

TEAM PRODUCTIVITY AND TEAM WORK: BIBLIOMETRIC ANALYSIS

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| INFO ARTIKEL | ABSTRACT |
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| Diterima 23 April 2022 Direvisi 17 Mei 2022 Disetujui 20 Mei 2022 | It should be realized together that to develop Human Resources every organization has limitations. Therefore, it is necessary to involve other parties in the process of developing Human Resources. It is through this way that team productivity and teamwork are needed. The bibliometric literature method uses a systematic and detailed approach. This study aims to analyze the sources of literature related to keyword "team productivity "OR" team work "OR" team effectiveness "OR" team performance". In this study using bibliometric analysis published as many as 51 in journals or in proceedings and indexed in the scope of the time duration used 2017-2021, this provides an overview of the development of further research that will be used in companies, especially work teams in increasing productivity, team work, providing some information can be developed research with team work and team productivity. |
| Keywords: team productivity; work team, bibliometric analysis | |

Introduction

Human resources have a very important position considering that organizational performance is strongly influenced by the quality of its human resources. Performance is an outcome to be achieved by every organization, both government and private organizations. In the current era, a competitive human resource (HR) capability is needed, because the emerging globalization is global competition, global business, global companies, and global organizations. These changes have good adaptability and accommodation from some people in having an interest in the current impact of globalization (Iskandar, 2018)

One of the most important aspects for the company is productivity, because in the face of corporate competition, it maintains maximum strategic and financial performance to achieve the desired goals and fulfill the stakeholder value proportion (Prabawa & Supartha, 2017). The productivity of an

institution can be improved through the support of human resource management to motivate employees to work more productively. However, in some companies, the low productivity of human resources can be seen from the lower working hours compared to other countries and the ability to produce quality products. In achieving company productivity, leaders must be able to carry out their duties and functions by motivating employees to maintain good communication between superiors and subordinates.

High employee productivity can be obtained if employees have the drive to increase their ability to increase work productivity, with these abilities the company will be able to carry out its goals effectively and efficiently (Huzain, 2015). With this concept, it can be realized by reflecting on a team work which is a group work for a common goal, an effective team is a work team whose members must be able to work

together to achieve the goals they want to achieve and have confidence in the abilities of their colleagues (Burn, 2003). To obtain good decisions teamwork is needed, to obtain effective decisions. The emergence of teams in the organizational structure is controlled by two factors. First, team often offer better and more information resources than individuals. Productivity is an ability to achieve certain tasks in accordance with established standards, for example accuracy, completeness, costs and duration of work. For example, employee productivity can be viewed in terms of the efficiency of employees in completing their tasks

It should be realized together that to develop Human Resources every organization has limitations. Therefore, it is necessary to involve other parties in the process of developing Human Resources. It is through this way that team productivity and teamwork are needed. From this understanding, it can be concluded that to achieve effective performance requires a motivation and encouragement from superiors as well as good teamwork, so that it can change the attitudes, knowledge, or skills of employees. Therefore, the productivity Teamwork and teamwork is a very important subject because it is functionally considered to be related to the performance of human resources through improving employee performance.

Where the benefits obtained by employees are an increase in abilities, skills and can form a strong team in an organization, while the overall benefits are increasing the company's work productivity.

This study aims to provide a broad overview of the topic "Team Productivity and Team Work" during the period 2020-2021

using bibliometric analysis techniques. The specific purpose is to identify the following questions in the study of the topic "Team Productivity and Team Work"

1. What is the impact of research productivity on this topic?
2. What is the effect of teamwork in this study?
3. What are the popular keywords related to this research topic and have they evolved/changed over the last five years?
4. Which top publications contributed to this research topic?

The results of this study are important for academics, researchers and professionals in the field of management science, especially employees and companies who want to have good team productivity and teamwork to work in the company, so that the company will get good feedback for the long term and productive employees. in work. Researchers can find a basis for reference in further research. In order to achieve this research, you can use analysis using bibliometric analysis with the help of software wateriewer to present a visualization of the results of data analysis from related articles found in the literature process (Van Eck & Waltman, 2010).

