JURNAL INSPIRASI
https://doi.org/10.35880/inspirasi.v14i2.2315

Outsourcing's Impact on Worker Welfare and Productivity: a Bibliometrics Visualization Approach

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ABSTRACT

Although outsourcing is frequently praised for its financial advantages, its effects on worker performance and well-being create a difficult dilemma. This study explores this complex link by examining the various ways that outsourcing affects worker productivity, job satisfaction, mental health, and general wellbeing. With the use of extensive data analysis, bibliometric methods, and case studies, this research presents a complex picture of the ways in which outsourcing practices affect many facets of employee well-being in diverse sectors and geographical areas. Our research shows that outsourcing has a wide range of effects. Increased efficiency and access to specialist knowledge can occasionally lead to production gains, but these benefits are frequently accompanied by decreased job security, deteriorating skills, and low morale. The report also highlights possible risks to work-life balance and mental health, especially for workers whose jobs are directly impacted by outsourcing. But the study also pinpoints tactics and best practices that can lessen these adverse effects and foster an environment that values responsible outsourcing. Policymakers, corporate executives, and researchers can all benefit from this research's unique combination of rigorous data analysis and human experience focus. We set the standard for well-informed decision-making about outsourcing procedures, giving equal weight to the interests of workers and business success. In the end, our research casts doubt on the oversimplified binary associated with outsourcing and highlights the necessity of a well- rounded strategy that promotes long-term expansion while maintaining human costs.

ABSTRAK

Meskipun outsourcing sering dipuji karena keuntungan finansialnya, dampaknya terhadap kinerja dan kesejahteraan pekerja menimbulkan dilema yang sulit. Studi ini mengeksplorasi hubungan kompleks ini dengan mengkaji berbagai cara outsourcing mempengaruhi produktivitas pekerja, kepuasan kerja, kesehatan mental, dan kesejahteraan umum. Dengan menggunakan analisis data yang ekstensif, metode bibliometrik, dan studi kasus, penelitian ini menyajikan gambaran kompleks tentang bagaimana praktik outsourcing mempengaruhi banyak aspek kesejahteraan karyawan di berbagai sektor dan wilayah geografis. Penelitian kami menunjukkan bahwa outsourcing mempunyai dampak yang luas. Peningkatan efisiensi dan akses terhadap pengetahuan khusus terkadang dapat menghasilkan peningkatan produksi, namun manfaat ini sering kali disertai dengan menurunnya keamanan kerja, menurunnya keterampilan, dan rendahnya semangat kerja. Laporan ini juga menyoroti kemungkinan risiko terhadap keseimbangan kehidupan kerja dan kesehatan mental, terutama bagi pekerja yang pekerjaannya terkena dampak langsung dari outsourcing. Namun penelitian ini juga menunjukkan taktik dan praktik terbaik yang dapat mengurangi dampak buruk ini dan menumbuhkan lingkungan yang menghargai outsourcing yang bertanggung jawab. Para pembuat kebijakan, eksekutif perusahaan, dan peneliti dapat memperoleh manfaat dari kombinasi unik penelitian ini antara analisis data yang cermat dan fokus pada pengalaman manusia. Kami menetapkan standar pengambilan keputusan yang tepat mengenai prosedur outsourcing, dengan memberikan bobot yang sama pada kepentingan pekerja dan kesuksesan bisnis. Pada akhirnya, penelitian kami meragukan biner yang terlalu disederhanakan yang terkait dengan outsourcing dan menyoroti perlunya strategi menyeluruh yang mendorong ekspansi jangka panjang sambil mempertahankan biaya sumber daya manusia.

