

Bibliometric Analysis of Factors Affecting Employee Performance with Motivation

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Abstract

Organizational performance can be maximized if the organization is able to utilize its human resources efficiently and effectively and use the right strategy to achieve predetermined goals. This consider points to supply a comprehensive bibliometric examination of components that impact worker execution, with a specific center on inspiration as an interceding variable. This inquire about contributes to the existing writing by systematically mapping patterns within the field, highlighting crevices, and proposing roads for future investigate. Understanding the complex transaction between inspiration and execution is significant for creating more successful human asset methodologies that progress organizational results.

The investigate was conducted on May 30, 2024 looking the google researcher database with catchphrases connected employee_performance_AND_motivation within the areas of commerce, administration and bookkeeping with distribution title diary and greatest numbers of comes about are 500 diaries as a test. Metadata recovery utilizing the Publish or Perish (POP) adaptation 7.31 application. The PoP comes about were at that point analyzed unmistakably based on the year of distribution, watchwords, distributer title, source and researcher productivity. In arrange to induce an precise outline of investigate improvement, PoP information is sent out to Exel CSV and Result as RIS record groups. CSV information is made into a turn table and RIS information is analyzed utilizing the VosViewer (VV) application.

The comes about appeared that the most elevated number of distributed articles happened in 2023 with 109 distributions. The publisher with the most cites perauthor based on publisher is Academia.edu with 1290 cites perauthor. The most sources are owned by Business Management and Strategy with 758 sources. Some of the keywords with the top total link strength are employee performance, motivation, impact and relationship. The authors who connected to each other in this study totaled 9 people. Some of the keywords recommended for further research related to employee performance and motivation include: compensation, work life balance and work environment.

Keywords: Compensation; Employee Performance; Motivation; Work Environment; Work Life Balance; VosViewer.

1. Introduction

The quick improvement of the times and innovation makes companies have to be optimize human asset development methodologies. Human assets initiate the victory of an organization in accomplishing its vision, mission, and goals (Smith et al. 2022). Worker execution could be a key calculate in accomplishing organizational objectives and is impacted by different variables such as inspiration, compensation, job stress, and job satisfaction.

Optimal employee performance can increase organizational productivity and efficiency. According to recent research, fair and competitive compensation can improve employee satisfaction and performance (Huselid 2023). In addition, job stress also plays an imperative part in influencing representative execution. Excessive stress can decrease productivity and lead to burnout, as found in a study by Brown (2024).

Job satisfaction is another significant factor. Research by Locke (2023) states that high job satisfaction is positively associated with better employee performance. However, the relationship between these factors is not always simple. Inspiration frequently acts as an interceding variable that can reinforce or debilitate the relationship between these components and worker execution. Deci and Ryan (2022) emphasize the significance of inborn and outward inspiration in interceding the relationship between stipend, work push, and work fulfillment with execution.

This consider points to supply a comprehensive bibliometric examination of components that impact worker execution, with a specific center on inspiration as an interceding variable. This inquire about contributes to the existing writing by systematically mapping patterns within the field, highlighting crevices, and proposing roads for future investigate. Understanding the complex transaction between inspiration and execution is significant for creating more successful human asset methodologies that progress organizational results. Thus, this study is expected to provide valuable insights for practitioners and researchers in developing effective strategies to improve employee performance through better management of these factors.

Bibliometric examination serves as a valuable apparatus to extricate data from diverse thinks about, because it guides researchers in picking up a higher understanding of subject patterns and leads them to decide holes within the investigate range (Pritchard 1969). This analysis can help identify patterns and key contributions in the literature related to this topic. Bibliometrics has been used in various research fields to understand the development of science and identify areas that require further research (Aria and Cuccurullo 2022).

The analysis tool used in this research is Vosviewer. Vosviewer is open computer program utilized to analyze writing substance by giving information systems, pointers and maps (Frederico 2021). The Vosviewer program was created by Van Eck and Waltman of Leiden College and has been broadly utilized by analysts to bolster writing audits. This investigate investigates the investigate ranges of representative execution and inspiration in more profundity to appear the patterns of the final decade and potential future investigate ranges in representative execution and inspiration. The reason of this consider is to conduct a bibliometric investigation of worker execution and inspiration within the final fifteen a long time.