Method

The bibliometric literature method uses a systematic and detailed approach. The bibliometric literature method is also a method for mapping thoughts that are focused on the boundaries of knowledge (Garza-Reyes, 2015). This study uses a five-step method that researchers use from the findings of Setyaningsih et al. (2018) and Tranfield et al. (2003). As described in Figure 1 below.

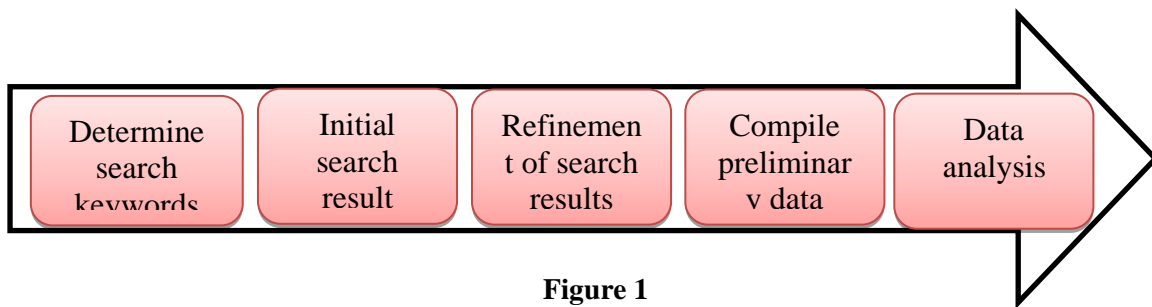


Figure 1
Five-Step Method

1. Determine Search Keywords

The keyword that the researcher uses in compiling articles is "team" productivity "OR" team work "OR" team effectiveness "OR" team performance" The search was conducted in March 2022 on the Scopus database which is the most authentic and high-quality reference in the research topic area (Bass et al., 2020).

2. Initial Search Results

From the results of this study to search for items only focusing on the journal entitled " Team Productivity and Team Work" which was obtained from CSV data processed using Vosviewer, the aim was to obtain information related to the journal or article as stated in the title. on. The journal search process used is specifically for "journals" and Proceedings, only the key word is the title "and the year "2017-2021", a total of 51 journals were obtained in the search, (Mustapha et al., 2021).

3. Refinement of Search Results

The results of articles that meet the right criteria will be indexed into the Scopus database, aiming to select good and correct data that is in accordance with the journal theme in the discussion later to obtain optimal improvement results can be done by inputting into Microsoft word which is reproduced CSV file for further analysis (Karakus et al., 2019), (Goksu, 2021).

4. Compile Preliminary Data Statistics

The data obtained will be saved as CSV. At the initial stage, the contents of the journal and the completeness of the proceedings (volume, pages, year of publisher, number, etc.). Checked and checked, if there is incomplete data, the researcher adds information data. Data analysis is intended to categorize the year, source of publication of the publisher (Churiyah et al., 2022).

5. Data Analysis

Vosviewer is intended to analyze data and describe or complete in the form of a bibliometric network. Vosviewer is used because it is able to manage data productively with a large data capacity and is able to provide productive analysis, visualization and investigation (van Eck & Waltman, 2010) . Vosviewer can create publication maps, author maps, journal maps based on the Shared network (Hudha et al., 2020).

Results and Discussion

This study aims to analyze the sources of literature related to keyword "team productivity "OR" team work "OR" team effectiveness "OR" team performance". Literature sources were obtained from Scopus indexed journal publications and proceedings during the period 2019-2021 which were in English. There were three aspects analyzed, namely: co-authorship, co-occurrence, and citation. Through bibliometric analysis of literature studies that have been carried out

carried out using the help of VOSviewer software, the results are as described in the points below. For each presentation of co-authorship, co-occurrence, and citation meta data, the researcher uses the minimum number of occurrences of 1, due to the lack

of literature sources obtained in the research area of use. Team Productivity and Team Work.

