Indonesian Journal of Innovation Studies

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ISSN (ONLINE) 2598-9936

INDONESIAN JOURNAL OF INNOVATION STUDIES

PUBLISHED BY

UNIVERSITAS MUHAMMADIYAH SIDOARJO

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Bibliometric Analysis of Human Resource Management Research in Islamic-Based Hospitals (2014-2023)

Analisis Bibliometrik Penelitian Manajemen Sumber Daya Manusia di Rumah Sakit Berbasis Islam (2014-2023)

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Abstract

General Background: Human Resource Management (HRM) is vital for achieving organizational goals, particularly in hospitals where it influences healthcare quality. **Specific Background**: In Islamic-based hospitals, HRM must align with Islamic values, adding complexity to management practices. **Knowledge Gap**: There is a lack of bibliometric analysis on HRM research in these hospitals. **Aims**: This study aims to assess HRM research in Islamic hospitals from 2014 to 2023, identify trends, and highlight research gaps. **Results**: Research in this area increased notably between 2020 and 2023, with the United States leading. Key themes included hospital management, employee satisfaction, and organizational efficiency. **Novelty**: This is the first bibliometric analysis of HRM in Islamic-based hospitals. **Implications**: The findings suggest the need for more research on HRM strategies rooted in Islamic values to enhance hospital performance and healthcare quality.

Highlights:

- Significant increase in HRM research publications in Islamic hospitals from 2014 to 2023.
- The United States contributed the most research on HRM in Islamic hospitals.
- Key themes included employee satisfaction, hospital management, and organizational efficiency.

Keywords: Human Resource Management, Islamic Hospitals, Bibliometric Analysis, Healthcare Quality, Organizational Performance

Published date: 2024-10-24 00:00:00

Introduction

Organizational development cannot be separated from the human resource factor to achieve organizational goals [1]. Human Resource Development is a strategic approach used by corporations to ensure the continued functioning of all components inside the organization. An advanced stage of growth in which a company effectively utilizes its human resources as required. [2]. Developing an organization means developing its human resources to have significant responsibility and by all systems adopted [3]. This makes it possible to reduce risks and destabilizing factors in the workplace, such as conflicts, grievances, turnover, absenteeism, performance problems, accidents, and disability [4].

Human resources (HR) are organizational capital [5]. As such, they present human resource management as a discipline that aims to maximize human resources' benefits by ensuring that employees' training, development, and motivation are done well. Human Resources (HR) is also vital for hospitals in achieving their goals [6]. The role of HR is essential in managing and organizing various aspects of hospital operations. Human resources are so functional that other resources cannot replace them [7]. Effective human resources can enhance organizational capacity by utilizing hospital management information systems to enhance the quality and efficiency of health care. They are the primary determinant in the process of computerization [8].

A hospital is a complex organization that provides health services through a healthcare approach (promotive, preventive, curative, and rehabilitative) implemented thoroughly per applicable laws and regulations [9]. Hospitals are responsible for providing quality services according to standards to meet their users' needs and demands [10]. Many hospitals offer patients various facilities so they are comfortable using the medical services at the hospital. Starting from the ease of registering at a specialist clinic or general clinic, a comfortable waiting room for waiting in line, friendly nurses and doctors, luxurious inpatient rooms like a five-star hotel, and other facilities that support hospitals to provide excellent service to patients [11]. This is intended to satisfy patients and entrust their health care to the hospital. Patients want to return to using services at the hospital or reservice office management [12]. Health services encompass both individual and collective efforts within an organization to uphold and enhance health, prevent and treat illnesses, and rehabilitate the well-being of people, families, groups, and communities [13]. Hospitals must have strategic policy formulations internally, especially organization, management, and human resources (HR). They must be able to effectively make decisions to improve the quality of health services to the broader community so that they can become responsive, innovative, and effective organization [14].

Many studies have been conducted regarding Human Resource Management (HR) in Hospitals. Research conducted by [15] This study examines the priorities of hospital administration and the key aspects that impact the overall perception of patient safety. It is conducted in a cross-sectional methodology. Hospital management must prioritize fair and quality management practices and focus on effective handover and transition to improve patient safety. This practice is crucial because it can reduce the risk of errors and ensure smooth care for patients. Thus, attention paid to fair human resource management will create a positive work environment, increase employee motivation, and improve patient care quality. Research from [16] Examines The study examines the relationship between Human Resource Management (HRM) and organizational performance, with a focus on the mediating role of social exchange. The relationship between employees and hospitals must be based on mutual trust. In particular, HR managers can help employees understand the reasons behind rewards and unappreciated tasks. In this context, building alignment between employees and organizational values is essential to improve the work experience. In addition, managers must ensure that optimal ongoing training is provided to employees, strengthening their connections and relationships with the organization's culture. Then research from [17] Explores the use of strategic practices in managing human resources and developing human capital, with a specific focus on the impact of employee commitment. Hospital HR managers are required to elevate the level of their responsibilities and standard HR tasks to a more strategic level, such as strategy formulation. The HR strategy is in harmony with and strengthens the hospital's vision and mission, while also connecting the organizational strategy with the HR strategy. Healthcare professionals should enhance their investment in human resources by prioritizing formal training and education.This explanation clarifies that the tasks and responsibilities of hospital human resource management have changed significantly. Not only responsible for traditional aspects such as recruitment, training, and employee management, but HR management in hospitals must also take a more strategic role in integrating HR strategies with the vision, mission, and goals of the organization. This suggests that HR managers need to deeply understand the hospital's internal and external conditions and their impact on operational success and health services. Thus, hospital human resource management is no longer limited to administrative functions alone but becomes one of the critical elements in formulating and implementing strategies to improve organizational performance and provide quality health services to patients.

