

Systematic Mapping Study (SMS): Psychological Contract, Financial Incentive, Employee Empowerment, Organizational Citizenship Behavior, Employee Engagement

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Abstract

The goal of this article is to review and conduct research in the “areas of psychological contracts, financial incentives, employee empowerment, organisational citizenship behaviour, and employee engagement”. The approach of this paper is based on an examination of previous reports, studies, and works on “psychological contracts, financial incentives, employee empowerment, organisational citizenship behaviour, and employee engagement”. Journals and articles can be found in a variety of databases, including “Scopus, Google Scholar, Science Direct, and Researchgate.com”. Data from 40 papers that are linked to this one was gathered and statistically evaluated using systematic mapping. This study looked into author gender, subject, geographic affiliation, number of published articles, research methodology, and authorship pattern. General The findings of this study demonstrate that the bulk of earlier studies on the subject have concentrated on the subjects that have been looked at, the methodology and paper type employed, and the long-term publishing pattern.

Keywords: Psychological Contract, Financial Incentive, Employee Empowerment, Organizational Citizenship Behaviour, Employee Engagement.

Introduction

The foundation of the “Systematic Mapping Study (SMS)” is the “Study Literature Review (SLR)”, which was first used in information technology research (Kitchenham. B, 2004). The goal of SLR research is to locate, assess, and interpret all pertinent literature sources that are connected to the developed research questions (“Kitchenham. B, 2004, 2007, Petersen et al., 2008, Barbosa and Alves, 2011, Banaeianjahromi & Smolander, 2016, Rizal, 2017”). The most frequent justifications for conducting an SLR are to: First, synthesise the body of information on the subject; Second, identify knowledge gaps and make recommendations for further research; And finally, in order to set the stage for future research initiatives (Kitchenham. B, 2004).

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To explain the many kinds of research activities that were done for this study, SMS was used. Instead of delving further into the research questions, SMS summarises the research and provides a research map (Petersen et al., 2008). To put it another way, texting can be thought of as a way to acquire an overview of a specific research subject (Kitchenham et al., 2011), as SMS research unearths extensive data (Brereton et al, 2007).

The main keyword must be defined first. The next step is to review research that has been published by a respectable source, such as Scopus. The authors of this study concentrated on the “psychological contracts, financial incentives, employee empowerment, and employee engagement”. The third is seeking out different keyword variations to employ during the search process. Banaeianjahromi and Smolander (2016) claim that the final stage employs a Boolean whose purpose is to create a single search string. In the third step, the researcher discovered that if the string combination was ("psychological contract" OR "financial incentive" OR "employee empowerment" OR "employee engagement"), the researcher obtained 3,712 results.

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Scopus Search Sources Lists SciVal UGM's Library Catalogue

3,712 document results

TITLE(("psychological contract" OR "financial incentive" OR "employee empowerment" OR "employee engagement"))

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Search within results...

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Access type

- Open Access (579)
- Other (3,133)

Year

- 2020 (212)
- 2019 (409)
- 2018 (351)
- 2017 (308)
- 2016 (249)

Documents Secondary documents Patents View Mendeley Data (1087)

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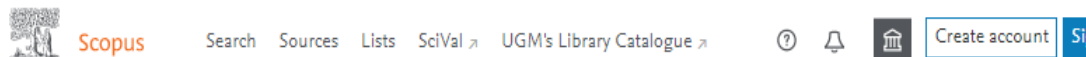
	Document title	Authors	Year	Source	Cited by
<input type="checkbox"/>	1 Unfolding deconstructive effects of negative shocks on psychological contract violation, organizational cynicism, and turnover intention	Yang, C., Chen, Y., Zhao Roy, X., Mattila, A.S.	2020	International Journal of Hospitality Management 89,102591	0
View abstract View at Publisher Related documents					
<input type="checkbox"/>	2 Impact of employer branding on employee engagement in BPO sector in India with the mediating effect of person-organisation fit	Chawla, P.	2020	International Journal of Human Capital and Information Technology Professionals 11(3), pp. 59-73	0

Figure 1. Search results on Scopus

Then eliminate articles that are not appropriate/relevant by filtering the search. The search algorithm becomes:

(TITLE (("psychological contract" OR "financial incentive" OR "employee empowerment" OR "employee engagement"))) AND ((private AND education) AND (school OR university)) Figure 2.