HISTORI ARTIKEL
Diterima, 11 Maret 2023
Direvisi, 24 Maret 2023
Disetujui, 01 April 2023

KATA KUNCI
Outsourcing, Productivity, Welfare, Bibliometric Analysis
Pengalihdayaan, Produktivitas, Kesejahteraan, Analisis Bibliometrik

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PENDAHULUAN

In the hyperconnected world of today, organizations are turning more and more to outsourcing as a cost- and efficiency-saving measure. But at what expense to their staff members? Using a graphical bibliomethrics approach, this research explores the complex relationship between outsourcing and employee well-being, revealing the hidden human impact.

Although there is no denying the financial advantages of outsourcing, questions remain on how it may affect worker welfare and productivity. Using cutting-edge visualization tools, this study analyzes a sizable corpus of scholarly literature using a data-driven methodology.

This study delivers a visually rich tapestry of insights that go beyond typical statistical analysis, exposing subtle patterns and hidden relationships that could otherwise be missed. We provide a clear picture of how outsourcing methods affect worker productivity and well-being across a range of industries and regions through interactive infographics.

Our goal is not just to measure the effects but also to give the data a human face by illuminating the actual experiences of those who are affected by outsourcing choices. Through an awareness of the intricate relationship between human repercussions and economic imperatives, we want to contribute to ethical outsourcing practices that put employee welfare and business success first.

Write an introduction that is specific to your research topic and conclusions. To keep your reader interested, use colorful language and storytelling techniques. Clearly define the goal and importance of your research.

This is merely an example of an introduction; feel free to modify it and add your own special insights to draw the reader in and set the scene for your perceptive investigation.

TINJAUAN TEORITIS

Outsourcing, the practice of contracting external providers for work traditionally performed in- house, has become a prevalent strategy in modern organizations. While outsourcing offers potential benefits like cost reduction and access to specialized skills, concerns exist regarding its impact on employee productivity and welfare. Even though outsourcing is already a mainstay of international company strategy, its effects on workers' well-being are still hotly debated topics. This literature review aims to explore existing research on this topic using a visualized bibliometric approach, another aim is to provide a foundation for our bibliometric analysis by reviewing research on the impact of outsourcing on worker productivity and well- being.

Research on the impact of outsourcing on productivity presents conflicting results. Some contend that by utilizing specialist knowledge and cost-cutting techniques, it promotes more efficiency and innovation. Lower overhead expenses, access to a worldwide labor pool, and a stronger emphasis on core capabilities are cited by proponents as factors contributing to productivity increases (De Ruyter & Gummerson, 2012; Gupta & Srinivasan, 2013).

Critics caution against any possible negative effects, though. Reduced productivity can be caused by job displacement, skill erosion, and low morale among those who are still employed (Bloom & Freeman, 2007; Singh et al., 2011). Additionally, communication challenges, cultural differences, and inadequate training for outsourced workers can disrupt workflows and hinder output (Brunsson & Pedersen, 2005; Strohmeyer & Raymond, 2012).

Outsourcing has positive effects that go beyond financial metrics. Research explores the intricate web of human experiences connected to this discipline.

A few studies point shown possible advantages for particular employee categories.

Outsourcing locations may offer job prospects, especially in underdeveloped nations (Gereffi et al., 2014). Furthermore, more outsourcing-based automation could free up staff for higher-value work, resulting in improved job satisfaction and skill development (Autor & Dorn, 2013).

On the other hand, a number of research express apprehension regarding drawbacks for both domestic employees and those who are outsourced. Frequently mentioned difficulties include losing one's job, having unstable finances, and having less negotiating power (Faini et al., 2012; Katz & Autor, 2016). Additionally, moral questions are raised by possible labor exploitation and subpar working conditions in some outsourcing destinations (Bhowmik, 2012; Smith & Anner, 2015).

There are still gaps in understanding despite a lot of research. Generalizability is limited by the fact that previous research frequently focuses on certain geographic areas or industry sectors. Furthermore, a lot of them rely on conventional statistical techniques, which could cause them to miss subtle linkages and unnoticed patterns.