Therefore, it is interesting to map the global scholarly work on HRM in Islam-based hospitals to identify trends, relevant topics, and opportunities for additional research. This research aims to determine how research on HR management in Islamic-based hospitals has developed. This research uses bibliometric analysis with VOSviewer software, a research analysis technique used to evaluate the performance of researchers, research groups, institutions, countries, or journals regarding scientific publications. This study is crucial because it offers insights that are much beyond the purview of journals. By mapping global scientific publications, it is possible to identify areas that have yet to be explored in-depth and discover new opportunities for further research that can significantly contribute to the understanding and practice of HRM in hospitals.

1. Literature Review

Human Resources (HR) is a potential everyone possesses to realize something as a social being. Human resources are the ability to think and keep physical power maintained by an individual and behavior influenced by heredity, the environment, and work because they are motivated by their desire to fulfill their satisfaction [18]. Human resources generally increase productivity in supporting organizations to be more competitive and achieve goals [19]. Organizational strategies related to human resources (HR) management create employee satisfaction so that employees perform well and can create a competitive advantage for their organization. HR management is essential for organizations in managing, organizing, and using available human resources to function effectively and efficiently. HR is a valuable asset for organizations that requires good management and maintenance [20].

Hospital Human Resources (HR) is a vital element in the success of health services. The quality and performance of human resources determine the effectiveness and efficiency of hospital operations and the quality of services provided to patients. Effective hospital Human Resource (HR) management will generate and maintain a competitive advantage and improve organizational performance. Hospitals must ensure that their HR and procedures investments attract and retain competent employees. Having capable human resources is advantageous for hospitals providing patient services [21]. Hospital human resource planning can be defined as an organizational effort to ensure that the right amount and type of human resources are available to deliver the right services to the right individuals at the right time [22].

Method

This study employs a qualitative research methodology, specifically utilizing a literature review strategy. This qualitative research approach utilizes the literature study methodology, which involves the examination and analysis of written data such as notes, books, papers, articles, journals, and other sources. Data sources for bibliometric studies include journals categorized as primary, secondary, or tertiary, which publish articles for a defined period. Subsequently, the data is examined from several viewpoints to ascertain attributes such as the country or region of origin, document type, publication year, and other pertinent elements. This study utilized the Scopus DataBase search engine to discover research on HR Management in Islamic-based hospitals conducted between 2014 and 2023. A total of 258 materials pertaining to the administration of human resources in Islamic hospitals were identified in scholarly publications throughout that time frame. The Scopus database is often regarded as the main resource for research due to its status as one of the largest repositories of scientific publications in the world. Scopus offers precise statistics on the metadata of every scientific article, encompassing details such as publication date, abstracts, references, and more. This study utilizes the analytical capabilities provided by the Scopus database to gather bibliographic information from papers pertaining to the topic of HR Management in hospitals that are founded on Islamic principles. In addition, this study utilized the VOSviewer software to visualize keywords based on density network and overlay. The primary goal is to ascertain noteworthy keywords pertaining to the subject and chart out subjects that hold considerable potential for future investigation. The VOSviewer program was utilized to generate and display the bibliometric network. Figure 1 shows the steps in collecting data obtained from the Scopus database.
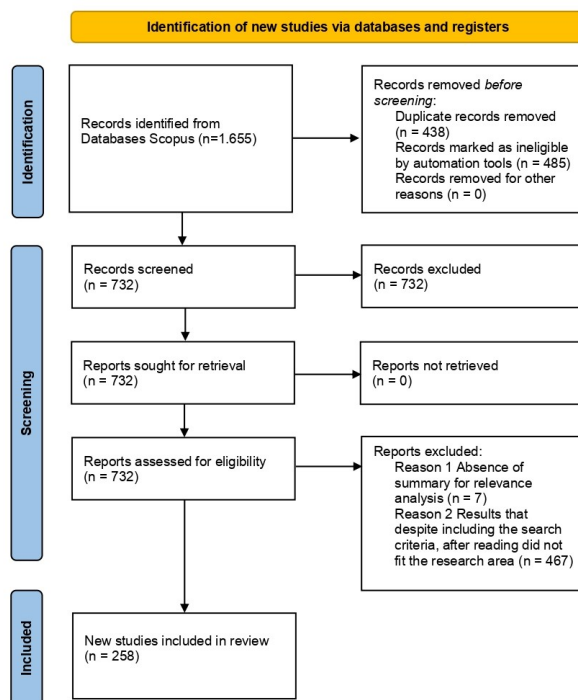
Figure 1. *The PRISMA approach outlines the specific stages involved in identifying and selecting relevant documents for analysis*

