

Bibliometric Analysis of Proactive Personality in Islamic Banking By Using VOSviewer Software

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ABSTRACT

This paper is part of a research paper that aims to analyze articles objectively using bibliometrics to uncover human resource management studies that focus on proactive personalities in banking in Indonesia while exploring future research trends. Scopus was selected as the database to identify comprehensive field studies. In total, 1500 articles were taken for bibliometric analysis. In order to facilitate bibliometric analysis, VosViewer software is used to visualize and analyze the information obtained. Research findings based on this paper have proven that research opportunities are still open in the future to conduct studies on proactive personality, while other researchers have not studied proactive personality in Islamic banking. Islamic banking.

Keywords: Employee Performance, Job Crafting, Literature Review Study.

INTRODUCTION

One of the research themes that has attracted the attention of experts to discuss is the practice of human resource management (HR). Hamid, Nur, and Putera (2019) state that management and human resource development are critical for a company or business's success. Currently, the study of human resources is a very trending and famous science family and has received serious attention from experts for further study (Pelit & Katircioglu, 2022; Boon, Den Hartog, & Lepak, 2019), especially in Islamic banking (Zehir & Basar, 2016). Islamic banking requires an average of 11,000 human resources per year; along with the growth in this sector, in recent years, the need for competent human resources has become a priority and a high need to fill positions that companies need, and the main thing is that Islamic banking must have an employee recruitment strategy then provide training and retain employees who have high motivation to move forward with the company, which aims to improve the performance of the company and employ (Tannenbaum, Mathieu, Salas, & Cannon-Bowers, 1991; Fahim, 2018). Furthermore, global competition forces the Islamic banking industry to be able to provide changes to the corporate environment, such as making the workplace a center for long-term learning to achieve acceptable results. Collaboration between employees is also essential to create in the corporate environment to overcome future obstacles and challenges that are more comprehensive future (Truijen, Sleegers, Meelissen, & Nieuwenhuis, 2012). Thus, the concept of human resources (HR) must receive top priority from the company so that employees can interact with customers.

In the banking literature study, many studies related to human resource behavior (HRM), such as proactive personality (Yamak & Eyupoglu, 2021; Asghar, Mahmood, Khan, Gohar Qureshi, & Fakhri, 2022), career development (Kamna & Ilkhanizadeh, 2022; Zhang et al., 2022), Job Crafting (Nguyen, Nguyen, Ngo, & Nguyen, 2019; Zahoor, 2021), Work Engagement dan Employee performance (Karatepe, Ozturk, & Kim, 2019; Ahmed, Rehman, Ali, Ali, & Anwar, 2018). These studies are dominated by quantitative empirical research, and with this, there is an interest in analyzing and seeing the extent to which experts and academics analyze these studies. Then it was also found that several studies related to banking employees' behavior were analyzed using bibliometrics as in the research (Louis, Rakotoarizaka, & Qamari, 2022; Chae, Yim, Lee, Jo, & Oh, 2020). The study conducted by these researchers made a significant contribution to the development of knowledge, especially regarding the behavior of banking employees, because the study of literature can function or make a significant contribution in providing knowledge about future studies (Snyder, 2019).

There is a literature gap in previous research; this research paper was created to increase knowledge and cover the differences or gaps in previous research by providing data on the status of Proactive personality research in Islamic banking, which is currently still dominated by the conventional banking industry and other industries through analysis Bibliometrics. Scopus was selected as the data center to extract the relevant bibliometrics. Information often used in article selection is keywords and titles; these are words often used in article searches, then the selection of the most cited authors, institutions, and the most productive countries related to employee behavior in banking.

Ullah, Elahi, Abid, and Butt (2020) Explained that the study of proactive personality is a multidimensional and complex concept; this concept creates many positive and significant results for organizational and individual development, such as employee performance, work team effectiveness, leadership, and many more positive impacts of proactive personality. To achieve career success, employees must possess a proactive personality, then proactive behavior in improving work and reducing work disturbances and family disturbances.

