

WAGES: A SYSTEMATIC LITERATURE REVIEW AND BIBLIOMETRIC ANALYSIS

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Abstract

The aims of this research is to explore the topic of a wage. The literature analyzes from 31 articles from two database Taylor & Francis and Scopus which taken from Publish or Perish during the period 2017-2022, analyze with bibliometric and screening using PRISMA method to gain 31 articles. The outcome of the review indicated 127 authors from co-authorship data, four new keywords overlay from co-occurrence (employment, automation, job stress, and corporate innovation). The top 3 citations narrate about gender wage gap, minimum wage, and wage policy. This literature review can be used for a guidance for the next researcher regarding labor wage and the connection with other keywords that appropriate.

Keywords: Gender Wage Gap, Human Resources Management, Minimum Wage, Salary, Wage Policy

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INTRODUCTION

A wage is an employee paid per hour. It has differences with a salary that set amount usually based on a month in yearly. However, wage and salary can be known the same. They do not include other types of compensation such as family insurance (Jayady et al., 2021; Junusbekov et al., 2020). There is a controversy among “is that minimum wage overrated” and strong academic knowledge that the less minimum salary caused job losses (Manning, 2021). Much of literature show us that using empirical study the effect of minimum wage on employment effect is always negative, zero, or positive (Manning, 2021). It means that the labor demand elasticity is very small which leverage to minimum wage (Fallah et al., 2019; Manning, 2021).

The second case is gender wage gap, women are paid lower than men for the same responsibility especially in lower and upper-middle-income countries (Shannon et al., 2019). This gender wage problem also studied in India (Deshpande et al., 2018), South Africa (Arya et al., 2019), and some of European countries (Cutillo & Centra, 2017; Schneider et al., 2021). The American labor market also has the unequal gap (Carruthers & Wanamaker, 2017).

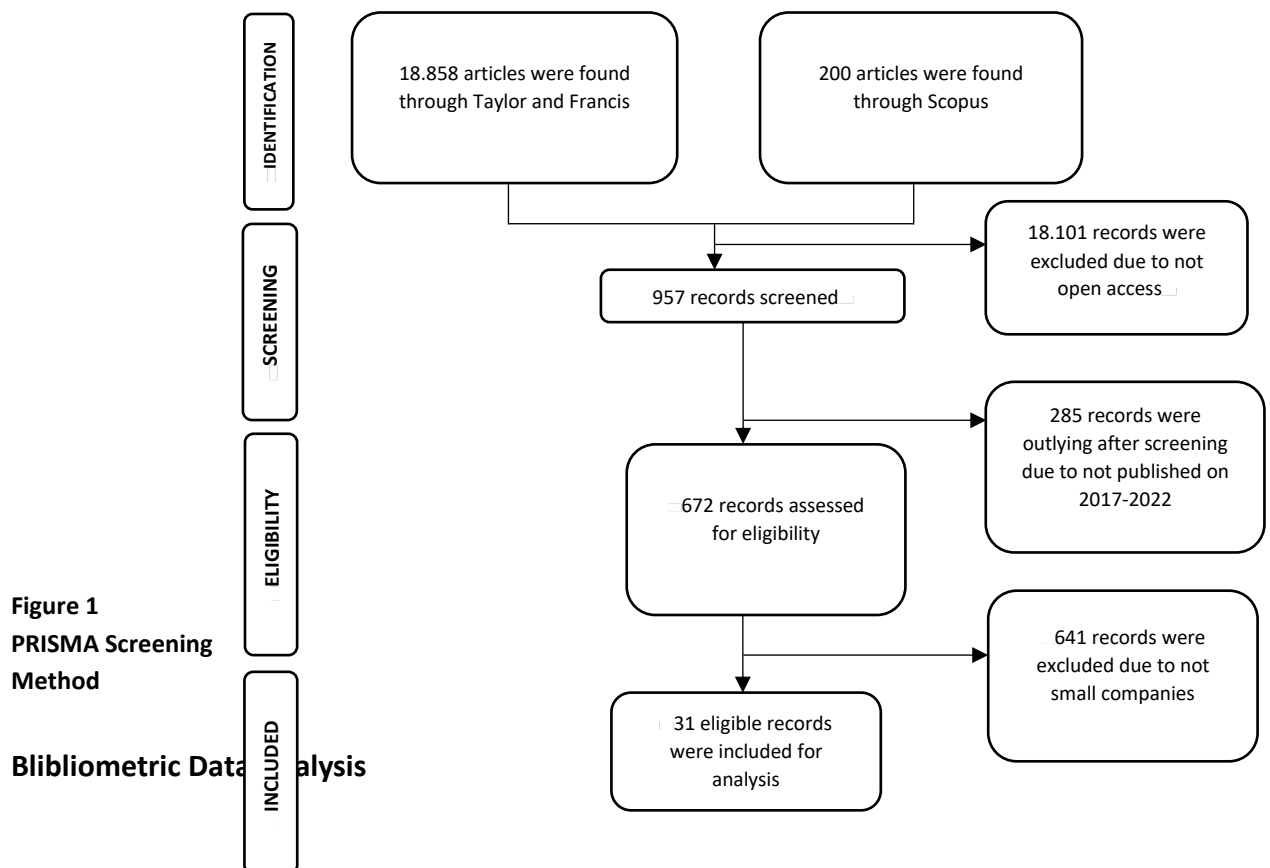
Global health workforce carry weight on health policy and planning on dynamic gender analysis (Shannon et al., 2019). High educated women can reduce gender gap (Blau & Kahn, 2017; Carruthers & Wanamaker, 2017; Deshpande et al., 2018). Pay policy only works on competitive firms with flexible wages (Macdonald et al., 2018; Montt, 2017; Suleman et al., 2019) or else on higher occupation field (Schneider et al., 2021).