Result and Discusion

A. Result

Using data from 258 scientific publications examined from the Scopus database, a range of information was made available. The scholarly articles pertaining to Human Resources Management in Islamic-based Hospitals from 2014 to 2023 encompass many viewpoints from researchers across the globe. By categorizing and analyzing the data based on the publication year, our study uncovered intriguing patterns and trends in the papers. The analysis also reveals the scientific papers contributed by specific countries, the journal sources that are most commonly utilized, the authors who have produced the most work on the issue, and the institutions that are actively participating in the research. The wide range of data collected in this study offers a comprehensive understanding of the research trends in the field of Human Resource Management (HRM) in Islamic Hospitals. By examining the progression of this study, we gain insights into its evolution and observe the interplay between different interconnected factors that shape the trajectory of future research. Through this analysis, we can gain a more comprehensive understanding of the existing developments and trends in the scholarly literature related to HRM in Islamic Hospitals and identify the scope for further researchThe graph displays the annual count of document publications, ranging from 2014 to 2023, focusing on HR Management in Islamic Based Hospitals. These publications are indexed in Scopus.
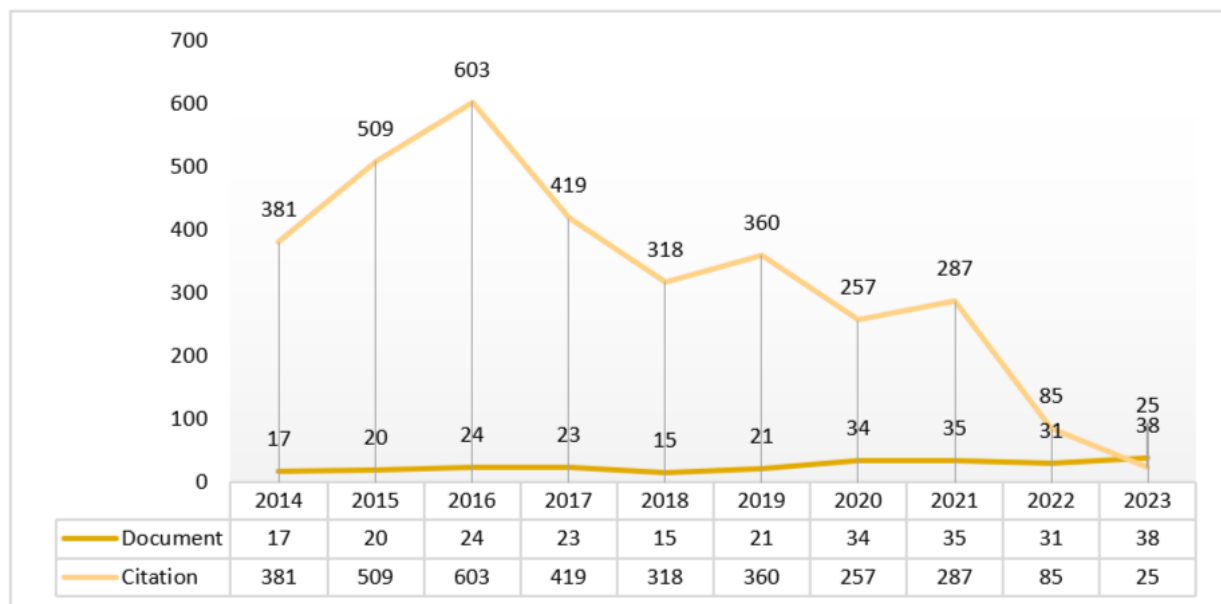
Figure 2. *An analysis of global publications on HR Management in Islamic Based Hospitals from 2014 to 2023 and the average number of citations each year for these articles*

Based on the data presented, it can be seen that the trend of research publications on HR Management in Islamic Based Hospitals from 2014 to 2023 shows significant fluctuations. Trends in research publications on HR Management in Islamic Hospitals from 2014 to 2023 show substantial volatility. In 2014, 17 documents were successfully indexed by Scopus, highlighting the initial interest in this topic with a focus on partnership management in health services, especially in collaboration between Islamic hospitals and BPJS Health. In 2015, the number of documents increased to 20, indicating a growing interest in research on HR management and organizational behavior in Islamic hospitals in Pakistan. A significant spike occurred in 2016 with 24 documents, marking a substantial increase in research interest related to HR Management in Islamic Based Hospitals with research examining the role of Islamic Work Ethics in the relationship between job satisfaction and performance. Despite a slight decrease in 2017 to 23 documents, interest remains high in research on the role of Muslim interfaith spiritual care providers in US healthcare institutions. In 2018, there was a significant decrease to 15 documents, possibly influenced by external factors. In general, this research examines the structure and organization of hospitals in Islamic civilization. However, the number of documents increased again in 2019 to 21 papers, indicating recovery after the decline and research examining collaboration between academic hospitals and faith-based organizations during the COVID-19 pandemic. A big spike occurred in 2020 with 34 documents, indicating a significant increase in research interest and activity related to HR Management in Islamic Based Hospitals. This research examines the need for an international Islamic accreditation body in response to the increase in Islam-friendly hospitals and medical practices among healthcare providers worldwide. In 2021, the number of documents remained high at 35, indicating continued strong research interest and activity with research on Islamic prayer practices and their impact on Muslim nursing staff. Despite a slight decrease in 2022 to 31 documents, interest remains high in research on Islamic medical tourism. Finally, in 2023, there will be an increase in the number of documents to 38, indicating an increase in interest or research activity in this topic. In general, this research examines the factors that influence the productivity of nurses and midwives at Islamic Hospital, focusing on empowerment and compensation. In conclusion, the trend of research publications on HR Management in Islamic Hospitals shows fluctuations that reflect the dynamics in research interest and activity during that period.Top of Form

The data indicates that the journals with the most citations were predominantly published in 2016, with a total of 603 citations. This was followed by 2015, which had 509 citations, and 2017, which had 419 citations. The analysis demonstrates the patterns of citations over the past decade, emphasizing the shifts in research interest and focus within the observed subject. However, additional research is necessary to investigate the factors that affect these trends and to compare the distribution of citations with the number of publications every year in order to gain a more thorough understanding of the research dynamics over the given period. As such, the citation analysis offers valuable insight into the recognition and influence of research in the field of HRM in Islamic Hospitals. However, further research is needed to understand better the factors influencing these trends and their implications for future research and practice.
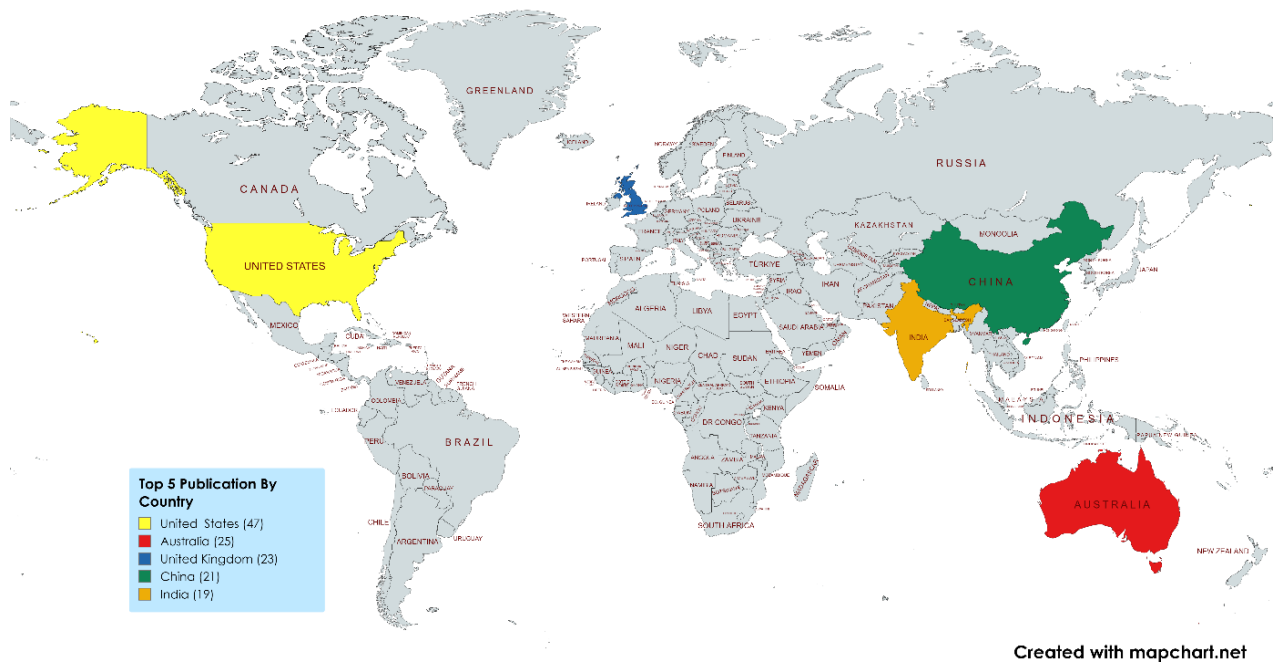
Figure 3. *Countries Contributing the Most to HR Management in Islamic Hospitals*

