A systematic literature review of remuneration non-wage and OCB

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ABSTRACT
This systematic literature review aims to summarize some a study of remuneration non-wage and the effects of his OCB. This study preferred report items for literature search methods, systematic review and meta-analysis (PRISMA). From a study on the impact remuneration of non-wage on OCB in other words Google Scholar. 198 records total filter using data inclusion criteria to get 30 data those who meet the certification criteria. Finding 45 hypotheses related to remuneration non-wage and OCB. Based on impact and functional data these variables are grouped into four. That is, it has positive significance. Influential variables, unaffected variables, mediator variables. Novelties/Value - Different studies related to different types of fringe benefits should be categorized against OCB in the last 5 years from 2017 to 2022. Dates are used in this systematic literature review from journals indexed by Scopus. A systematic literature review found that providing non-remuneration, in addition to base salary, can affect organizational citizenship behavior from a job. because Employees can do more than just volunteer so they see value in non-wage remuneration can minimize work stress as well as increase work motivation.

Keywords: Systematic Literature Review, remuneration non-wage , organizational citizenship behaviour

INTRODUCTION
Get to recognize host country market scenarios, the government's policy of reducing the pull factors on labor and non-wage, which are major concerns All employees can be focused as important for the company to develop human resources. Singh (2019), Waxin (2018) Remuneration non wage, at the same time, non-wage benefits are expected to support sustainable practices that depend on top management's leadership, strategy, concept of contribution, employee social value, and overall individual well-being in the organization of society Similarly, implementing sustainable development initiatives is becoming an important employee retention strategy (Bhardwaj, 2016; Pradhan et al., 2017).

So, finally, we can conclude that bonuses and bonuses can change organizational behavior. As a result, providing wages other than basic wages will provide a high level of motivation to perform
work in the workplace. Performance increases the human resources of each individual beyond the job description duties and roles related to organizational civic conduct within the company. Various governments, agencies and organizations have developed, implementation of rules and formal structures, these formal mechanisms addressing complexion environment issues in the workplace are still enough. Patel Holm 2018; Graafland Bovenberg 2020 ; Pham et al. 2020;

One of the forms of remuneration discussed in this article is the provision of side jobs in the form of non-financial bonuses and benefits that affect individual performance beyond work obligations and responsibilities. Granting non-wage benefits is a gift from the company to the employee, identifying the necessary changes and providing the encouragement that leads to change so that employee retention is real.

Based on the background statements, the authors assume that non-wage labor costs influence some OCB. Therefore, the phenomenon of non-base wages is an interesting topic to study, so the authors conduct a literature review on the impact of non-base wages on citizenship behavior in organizations.

METHODE

The items in the systematic review and meta-analysis (PRISMA) were derived from studies relevant to remuneration and OCB. Method data collection for this study uses Scopus use Publish or Perish software.

A Detailed information is explained as follows
1. Required variables and type of study the types of studies required are quantitative methods, as are the literature study variables discussed. Remuneration non wage and OCB. Researchers conduct searches to obtain literature that researchers can use as data. Literature incorporating Remuneration non wage and OCB as a research variable.
2. time estimate
In this systematic literature review, data sources are obtained from secondary data derived from published publications research Therefore, to preserve novelty, researchers provide an estimated time base research papers published between 2017 and 2022.
3. Consistent method
The data used in this study are literature with consistent research methods. Allow researchers to investigate specific criteria for the literature used as data, i.e. literature using quantitative studies method
Researchers carry out this selection process to obtain literature that meets the objectives of this study. or the selection process consists of several phases.
1. Identification and screening of journals
In this phase, identification is done using predefined keywords and performed online. In addition, search each study abstract for studies that do not match the researcher's abstract. Criteria may be excluded or not included as data for this systematic literature review.
2. Data extraction
The next step in data extraction is the selected literature becomes research data, Predetermined criteria.
3. Literature collection
This preparation includes a phase in which the researcher collects all the literature from her two sources. By Garuda and Scopus, Publish or Perish. Additionally, the availability is checked duplicate files from two sources. Then, based on data acquisition, a literature review is conducted it was recorded.
4. Data synthesis
This process uses a narrative system, that is, the classification of data from the extraction results. Regarding the criteria for answering the research objectives. scientific article should be structured logically and systematically when writing.

RESULT AND DISCUSSION

This research method adopts the literature search method, systematic reviews and meta-analyses (PRISMA), the process of identifying, interpreting and evaluating all available research evidence with the aim of providing an answer to a specific research question data is secondary data. Authors collect
data on topics and retrieve data by searching Science Direct and Google Scholar using predefined variable keyword searches. Carefully read and study the articles you collect to determine whether they meet the standards used by researchers when writing literature reviews as literature. Search limited to 2017-2022, full text available in PDF format and selected the top 30 indexed Scopus journals. The sources referred to in this paper can form the basis of efforts to increase human capital through non-wage effects on organizational citizenship behavior.