2. Literature Review

2.1 Employee Performance

Agreeing to Kalogiannidis (2020) worker execution is as a rule characterized as the behavior appeared by an representative when performing certain assignments doled out by the boss. It is additionally related to the comes about delivered by certain managers in an organization. Agreeing to Fuertes et al. (2020) shown that worker execution is related with the accomplishment of each worker agreeing to distinctive rules, directions or desires of the organization or boss. Worker execution requires a great level of instruction from an representative so that when working he can adjust rapidly to his work. Representative execution is frequently characterized as the esteem of a set of worker behaviors that make a positive commitment to the accomplishment of organizational objectives (Virgiawan et al. 2021). At that point the preparing gone to by representatives makes representative information increment so that execution is ideal. Moreover, involvement is required which makes a work effectively recognized by workers so that tall execution can be accomplished. And the demeanor of teach in workers makes representative execution simpler to make strides.

Agreeing to Jiang et al. (2020), the nature of worker execution reflects the capacities and capabilities of each worker in an organization. In this case, most competent and gifted workers tend to appear a tall level of mastery and commitment to work which leads to more prominent worker execution compared to those who need skill and aptitudes. In any case, most experts state that there are extra components influencing representative execution levels other than abilities, competence and ability or polished skill, successful communication in an organization is one of the foremost imperative components influencing worker execution and efficiency levels. Agreeing to Fuertes et al. (2020) expressed that amazing worker execution

is fundamental in making high-quality administrations for clients and higher benefit for organizations. The benefits of this moved forward worker execution are likely to lead to a sustainable competitive advantage within the long term.

2.2 Motivation

Motivation is exceptionally vital for representatives so that the work relegated can be carried out legitimately concurring to company operational benchmarks. Inspiration is the control that permits a individual to act towards certain objectives (Indahingwati et al. 2019). This inspiration is like deciding results such as efficiency, execution, and tirelessness. Arshadia (2010) in his investigate affirmed the positive impact between inspiration and execution. Inspiration is the back of independence, which implies that organizational supervisors pay consideration to each choice pointed at the welfare of workers. In expansion, there are sensible directions that cover adaptable work needs. Inspiration is crucial in organizations such as the competence of the laborers themselves and social connections (Arshadia 2010; Van cave Berghe et al. 2014).

Persuaded workers are more autonomy-and freedom-oriented and more self-motivated than less spurred representatives, driving to advancement openings in their favor (Demircioglu and Chen 2019; Arshadia 2010). Representative inspiration can be categorized as inborn and outward (Demircioglu and Chen 2019; Hayati and Caniago 2012). Hayati and Caniago's (2012) investigate, which centered on the part of inborn inspiration in affecting satisfaction, organizational commitment, and execution within the point of view of Islamic work morals, found that Islamic work morals features a more noteworthy impact on inherent inspiration and organizational commitment than inborn inspiration. its affect on work fulfillment and work execution.

Inherent inspiration is related to self-satisfaction which can be reflected in accomplishment, acknowledgment, speeding up, the work itself, duty, and individual development. Outward inspiration emerges when there are trigger components from exterior the representative, such as security, working conditions, company approaches, status, stipend, and interpersonal connections (Mitchell et al. 2020; Van den Berghe et al. 2014). Concurring to Marinak and Gambrell (2008), inspiration may be a mental prepare that gives reason and heading for worker behavior or as an inner drive to meet worker fulfillment as well as inside forms and outside strengths related to organizational behavior.

2.3 Relationship between Motivation and Employee Performance

One of the ways to make strides representative execution can be done by expanding motivational variables. A few ponders appear observationally that motivational components

are exceptionally positive in progressing representative execution (Jayaweera 2015; Ghaffari et al. 2017; Ghaffari et al. 2020). Great inspiration can reinforce commitment (Sohail et al. 2014; Burns and Alexander 2020) and lead to made strides execution (Joseph 2015), whereas great execution can move forward organizational execution (Bashaer and Singh 2017) and lead to fulfillment (Karyono and Parman 2016).