Figure 3 indicates that from 2014 to 2023, the United States had the highest production of research publications indexed by Scopus in the field of Human Resource Management in Islamic-Based Hospitals. According to the data, the United States is in the lead with 47 documents, establishing itself as the overwhelming leader in this contribution. The main research focus is to examine the collaboration between medical institutions and faith-based organizations in dealing with the COVID-19 pandemic, including joint efforts to disseminate information, prepare worship buildings, hold meetings with religious communities, and their potential role in reducing health disparities and combating the pandemic as a whole. In second place, Australia also made a significant contribution with 25 documents, showing their essential role in research related to this theme. The focus of research in this country is to examine the emergence and development of Halal-branded medical facilities for Muslim patients worldwide in the medical tourism industry. This includes the application of Sharia principles in healthcare, branding and certification strategies to attract the Halal Medical Tourism market, and the associated challenges and opportunities. Behind it, the United Kingdom also plays an active role with 23 documents, showing a significant contribution to developing knowledge in this field. This research focuses on Islamic medical tourism, where individuals undertake short-term trips to hospitals that apply Islamic principles in their health services. It covers the dominant aspects of medical tourism from an Islamic perspective that can increase the market for the Islamic medical tourism industry locally and globally. In addition, China contributed 21 documents on the theme of HR Management in Islamic Hospitals, adding variety to this research. This research examines the structure and organization of hospitals in Islamic civilization, focusing on the construction of hospitals by Muslims, primarily based on experience. No less critical, India also contributed 19 scientific research documents throughout the period 2014 to 2023, enriching the knowledge base in this field. In general, the research focuses on Islamic work ethics. Islamic work ethics is considered one of the factors that influence a hospital's competitive advantage in the context of this research. This analysis provides a comprehensive picture of the contribution of various countries in developing knowledge about HR Management in Islamic Hospitals, highlighting the importance of international cooperation in this research.
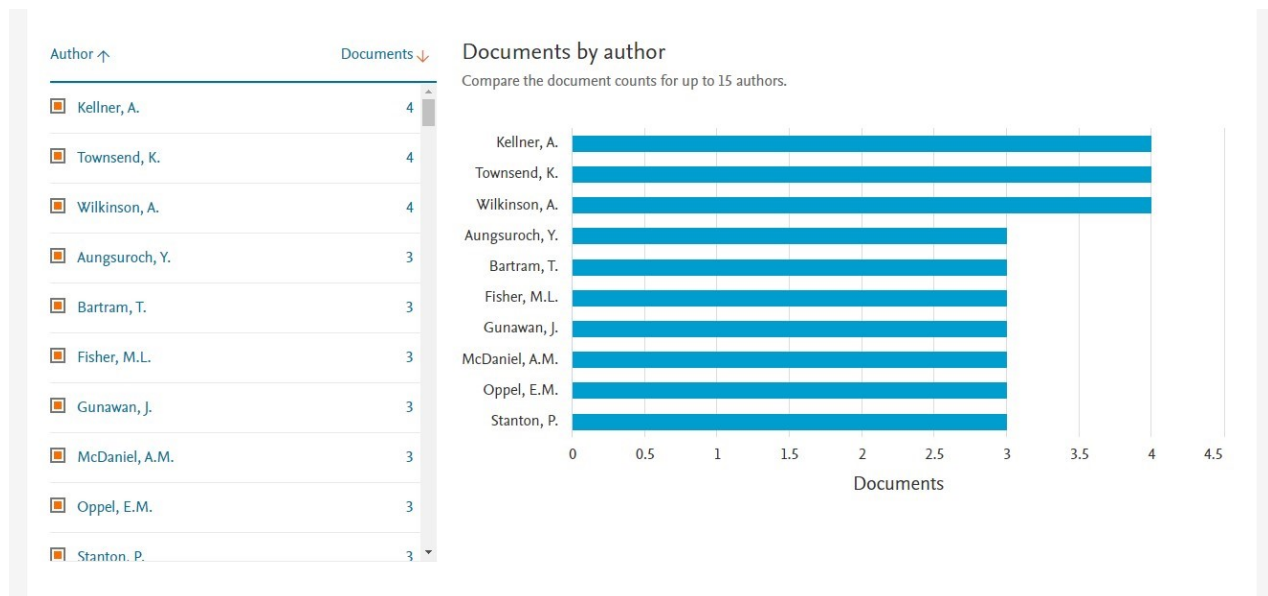
Figure 4. *Most Contributing Author in the Field of HR Management in Islamic-Based Hospitals*