Based on studies concerning to wage above, we desire to comprehend more wage condition among company and employee. Bibliometric analysis technique used to know the co-authorship and co-occurrence condition. We collect from two database Taylor & Francis and Scopus (using Publish or Perish). The aim of the analysis is to illustrate how the identification of weighty authors and sources to reveal the wage clearly.

METHOD

Preferred Reporting Items for Systematic Reviews and Meta-Analyses (PRISMA)

The screenings method using Preferred Reporting Items for Systematic Reviews and Meta-Analyses (PRISMA) (Q. Li et al., 2021). Database were from electronic database on Taylor & Francis and Scopus by using Publish or Perish. The main keywords are “minimum wage”, “gender wage gap”, and “wage policy”. Our search using the criteria above from two database 19.058 articles were screened by reason of not open access ($n=18.101$). Afterwards, we excluded items that are not published on 2017-2022 ($n=285$). After screening, we excluded due to not small companies ($n=641$). The 31 articles reported findings based on total accumulated sample size of 19.085.



There are two steps used from a total 3 steps in the analysis method (Salerni et al., 2012). This method analysis database using VOSviewer software. The steps will be showed in this picture below.

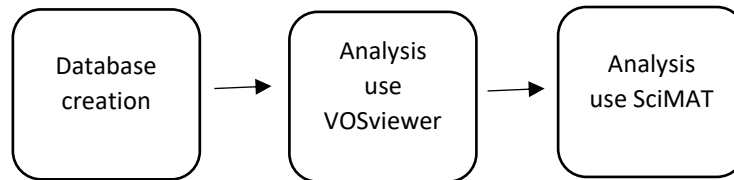


Figure 2

The main stages that mentioned of this research (Sharifi et al., 2021)

1. Database Collective

In order to find the goals as mentioned in the previous discussion, the literature search using the keywords “minimum wage”, “gender wage gap”, “wage policy” are used for the purpose of analyzing the literature sources (Hoch et al., 2018). The journals are indexed by two database, Taylor & Francis and Scopus (using Publish or Perish) are English language that are the sources of literature from 2017 – 2022. Total 31 journals are extracted with RIS format.

2. Analysis using Vosviewer

The catagorized of analysis are co-authorship and co-occurrence. By using VOSviewer software, a blibliometric analysis of the literature study was conducted. From 31 journals, the 30 journals have legible by VOSviewer. We used VOSviewer software wherefore the simplicity to view various graphics such as journaling, authors, organizations, countries and blibliometric networks (Sharifi et al., 2021). We focused on the visualization of authors and occurrence varieties. This used for analyze the major research topic and find relationships among other topics that been discuss.

