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Global Trends in the Job Performance: A Bibliometric Analysis

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Abstract

The study aims to provide a clear picture of the current dynamics and research heterogeneity in the field of Job Performance (JP). Using bibliometric analysis, this study offers a critical examination of job performance in the literature. The objective of the study is to identify the most prominent JP trends in research papers based on publication dates, prolific authors, journals, citations, keywords, and affiliated nations, as well as to analyse the network of keyword occurrences and co-authorship within nations. This review was conducted using the Scopus database and is based on 1,600 research articles published between 2012 and 2022. The significance of the research is assessed by examining the top nations, institutions, authors, and the most frequently cited papers by year. Using the bibliographic coupling feature of VOS viewer software, analysed keyword occurrences, co-authorship networks, and international co-authorship networks. Major findings indicate that 2022 had the highest number of published articles on JP. The most cited paper is "The Impacts of Perceived Organisational Support and Psychological Empowerment on Job Performance: The Mediating Effects of Organisational Citizenship Behaviour." The author, Bakker, A.B., from Erasmus University Rotterdam, is the most frequently cited in JP research, and the university is also the most productive in this area. The Journal of Applied Ergonomics, an Elsevier publication, has published the most articles on JP. This research will serve as a valuable guide for academics interested in JP, helping them identify which antecedents of JP have been less explored and where future opportunities may lie.

Keywords: Bibliometric Analysis, Bibliographic Coupling, Job Performance, VOS Viewer

1. Introduction

Scholars' interest in JP has dramatically grown in the last two decades. In practice, the evolution has been raging as well. JP's practices are now commonplace in all industries and for all types of organizations. Organizations must adapt to a business environment characterised by growing competition to alter their offer of excellent quality and value, product offerings, and fulfil their assurance of consumer pleasure (Hartline & Bejou, 2012). Organizations that seem to be required to get intellectual capital and knowledge (Daud *et al.*, 2010) that allow them to achieve and retain competitiveness are impacted by variables including market globalisation, rapid rate of technological advancement and competition (Boumarafi, 2009; Almashari *et al.*, 2002; Daud *et al.*, 2010). In this regard, they consider the importance of the human factor in achieving financial performance (Mohamed *et al.*, 2006). Today, in particular, Performance improvement is prioritized (Heavey *et al.*, 2011).

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A model for describing organisational performance was provided by Brewer and Selden (2000). It states that the notion is characterised by two components: (a) factors related to the organisation, and (b) individual factors. One part of the individual factors, specifically individual performance, is what makes it up. The factors that have a significant effect on organisational performance are those that call for a greater level of employee involvement, according to the authors. In light of this, Popova and Sharpanskykh (2010) argue that, while computing and inspecting organisational performance as a whole is crucial for realising organisational goals, measuring individual performance is also crucial for understanding how numerous interventions affect occupational functioning (Pransky *et al.*, 2006). Therefore, in understanding organisational performance necessitates understanding individual performance because we need to think about elements that are internal to the employees or that have an impact on them individually, in addition to organisational factors.

Individual performance involves a vast scope of organisational actions that have remarkable ramifications for the comprehension and assessment of work performance in addition to the execution of particular tasks (Arvey & Murphy, 1998). From a practical standpoint, the idea is mostly addressed as a dependent variable, which becomes perfectly logical because organisations strive to improve and optimise individual performance (Sonnentag & Frese, 2002). Because there are no objective measures of work performance and function, a variety of self-reported scales were employed in a wide range of investigations. (Pransky *et al.*, 2006; Carlos & Rodrigues, 2016).

The notion is called "dynamic" because it changes over the course of a year. Individual performance variability reflects learning processes as well as other long and short-term variations in performance (Sonnentag & Frese, 2002). Personality and cognitive ability among individual variances, together with learning experiences, produce a variety in work habits, knowledge, traits, and skills that mitigate the impacts of personality & cognitive ability on JP. An attribute (innate or taught) that enables an individual to do an action cognitively or physically may be referred to as an "ability". Cognitive ability specifically indicates mental capability or capacity (Ree *et al.*, 2001). As a result, JP should be calculated using a specific period and, preferably, a specified job. JP is multidimensional because it cannot be defined by a single attribute, outcome, or factor (Campbell *et al.*, 1990). Because JP manifests in several ways, it is necessary to identify the various aspects that make up the construct to fully understand it (Viswesvaran, 2001). Because it is correlated with behaviour (Campbell *et al.*, 1990; Motowidlo *et al.*, 1997; Viswesvaran, 2001), and performance manifestations (Viswesvaran, 2001), JP is behavioural, or tasks that are considered crucial to attaining the organization's aim (Borman & Motowidlo, 1997; Bergeron, 2007). This approach is also considered episodic since employees engage in a range of behaviours during the course of a workday that neither assist nor hinder the organisation in accomplishing its goal and as a result, these behaviours have no impact on how they perform. As a result, work-related behaviour streams are distinguished by instances in which an individual engages in actions that have an impact on organisational goals. Performance is made up of behaviours that can be favourable or unfavourable for the organisation or the individual, and, the degree to which they are desirable can be scaled precisely enough to differentiate between them, and JP is also evaluative in this way (Motowidlo *et al.*, 1997). The distinction between behaviours and outcomes is one issue with the performance idea. Sonnentag and Frese (2002) define performance as having a behavioural and outcome component that can be difficult to distinguish (Viswesvaran, 2001). People act in certain ways while they are at work. It is more enticing to concentrate on results since they show how an individual's performance aids or restricts the reaching of organisational aims (Motowidlo *et al.*, 1997).