Figure 4 reveals the extraordinary dominance of the authors Kellner, A., Townsend, K., and Wilkinson, A. in scientific research on HR Management in Islamic Based Hospitals from 2014 to 2023, indexed by Scopus. In this period, Kellner, A., Townsend, K., and Wilkinson, A. have succeeded in contributing 4 significant documents in this field. This achievement reflects the critical role and consistent contribution of Kellner, A., Townsend, K., and Wilkinson, A. in shaping and enriching our understanding of HR Management in Islamic Based Hospitals. This research highlights the importance of developing the capabilities of frontline managers in high-performing hospitals, emphasizing Islamic values and principles. Islamic-based human resource development programs can improve managers' abilities, which impacts organizational performance, especially in the healthcare sector. This research also shows substantial contributions from other researchers such as Aungsuroch, Y., Bartram, T., Fisher, M.L., Gunawan, J., McDaniel, A.M., Oppel, E.M., and Stanton, P. who each contributed 3 research documents scientifically related to HR Management in Islamic Based Hospitals. The dominance and diversity of their contributions reflect the importance of this research in that context. The study focuses on developing and testing a competency-based human resource management scale to improve the managerial competence of first-line nurse managers in public hospitals, taking into account Islamic-based management principles. This includes an emphasis on Islamic values in human resource management, such as justice, honesty, and social responsibility, which form the basis for developing managerial competencies in the context of Islamic-based hospitals. The dominance and diversity of researchers' contributions reflect the complexity and importance of this research in the context of HR Management in Islamic-based hospitals. With the diverse contributions of researchers, understanding of this topic can be enriched, and various perspectives and approaches in dealing with issues related to HR Management in Islamic Based Hospitals can be explored further.
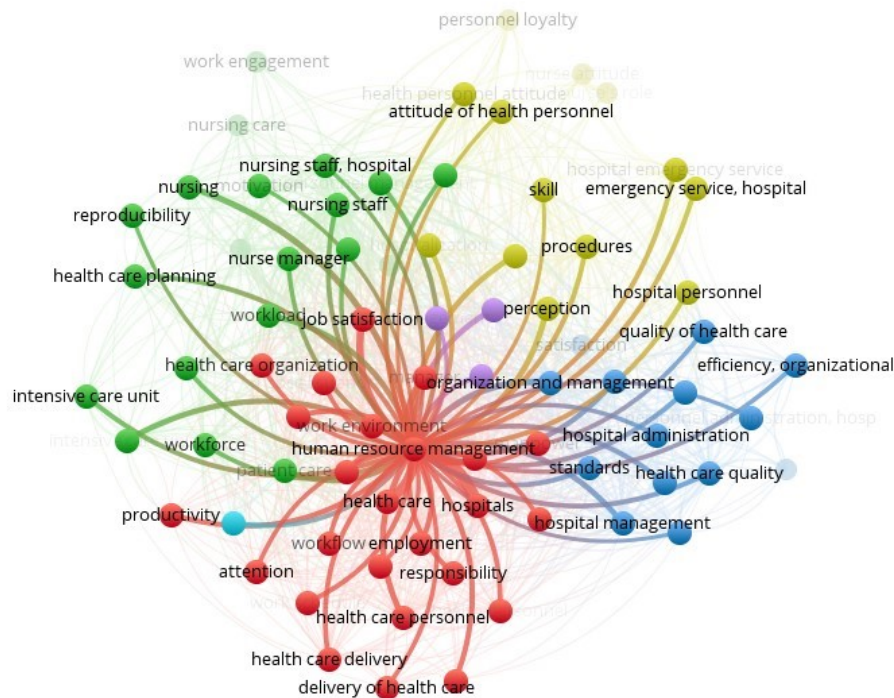
Figure 5. *Network Mapping Based on Keywords*

Labels denote commonly occurring keywords or concepts on the graphic, while colors indicate clusters. Clustering is employed to get understanding of bibliometric clusters, whilst image mapping is utilized to obtain a comprehensive representation of a bibliometric network [23]. Frequently occurring terms or keywords are represented by each circle. The size of the circle indicates the number of publications associated with the term in the document title. The circle size shows the number of documents related to that term or keyword [24].