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148 document results

(TITLE(("psychological contract" OR "financial incentive" OR "employee empowerment" OR "employee engagement"))) AND ((private AND education) AND (school OR university))

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Analyze search results
Show all abstracts
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View cited by
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	Document title	Authors	Year	Source	Cited by
<input type="checkbox"/>	1 The role of strengthening leadership behaviour on the psychological contract in primary and secondary schools <i>Open Access</i>	Gökyer, N.	2020	South African Journal of Education 40(2),1728, pp. 1-13	0
View abstract v View at Publisher Related documents					
<input type="checkbox"/>	2 Impact of Organisational Culture and Employee Engagement on Career Success among Faculty members in Higher Education Institutions	Durai, K., Selvarani, M., Sakthivelrani, S., Sriram, V.P.	2020	Test Engineering and Management 83, pp. 14754-14762	0
View abstract v Related documents					

Search Results in Scopus

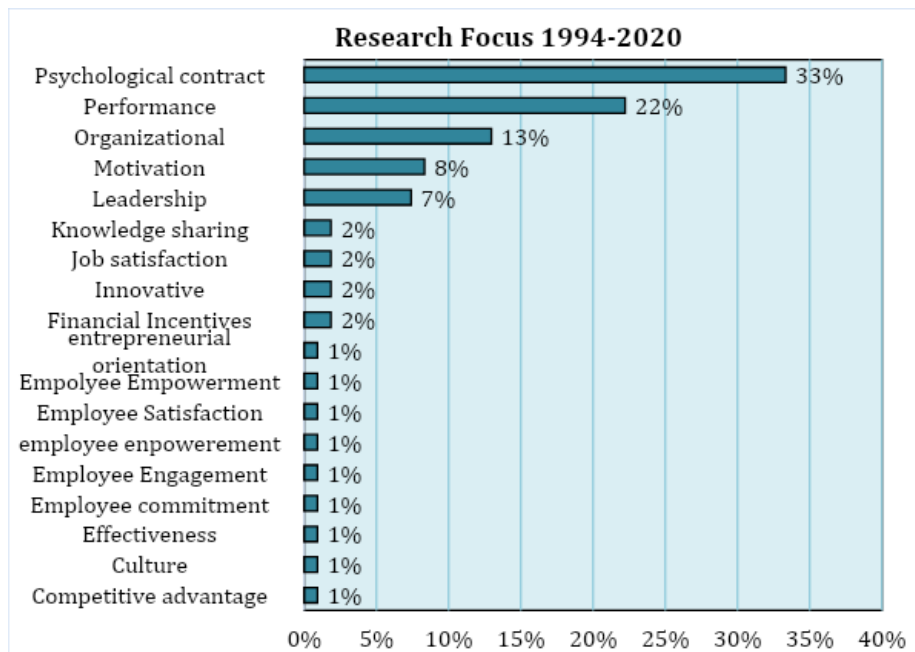
The findings of the articles totaled 148 then the researcher refined the results with the categories of journals, articles, in English, and obtained 127 journal articles. The final phase is to identify the categories of exclusion articles, also known as “exclusion criteria and inclusion articles”, which is one of the mapping studies tasks to omit irrelevant articles and incorporate relevant articles (“Petersen et al., 2008”).

In order to facilitate mapping, in this study, we developed “exclusion and inclusion criteria” (Table 1). The total number of papers with relevant findings or that met the inclusion criteria was 73. The researcher then classified findings before tabulating the data in Ms. Excel 2016. The findings of mapping based on research questions are the subject of the following discussion (RQ). Based on the mapping outcomes of 73 articles, categorised by Scopus's research emphasis, motives, paper type, country, years, and global research development.

Results of Systematic Mapping Study (SMS)

RQ1: Research focusTo.

answer RQ1, we classify 73 articles that have been classified with reference to Kitchenham (2007)The initial stage of classifying articles based on research topic areas (research focus) with topic findings covering categories: competitive advantage, culture, effectiveness, employee commitment, employee engagement, employee empowerment, employee satisfaction, employee empowerment, entrepreneurial orientation, financial incentives, innovative, job satisfaction , knowledge sharing, leadership, motivation, organizational, performance, and psychological contracts.



Picture. 3 *Research Focus*

Figure 3. is the percentage of the topics studied, the topics that were widely researched from 1994-2020 were research with a research focus on psychological contracts as much as 33%, Performance 22%, Organizational 13%, motivation 8%, and leadership as much as 7%. On the research topic Knowledge sharing, job satisfaction, innovation and financial incentives each has a percentage of 2%. Then on the research topic competitive advantage, culture, effectiveness, employee commitment, employee engagement, employee empowerment, employee satisfaction, employee empowerment, entrepreneurial orientation each has a percentage of 1%.

