Organizational Effectiveness: Bibliometric Analysis

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Abstract

Purpose - This study aims to identify and analyze trends in the publication of articles on the Journal of Organizational Effectiveness

Design/methodology/approach - The research design uses the Bibliometric analysis method. Data collection was obtained from the Google Scholar database because it is the largest database with the period category during the 2016-2022 period. In data mapping, researchers use vosviewer with article categories and organizational effectiveness keywords

Findings and Discussion – The results of the VosViewer analysis show that there are 25 items related to organizational effectiveness with 7 research clusters, 162 links and 820 link strengths. Research on organizational effectiveness is closely related, among others, to performance, organizational goals, organizational culture

Keywords - Organizational Effectiveness, Bibliometric Analysis

Introduction

What is happening in the field today are publishers in scientific research both indexed by the international index (Scopus) and other journal indexes. The publication of scientific research illustrates the development of repertoire in a field of study. In treasury research in the field of study in scientific research, you can use this bibliometric technique. The function of the bibliometrics is as an assessment tool to assess research, procedural policies before making decisions and conducting research. According to Noyons, there are four scopes of bibliometrics.

One of its applications is in knowledge mapping (mapping science) which functions as a scientific communication tool, looking at future knowledge developments and a tool in making research policies (Noyons, 1999). Bibliometry using the implementation of knowledge mapping is very important to use in research policy making considering that knowledge expands so quickly and disciplinary boundaries begin to disappear (Moed, 1989; Noyons, 1999). The bibliometric technique is a scientific communication tool and is used to measure quality and quality in scientific publications,

The increasing quantity of scientific literature and the ease of obtaining information is due to the support of broad scientific developments. The increased productivity of scientists in carrying out research is due to the greatest role of science, from the existence of knowledge scientists are trying more and more new things in research and increasing innovation, encouraging the publication of scientific communication media that communicates the results of these scientific activities. This communication media is diverse, and there are several types, namely scientific books or magazines the increasing intensity of scientific communication and the development of science, increasing collaboration between scientists in producing joint work. In scientific communication, the same work between more than one person and/or institution to produce the same work is called collaboration. Collaborative study is one of the bibliometric methods, which aims to provide an overview of how to measure and analyze recorded communication processes.

Bibliometrics is a recorded communication of statistical and mathematical method systems to books and other media (Prithchard, 1969) or a quantitative study of the literature described in the bibliography (White and McCain, 1989). Bibliometric studies are the application of the sociology of science (Wallace, 1987). Aside from being an application of the sociology of science, bibliometric studies are also used for citation analysis to examine the quality of individual publications, leading researchers and the authority of research institutions (Lawani, 1981). Another application in bibliometric studies is collaborative research. In this study, what is studied is organizational effectiveness. In SP Hasibuan's Malayu book, (2014), there is a quote from the definition of organization as follows. Louis A. Allen: "Organization is a process of determining and grouping work to be done, assigning and delegating authority and responsibility with the intention of enabling people to work together effectively in achieving goals" Organizationwill be more effective if all resources both human resources, physical resources, financial and information play an active, productive role in achieving an organizational goal.

Actually the concept of effectiveness is a concept that includes internal and external factors of the organization. This concept has not shared the views of experts, this is due to different points of view with different disciplinary approaches, There produces a way that is not the same anyway. Effectiveness is an achievement of activities in accordance with what has been planned. A job that has been done by someone can certainly support to achieve the goalin groups. The definition of Liang G (2000) and Hadi (2022), Hadi et al. (2023) states that effectiveness is a state or human ability to provide the desired use. The benchmark

for monitoring the extent to which an organization is successful is organizational effectiveness.

Methods

In answering the research questions, we used a bibliometric method and reviewed the literature related to organizational effectiveness. We got the data source for bibliometrics through the Google Scholar database because it is the largest database. In data mapping, we use vosviewer (van Eck & Waltman, 2010). Xie et al. (2020) The results of mapping data will be reviewed and compared with mapping data from other journals. Bibliometric analysis helps in outlining and mapping scientific research with established themes. Journalized research data is very large in volume and requires time to be mapped manually. Bibliometric analysis aims to help create an overall picture of a particular theme, show the interrelationships between published journals, and generate ideas for further research (Bayu et al., 2020). Thus bibliometric analysis makes it easier for researchers to describe large data (Donthu et al., 2021). A bibliometric first step can help the researcher to see gaps in previous research themes.

Results and Discussion

The search was carried out on the Google Scholar database, on December 11, 2022. In the search terms for all titles, abstracts, and keywords, the word "organizational effectiveness" was written. The filter used is the document year range from 2016 to 2022. The filter is taken within six years to ensure the novelty of the theme examined in the published document.