Figure 5 above shows that the node size or extensive keyword is Human Resource Management. Human Resource Management is the main focus of research on Human Resource Management in Islamic Based Hospitals from 2014 to 2023. This reflects the importance of human resource management in hospitals based on Islamic values. Although the keyword "Islamic" is not visible in this visualization, this may reflect the limited number of studies explicitly addressing Islamic aspects in the context of HR management in hospitals. However, it is essential to note that the significant presence of the keyword Human Resource Management indicates the main focus of research in managing human resources in the context of Islamic-based hospitals' sustainability and operational success. In addition to Human Resource Management, the keyword network visualization also highlights other keywords relevant to the research of HR Management in Islamic-based hospitals, such as Hospital Hospital Management, Employment, Health Care, and Organization and Management. The relationship between these keywords in the network reflects the interconnectedness and complexity of HRM-related hospital topics. The presence of different clusters or groups in the visualization also indicates that specific sub-topics or aspects of HRM in Islamic Hospitals have received particular attention in the literature.
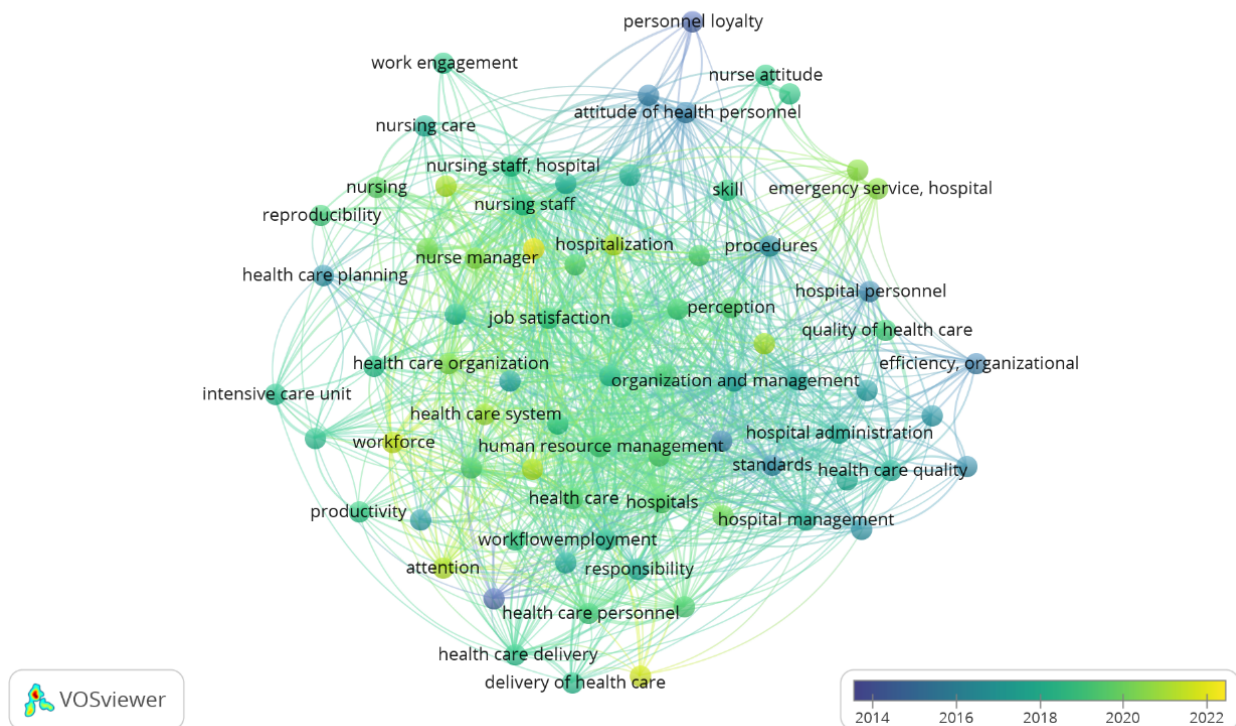
Figure 6. *A snapshot of the development of studies on HR Management in Islamic-based Hospitals (2014-2023)*

The figure shows that between 2014 and 2023, research on HR Management in Islamic-based Hospitals experienced a significant increase in conversations and research. Several main focuses dominate in this research. Keywords such as Human Resource Management, Hospital, Hospital Management, Employment, Health Care, and Organization and Management are prominent in the keyword network, reflecting the complexity and relevance of the concept of HRM in Islamic Hospitals in the indexed literature. The emphasis on these aspects indicates the importance of hospital management, workforce management, health care, and organizational elements based on Islamic values in the context of hospitals. The increase in conversations and research on these topics may reflect a response to the demand for improved healthcare quality by Islamic principles and the need for effective and efficient management practices within an Islamic hospital environment. As such, the keyword network visualization provides a clear picture of the development and focus of HRM research in Islamic Hospitals over the period under study.

However, the visualization needs a precise Islamic topic, the keyword network. This may be due to several factors, including the few studies addressing Islamic aspects in the context of HRM in Islamic Hospitals. As such, the absence of the keyword "Islamic" in the keyword network visualization does not directly indicate a lack of research on Islamic aspects of HRM in Islamic Hospitals but rather reflects the complexity of the terminology used in the literature as well as the limitations of the data used for the analysis.
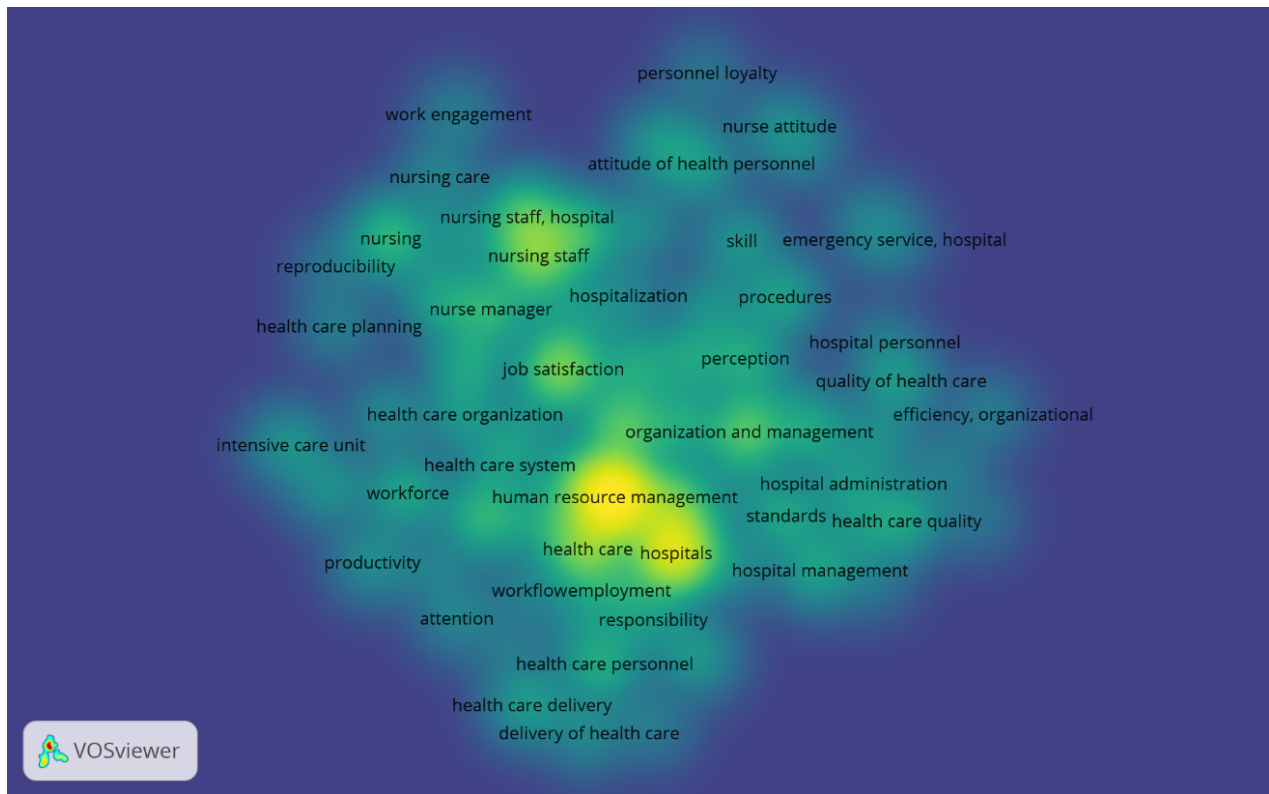
Figure 7. *Visualization Overlay of HR Management in Islamic-Based Hospitals (2014-2023)*