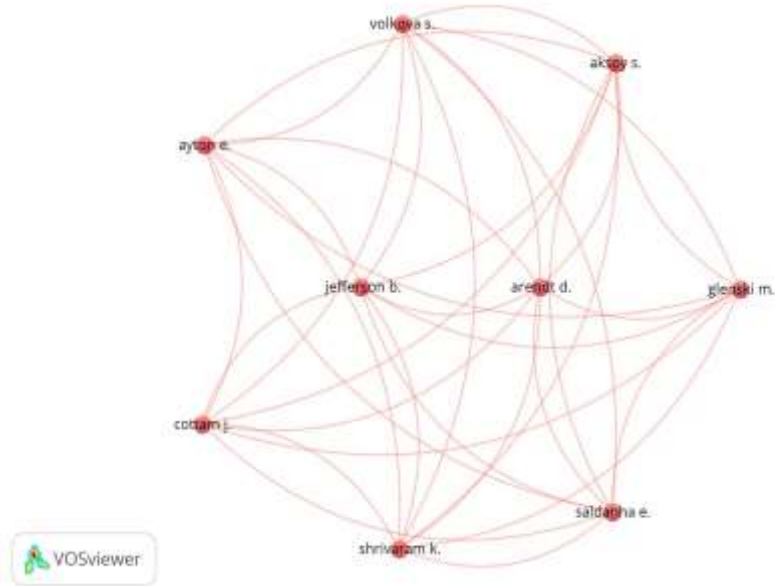


Figure 2
Network Visualization of Co-Authorship Metadata (Name)

In Figure 2, it can be seen that there are nine clusters of nine authors with the topic of the research criteria being analyzed. In this study, each network has a bond that is

connected between researchers with one another. However, in this study, it can be seen that the network is still not much researched on this topic.

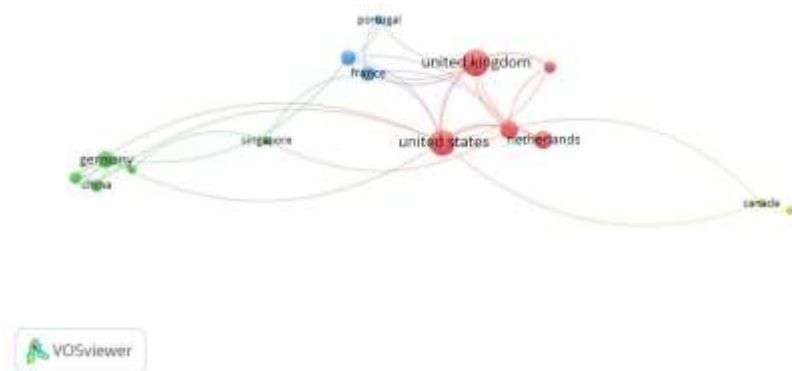


Figure 3
Network Visualization of Co-Authorship Metadata (Author Country)

Based on Figure 3, it can be seen that the majority of the authors in the study subject of team productivity and teamwork, who come from foreign countries, for Indonesia, there are still no researchers who

have researched this research topic before, it is hoped that many future researchers will come from Indonesia, in order to get good research from local country.

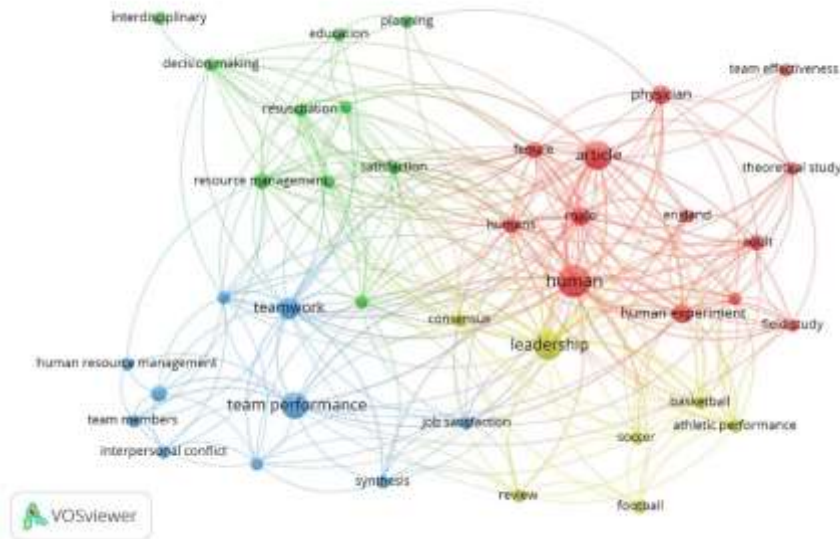


Figure 4
Network Visualization of Co-Accurance Metadata (Keywords)

The keywords in research on the use of team productivity and teamwork vary widely. It can be seen from the picture above that this research has the same continuity between objects with one another. For example, the

blue group clearly shows that the keyword has the same team and team productivity in producing good teamwork between members with each other.