However, there are two reasons why behaviour should be emphasised in performance models. For starters, the states or conditions of things or individuals affected by JP are also determined by other components beyond the worker's control. Unless these pointless aspects are changed, the perceptible consequences of

an individual's performance do not accurately reflect that individual's contribution to the accomplishment of organisational targets. Second, a behavioural focus is necessary to acquire psychological knowledge of eliminating processes and to more effectively apply the whole spectrum of psychological principles and methods to the problem of projection (Motowidlo *et al.*, 1997).

According to performance theory, which identifies two types of performance (Griffin *et al.*, 2000), task performance and contextual performance are distinct behaviours that both contribute to organizational effectiveness. Task performance can be categorized into two groups: (1) activities that convert raw materials into the products or services the organization provides (e.g., performing surgery, teaching, processing transactions), and (2) activities that support and sustain the technical core by replenishing resources, distributing finished products, or managing essential planning, coordination, supervision, and staff functions that keep the organization running smoothly. Therefore, task performance is directly connected to the organization's technical foundation, either by carrying out technical tasks or by maintaining technical operations (Motowidlo *et al.*, 1997). Thus, Organisational Citizenship Behaviours (OCB), effectiveness behaviours, and Prosocial Organisational Behaviours (POB) all evolved into contextual performance, which takes into account a kind of behaviour that is primarily under workers' motivational control (Griffin *et al.*, 2000). Assisting, cooperating, sharing, volunteering, and donating are some examples of POB. They are characterised as constructive social behaviours carried out to promote and uphold the integrity and well-being of others. They differ depending on whether they are necessary for the organization's effectiveness, whether they are required as part of one's organisational job or not, and if they are conducted at a specific person or an organisation (Brief & Motowidlo, 1986).

To integrate troop effectiveness components that were indirectly connected to JP but were connected to a foreign understanding of JP, Borman (1987) tried to recognise a set of criterion behaviours. The idea was that, from the standpoint of the United States Army, being a good soldier entailed more than just doing the job technically well. It also consists of a wide range of other duties that help soldiers be more effective in their units and be of greater overall value to the Army. The notions of organisational commitment, organisational socialisation, and morale were all included in the model the writers developed. Allegiance is defined by commitment and socialisation; teamwork is defined by socialisation and morale; and determination is defined by morale and commitment.

The concept of Organizational Citizenship Behaviour (OCB) has several precursors: (1) Chester Barnard's 1938 proposal, which argues that an employee's readiness to cooperate is vital for organizational success; (2) the differentiation of behavioural typologies within organizations by Katz and Kahn in 1978, 2015; and (3) Organ's 1977 essay, which suggests that individuals adopt cooperative behaviours in response to fulfilling work experiences, as a means to compensate for the inherently unsatisfactory aspects of their roles. Bateman and Organ, in 1983, further developed this idea of performance based on Organ's earlier work.

Borman and Motowidlo (1997) identify at least three significant differences between contextual performance and task performance. First, while task activities vary widely across different jobs, contextual performance tends to be more uniformly applicable. Second, task performance is generally more role-specific than contextual performance. Lastly, cognitive abilities are more likely to influence the antecedents of task performance, whereas personality traits play a more significant role in the antecedents of contextual performance. This perspective is further supported by additional studies (e.g., Borman & Motowidlo, 1997; Motowidlo *et al.*, 1997). Ackerman and Heggestad (1997) concluded that aptitude, personality traits, and interests develop simultaneously, suggesting that both aptitude and personality traits indicate the likelihood of success in specific tasks, while interests drive the motivation to accomplish the work.