Figure 7 is the result of the VOSviewer analysis using the density visualization feature. Density analysis in VOSviewer is one of the valuable methods to highlight the most frequently discussed topics in HR Management in Islamic Hospitals research and identify issues that still have opportunities for further study. With a focus on density, the resulting picture shows topics with many links to other problems in the network. The yellow color in the visualization indicates topics most frequently discussed or related to the main subject. In contrast, the green color represents topics that still need to be addressed or have not been widely researched in the literature. Identifying green-colored issues can provide valuable insights into research areas that still need further exploration in the context of HR Management in Islamic Hospitals. Thus, density analysis using VOSviewer can be a helpful tool in guiding future research and obtaining valuable findings in this field.

Figure 7 displays the level of saturation, which provides essential information about the dominant topics in research on Human Resource Management in Islamic Hospitals. The yellow color, which includes Human Resource Management, Hospital, Nursing Staff, Health Care, Organization and Management, Attitude of Health Personnel, and Job Satisfaction, signifies that these topics have been a significant focus in the scientific literature, with extensive levels of attention. High saturation in yellow indicates that these topics have received considerable recognition in HR Management research in Islamic Based Hospitals. However, on the other hand, there is a green color that includes Hospital Personnel, Quality of Health Care, Health Care Planning, and Organizational Efficiency. This green color indicates that these topics have yet to be widely explored in the HRM research literature in Islamic Based Hospitals. This green color shows that these topics are open areas with potential for further research.

B. Discussion

Human resource management, usually called staffing, provides appropriate and competent personnel for an organization to achieve its goals [25]. Human Resource Management (HRM) in the context of hospitals is essential in ensuring the efficiency, effectiveness, and quality of healthcare services provided [26]. It involves managing various aspects of the hospital workforce, including recruitment, selection, training, development, performance evaluation, payroll, employee policies, and conflict management. Hospital HRM aims to ensure that hospitals have qualified, trained, and experienced staff to adequately meet the needs of patients while ensuring employee well-being and satisfaction [27]. Hence, research on HRM in Islamic-based hospitals has become plentiful in recent years. This reflects the recognition of the critical role of HR in managing qualified and trained human resources in the hospital context. This research is becoming increasingly relevant with the increasing complexity of healthcare, including the demand for quality, efficient, and sustainable services. In addition, this research is needed to explain the noteworthy annual trends in publication findings, country contributions, and authors about the topic of HRM in Islamic-based Hospitals. In addition, narrative mapping and identification of subjects that can be studied are additional justifications for the importance of this research. This is necessary to understand the dynamics and

development of research in this area and to identify common threads about the issue of HR Management in Islamic-based hospitals.

Another relevant study supporting the findings of this research was also conducted which revealed that the critical role of hospital management in implementing Human Resource Management (HRM) practices to manage the workplace in hospitals effectively provides an essential perspective in understanding the dynamics behind HRM implementation in the healthcare environment. The findings highlight that the success of HRM practices in hospitals relies heavily on active involvement and a strong understanding of management. This confirms that management is crucial in shaping a supportive work culture, ensuring employee satisfaction, and improving healthcare services. In a study [28] Yang revealed that human resource management programs can adopt several strategies to improve nurses' social and psychological well-being and work engagement. First, focus on job design that encourages positive social interactions between nurses, coworkers, and patients. Second, through ongoing training, provide nurses with the tools and skills to manage their tasks more efficiently. Third, create a work environment that supports and values nurses by implementing a flexible working time policy and recognizing their achievements. Thus, these strategies are expected to improve nurses' well-being and work engagement. According to research, the significance of human resource management and organizational performance stems from their interdependent relationship. Thus, it is imperative for human resource management to prioritize the enhancement of both the professional and personal growth of employees, as this will have a substantial influence on the long-term effectiveness of the business. Due to the sensitive nature and crucial significance of human resource management in attaining an organization's strategic objectives, it is imperative to carefully choose suitable indicators.

When connected to the theory of Human Resource Management (HRM) it is the process of integrating people and organizations to achieve common goals. It is an integral part of the management process that aims to manage human resources within an organization. The goal is to optimize the contribution of individuals in the organization by creating harmonious cooperation. In practice, HRM focuses on recruiting, developing, and retaining qualified employees to achieve organizational goals effectively and efficiently. It is the art of managing and optimally utilizing the workforce's potential. According to the theory from Human Resource Management (HRM) is an approach to effectively managing and using human resources to achieve organizational and individual goals. This involves strategies and practices designed to optimize the contribution of individuals in the workplace so that they can give their best for organizational success. With a focus on recruiting, training, developing, and managing employees, HR management aims to create a work environment that is productive, motivating, and oriented toward achieving organizational goals. Therefore, this study explains that it is interesting to see the trend of publications every year and that the theme of Human Resource Management (HRM) research in hospitals has increased significantly from year to year, and in fact, the year 2023 recorded the highest number of publications in the last decade. This indicates that the topic has attracted significant interest from researchers and academics. The potential causes of this increased interest can vary, ranging from the increasing awareness of the importance of HR management in the context of Islamic-based hospitals to developments in theory and practice in this field.