3. Material and Method

3.1 Design Study

This ponder employments bibliometric investigation strategy to assess the literature on “employee_performance_AND_motivation” within the areas of trade, administration, and bookkeeping. The bibliometric examination was conducted employing a organized handle. To begin with, information was collected from the Google Researcher database utilizing the Publish or Perish (PoP) instrument. A add up to of 500 diary articles were chosen, based on the catchphrases "worker execution" and "inspiration" over the areas of trade, administration, and bookkeeping. The choice criteria included distribution dates between 2010 and 2024. Information from the PoP apparatus was traded in CSV and RIS designs for advance investigation. In this way, VosViewer was utilized to outline connections between watchwords and visualize co-occurrence designs. The visualization makes a difference in distinguishing key patterns, powerful creators, and future inquire about zones.

3.2 Data Analysis

The information utilized in this ponder were taken from google researcher. Google researcher, propelled in 2004 by the parent company google, may be a stage that gives get to to different logical distributions. According to Johannesson and Perjons (2021), google scholar allows users to search for reputable journals both nationally and internationally, and provides scientific information in PDF format that can be accessed for free by students and students.

According to Johannesson and Perjons (2021) emphasized that google scholar has sophisticated tools that are able to track, analyze, and visualize research results quickly. Features such as mapping research results by year, author, keywords, and publisher are very helpful in compiling a structured and comprehensive literature review. The most relevant search results always appear on the first page, ensuring that the most important research is easily found by users.

The most advantage of google researcher is the simple and free get to to a wide run of scholarly writing, which bolsters the wide spread of logical data. By giving different sorts of scholastic documents, google researcher makes a difference within the advancement of

investigate and instruction in different areas. This stage too makes a difference spare time and exertion in writing look, permitting analysts to center on information investigation and elucidation.

The information utilized in this study are articles distributed in logical diaries within the final 15 a long time from 2010 to 2024. Bibliometric examination was utilized to analyze the information with the vosviewer application. Bibliometric examination or writing survey gets to be a commonsense overview device to depict and summarize the past, recognize patterns and distinguish future potential. To classify and analyze the quickly developing number of distributions, the advancement of logical bibliometric investigation is simple and valuable (Molyneux 1986). Bibliometric investigation gives a structure for understanding current and extended inquire about and can frame a system of current and future mental connections (Swanson and Santamaria 2021). Bibliometric examination may be a good apparatus for appearing social information from a expansive number of articles (Brandes and Erlebach 2005) and makes a difference to demonstrate designs of likenesses and contrasts between literatures (Everitt et al. 2011).

3.3 Research Instruments

Publish or Perish is outlined to assist people or scholastics to discover and analyze the data sources required. In expansion, PoP (Publish or Perish) can moreover offer assistance select articles in online databases concurring to the quality of the article. This program is utilized to recover and analyze scholarly citations. So not as it were looking, PoP can moreover channel the quality of articles or data and after that show it in great metadata. Within the default PoP application, ready to recover from reference sources from expansive databases of articles or logical papers such as google researcher, scopus, web science, microsoft scholastic, PubMed (related to restorative subjects) and Crosref. In expansion, PoP moreover offers a extend of the number of articles we need. The range is between 50 articles to 1000 articles. Of course, the more articles we need, the more time it'll take to supply the diary articles we need. Fair by writing watchwords or creators, all diary articles will show up. This certainly makes it exceptionally simple for scholastics and understudies to discover dependable sources (Lambovska and Todorova 2021).

The vosviewer application, created by Leiden College within the Netherlands, is utilized to analyze national systems, diary systems and watchwords (Gao et al. 2018; Van Eck and Waltman 2010). The vosviewer application is able to classify, outline systems and visualize bibliometric data (Van Eck and Waltman 2010). The vosviewer application is able to clarify and characterize information boundaries, connections between inquire about boundaries

and regions of opportunity for future inquire about (Swanson and Santamaria 2021). The watchwords utilized to gather journals were “employee_performance_AND_motivation” within the areas of business, administration and bookkeeping. The search comes about from the catchphrases yielded 499 diaries.

4. Result

Agreeing to Chang and Zhang (2015) watchwords speak to the substance of the article and demonstrate the investigate region. Vosviewer may be a effective program that uses Natural Language Processing (NLP) to identify the foremost happening watchwords and to imagine the relationship between these watchwords. The catchphrases utilized in this ponder are “employee_performance_AND_motivation”. Sources are taken from the google researcher database utilizing the PoP (Publish or Perish) application. The year taken is the final 15 a long time from 2010 to 2024 within the database on Google Researcher and gotten 499 articles. The stages can be seen in Figure 1.