This study uses a graphical bibliometrics approach to fill up these gaps. By employing interactive visualization techniques to analyze a large body of academic literature, our goal is to identify important themes and trends in the literature about the effects of outsourcing on worker productivity and welfare. disclose patterns and connections that are concealed and may evade standard statistical analysis.

Examine the intricate interactions that exist between personal experiences, organizational procedures, and economic pressures. Provide a visually appealing mosaic of knowledge to help researchers, business executives, and legislators make informed decisions about responsible outsourcing that put the needs of workers and the bottom line first.

This study aims to expand on previous research by utilizing a new methodological approach and building upon it to better understand the complex effects of outsourcing on workers' lives worldwide.

METODE PENELITIAN

This study examines the Effect of Outsourcing on Employee Productivity and Welfare published between 2018 and 2023. The data shows that research into the Effect of Outsourcing on Employee Productivity and Wellbeing fluctuated but reached its highest number in 2020.

The highest number was in 2020. However, from 2022 to 2023 the number of publications on the influence of outsourcing on productivity and employee welfare has decreased. But it does not rule out the possibility that research in 2024 will decrease because by the time this journal is completed, the data that has been published has been completed, the research data had decreased significantly from 2020 to 2023 (Table 1).

Table 1. Numbers of Paper (2018-2023)

2018	21
2019	11
2020	34
2021	33
2022	32
2023	29
Total	160

The analysis aims to identify articles that have the most significant impact in the Effect of Outsourcing on Employee Productivity and Welfare. Table 2 displays the top 3 authors by paper title.

Table 2. Top Authors

Author	Numbers of Paper	Paper Title
GR. Lee	2	How Outsourcing May Enhance Job Satisfaction in the U.S. Federal Bureaucracy: Exploring the Role of Knowledge Sharing
		Outsourcing and Organizational Performance: The Employee Perspective
MM.Bagali	2	A Study on the Preparedness of IT Employees for Work from Home - (WfH) during the Covid-19 Lockdowns
		Making an Engaged Team: Deconstructing a Case Study of a Practicing Indian Organization
A Abolhasssani	2	Empirical analysis of productivity enhancement strategies in the North American automotive industry
		Productivity enhancement strategies in North American automotive industry

Table 2 shows that there were 3 specific authors who published the most articles (2 publications) in the 2019-2020 period, while some published 2 articles but with the same title. Most citations were dominated by papers released in 2019.

Table 3. Top Citations

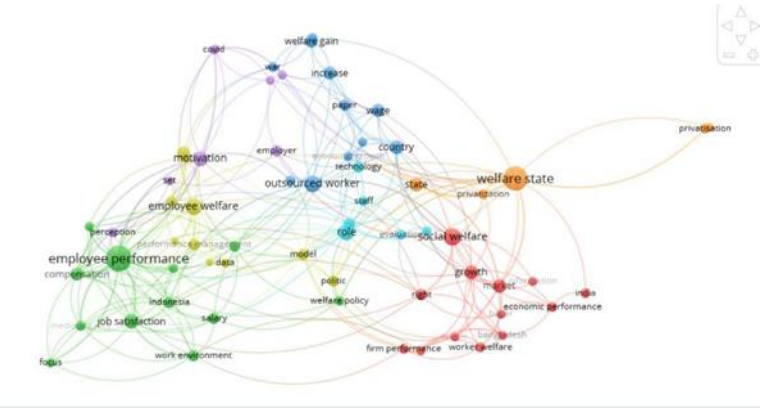
Cititaion	First Outhor	Titles	Year	Journal
518	AB Bernard	Production Networks, Geography, and Firm Performance	2019	Journal of Political Economy
336	MR Azizi	Innovative human resource management strategies during the COVID-19 pandemic: A systematic narrative review approach	2021	Heliyon
334	AJ Wood	Networked but Commodified: The (Dis)Embeddedness of Digital Labour in the Gig Economy	2019	Sociology

The most cited rankings are shown in the table above. The 2019 article by AB Bernard is currently (year 2024) on top with 518 citations published by Journal of Political Economy. This article is also the longest-running publication among the 3 articles on the list as well as the third-ranked article.