RQ2: Methodology and type of article (paper type)

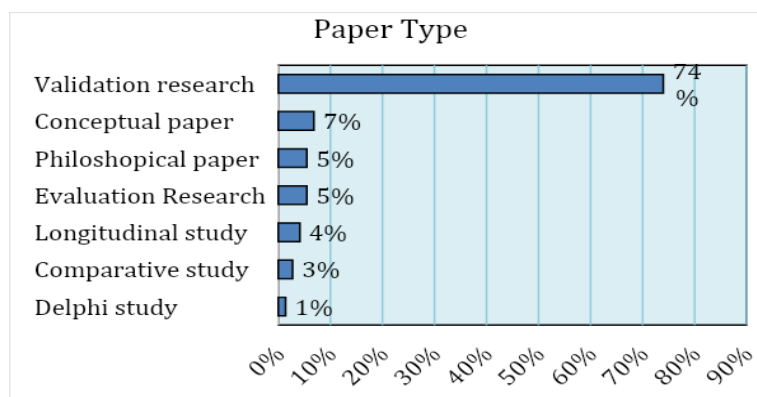
With a total of 73 research articles, prior researchers tended to utilise a quantitative technique approach, and 82% of their data came from search results in reliable scientific journals, which by their very nature are testing and assessing. A qualitative approach was employed in 17% of the research, followed by 1% using mixed methods (Figure 2).



Picture. 4 *Research method*

Articles are grouped according to the type of study they are, using data from Banaeianjahromi & Smolander's research (2016). The distribution of paper kinds depending on classification categories is seen in Figure 4 (“Banaeianjahromi & Smolander, 2016b, Petersen et al., 2008, Wieringa et al., 2006”). Based on the results of systematic mapping

(systematic mapping study), validation research is the category of research that is most frequently employed, accounting for 74% of all uses. With a total of 7%, research with a conceptual bent (conceptual papers) is the second most common genre.



Picture. 5 Type of article (Paper type)

Research with the type of philosophical paper is 5%, research that is evaluating in nature (evaluation research) is 5%, research that is longitudinal study is 4%, and research based on article types is a comparative study and Delphi study is the type of research that is the least researched, namely with a percentage of 3% and 1% respectively.

Previous research based on the aspect of the type of article (paper typeresearch psychological contract the current. “According to Wieringa et al. (2006), validation research is a new investigative method and has not been applied in practice (trial/observation)”. Currently, the majority of validation research discusses the topic of Psychological Contract with the following researchers:

Authors	Country	Research Focus	Paper Type
Gökyer (2020)	Turkey	Psychological contract	Validation research
Supramaniam et al. (2020)	Malaysia	Psychological contract	Validation research
by Stanway et al. (2020)	Australian	Psychological contract	Validation research
Budiasih & Rusmardiana (2020)	Indonesian	Psychological contract	Validation research
Caron et al. (2019)	Canada	Psychological contract	Validation research
Subramaniam & Sha (2019)	Malaysia	Psychological contract	Validation research
AL et al. (2019)	Jordan	Psychological contract	Validation research
ud et al. (2018)	China	Psychological contract	Validation research
Davis & Van der Heijden BIJ (2018)	China	Psychological contract	Validation research
Gerçeka et al. (2018)	Turkey	Psychological contract	Validation research
Erkutlu & Chafra (2016)	Turkey	Psychological contract	Validation research
Luu et al. (2016)	Vietnam	Psychological contract	Validation research
Azim et al. (2015)	Malaysia	Psychological contract	Validation research
Agarwal & Bhargava (2013)	India	Psychological contract	Validation research
Willem et al. (2010)	Belgium	Psychological contract	Validation research
Linde & Schalk (2008)	Netherlands	Psychological contract	Validation research
Fielden & Whitingy (2007)	United Kingdom	Psychological contract	Validation research
Vinessa et al. (2019)	South Africa	Psychological contract	Validation research
Alexandri et al. (2018)	Indonesia	Psychological contract	Validation research

The research topic of Psychological Contracts has been researched from 2007 to 2020. Based on the results of the SMS, the research position on the variable Psychological contracts is being debated critically and exploratively.

RQ3: What is the trend of publication from time to time?

Based on the mapping results, it was found that the countries that produced the most research or had published it on Scopus were India with a total of 16%, followed by the United States with 14%, Malaysia 11%, South Africa and Australia 7%, Turkey 5%, then Indonesia has the same 4% research distribution with the United Kingdom and China.