LITERATURE REVIEW

The study of human resource management is one of the studies that continue to develop, and it is interesting to continue to conduct in-depth studies, especially those related to employee behavior. The results of the search for employee Proactive personality behavior based on data from Publish and Perish using the API Key Scopus obtained in 1995 have researched employee Proactive personality behavior. Crant (1995) explained that proactive personality is an interesting topic to discuss in the future; proactive personality has been measured in real estate employees, then (Crant, 1996) Continue testing proactive personality; the test results prove that proactive personality has an impact on personal and character changes, proactive personality behavior will be helpful for employees in developing careers at the company.

Human resource managers must select employees with a proactive personality, starting from applying for jobs and selection and promotion processes; this will encourage a positive effect in helping organizations improve employee performance (Buil, Martínez, & Matute, 2019).

Achieve career success in the company has been proven to have been associated with proactive personality behavior so that employees can achieve a level of success; employees will learn what actions are appropriate for certain situations by observing positive and negative results. Thus people with proactive personalities will be able to develop themselves and read the potential in the work environment to lead to better results at work (Asghar et al., 2022).

Muafi, Diamastuti, and Pambudi (2020) Have concluded that a proactive personality is a dynamic personality in an organization that can adapt to the surrounding environment. A proactive personality is also related to characteristics that give consistency to one's behavior which are divided into the first two categories of proactive-reactive; this personality reflects a person who is never limited by the environment or pressure so that individuals can create changes needed by the organization, this occurs because of human interaction and surrounding environment.

Proactive employees will create a work plan to anticipate future changes. One of the proactive personalities is creativity, where individuals must show and collect information, exchange ideas with colleagues, and communicate with their environment; individuals like this will essentially be able to improve organizational abilities (Rahman, Batool, Akhtar, & Ali, 2015).

Zahra and Kee (2022) illustrate that employees own proactive behavior is a positive behavior that starts from within and continues to improve gradually; employees with a proactive personality will act first rather than reacting, protesting, or complaining. Steering people who have proactive behavior do not need excessive supervision. Organizations need people who behave proactively compared to employees who "go with the flow," so a proactive personality is essential in the present and the future.

The Importance of Proactive Personality in the Workplace

Proactive Personality has been conceptualized as one of the constructs that can identify differences between people in the organization to the extent that they take actions that affect the work environment (Ahmad, Islam, Sohal, Wolfram Cox, & Kaleem, 2021). Li et al. (2010) Explained that proactive personality behavior is also described as a behavioral tendency to encourage employees to face opportunities and challenges and be able to identify potentials that exist in the company to create work changes and are always active in shaping the work environment to achieve goals such as having initiative, identifying

ideas which aim to improve work processes. Previous literature reviews have suggested that individual and corporate proactive personality behaviors can improve performance and promote career success (Yang & Chau, 2016). In addition, individuals with highly proactive personalities consistently seek to promote their career prospects compared to passive individuals (Kong & Li, 2018).

Proactive personality behavior at work will have a level of success and professionalism for workers because a proactive personality will increase a higher level of perception, ultimately improving performance.

Study Chen et al. (2021) have provided an understanding of proactive personality, where a proactive personality can overcome situations full of uncertainty, take advantage of opportunities, and have a high sense of initiative. Employees with a proactive personality will be oriented towards results and the future. The proactive personality traits possessed by employees will provide benefits for the company in dealing with uncertain situations. Finally, a proactive personality will indirectly influence the perception of the company's organizational culture and can actualize itself in the corporate environment. Thus individuals with a proactive personality will be able to overcome and deal with the social environment and technological advances, accept the condition of leaders, and not choose friends or colleagues to become work partners. Therefore, proactive individuals will be able to see more significant opportunities and challenges in the future. Agree with what was explained by Hilal and Varela-Neira (2022) that proactive personality will occur if employees have performance expectations, social expectations, and method expectations that aim to find new opportunities to anticipate future changes.