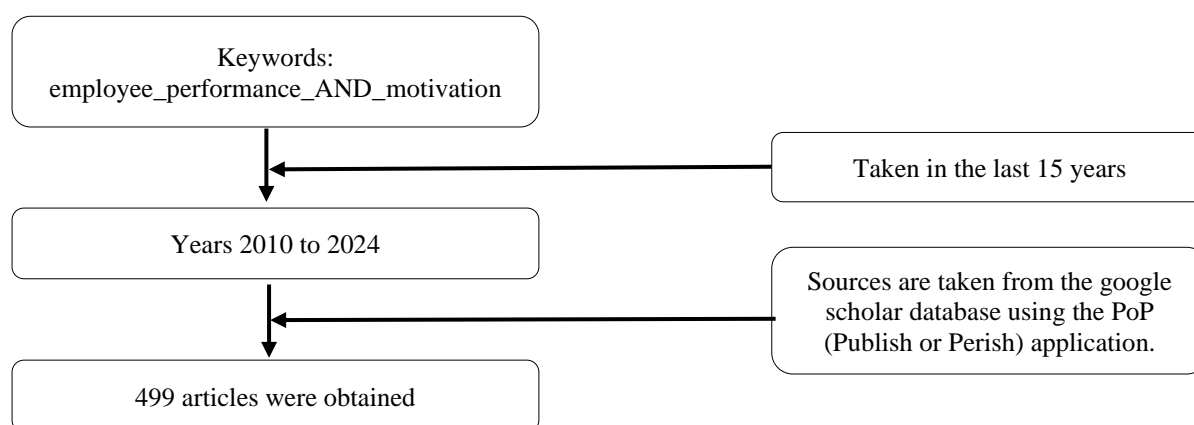


Figure 1. Literature search process with keywords from google scholar database

Co-occurrence watchword examination is one of the foremost compelling strategies to find rising patterns and streams of research and it could be a social and multidimensional marker (Leydesdorff and Hellsten 2006). The catchphrases given give an outline of the writing on the investigate subject and the analysis of creator watchwords related to “employee_performance_AND_Motivation” yielded 499 results. The foremost broadly utilized watchwords in this inquire about finding within the final 15 a long time can be seen in Figure 2.

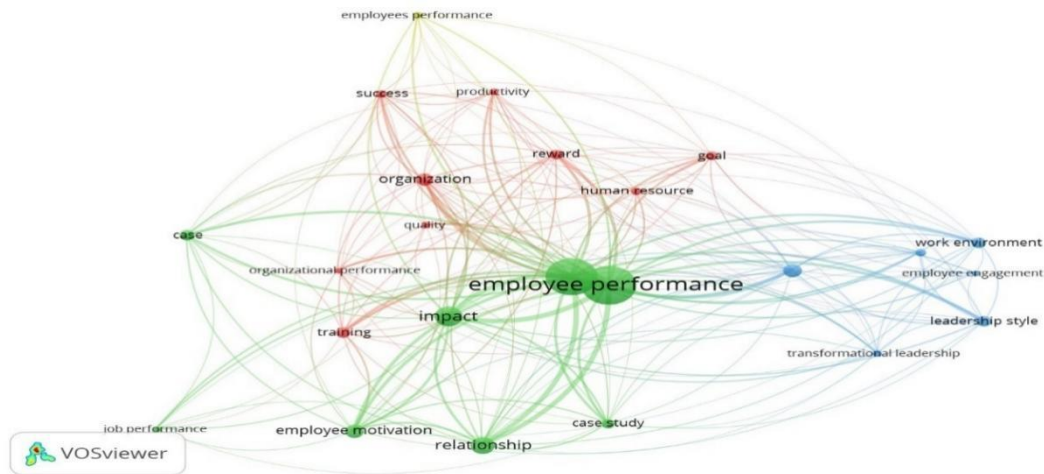


Figure 2 Keywords used in the last 15 years

Source: Data processed, 2024

The comes about from VosViewer created 4 clusters. These clusters were shaped by the computer program based on common connections between words within the test of articles analyzed. Another critical piece of prove is related to the connecting of words. A interface speaks to a association or relationship between two words. Joins can be measured by a quality esteem. The higher this quality esteem, the more grounded the connect. Interface quality can show the number of distributions in which two terms appear together or within the case of a interface the words that show up together (Van Eck and Waltman 2010).