Table 1 Words that often appear

	occurrences	relevance score
Organizationa	463	0.0655
organizational effectiveness	129	0.084
employee	60	0.2173
organizational	49	0.1167
organizational goals	47	0.1164
Organizational culture	41	0.1707
Performance	40	0.2744
System	39	0.1501
Indonesia	32	0.225
	31	0.1719

Table 2 Number of Clusters

Clusters	Color	Element
1	Red	Organizational culture, organizational effectiveness, leadership, job satisfaction, organizational citizenship, influence of organizational culture
2	Green	Indonesia, work, employee, company

3	Blue	Work effectiveness, fraud, organization, company
4	Light green	System effectiveness, management, employees
5	Purple	Organizational performance, money, public sector
6	Tosca	Organizational citizenship behavior, HR, organizational goals
7	Orange	Organizational effectiveness, performance

In Table 1 and 2, the results of the VosViewer analysis show that there are 25 items related to organizational effectiveness with 7 research clusters, 162 links and 820 link strengths.
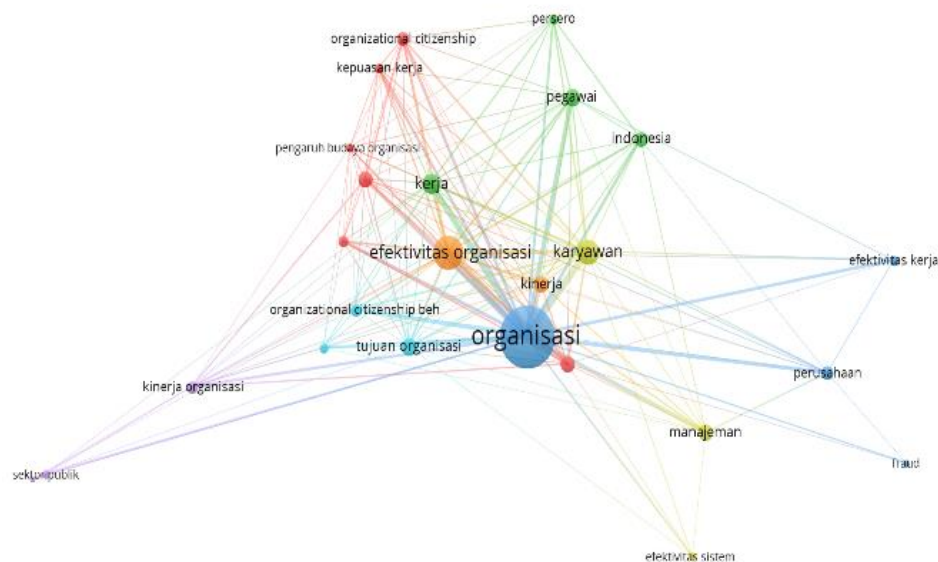

Figure 1 Network Visualization on the GS database

In Figure 1 and 2 are found that the most research conducted to date is about organization when compared to organizational effectiveness. The organization is connected with several items including organizational effectiveness, employees, organizational performance, organizational culture, management and company. Research on organizational effectiveness is closely related, among others, to performance, organizational goals, organizational culture. Research related to organizational performance is still very little, as well as fraud, job satisfaction, work effectiveness and goals within the organization.
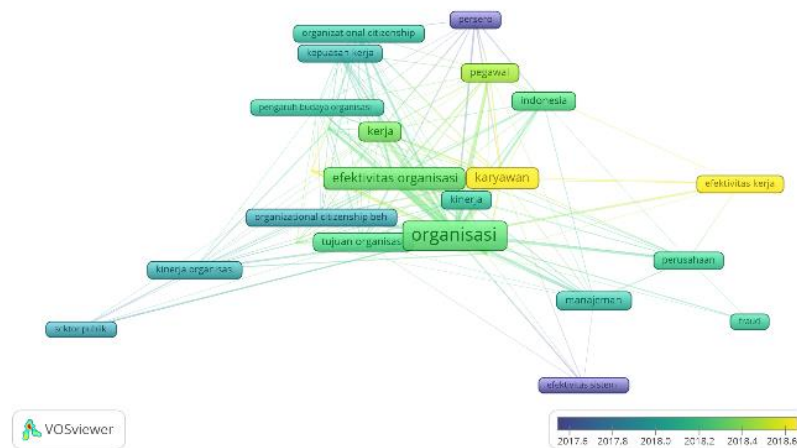
Figure 2 Overlay Visualization on the GS database

Research trends can be seen in the results of the map above, the oldest being Persero and system effectiveness in 2017 and the latest is about work effectiveness, employees and leadership even though this research has been around since late 2018.
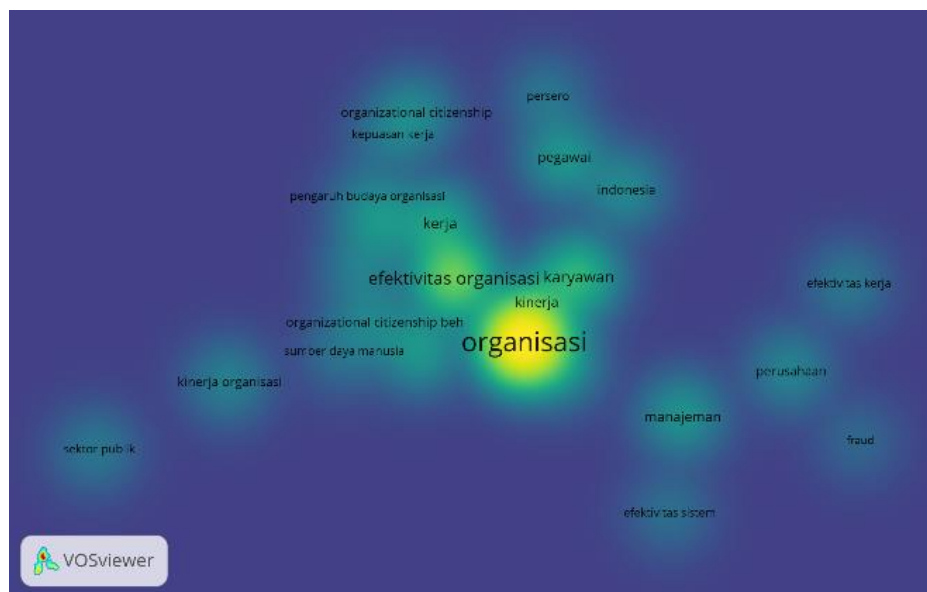