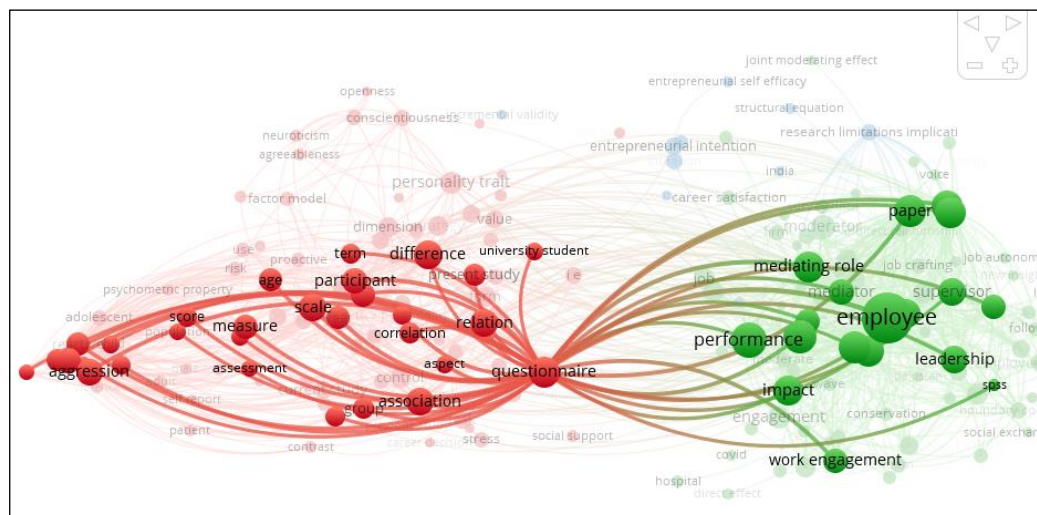
Proactive employees will continually improve and create a job that the organization expects, and proactive employees will try to see creative opportunities by moving quickly to get benefits in new ways. Proactive personality behavior will always think positively and be active in change, such as checking environmental conditions and situations; employees who are proactive for any business are an organizational requirement. Studi Zahra and Kee (2019) show that a Proactive personality is one of the indicators determining an organization's success and is related to the level of politeness and sportsmanship. A proactive personality will positively influence the mindset.

RESEARCH METHOD

This research is a research paper; several methods can be used to make a research paper, such as in this research paper using bibliometric analysis with the help of VosViewer software because Vosviewer is able to conduct analysis objectively and can offer knowledge about studies that are developing at this time and in the future (Donthu, Kumar, Mukherjee, Pandey, Lim, 2021). The use of VosViewer makes it easy to analyze in obtaining visualization information such as research maps, developing themes, citation analysis, co-citation, and so on (Van Eck & Waltman, 2010; Yilmaz, Dolar, & Özpınar, 2019).