Table 1 appears the relationship between words that have more co-occurrences in a test of 499 articles. Among those that stand out are worker execution, inspiration, affect and relationship. These are the words that have the most noteworthy weights with respect to event and connect quality.

Table 1. Words that have more co-occurrences

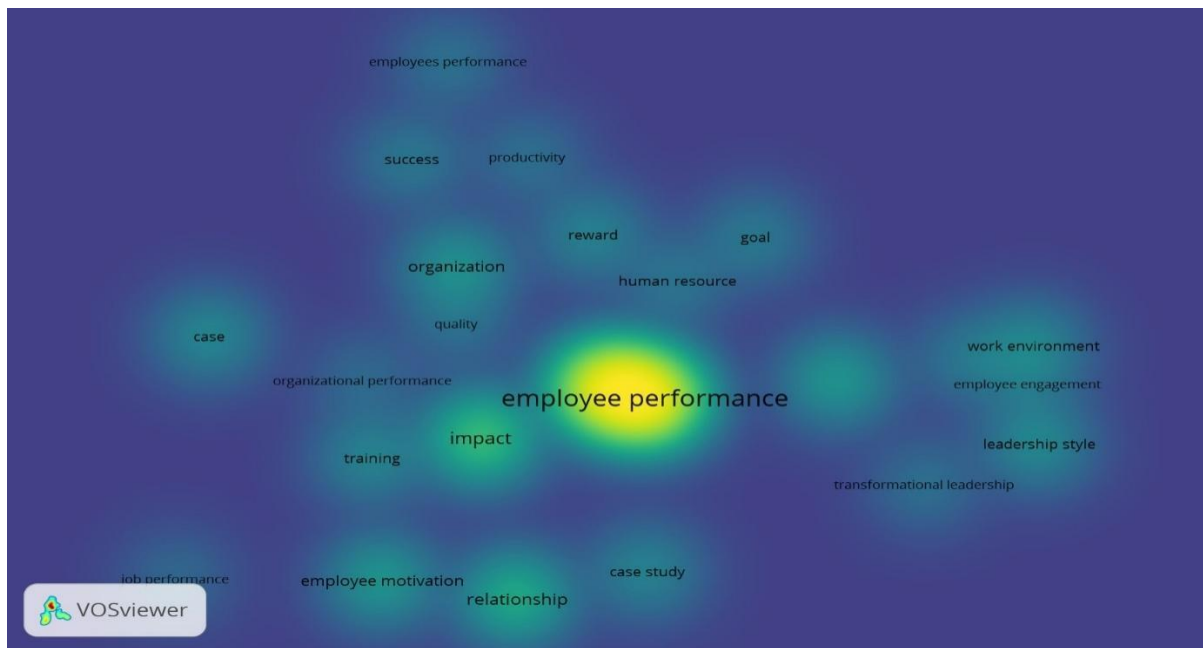
Source: Data processed, 2024

Words	Cluster	Weight <Occurrences>	Weight <Links>	Weight <Total Link Strength>
Employee performance	2	392	23	905
Motivation	2	358	23	865
Impact	2	109	22	319
Relationship	2	74	21	231
Employee motivation	2	46	17	153

Work motivation	3	45	20	125
Organization	1	41	20	118
Reward	1	26	18	100
Leadership style	3	32	16	98
Training	1	28	17	95
Case study	2	27	17	88
Case	2	30	15	87
Work environment	3	29	14	80
Success	1	18	16	64
Work discipline	3	17	16	59
Goal	1	19	18	58
Productivity	1	13	17	50
Transformational leadership	3	13	14	48
Employees performance	4	14	12	45
Organizational performance	1	10	15	43
Human resources	1	16	13	40
Quality	1	12	14	35
Job performance	2	9	10	33
Employee engagement	3	10	10	31

Based on Table 1 over, it can be seen that the information is gathered into 4 clusters. Cluster 1 is ruddy, cluster 2 is green, cluster 3 is blue and cluster 4 is yellow. From Table 1, it can also be seen that the words that appear in clusters 1 and 3 are related to the issue of motivation, while clusters 2 and 4 are related to the issue of employee performance.

