



FACTORS INFLUENCE EMPLOYEE PERFORMANCE: A LITERATURE REVIEW

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Keywords	Abstract
Employee Performance, Factors Affecting, Literature Review	<i>Achieving organizational objectives is largely dependent on employee performance. The degree to which an employee can carry out his tasks and obligations correctly and successfully is measured by his performance. A thorough review of the elements influencing employee performance was used in this study. A literature review is a type of research study that aims to address a specific research issue by methodically locating, choosing, and assessing all pertinent material. sixteen papers that satisfied the predefined criteria were discovered by the researchers after the screening process. Research on the variables influencing employee performance focuses on a number of topics, including trade associations, incentives, management systems, KPIs, perceived overqualification, chefs, continuous improvement, system dynamics models, performance management implementation, compensation, benefits, and job satisfaction. Based on some of the findings of the study that has been conducted, we may draw the conclusion that employee performance is crucial since it is crucial to accomplishing organizational objectives. Therefore, in order to improve productivity, efficiency, and the caliber of work done, businesses must give staff performance management first priority.</i>

1. INTRODUCTION

It has been suggested that job performance is a stage of realization that occurs as a result of an individual's work. Three key elements influence work performance in an organization: organizational support; managerial capacity or productiveness; and the work of each individual who works in the organization (Qalati, S.A. et al. 2022). According to Abubakar et al. (2019), performance is concerned with the work and its results, what to do, and how to accomplish it. Performance has also been described by Çetin and As, kun (2018) as a person's ability to perform activities that contribute to the development of the organization's core capabilities.

Employee performance is a level of success of an employee in carrying out the work given to him. The performance of one employee with another is not the same, because each individual has different characteristics and abilities. Good employee performance will make it easier for companies to achieve predetermined goals (Aldiansyah, M. et al., 2024). Diamantidis and Chatzoglou (2019) identified Employee Performance as the level of absence or attendance, ability to meet targets, and time- liness in completing tasks.

Performance is the outcome of an employee's efforts in terms of quantity and quality of work completed while carrying out his obligations by those assigned to him. An employee's ability to perform the work or tasks assigned can be seen through performance. Organizational performance will inevitably be high if human resource performance is high. Conversely, poor performance from human resources may result in a drop in organizational performance. Therefore, benchmarks or determinants are needed that can be used as a reference in assessing an employee's performance (Al Zeer et al., 2023; Ghani et al., 2023; Hooi and Chan, 2023; Kwon et al., 2024; Noor et al., 2023).

2. RESEARCH METHODOLOGY

This study used a thorough review of the variables influencing worker performance. Scopus and Sinta database. A systematic review is a type of research study that aims to provide an answer to a specific research question by methodically locating, choosing, and assessing all pertinent material. A thorough search strategy intended to find all pertinent published and unpublished work on a subject, a methodical integration of search results, and an evaluation of the amount, kind, and caliber of evidence in relation to a particular research question are the hallmarks of this methodology. Systematic reviews are carried out using strict research techniques and are thought to offer the greatest level of evidence on the evidence pyramid. (Siddaway dkk., 2019; Caldwell & Bennett, 2020). The term "factors affecting employee performance" from the Scopus database is utilized in this study.

3. HASIL DAN PEMBAHASAN

Focus of researchs factors affecting employee performance

No	Author	Year	Focus Study
1	Qalati, S.A., et al.	2022	This study determine Globally, small and medium-sized enterprises (SMEs) that compete and work on their sustainability in order to survive and thrive. Maintaining employees and their engagement increases productivity not only in terms of employee performance but also in terms of organizational performance. Based on social bond theory, the link between leaders and employees.
3	Sari, F.A. & amalia, L.	2022	This study determines the effect of training methodologies on employee performance mediated by emotional intelligence and soft skills during the Covid-19 pandemic.
5	Aldiansyah, M. et al.	2024	This study was conducted to determine factors effect on performance on employees of the Faculty of Sport Sciences, Padang State University.
6	Effiyaldi, et al.	2024	this study is to build an understanding of Employee Performance moderated dan influenced by several factors on employees in Jambi city.
7	Thamrin, M., et al.	2024	The study aims to examine factors affects the work output of employees at Amil Zakat Institution.

8	Astuti, W., & Amalia, L.	2021	This study aims to determine the effect of factors on employee performance. The object of this research is the employees of the state civil apparatus.
9	Ononye, U.H., & Ikechukwu, M.	2024	This study examined the relationship between personal knowledge management and employee performance by accounting for the mediational effect of thriving at work.
10	Sumiati, S.	2021	This paper discussed the causal relationship the performance of Surabaya City Government employees.
11	Pangarso, A., et al.	2021	The purpose of this research was to analyze the effects of transformative leadership and organizational culture on employee performance in the context of the Indonesian Logistics Bureau.
12	Prentice, C., et al.	2023	one of focus in this study proposes AI-powered tools and applications as boundary-crossing objects

The result of Using a sample of 405 employees from Pakistani SMEs (Qalati, S.A., et al., 2022) show that TL had a significantly positive relationship with OCB and EP; comparatively, the beta value of TL with OCB was more than that with EP and also Interestingly, an assessment of the relationship between OCB and EP showed that OCB positively and significantly stimulates EP. Furthermore, OCB was shown to positively and significantly mediate this relationship.

