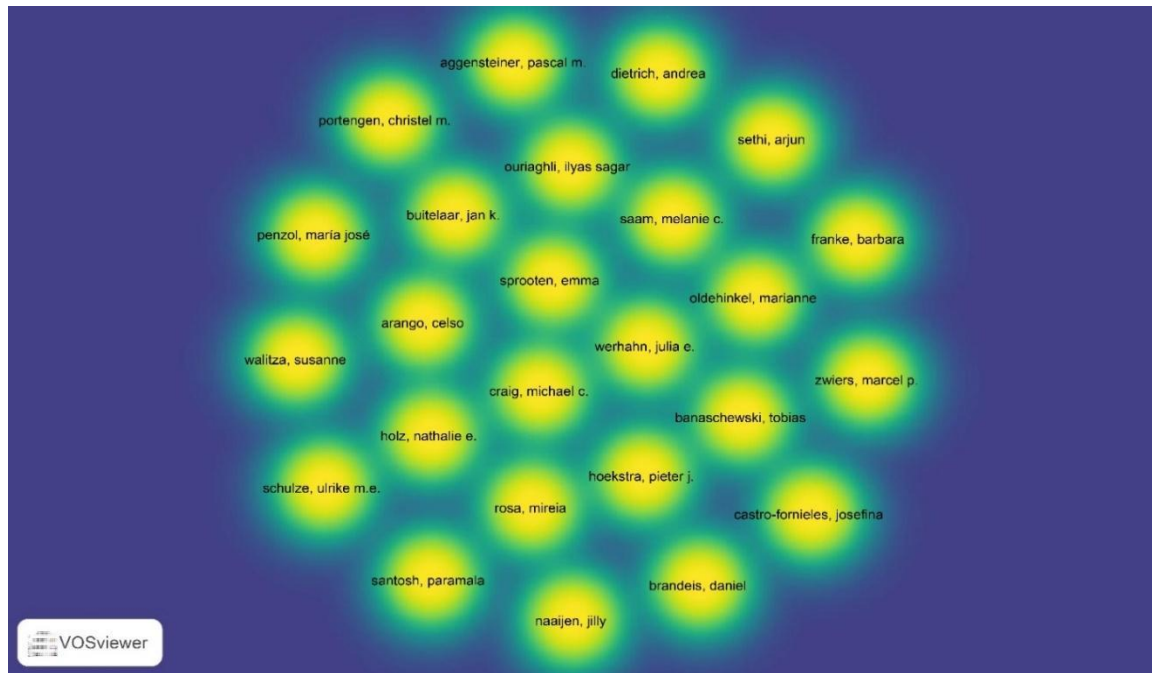
Figure 3. Network Visualization of Co-Authorship



The analysis of the Co-Authorship aims to describe the collaborative relationships of

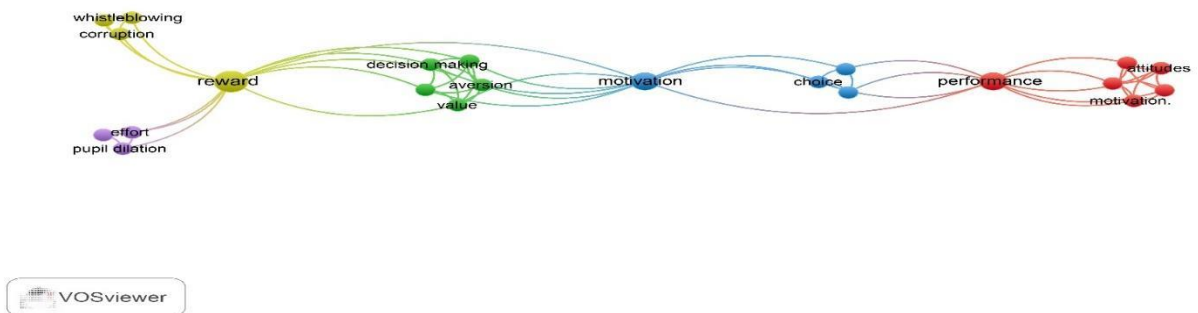
several authors who discuss the topic of Employee Rewards. Figure 3 shows the author's relationship with 1 red network, meaning that there is a strong network and there are several authors discussing the same topic for analysis.

Figure 4 Non-Network Visualization of Co-Authorship



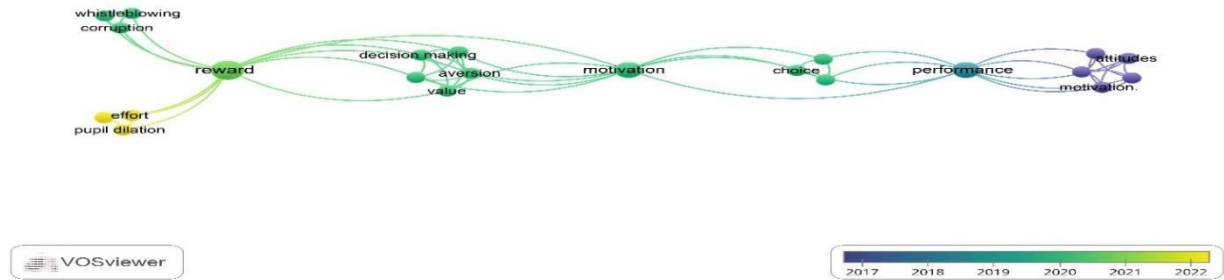
Co-Occurrence

Figure 5 Networking Visualization of Co-Occurrence



The analysis of Co-Occurrence aims to describe how many clusters are studied about Employee Rewards. In addition, it also develops more detail on this topic. The results of the analysis show the visualization of Figure 5 that the variations of keywords have the biggest points related to Employee Rewards, namely Motivation and Performance.

Figure 6. Overlay Visualization of Co-Occurrence



In the Co-Occurrence analysis seen from the overlay visualization, it aims to see the topic of this research from the period of writing. The results of the analysis show the period seen from the color of the cluster. The cluster for the longest research period is blue, and for the latest period, it is shown in green to yellow. Figure 6 shows that literature on Employee Rewards has been extensively researched in 2021, for 2017 - 2020 research has been widely discussed from other topics that are still related to Employee Rewards. The results of the Co-Occurrence analysis will also be a reference for further literature, with topics related to Employee Rewards developed with relevant keywords in the future.

Discussion

Employee Rewards Is an interesting topic to be discussed and further researched. Based on the bibliometric results, it describes that many researchers from various countries are researching this topic in conjunction with other topics which are of course related to human resource management. The top reference articles illustrate that employee rewards can help increase worker motivation and productivity.

Organizations are expected to be able to retain quality employees and keep their employees in order to continue to improve performance at work. Giving rewards is one of the implementations of the function of human resources as a form of positive attention from an agency or organization as an encouragement that has the aim of motivating and encouraging employee participation in providing the best results. With employees who are more productive, they will be able to increase customer satisfaction, which is none other than the wider community itself. (B. Siswanto Sastrohadiwiryo, 2017)

CONCLUSION

Employee Rewards Is a discussion topic that has a relationship with other discussion topics in human resource management. This study uses bibliometric analysis using VOSviewer software, there are 32 Scopus indexed articles and the Taylor and Francis database taken from the 2017-2022 period. The results of the bibliometric analysis are that from Co-Authorship there are 25 groups of writers discussing related topics, Co-Occurrence Employee Reward variables have a relationship

with other motivation and performance variables that develop in each period. Based on the results of the analysis, it can be used as a reference for future research related to Employee Rewards.

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