Density visualization shows what keywords or fields are often used by previous researchers. The most interesting thing based on density visualization in this study is that some keywords in research such as organizational performance, human resources, quality, and job performance are still few. This may be an opportunity for future analysts to conduct inquire about in this field. Thickness visualization can be seen in Figure 3.



Gambar 3 Density visualization

Source: Data processed, 2024

Figure 4 shows the number of publications of the titles employee performance and motivation in Google Scholar from 2010 to 2024. In 2011 there were only three publications. The highest publication occurred in 2023 where there were 109 publications. Improving organizational performance can be a trigger for researchers to examine employee motivation and performance in an organization/company how organizations improve organizational performance. The number of distributions within the final 15 a long time can be seen in Figure 4.

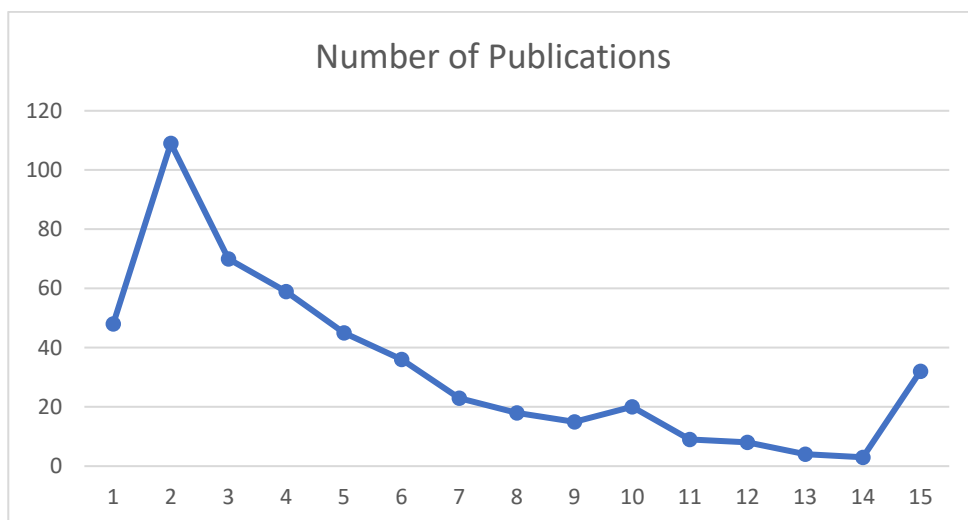


Figure 4 Number of publications in the last 15 years

Source: Data processed, 2024

Table 2 appears the number of distributions within the final 15 a long time and the number is calculated based on the rate of distributions furthermore the development rate of distributions. Growth did not occur from 2010 to 2011 and even decreased by 90.6 percent. In 2015 to 2016 and from 2023 to 2024 where it also decreased where 2015 to 2016 decreased by 25 percent and 2023 to 2024 decreased by 56 percent. But keep in mind that in 2014 the data was taken until May. It is possible that there will be an increase until December. The highest growth occurred in 2014 to 2015 where it experienced 122.2 percent growth. The growth rate has fluctuated in the last 15 years. The highest percentage in the last 15 years occurred in 2023 with 109 publications and the percentage was 21.80 percent. The number of distributions, rate and development rate within the final 15 a long time can be seen in Table 2.

Table 2 The number of distributions, rate and development rate within the final 15 a long time.

Source: Data processed, 2024

Years	Number of Publications	Percentage	Growth from previous years
2024*	48	9,6	-56,0
2023	109	21,8	55,7
2022	70	14,0	18,6
2021	59	11,8	31,1
2020	45	9,0	25,0
2019	36	7,2	56,5
2018	23	4,6	27,8
2017	18	3,6	20,0
2016	15	3,0	-25,0
2015	20	4,0	122,2
2014	9	1,8	12,5
2013	8	1,6	100,0
2012	4	0,8	33,3
2011	3	0,6	-90,6
2010	32	6,4	
Total	499	100	

Description:

* = Until May 2024

Academia.edu and Elsevier are the top publishers in the number of cites perauthor based on the most publishers over the last 15 years with 1290 owned by Academia.edu and 80 owned by Elsevier. These two publishers contributed 75.57 percent of the cites perauthor over the last 15 years. The top ten cites perauthor by publisher can be seen in Figure 5.