From 2014 to 2023, there has been an increasing trend in Scopus-indexed publications on human resource management (HRM) in Islamic hospitals, as illustrated in Figure 2. This period covers a phase where the interest and focus of research into Human Resource Management (HRM) in Islamic Hospitals undergo diverse variations and changes. This indicates the dynamics that have occurred in understanding and exploring this topic over the time studied. New trends may have influenced these changes and variations in research interest in human resource management, health policy, changes in the hospital environment, and shifting research priorities and practical needs in the healthcare industry.

In addition, this study found that countries worldwide also contributed to scientific publications on the theme of Human Resource Management (HRM) in Islamic-based Hospitals from 2014 to 2023, indexed in Scopus. The results of the analysis show that countries have a significant contribution to this research. The United States, for example, is one of the countries that contributed the most scientific research publications indexed in Scopus with the theme of Human Resource Management (HRM) in Hospitals. This contribution shows strong interest from various countries in studying and contributing knowledge related to hospital HR management practices and policies. This is reinforced by research from entitled "Competence-based human resource management to improve managerial competence of first-line nurse managers: A scale development," which explains that competency-based human resource management has proven to be reliable and valid for use in public hospitals. By using this scale, hospitals can effectively evaluate and measure employee competence, help identify their strengths and weaknesses, and support the development of effective employee management strategies.

In addition, Kellner, A. is the author who contributed the most research publications on Human Resource Management in Hospitals. Their significant contributions can be attributed to their expertise and vital research interests in Human Resource Management (HRM) in Hospitals. One of his research was published in 2015, titled "Opening the black box in Nursing Work and Management Practice: The Role of Ward Managers." Explaining the role and capacity of ward managers is crucial in ensuring the success and effectiveness of the High-Performance Human Resource Management system in hospitals. By strengthening the role and capacity of ward managers, hospitals can create a productive and high-performing work environment and improve the quality of services provided to patients. Therefore, developing and empowering ward managers is an important strategic step for hospitals in implementing the principles of High-Performance Human Resource Management [29].

Co-occurrence analysis also uncovers common themes and research directions when exhibiting a visualization network based on keywords. Research and science initiatives can be effectively monitored with its assistance [30]. 6 distinct colored clusters are displayed in this study. Groups are indicated by colors, and frequently occurring concepts or keywords are indicated by graphic labels. Clustering obtains insight or a comprehensive picture of a bibliometric network [31]. Thus, this research found that scientific publications on Human Resource Management (HR) in Islamic-based hospitals, indexed in Scopus from 2014 to 2024, have a strong relationship with Human Resource Management, Hospital, Hospital Management, Employment, Health Care, and Organization and Management. Although the term "Islamic" is not immediately apparent in the associations displayed in the keyword network analysis, this may reflect the limited number of studies that specifically address aspects of Islam in the context of HR management in hospitals. However, the presence of significant keywords such as Human Resource Management indicates that the main focus of the research is managing human resources in the context of the sustainability and operational success of Islamic-based hospitals. This shows that religious aspects may not always be the main focus of this research, but human resource management remains a significant concern in the context of Islamic-based hospitals.

VOSviewer is a tool that may be used to visualize density in the context of research. It provides information about the level of research on a specific topic or concept in a given domain or field of study. This density graphic elucidates the study focus, trends, and relationships among current concerns or ideas. The greater the number of yellow nodes in the picture, the higher the level of study conducted on the issue. Conversely, the less research has been conducted on the issue, the more it is characterized by a green or knotty nature. Therefore, this density visualization aids in the identification of extensively studied themes or issues, as well as those that necessitate additional attention or further investigation. Thus, this research also elucidates that topics such as Hospital Personnel, Quality of Health Care, Health Care Planning, and Organizational Efficiency present ideal prospects for exploration within the domain of Human Resource Management (HR). In hospitals because of its strong relevance to Human Resource Management (HR). This suggests that there is considerable scope for further research on these topics, with the potential to provide a deeper understanding of how human resource management can be improved to support operational effectiveness and quality of health services in hospitals.

This research explains human resource management (HRM) in the context of Islamic-based hospitals. HR management not only manages administrative aspects such as employee recruitment and training but also affects the quality of services provided by the hospital, patient satisfaction, and employee policies based on Islamic values. In the context of this research, emphasis is placed on identifying and understanding the various aspects of HR management that significantly impact hospital operations. These include staff development, performance management, rewarding achievement, and building a motivating and productive work environment. The analysis highlights the importance of HRM as the foundation for creating an efficient and quality healthcare-oriented work environment. As such, this analysis confirms that HR management has a profound impact on the overall functioning and performance of hospitals and provides an in-depth look at how effective HR strategies can strengthen the performance of healthcare organizations.

Conclusion

Research on Human Resource Management (HR) in Islamic-based hospitals has experienced significant growth and advancement over the past decade. The number of scholarly papers on Human Resource Management (HR) in Islamic-based hospitals has increased significantly from 2014 to 2023, with a total of 258 publications. This indicates a notable surge in interest and research in this area. The increasing number of publications indicates a good response to the significance of this topic. The United States is the primary contributor, with 47 documents addressing several aspects of human resource management (HR) in hospitals based on Islamic principles. While authors such as Kellner, A., Townsend, K., and Wilkinson, A. provided consistent contributions with 4 documents. Visual mapping shows that such issues as Human Resource Management, Hospital, Hospital Management, Employment, Health Care, and Organization and Management are the main focus of research on Human Resource Management (HR) in Islamic-based hospitals. However, several topics, such as Hospital Personnel, Quality of Health Care, Health Care Planning, and Organizational Efficiency, are open to further research. The emphasis on research on these aspects shows the need to understand in more depth how HR management can improve the quality of health services in hospitals based on Islamic principles. Although the term "Islamic" is not directly visible in the associations displayed in the keyword network analysis, this may be due to the limited number of studies explicitly addressing Islamic aspects in hospitals' HR management context. However, this does not reduce the importance of strengthening the understanding and implementation of Islamic values in HR management in Islamic-based hospitals.

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