Figure 3 Density Visualization in the GS database

In Figure 3 above it can be explained that organizational effectiveness is the most widely conducted research after organization. So researchers do more research on organizations, and for topics such as performance, organizational culture, management, employees, not much has been done. Research topics that have not received attention are about fraud, job satisfaction and leadership.

In Leadership Research (SL) for five years (2017-2021). In 2017, the most published documents were 47. In 2018, it decreased by almost half, namely 29 units. In the following two years, there was an increase in writing by 39. In 2021, only 33

documents appeared. On average, 36 SL articles are published every year. Within five years, eleven countries appeared as sources of writers. The United States occupies the first position with 37 documents. Followed by Indonesia as the second country with 29 articles. The third and fourth positions are filled by China (21) and South Korea (11). Then sequentially filled in by India with 10 documents, Pakistan with 9 documents, Britain, Turkey and Israel with 7 documents. The second to last place was filled by Australia and Belgium, with 6 documents each.

Regarding the types of published documents, Scopus analysis shows that SL research is published in eight types (see table 3), namely articles, book chapters, reviews, notes, conference papers, books, editorials, and corrections. The number of articles published in the journal is 143, and the smallest error is 1.

Table 3. The types of published documents

Publication	Total
Article	143
Book chapter	16
Overview	9
Notes	5
Conference paper	4
Book	2
Planning title	2
Error	1

Table 4, 10 top articles data analysis

GSRank	Authors	title	year
1	B Julianto, TYA Carnarez	Factors influencing professional organizations: leadership, effective communication, performance, and organizational effectiveness	2021
2	M Rizki na	The effect of the effectiveness of collection of land and building rights acquisition fees (BPHTB) on regional original revenues with a number	2019
3	MAM Prasetyo, k Anwar	Characteristics of interpersonal communication and its relevance to transfornational leadership	2021
4	M Noorhani	ORGANIZATIONAL EFFECTIVENESS OF KOMUNG VILLAGE, BANJAR BARU CITY IN IMPLEMENTING GOVERNMENT REGULATION NUMBER 96	2017
5	I Erawati, M Darwis, M Nasrullah	The effectiveness of employee performance at the office of Pallangga sub-district, Gowa regency	2017
6	CEF Maun	The effectiveness of direct village fund cash assistance for the poor affected by Covid-19 in Talaitad village, Suluun Tareren sub-district	2020
7	F Rahmi, B Riyono	The effect of job characteristics on organizational citizenship behavior mediated by the values of the quality of work life	2016

8	MA Firmansyah, NW Ramadhani	The influence of the work environment and organizational culture on the work effectiveness of production employees at PT. Assorted Jasuma plastic Surabaya	2018
9	MR Syafari, T Azwari	The effectiveness of empowering fishery product processing groups in the city of Banjarmasin	2020
10	A Lestari	The influence of participatory leadership and organizational commitment on the effectiveness of implementing strategic plans at madrasah aliyah in	2016

Researchers try to present the 10 top articles. The bibliometric mapping resulted in an article by B Julianto at the top with the title Factors Influencing Professional Organizations: Leadership, Effective Communication, Performance, and Organizational Effectiveness. The top five authors, in table 2, serve as references for other authors. This can be seen from the number of citations in table 2. The top three names in citations by others are B Julianto and Tya Carnarez, M Rizkina, MAM Prasetyo and K Anwar.

The results of the analysis show that the keyword "organizational effectiveness" is the main theme after the most common in several journals and most countries, namely organization. Matters that influence organizational keywords are organizational effectiveness, employees, performance, organizational goals and organizational culture. The keywords for organizational effectiveness are the organization itself, with keywords for employees namely company, organization and organizational effectiveness, with keywords for organizational goals namely the organization itself and organizational effectiveness.

Conclusion

The results of the analysis show that the keyword "organizational effectiveness" is the main theme after the most common in several journals and most countries, namely organization. Matters that influence organizational keywords are organizational effectiveness, employees, performance, organizational goals and organizational culture. The keywords for organizational effectiveness are the organization itself, with keywords for employees namely company, organization and organizational effectiveness, with keywords for organizational goals namely the organization itself and organizational effectiveness

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