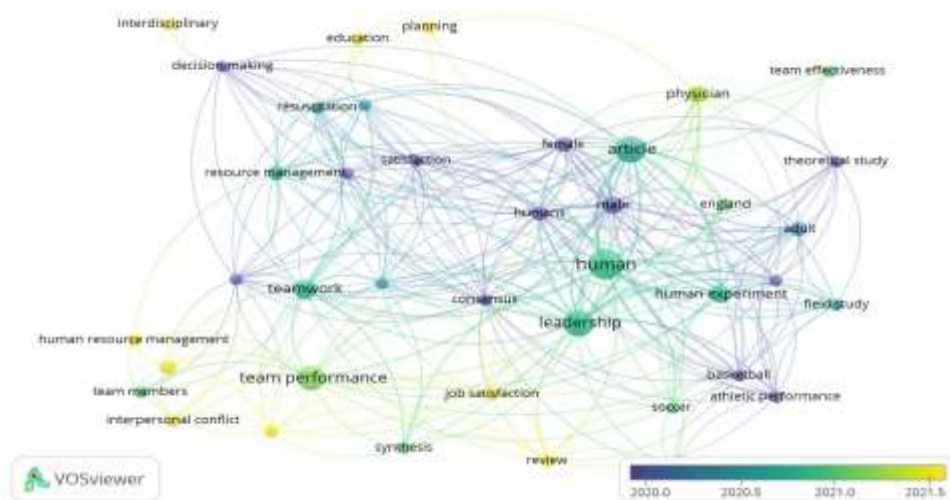


Figure 5
Overlay Visualization of Co-Accurance Metadata (Keywords)

It can be seen in Figure 5. It can be seen that in a year there are various keyword developments, where the more yellow clusters, the more recent searches are examined. And vice versa if the blue cluster is getting older on the keywords, the longer the research used in the research. In the current unstable condition due to the COVID-19 pandemic, it provides a less than optimal impact in several aspects of life, including in this study. So the number of keyword changes in a year made by the researchers.

a. Citation

An analysis of this research related to the most citations for this topic, namely team work and team productivity, in order to

find out which journals provide insight into the field of this research. It can be seen from the number of studies in the previous analysis from foreign countries. It means that no one has researched this topic before in Indonesia, and very few have contributed to the top 9 journals or articles. This can be used as a reference for improvement for research for the Indonesian state in order to produce a very large opportunity for researching this matter. The following are the top 9 cited articles, which are as follows:

**Table 1
Top 9 Cited Articles**

| No. | Publication Year | Author | Title | Journal | Cites | Publisher |
|-----|------------------|--|--|--|-------|---|
| 1 | 2022 | Muscat, Birgit Anand., Amitabh Contessotto.Christine Tan., Adrian Heng Tsai Park., Guihyun | Team familiarity—Boon for routines, bane for innovation? A review and future research agenda | Team familiarity—Boon for routines, bane for innovation? A review and future research agenda | 1 | Elsevier Ltd |
| 2 | 2022 | Pazos ., Pilar Perez-Lopez, Maria Carma Gonzales-Lopez, Maria Jose | Examining teamwork competencies and team performance in experiential entrepreneurship education: emergent intragroup conflict as a learning triggering event | Teamwork competencies and team performance e | 1 | Emerald Group Holdings Ltd. |
| 3 | 2021 | Morales-Trujillo, ME Galster, M. Gilson, F. Mathews, M. | A Three-Year Study on Peer Evaluation in a Software Engineering Project Course | Journal of Organizationabehavior | 14 | Zhiqiang Liu, School of Management |
| 4 | 2021 | Mirza, Faisal Mehmood Rizvi, Syed Badr-UI-Husna. Bergland, Olvar | Service quality, technical efficiency and total factor productivity | IEE Trans Education | 1 | Institute of Electrical and Electronics Engineers |