FINDINGS AND DISCUSSION

Findings

In this part, the keywords “minimum wage”, “gender wage gap”, “wage policy” are used for the importance of analyzing the literature sources (Hoch et al., 2018). The journals indexed by Taylor & Francis and Scopus are English language databases that are sources of literature from 2017 – 2022. The feature categorized in the analysis are co-authorship and co-occurrence. By using VOSviewer, we can observe a bibliometric analysis. For each meta data description of the co-authorship and co-occurrence, this literature limited by 1 researcher and 1 for the co-authorship, it also for the co-occurrence. Therefore, researches can be showed classification and visualization for co-authorship and co-occurrence by using VOSviewer software.

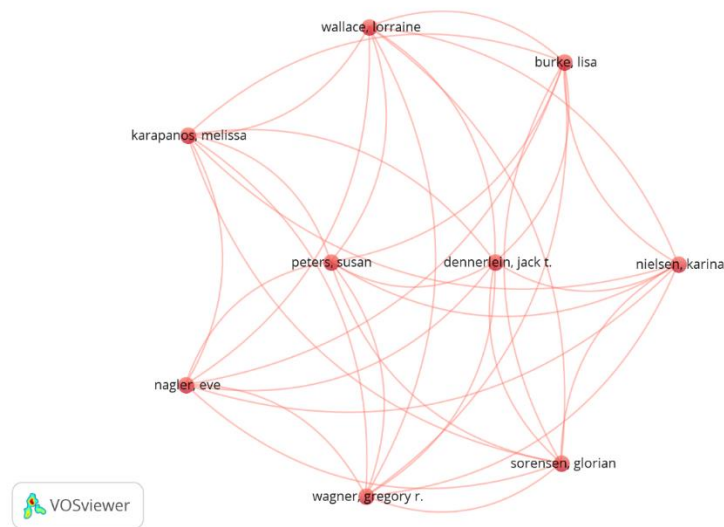


Figure 3
Co-Authorship (network visualization)

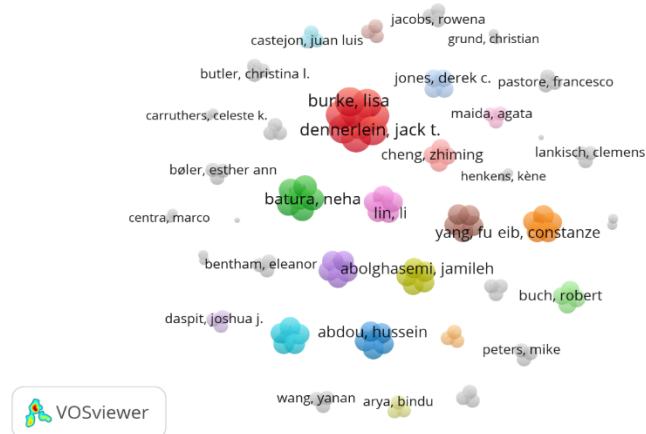


Figure 4
Co-Authorship (not-connected network visualization)

As we can figure out from the picture above (figure 3), it shows that there is only one network that means it is the strength one. It visualized as red color. Figure 4 can be understood as there are 37 cluster which informed they are not connected to each others. 127 authors are shown by figure 3 from total 37 cluster. Cluster shows that the authors draw up the research together.

b. Co-Occurance

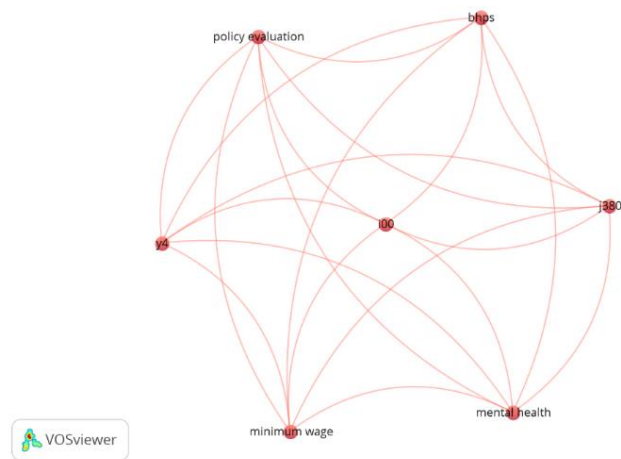


Figure 5
Co-Occurrence (Keywords)