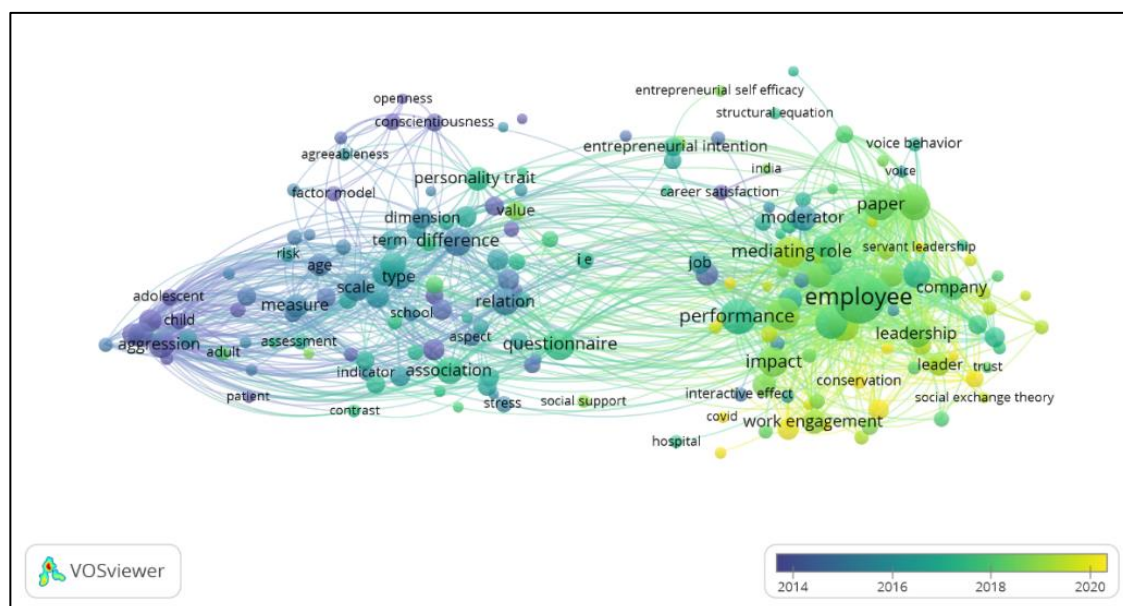
The first step is to explore research topics related to proactive personality, both new and those that other researchers have done; the results of the Vosviewer visualization "Create a map based on text data" the results obtained are shown in Figure 1.

Figure 2. Visualization Create a Map Based on Text Data



In Figure 2, it can be analyzed that the study of proactive personality in terms of collecting research data shows that visualization shows that it is still dominated by using questionnaires; this proves that the research focuses on determining the relationship between variables, then the data analysis technique used is more popular using analysis. Structural equation model (SEM) in answering the problem formulation.

Figure 3. Word Alterations in Abstracts Over the Years



The visualization in Figure 3 explains that information such as the words "employee, performance, job satisfaction, leadership, and strategy" were the most dominant and frequently used words until 2016. However, "relationships, effects, leadership, theory, structural equation modeling," and behavior" has become a popular topic for study among experts and academics to conduct research since 2014.

Figure 4 shows Co-authorship, found 1839 authors who wrote about proactive personality with the filter displayed is the minimum number of documents of an author "2" from the filter results there are 316 authors who meet the criteria:

Figure 5. The Most Productive Country in Proactive Personality Studies

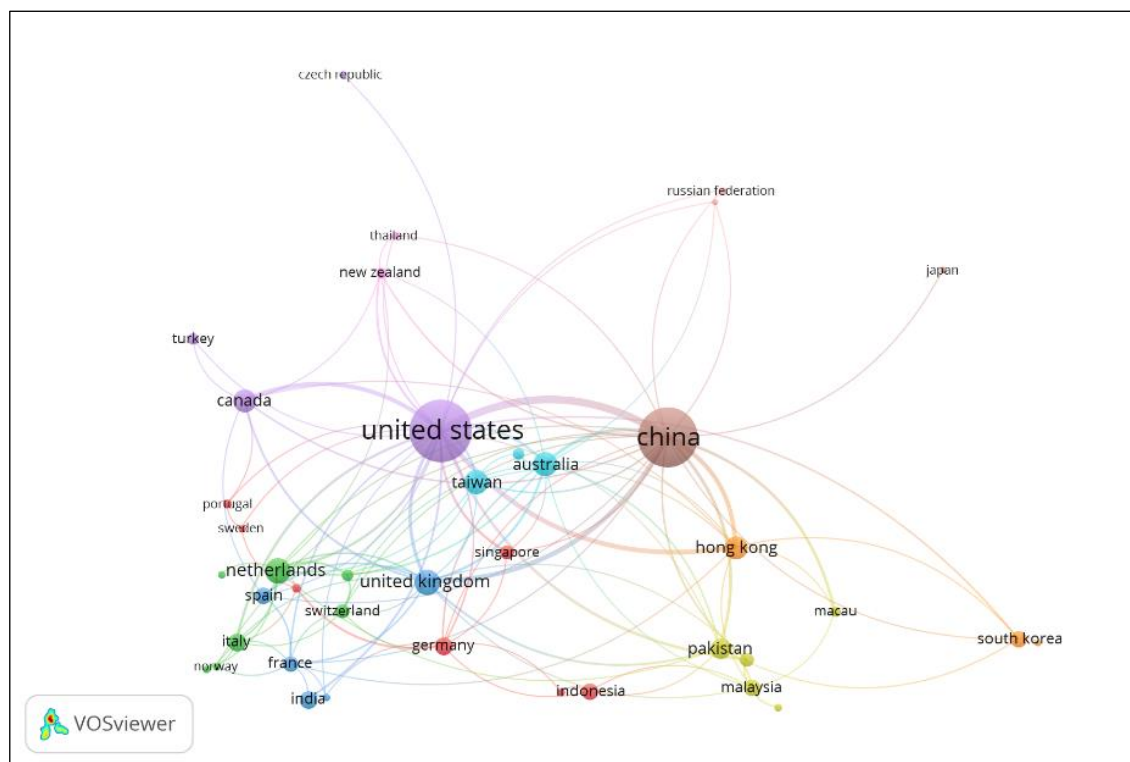


Figure 5 shows that the most productive countries for writing proactive personality studies are the United States, China, the United Kingdom, and Malaysia; At the same time, Indonesia does not see any papers on proactive personality, but this still opens up opportunities for the Indonesian state to contribute research on proactive personality.

Figure 6. Showing the results of the Citation visualization of the document, it was found that there were 836 citation documents, then filtered with the minimum number of citations of a document "5," then it was found that the author cited 391 documents.