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|---|------|---|---|-------------------------------|---|--|
| | | | growth in Pakistan's post-reform electricity distribution companies | | | Inc. |
| 5 | 2021 | Connor, M. Beato, M. O'Neil, M. | Adaptive Athlete Training Plan Generation: An intelligent control systems approach | J.Sci.Med. Sport | 4 | Elsevier Ltd |
| 6 | 2022 | Masek, M. Lam, CP Kelly, L. Wong, M. | Discovering optimal strategy in tactical combat scenarios through the evolution of behavior trees | Annals of Operations Research | 5 | Publisher: Springer |
| 7 | 2019 | Mascareno, J. Rietzschel, E. Wisse, B. | Envisioning innovation: Does visionary leadership engender team innovative performance through goal alignment? | Create. Innov. Manage. | 4 | Publisher: Life Science Publishing Co. Ltd |
| 8 | 2017 | Yuans, Y. Van Knippenberg, D. | Leader Network Centrality and Team Performance: Team Size as Moderator and Collaboration as Mediator | J. Bus. Psychol. | 2 | Journal of Business and Psychology |
| 9 | 2021 | Homan, AC Van Kleef, GA | Effect of process writing approach combined with video-based mobile learning on Indonesian EFL learners' writing skill across creativity levels | Small Group Res. | 6 | Publisher: SAGE Publications Inc. |

It can be seen from Table 1 It is known that the top 9 cited articles that are dominant in this study are the first (Muskat et al., 2022b), which discusses team intimacy in organizations to obtain effectiveness, antecedents, results and theoretical basis. The search provides the view that to increase team

productivity and teamwork requires a strong strategic foundation in an organization, one of which is caring between work teams to gain productivity at work.

As for the research that discusses that teamwork is less influential for some organizations, because there are some teams it

will certainly encourage the team when they are assigned to certain types of work from the company. Where in determining the decision must be considered beforehand and the goals that support team work (Delarue & Gryp, 2003). Meanwhile, according to (Muskat et al., 2022b), that human resources which refers to teamwork is very important for a company.

Result and Discussion

In research in this field, the use of team productivity and teamwork has not been researched, especially in Indonesia, while in foreign countries such as Singapore, there is still little research on this topic. From the findings of this study, the author refers to developed and developing countries such as China, Germany and others. Where in these countries work teams are urgently needed to increase productivity efficiency at work (Kim et al., 2021). For high employee work team productivity can be obtained, if employees have an incentive to increase productivity capabilities in working with the capacity owned by the company and by the team group itself can carry out its goals effectively and efficiently at work (Huzain, 2015).

In increasing the benefits of empowerment by increasing morale, increasing responsibility, qualified employees. Therefore, continuous empowerment of interpersonal relationships in organizational management can increase trust in the assignment of responsibility and authority to improve their work and make good decisions. To increase employee productivity and quality of performance by providing motivation through various incentives. Performance is a description of the quantity and quality of work produced by someone in the work environment. Each individual has a life stage at which, these workers are able to gain increased experience. So that workers can improve their quality of life. Performance appraisal is a process carried out by an organization or company to

evaluate the performance of a person's work. An organization or company can be said to be successful, if workers are able to provide the best for the organization and company. So it can be concluded that the factors that are important to affect the productivity of the team is the efficiency of the company. Team productivity is the ability to improve work results and achieve responsibilities in the form of certain tasks in accordance with the standards set by the company such as quality and efficiency (Prabawa & Supartha, 2017).

This research is important to be carried out in the field of using team productivity and teamwork, so that there is a need for further review in various countries, especially in Indonesia itself because there is still little research that discusses this topic and no one has researched related to this research in Indonesia, judging from the data provided. obtained from Scopus which has been analyzed previously, the purpose of this follow-up research is to produce empirical findings that are useful for the development of human resources in various countries.

Conclusions

In this study using bibliometric analysis published as many as 51 in journals or in proceedings and indexed in the scope of the time duration used 2017-2021, this provides an overview of the development of further research that will be used in companies, especially team work in increasing teamwork productivity, providing some information can be developed research with team work and team productivity. The factor of developing work team employees on the topics used is the main topic for workers in increasing team productivity and team work for responsibility in work in a company as well as work productivity. Analysis of literature sources related to the research topic, "Team Productivity and Team Work" which will provide coverage in developing further research from academics and researchers in

conducting more optimal research on the topic.

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