HASIL DAN PEMBAHASAN

To further explore the results of the meta-analysis, a graphical visual mapping of published studies on the impact of outsourcing on employee productivity and welfare has been developed. It is predicated on keyword mapping study results that may be seen in a few of the mapped publications.

Figure 1. Network Analysis



Making a landscape map that can include scientific concepts is how representation is made. The network visualization results for the keywords are displayed in Figure 1 above. As Figure 1 illustrates, the article's content is not limited to the connections made between themes in terms of article titles and keywords.

Figure 1 shows some of the frequently occurring terms about the Effect of Outsourcing on Workers' Productivity and Welfare over the last 3 to 6 years displayed along with their yearly relationship with other keywords in seven clusters, namely:

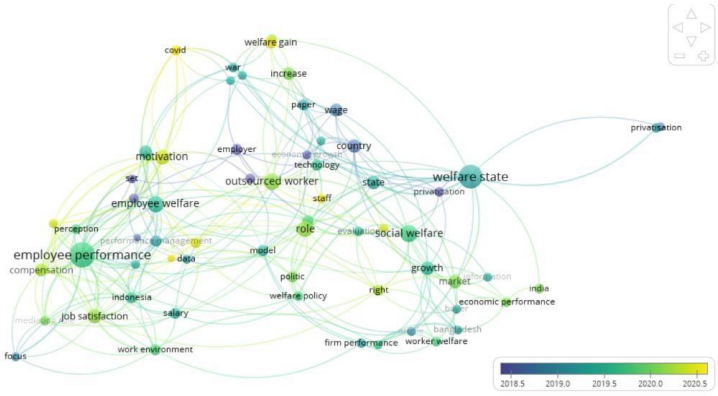
- Cluster 1 (13 Items, red color): article, bangladesh, buyer, economic performance, company performance, growth, india, information, market, rights, social welfare, supplier, worker welfare
- Cluster 2 (12 Items, Green Color): attention, compensation, employee performance, focus, indonesia, influence, job satisfaction, mediating role, salary, welfare policy, work discipline, work environment.
- Cluster 3 (11 Items, Blue Color): Context, country, economic growth, global sources, improvement, labor productivity, outsourcing, paper, wages, war, welfare improvement.
- Cluster 4 (10 Items, Yellow Color): Data, employee welfare, government outsourcing, human resource management, importance, model, needs, nigeria, performance management, politics.
- Cluster 5 (8 Items, Light Blue Color): Covid, employer, future, motivation, pandemic, perception, excellence, set.
- Cluster 6 (6 Items, Purple Color): Evaluation, example, role, staff, technology, well-being.
- Cluster 7 (5 Items, Orange Color): New, privatization, privatization, state, welfare state

The figure shows the relationship between outsourcing, employee welfare and other influencing factors. Cluster 1 contains economic factors, such as economi c growth, company

performance, and overall economic performance, Cluster 2 contains organizational factors, such as welfare policies, employee performance, and work environment, Cluster 3 contains social factors, such as workers' rights and social welfare, Cluster 4 contains country factors, such as outsourcing regulations and government policies, Cluster 5 contains global factors, such as globalization and technology. The figure shows that outsourcing has a complex impact on employee welfare, Cluster 6 is welfare factors, such as evaluation and example, Cluster 7 is contextual factors, such as New, privatization, privatization, state, welfare state.