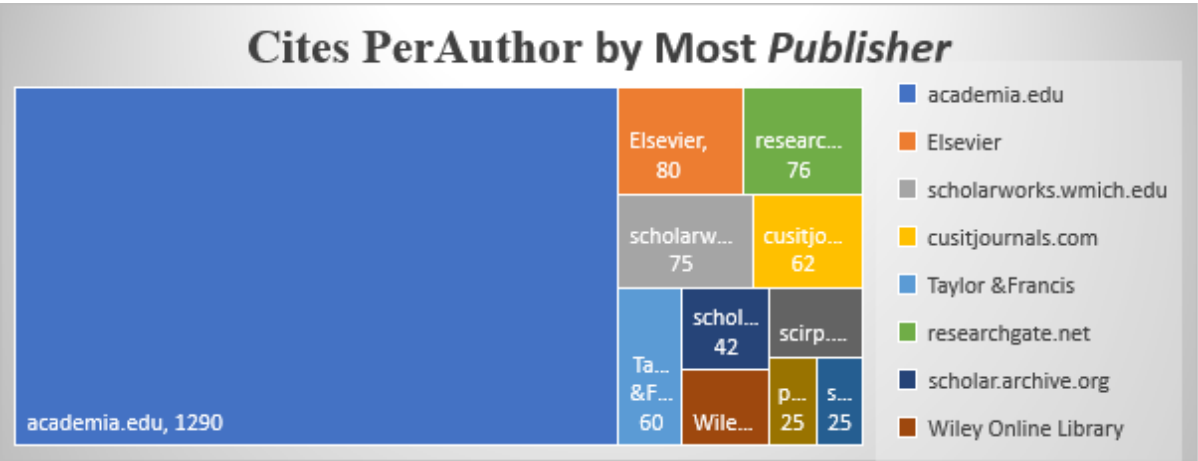


Figure 5 Cites perauthor by most publisher
Source: Data processed, 2024

Business Management and Strategy and Management Accounting are the top sources in the number of cites perauthor based on the most sources over the last 15 years with 758 belonging to Business Management and Strategy and 80 belonging to Management Accounting. These two sources contributed 63.68 percent of the cites perauthor over the last 15 years. The top ten cites perauthor by source can be seen in Figure 6.