Figure 6. Visualization Citation

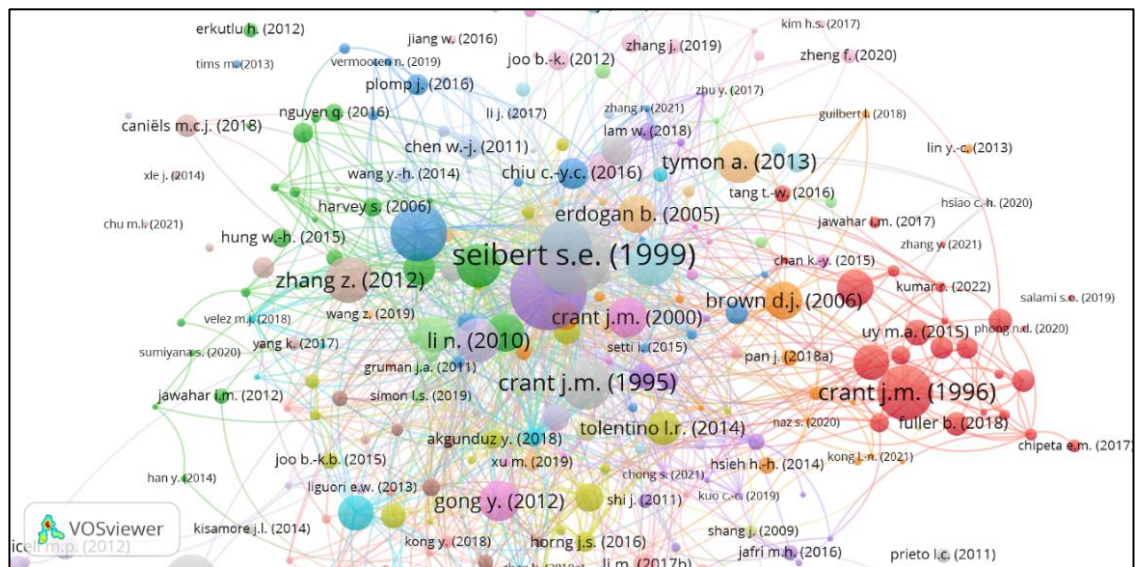
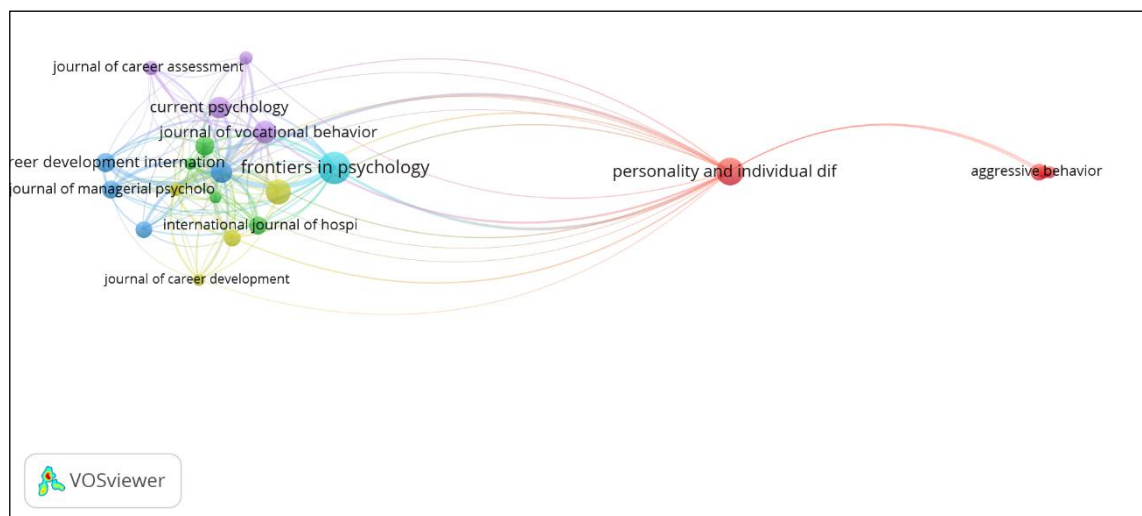
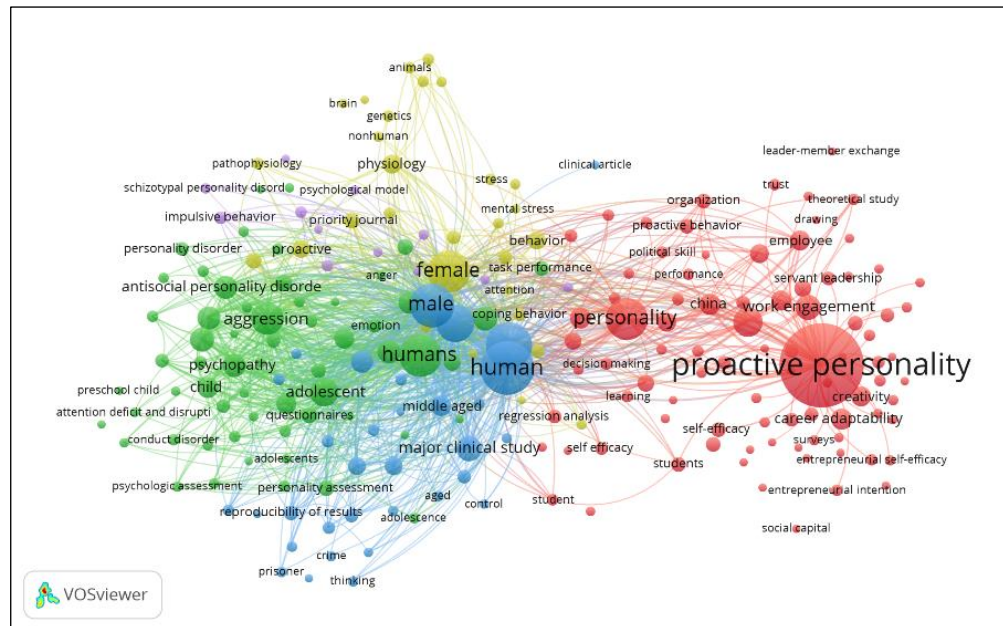