1. Positive and significant influence

Mansouri et al. (2018) proposed a framework for studying the coordinating role of his OCB in influencing the organizational culture, leadership, and organizational structure of knowledge management. Furthermore, Bozionelos and Singh (2017) concluded that employees are emotional intelligence has a positive effect on OCB and OCB job performance. Established that citizenship of an organization rests with the individual. The employee's discretion rather than a formal requirement of the job. The importance of OCB research is primarily organizational and interpersonal. In other words, the physical mental, financial and social concerns about infectious diseases recognized by the hotel employees cause job stress, and job stress negatively impacts overall performance hotel employee. Jongsik (2021)

The purpose of this systematic literature review is to ensure that providing non-basic wages in addition to basic wages can help employees feel valued and minimize stress levels in the workplace. It is to provide answers to specific research questions that can influence behavior as an organizational citizen in addition to basic pay. Beyond their duties is employee loyalty. The results of this study found many positive effects on various individual and organizational outcomes, including customer retention. Park et al., (2017). Exploring the relationship between an ethical work environment and her OCB, the knowledge management aspect has a positive effect on employee quality, innovation and operational efficiency. that's why: Effective knowledge exchange, knowledge sharing and effective support between workers and employers, Al Ahbabie et al. (2019)

Point out that workers in formal sector companies with unions are more likely to have access to fringe benefits. We also found that, despite the legal nature of these fringe benefits, non-compliance was widespread, mainly in the formal sector as well as in the informal sector. It should be noted that Nkechi (2020) Heckman's stochastic modeling of the main outcome pattern does not fit general attitudes beyond the case of wage censorship. This is true and points to the need for stronger enforcement of these laws to minimize stress levels in the workplace and should be evaluated from a mental health perspective. Nkech (2020). Therefore, due to the importance of worker stress, many studies have been conducted on this topic (Karatepe et al., 2018).

2. Has No Influence

Transglobal leadership does not directly affect employee performance. Hermawati (2017). There was a big difference between top and bottom white-collar workers, manual workers, entrepreneurs, unemployed and other non-wage workers, cumulative incidence and length of sick leave. Blomgren (2021). Our results provide some very interesting insights. if the relationship between it turns out that the form of ownership and the provision of fringe benefits are taken into account SOEs were less directly related to the provision of fringe benefits than other forms of ownership. Marco (2017)

3. Mediating variable

Then quality of work life, professional commitment, organizational citizenship (OCB) is a mediating variable between transglobal leadership influences. Full Mediation Employee Performance. Hermawati (2017). We spiritual leadership found him positively associated with OCB under and indirectly through an orientation towards environmental justice. Khalid (2020). The responsibility to communicate this does not rest solely on identification. intervene in relationships, relationships between organizational perceptions of virtue task creation through mediation process of work engagement. Woo (2017)
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Remuneration Non Wage

By offering remuneration non wage, benefits and rewards, employees are motivated to go beyond their assigned responsibilities and minimize stress levels in the workplace. Stress is a negative reaction by an individual that causes a variety of complex personal, emotional, and behavioral problems. Bunk & Magley, (2013). In particular, job pressures that lead to symptoms of stress such as physical and mental fatigue can lead to further illness. Adverse physical or emotional reactions that occur when there is a mismatch, resources, and needs of Tongchaiprasit meet collaborators and Ariyabuddhiphons (2016). A recent study found that more than half of workers experience a lot of stress, and two-thirds of them find it distracting at work. Karatepee et al., (2018).

Organizational citizenship behaviour

Khan et al. (2017) divides OCB into his seven elements.
1. Altruism/assistance is taking initiative to help others in relation to work matters.
2. Sportsmanship is the behavior of accepting discomfort in the office and not complaining about work.
3. Organizational loyalty is the act of great dedication to promoting an organization to outsiders, protecting and maintaining it from external threats.
4. Organizational compliance is the act of following rules and procedures within an office, even though no one is paying attention or monitoring it. Initiative is a professional action that exceeds minimum standards or expectations by being voluntary.
5. Civic virtue is the act of actively participating in an organization, monitoring the threats and opportunities that exist within the organization, and providing the best possible solutions to the organization, sometimes at a significant personal cost.
6. Self-development is the voluntary action taken by employees to improve their own knowledge, skills and abilities.
CONCLUSION

According to the arguments presented, non-wage labor costs can affect an organization's civic behavior. Employees are typically the most important asset and part of the human resource in an enterprise. A company's success is highly dependent on the role of the people working there, especially the non-supporting employees, and is supported by non-wage labor costs in the form of bonuses. The research search yielded 30 journals on non-basic wage provision and organizational citizenship behavior published between 2017 and 2022. A systematic literature review found that providing a non-wage, in addition to the base pay, can influence behavior as an organizational citizen of a job.

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Recognize host country market scenarios, government policies and pull factors savings on labor costs and non- wages, which are major concerns Global staffing can be considered important for multinational corporations developing a talented talent pool. (Singh et al., 2019c; Waxin et al., 2018)


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