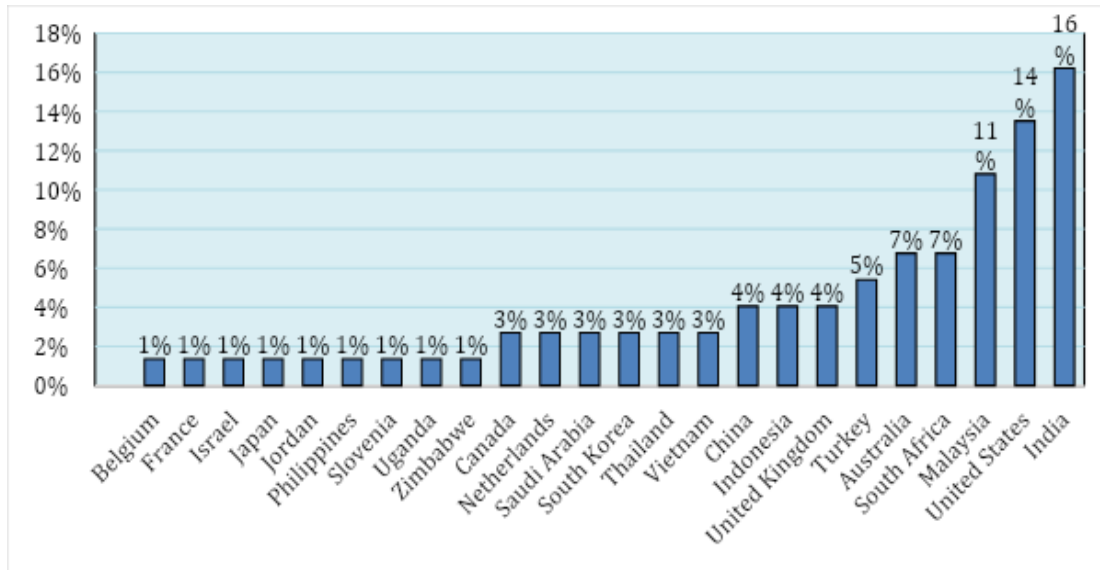


Figure 6. “Development of publications in each country”

Figure 6. is a trend of research published in electronic database media; Elsevier Ltd, Emerald Group Publishing Ltd., MDPI AG, Inderscience Publishers, John Wiley and Sons Inc., Routledge, Taylor and Francis Ltd., SAGE Publications Ltd, Scopus and others starting from 1994 to 2020.