(Sari, F.A. & amalia, L., 2022), The total sample size is 160 respondents, obtained using the saturated sampling technique. Validity and reliability tests are conducted with 70 questions using the SmartPLS 3.0 application. Findings: This study finds that training methodology has a significant effect on innovative work behavior and employee performance, training methodology has a significant effect on soft skills and emotional intelligence, and the mediating role of emotional intelligence and soft skills has a positive and significant effect between training methodology on innovative work behavior and employee performance.

(Aldiansyah, M. et al., 2024), The results showed that By using an instrument in the form of a questionnaire which is analyzed using SEM-PLS analysis, where the results obtained are leadership style has a significant and positive effect on employee performance. Psychological capital can moderate leadership style on employee performance.

The study suggest that Trans- actional Leadership, Transformational Leadership, Creative Self efficacy has a significant effect on Innovative Work Behavior and on Employee Perfor- mance. Digital Literacy strengthens the link between Innovative Work Behavior and Employee Performance (Effiyaldi, et al., 2024).

The study's findings indicate that OCBBOS is influenced by interpersonal in- teractions and employee engagement. Employee performance is influenced by interpersonal communication and employee engagement. Employee perfor- mance is impacted by OCBBOS. Through OCBBOS, interpersonal communi- cation and employee engagement affect employee performance. The novelty of the research is that OCBBOS is an intervening

variable because OCBBOS is an organizational behavior factor that can influence a person's performance (Thamrin, M., et al., 2024).

(Astuti, W., & Amalia, L., 2021), The results of this study conclude that work motivation, organizational commitment, and job satisfaction affect employee performance, organizational commitment can mediate the relationship between job satisfaction and employee performance but cannot mediate the relationship between work motivation and employee performance, and psychological capital can moderate the relationship between job satisfaction with employee performance. In conclusion, personal knowledge management activities comprising knowledge sharing, knowledge creation, and knowledge acquisition, directly and indirectly, affected employee performance through thriving at work (Ononye, U.H., & Ikechukwu, M., 2024).

The results showed that the model was accepted, and also showed that servant leadership, professional, and work culture had an effect on motivation. Servant leadership, work culture and motivation had an effect on employee performance. Motivation was a positive mediating variable in the relationship between servant leadership, professional, and work culture with performance (Sumiati, S., 2021).

(Pangarso, A., et al., 2021), Multiple linear regression analysis of data processing techniques revealed that the performance of employees was influenced by transformative leadership and organizational culture. The results of this analysis included positive guidance, in particular on the importance of a leader's role in empowering and encouraging workers through active engagement with them, and the presence of positive organization principles boosted organization performance.

(Prentice, C., et al., 2023) The results show that AI performance had a significant effect on job engagement, and employee service performance, which were significantly related to job performance appraisal. Job engagement and service performance exhibited significant mediation effects between AI and job performance. The moderation effect exerted by job security was significant in enhancing employees' job engagement and service performance.

The results of the PLS analysis show that social media has no significant effect on employee performance. Nonetheless, employee engagement and job satisfaction perfectly mediate the relationship between social media and employee performance. Based on the results of this study, it can be concluded that social media can improve the performance of educational employees at Brawijaya University Malang through the mediating role of employee engagement and job satisfaction (Lysandra, C.L., et al., 2023).

(Firdaus, E.Z., et al., 2023) The results of this study do not totally support the hypothesis since employee performance can be directly influenced by the degree of job demand that employees experience but not by the degree of job burnout that banking employees experience.

The results of the analysis prove that organizational culture, compensation, and motivation directly have a significant effect on job satisfaction. Organizational culture, compensation, and motivation have a significant direct effect on employee performance. Job satisfaction directly has a significant effect on employee performance. The indirect effect between organizational culture and motivation on performance through job satisfaction is not significant. The indirect effect between compensation on performance through job satisfaction has significant (Damai, N.H.P., et al., 2023).

(Fitrio, T., et al., 2023), the result is the significance of service quality agility in improving employee performance. This results study finds that the two variables have different effects: training has no significant effect on organizational commitment and

employee performance, but organizational culture results in the opposite (Rifandani, E.P., et al., 2023).

The result of this study showed that the competence level of human resources professionals did not have any significant relation with employee satisfaction and employee performance. In contrast, the communication skills of human resources professionals had a significant impact on employee satisfaction and indirect correlation with employee performance; employee performance increases if employee satisfaction increases (Kotamena, F., et al, 2020).

Based on some of the research findings, we can draw the conclusion that employee performance is crucial since it is essential to accomplishing organizational objectives. Therefore, in order to improve productivity, efficiency, and the caliber of work done, businesses must give staff performance management first priority.

4. CONCLUSION

One of the most important elements in accomplishing organizational objectives is employee performance. Employees that are productive and efficient can help businesses boost customer and employee happiness, improve the quantity and quality of goods or services produced, and enhance the company's reputation. Drawing on a number of research findings, we may draw the conclusion that employee performance is crucial since it is a key factor in accomplishing organizational objectives. To improve productivity, efficiency, and the caliber of work produced, businesses must thus give employee performance management top priority.

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