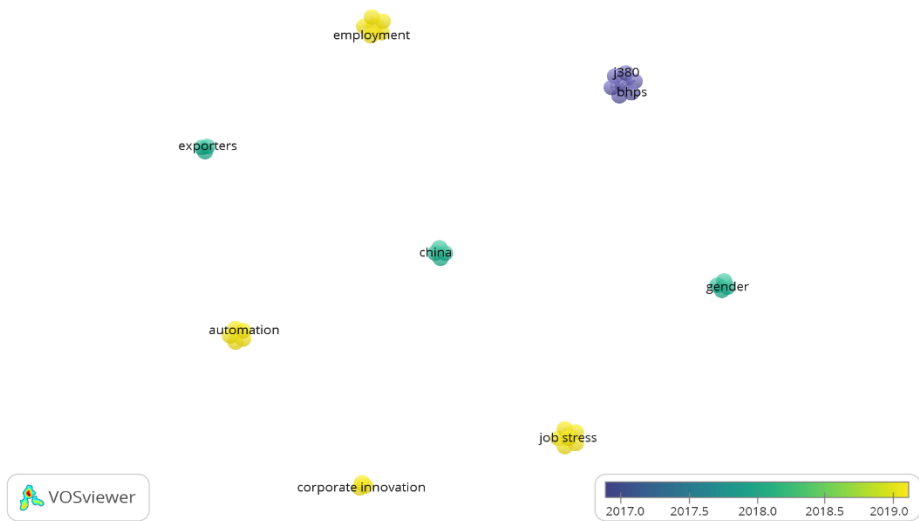


Figure 6
Co-Occurrence Overlay (Keywords)

From figure 5 there is only one big cluster. It can be described that there is no keywords that has a network from one to another journals. Figure 6 shows the keywords which grow from year to year. The right side with yellow color can be described the keywords cluster are up to date. It can be known that the recent keywords are, “employment”, “automation”, “job stress”, and “corporate innovation”. These can be used as an idea for future researcher who desire to study among wage and topics.

c. Citation

Citation analysis give an information which articles have the greatest affect on the wages. Table 1 presented more detail concerning the top ten cited journals related to wages.

Table 1 Top 10 Cited Journals

Wages: A Systematic Literature Review And Bibliometric Analysis

No.	Year of Publication	Author	Title	Cites	Publisher
1	2017	Blau, F. & Kahn, L.	The Gender Wage Gap: Extent, Trends, and Explanations	2691	American Economic Association
2	2018	Neumark, D. & Lordan, G	People versus machines: The impact of minimum wages on automable jobs	165	Elsevier
3	2019	Grandey, A. & Sayre, G.	Emotional Labor: Regulating Emotions for a Wage	131	Sage
4	2019	Fallah, B. <i>et al.</i>	The impact of refugees on employment and wages in Jordan	130	Elsevier
5	2018	Herrendorf, B. & Schoellman, T.	Wages, Human Capital, and Barriers to Structural Transformation	102	American Economic Association
6	2018	Boler, E. <i>et al.</i>	Working across time zones: Exporters and the gender wage gap	95	Elsevier
7	2017	Ntim, C., <i>et al.</i>	Executive pay and performance: the moderating effect of CEO power and governance structure	94	Taylor & Francis
8	2017	Totty, Evan	The Effect of Minimum Wages on Employment: A Factor Model Approach	91	Wiley
9	2018	Mayneris, F., <i>et al.</i>	Improving or Disappearing: Firm-Level Adjustments to Minimum Wages in China	90	ScienceDirect

10	2021	Manning, Alan	The Elusive Employment Effect of the Minimum Wage	90	American Economic Association
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Refers to the table 1, there are top 10 cited journals until October 2022 from varieties publisher. On the first rank, the authors are (Blau & Kahn, 2017), this research found that the gender gap in United States (US) over the 1980-2010 are getting narrow. It happened because the improvements of women's education, experience, and job representation (Blau & Kahn, 2017). Education and experience are traditional human-capital variables, those things are still existed and salience. Based on experimental evidence earnestly suggests that discrimination cannot be ignored (Blau & Kahn, 2017).