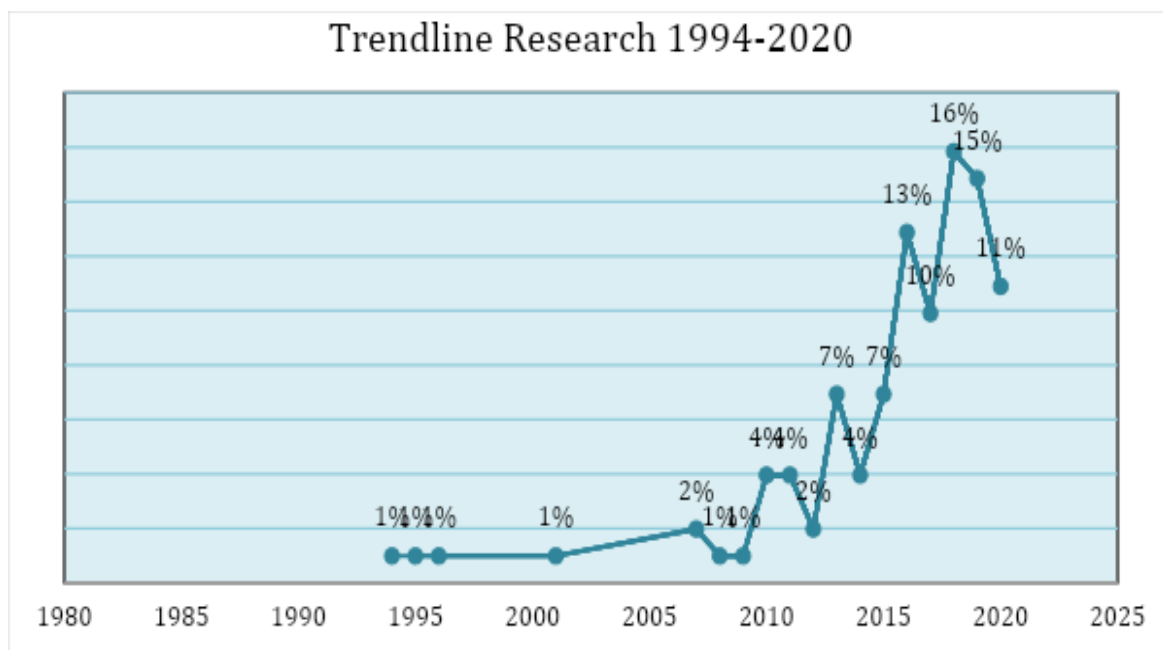


Fig. 7 Development Year-to-Year Publication

“It is a practical research method for identifying appropriate topics for research, as well as areas where more research is needed. The results of this study provide a guide to assist researchers in planning future research through the discovery of research gaps (Gaps)”.

Conclusions

Current State of the Art (SOTA) and Latest/Research Novelty (RN) Research Themes

Because it describes the most recent maps or advancements made to "today," compiling a State-of-the-art (SOTA) description is the first step in demonstrating the uniqueness of research discoveries. In the meantime, novelty is defined here as: the quantity of articles that have been published and the amount of research that has been done across numerous databases or scientific publications, and the fact that no other researcher has ever presented research results in "that" way (Purnomo, 2018).

Based on the mapping of 73 articles with a systematic mapping study process or known maps of the latest research results as shown in Figure 2.8. below:

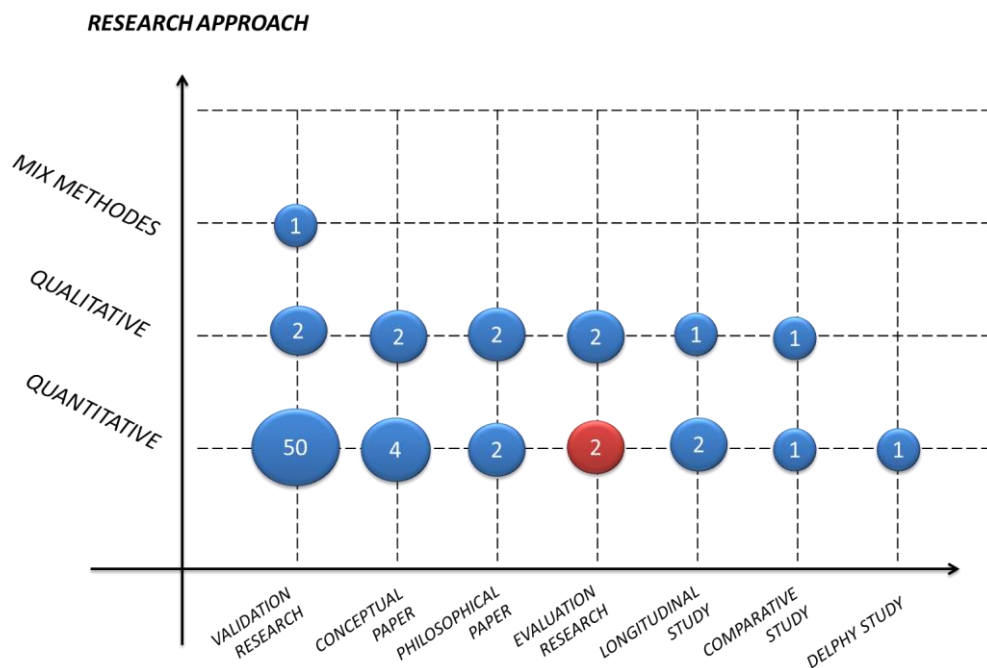


Figure.8 SOTA Research Results

“Figure.8. above also shows the red circle is the position of this research. Discussions on Psychological Contracts, Employee Empowerment, Financial Incentives, Organizational Citizenship Behavior (OCB) and Employee Engagement in Private Universities are at the meeting point between evaluation research and quantitative. Besides that, based on the diagram above and the previous SMS process, the potential for research novelty can be stated in the form of:

1. Examining leadership factors as factors that affect performance and not motivation such as employee engagement.
2. Tend to research with the psychological contract variable as the sole variable that influences other factors. Meanwhile, this study uses a joint psychology contract variable, employee empowerment variable, and financial incentive.
3. Using employee engagement as the variable sought in research is still rarely done.

4. Tend to use OCB as an independent variable and not as a moderating variable like this study.
5. Tend to use employee engagement as an independent variable and not a dependent variable.
6. This study uses a unit of analysis for lecturers and educational staff at private universities.
7. The selection of variables studied is more comprehensive and the dimensions and indicators explored reflect the real conditions that occur directly experienced by employees, in this case the lecturers.”

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