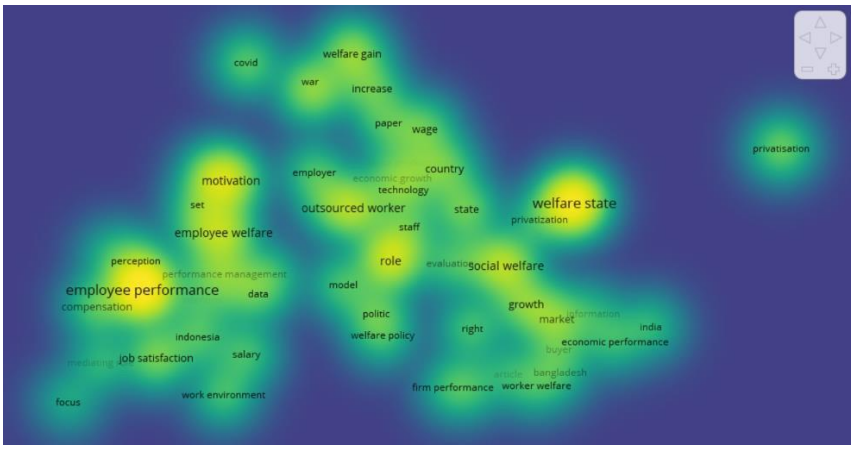
The impact can be both positive and negative, depending on the factors that influence it. The overlay visualization will show traces of research history. Figure 2 shows that most research on Outsourcing has been carried out before 2023.

Figure 2. Overlay Analysis



We conclude with a density visualization. Density analysis makes it feasible to pinpoint areas of research that are still largely uncharted territory. The color spectrum in this visualization spans from yellow to blue. A deeper shade of yellow denotes a topic that is being discussed with more density and focus. Conversely, a bluer color denotes a lower density and less attention to the subject.

Figure 3. Item density



PENUTUP

This research is quoted to explore outsourcing outsourcing to employee productivity and welfare through the visual bibliometric approach. Bibliometric analysis is carried out using vosviewer software to map the relationship between research themes, authors, and related publications.

The results of the analysis show that research on the impact of outsourcing on employee productivity and welfare is divided into several main themes:

Outsourcing Impact of Motivation and Employee Job Satisfaction: Some studies show that outsourcing can be motivated and satisfaction because of unsafe feelings, lack of corrolrolran due to. However, other research shows that outsourcing can increase the motivation and job satisfaction of Gangan employees to focus on core tasks and reduce the burden of collars.

Outsourcing Impacts on Employee Performance and Productivity:

Study of the Impact of Outsourcing on Employee Performance and Productivity Emit various findings. Some studies have shown that outsourcing can improve employee performance and productivity through access to new skills and technology, as well as cost reduction. However, other studies have shown that outsourcing can decrease employee performance and productivity due to loss of internation and internal expertise, as well as communication and coordination disorders.

Outsourcing Impacts on Employee Health and Welfare: Differences can have a negative impact on employee health and welfare through increasing stress, anxiety, and deets. This is due to the uncertainty of work, discrimination, and poor working conditions. However, Outsourcing Rona can have a positive impact on the health and welfare of Delukan employees to reduce workloads and increase the balance of work life.

This blind research identifies several research gaps that need to be explored in the future:

- A more in -depth research on the impact of outsourcing on different groups of employees: more detailed research on the transfer of outsourcing letters in different groups of employees.
- Research on outsourcing changes in the performance and productivity of views: more comprehensive research is needed about the transfer of outsourcing letters of performance and productivity of overall, time, time, biting.
- Research on the impact of outsourcing on employee health and welfare in the long run: longitudinal research is needed to examine the impact of outsourcing on employee health and welfare in the term.

Concern, outsourcing impacts on the productivity and welfare of complex and diverse employees. Factors such as the type of outsourcing work, outsourcing strategies that are applied, and the characteristics of employees affected by outsourcing recurrences can all affect the results. Although our research clarifies complex relations between outsourcing and worker welfare, more research is needed to fully understand the long -term impact and how certain groups of employees are affected. To create a moral outsourcing framework that protects workers' rights and encourages a balanced strategy that prioritizes human welfare and economic, legislator and executive success of the company must also work together.

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