The second research is from (Blau & Kahn, 2017), people versus machines and the effect of minimum salary on automable jobs. This object focused on low-skilled worker, based on CPS data from 1980-2015, researcher found that by escalate the minimum wage positively decreases the share of automable employment held by low-skilled workers. Sharp minimum wage increases in the US will be for employee with low-skill (Lordan & Neumark, 2018).

The next top 3 is from (Grandey & Sayre, 2019) which present the emotional employee about job satisfaction are increasing by giving rewarded and supported one of them is wage (Grandey & Sayre, 2019). Employee job satisfaction can make the worker loyal by having commitment and good performance (Grandey & Sayre, 2019).

The top 3 research above can be described that those are the great topics on wage as variable. The object from the top 2 are objected on United States that hopefully can applicable to other countries (Blau & Kahn, 2017). The next 7 journals are from (Bøler et al., 2018; Fallah et al., 2019; Herrendorf & Schoellman, 2018; Manning, 2021; Mayneris et al., 2018; Ntim et al., 2019; Totty, 2017).

The other topics are shows that there is no significant increase of wage on area with high concentration of refugees (Fallah et al., 2019), that means minimum wages is not simply changed. This study related to (Totty, 2017), there is a little to no effect of minimum wage increase on restaurant or teenage employment. Meanwhile, (Ntim et al., 2019), researched found that Chief Executive Officer (CEO) power can moderating effect of pay-for-performance sensitivity (PPS).

Consider minimum-wage Reform in China, (Mayneris et al., 2018) found that some firms were survival after the reformation. Much of literature that deliberate of minimum wage shows us that the impact of minimum wage are varieties. There is a case that minimum wage not significantly increase employee performance (Manning, 2021). The average wages in agriculture are considerably lower. Most of workers from United States leave the agriculture because of the barriers (Herrendorf & Schoellman, 2018). In the point of working across time zones, it has a sharp gender wage gap due to women are less able to comply such demands (working over business hours) (Bøler et al., 2018).

DISCUSSION

127 researches are above shown by VOSviewer in 37 cluster that means there is no connection one to another (figure 5). The newest keywords are on the figure 6, “employment”, “job stress”, “automation”, and “corporate innovation”. Those can be used for the next researcher to understand that keywords with “wage”.

From the studies above first, we talk about low-wage labor are often happened in activities that has health and safety high risks (Baron et al., 2014; Kronenberg et al., 2017; Sorensen et al., 2019; Steege et al., 2014). This wage labor minimum also crucial for women, teenager, those who have low levels of qualification, and immigrants (Shannon et al., 2019; Sorensen et al., 2019). The minimum wage case is not simply to reach a good deal (Fallah et al., 2019).

Second, the gender wage gap is occurred in the low, middle to high, and high income countries (Arya et al., 2019; Carruthers & Wanamaker, 2017; Cuttillo & Centra, 2017; Deshpande et al., 2018; Schneider et al., 2021; Shannon et al., 2019). Italian company cannot adjust heterogeneous pay policies so the wage inequality getting large (Devicienti et al., 2019). Over the decade, women qualification on education have increase to reduce wages gap through gender (Carruthers & Wanamaker, 2017; Deshpande et al., 2018). Investments in education can help not only narrows salary gap yet also decrease the negative impact of automation (Lankisch et al., 2019; Schneider et al., 2021).

Third, malleable wages can be fulfilled by stable firm which can comply wages or salary policy (Jones et al., 2021; Lordan & Neumark, 2018; Mayneris et al., 2018; Montt, 2017; Suleman et al., 2019). A company with much professional worker, high level of Research and Development power, in competitive labor market cause positive effect on wages discretion. It also can provoke employee working enthusiasm and raise firm performance (Blau & Kahn, 2017; Gaeta et al., 2017; Kong et al., 2020; Kuvaas et al., 2020; Z. Li et al., 2022). The effect of good core self-evaluations on wages can escalate satisfaction (Arya et al., 2019; De Haro et al., 2020; Jones et al., 2021).

CONCLUSION

Wages has studied in some nations, from the low to high economic countries. We used bibliometric analysis to find co-authorship which indicate 37 cluster containing 127 authors. Regarding co-occurrence, there are many varieties keywords that develop by year. Concerning on citations, the 10 highest are discussed about gender gap, sharp minimum wage, job satisfaction among salary, and wage policy. Based on these points, for the future researcher can utilize wage as a main topic of discussion.

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