Figure 6. The visualization results show that there are 24 Clusters, so it can be concluded that the article with the authors Seibert, Crant, Zhang, and Tymon Brown is the most famous writer on the topic of proactive personality. The results of the visualization of Figure 7 using the Co-assurance method with the All Keyword analysis unit with a minimum number of occurrences of a keyword "5" of the 2877 keywords, 223 meet the threshold as follows:



DISCUSSION

In this study, the study of proactive personality used bibliometric analysis. According to the results of the co-accordance analysis, it can be informed that the study of proactive personality is mainly focused on determining the relationship between variables, as "influence" was found to be the most frequently used word in the abstract. Then it is necessary to know the relationship and differences between variables in general; research on proactive personality studies means that it is still an unfinished area to be studied because proactive personality is included in employee behavior that needs to be studied in depth. Bibliometric results emphasize that studies of proactive personality behavior in the future can be studied phenomenally, positivism and descriptively because studies of proactive behavior are not enough here but need to be carried out more deeply; the methods offered can be in the form of quantitative, qualitative and mixed research. Research methods. It is better to focus on proactive personality research seen in large companies to show the relationship between proactive personality and the level of performance success. However, quantitative studies have dominated bibliometric results. Job Crafting, Career Competencies, work engagement, and employee performance are related to a proactive personality. Thus the Islamic banking sector has the opportunity to conduct further studies on proactive personality behavior, especially in Islamic banking in Indonesia in the future.

This study proposes that proactive personality as one of the individual traits that can increase individual creativity, agrees with the research (Rahman et al., 2015) This emphasizes that individuals' proactive personality and creativity must go through a very complex process where trust and exchange of information must be able to run well in the company.

Furthermore, HRD can make proactive personality one of the criteria in a more comprehensive employee selection and assessment system, then identify candidates with proactive personalities. As explained by (Ahmad et al., 2021), Employees with a proactive personality will be able to help the company more optimally, manage self-management, and quickly improve the pressure-based way of working.

This study will also provide knowledge to practitioners and implications for proactive personality, which is a potential source of strength for Islamic banking employees in Indonesia because we consider that proactive personality is part of creativity in the workplace, so management can gather employees who have a proactive personality. As explained by Zahra and Kee (2021), that proactive personality can increase work involvement, commitment, enthusiasm, and workplace energy.

Conceptually, proactive personality in the future can be tested empirically to see how far the consistency of the existence of proactive personality in the future, especially for Islamic banking employees. Empirically, as the study conducted Zahra and Kee (2019), That the proactive personality will be centered on progress for change, and the proactive personality possessed by employees has an essential role in completing work, besides a proactive personality can also change employees' personalities to have a more positive mindset in viewing changes that occur in the company into a positive challenge one. A proactive personality also positively correlates with creativity and career achievement. Proactive behavior will encourage innovation in employees to have dynamic initiatives where work will be more decentralized without requiring strict supervision; thus, proactive personality has an essential role in the organization (Yamak & Eyupoglu, 2021). A proactive personality is also one factor that influences company success; in general, employees who have a proactive personality are inspired, dynamic and energetic people who always want to learn. Ullah et al. (2020) explained that proactive personality

illustrates that these employees are proactive in exploring opportunities, taking the initiative, and surviving until significant changes occur, and proactive personality activities are behaviors that many companies dream of.

CONCLUSION

Bibliometric analysis with VosViewer provides benefits in scientific development, especially in mapping proactive personality behavior; the results obtained are pretty interesting, that studies on proactive personality have not been such research articles published in Scopus journals, especially about Islamic banking, this opens up opportunities for researchers to discuss proactive personality in the future both quantitatively and qualitatively.

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DECLARATION OF CONFLICTING INTERESTS

The author has no conflict of interest with anyone, this research is purely for the development of science.

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