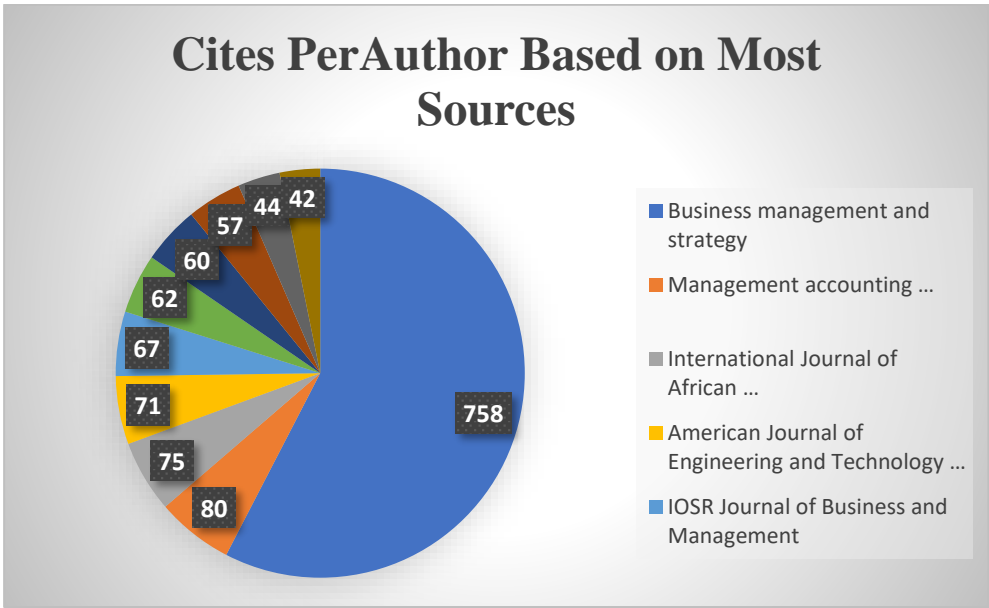


Figure 6 Cites perauthor by most sources
Source: Data processed, 2024

There are 924 authors who are connected to each other with the criteria of having at least 1 publication (Figure 7). The results show that there are 9 authors who have at least 1 publication that is interconnected with each other. The interesting thing is that the author on behalf of Qomariah N is the only author who is connected to 8 other authors. This means that Qomariah N is the center with his writings that are interconnected with 8 other authors. The number of distributions, rate and development rate within the final 15 a long time can be seen in Table 2.

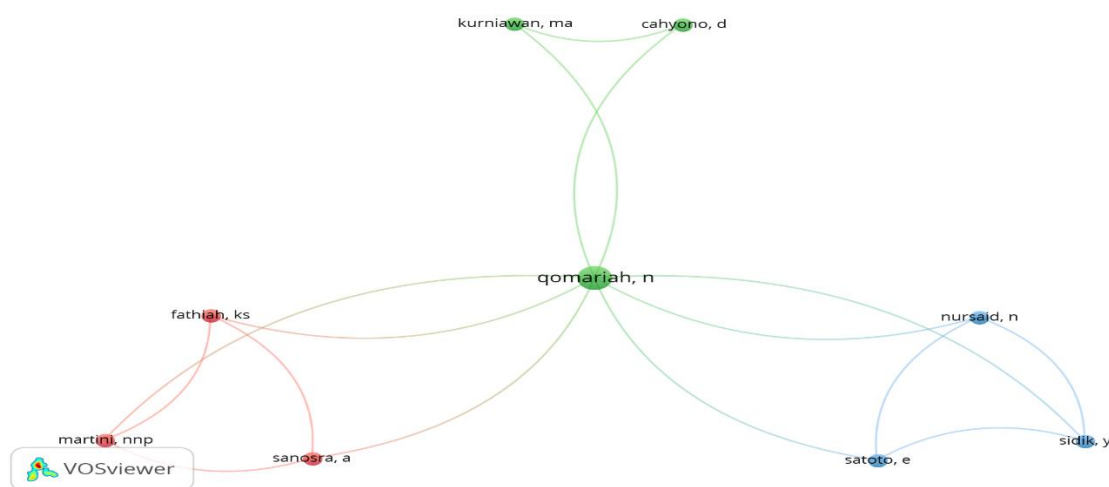


Figure 7 Authors

Source: Data processed, 2024

5. Discussion

Based on the research above, related to employee performance and motivation is the need for a lot of research in 2024. It can be seen from the explanation above that in 2024 there was a sharp decline from 2023 related to research on employee performance and motivation. Where the inspiration figure contains a exceptionally positive impact in making strides representative execution. Great inspiration can reinforce commitment and lead to progressed execution, whereas great execution can move forward organizational execution and lead to fulfillment. A few catchphrases prescribed for assist inquire about related to representative execution and inspiration incorporate: emolument, work life adjust and work environment. Fittingly given emolument, work life adjust and work environment can influence inspiration. On the off chance that recompense, work life adjust and work environment are given ideally

to workers, it can increase representative inspiration. In the event that worker inspiration increments, it'll make strides worker execution.

6. Conclusion, Implication, and Recommendation

The bibliometric investigation of representative execution and inspiration uncovered critical patterns in later investigate. The most noteworthy number of distributions was in 2023, reflecting the expanding scholarly intrigued in this range. Academia.edu developed as the driving stage for citations, demonstrating its part as a major donor to the dispersal of investigate in this field. The investigation moreover highlighted a few key inquire about holes, especially in zones such as emolument, work-life adjust, and work environment. Future investigate ought to center on these zones to extend our understanding of how they impact inspiration and, thus, representative execution. Organizations can advantage from actualizing methodologies that upgrade representative inspiration by centering on these variables, driving to moved forward execution and organizational results.

The most sources are owned by Business Management and Strategy with 758 sources. Some of the keywords with the top total link strength are employee performance, motivation, impact and relationship. The authors who connected to each other in this study totaled 9 people. Some of the keywords recommended for further research related to employee performance and motivation include: compensation, work life balance and work environment.

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