In their 1997 research, Borman and Motowidlo identified five dimensions of contextual performance:

(1) exerting the additional effort and perseverance necessary to successfully complete one's tasks (characterized by conscientiousness and perseverance; extra effort at work); (2) volunteering for tasks that are not explicitly associated with one's job (such as suggesting organizational improvements, taking initiative, accepting additional responsibilities, and consistently making efforts); (3) assisting and cooperating with others (including helping co-workers, supporting customers, demonstrating organizational courtesy, exhibiting sportsmanship, practicing altruism, and providing assistance to colleagues); (4) adhering to organizational rules and procedures (which involves following orders and regulations, upholding organizational values and policies, being conscientious, meeting deadlines, and demonstrating civic virtue); and (5) endorsing, supporting, and defending organizational objectives (which includes organizational loyalty and concern for unit objectives). Subsequently, other authors revised this proposed taxonomy, including Coleman and Borman (2000) and Borman *et al.* (2001). Based on a review of the literature, we describe JP as episodic and evaluative behaviours that a person displays toward her or his job and work as an outcome of the interactions between cognitive skills, personality traits, and learning experiences that add value to the business. To bridge this gap, our study is being conducted.

This research aims to provide a more diversified assessment of current trends in JP research. By examining JP research patterns through bibliometric approaches, this study aids organizations in decision-making and offers valuable insights for academia, professionals, and business leaders. The focal points of this investigation include analysing the most influential trends in JP research papers regarding publication time, prolific authors, journals, citations, keywords, and affiliated nations. Additionally, it aims to analyse the network of keyword occurrences and co-authorship within nations using VOS viewer.

2. Methods

For the study, "titles and abstracts" of research papers were evaluated to identify important publications on "job performance." The research papers on JP published in the Scopus-indexed journals were chosen for this study due to their trustworthiness, through indexing, and the high number of citations because they extensively covered high-quality publications (Bergman, 2012). The researcher searched the Scopus database using the phrase "job performance." The articles were analysed. To attain the JP of paper publication included in the Scopus index from 2012 to 2022, we employed bibliometric analysis, which examines patterns in the distribution of research publication over time and within a particular subject using quantitative and empirical data (Almind & Ingwersen, 1997; Persson *et al.*, 2009).

Bibliometric techniques have spread throughout science and research policy over the past twenty-five years. As a result, they have grown into one of the few interdisciplinary topics of study that can be applied to almost all clearly defined domains of science. Numerous fields of research apply bibliometric methodologies (Glanzel, 2003; Albort-Morant *et al.*, 2017) to broaden their scope of operations, assess the significance of a specific study, and measure the influence of their research (Pilkington & Meredith, 2009). The group of instruments for analysing literature quantitatively is known as bibliometric analysis. Its analytical goal is a citation analysis of the source material (De Bellis, 2009). Some researchers claim it is an instrument employed in the creation of research literature that facilitates research at both the level of advancement and a specific level. It makes it possible to identify a country's placement in the world, a business location in a neighbourhood, and even the location of specific scholars in a society (Okubo, 1997).

Furthermore, this study will use a network diagram and the VOS viewer software to cover co-authorship analysis, keyword occurrences, author analysis with bibliographic coupling, and nation-co-author analysis. The author, nation and keyword co-occurrence analyses were carried out using this network analysis software to comprehensively study and scrutinise the logical networks of the targeted research subject. It enables the depiction of information dynamics and construction. Network analysis facilitates the ability

to see the dynamics and structure of data (Vallaster *et al.*, 2019). The VOS viewer application was chosen to create a more thorough and visual representation of the data (van Eck & Waltman, 2010). The programme will be used to link the most comprehensive bibliometric data sets, presenting them on a diagram that makes it easier to see the items that were looked at (Laenglev *et al.*, 2018). Search criteria limits are understood in the Figure 1.

3. Result and Discussion

3.1 An Annual JP Publication

The publication of JP research from 2012 to 2022 is shown in Figure 2. The total number of research articles published remained moderately low from 2012 to 2018. However, from 2019 to 2022, the number of publications increased steadily. Notably, in 2020 and 2021, there were significant surges with 191 and 211 publications, respectively. The unprecedented global coronavirus pandemic and its aftermath impacted people's performance, contributing to this rise. The increase in publications reflects the academic community's growing interest in JP. This suggests that scholars and researchers continue to give considerable attention to the theory and research on JP in academia.

3.2 Most-Cited Papers

The citation rate indicates how JP influences academia and other professions. Table 1 lists the top sixteen JP articles that have received the most citations in journals. According to Scopus, the five most-referenced papers are as follows. The most-cited article, "The Impacts of Perceived Organisational Support and Psychological Empowerment on Job Performance," has been cited 329 times. The study indicates that organisational citizenship behaviour has a moderating effect. The results demonstrate that both perceived organisational support and psychological empowerment positively affect organisational citizenship behaviour, although perceived organisational support does not enhance JP directly. However, both psychological empowerment and organisational citizenship behaviour positively influence JP, with their effects mediated by

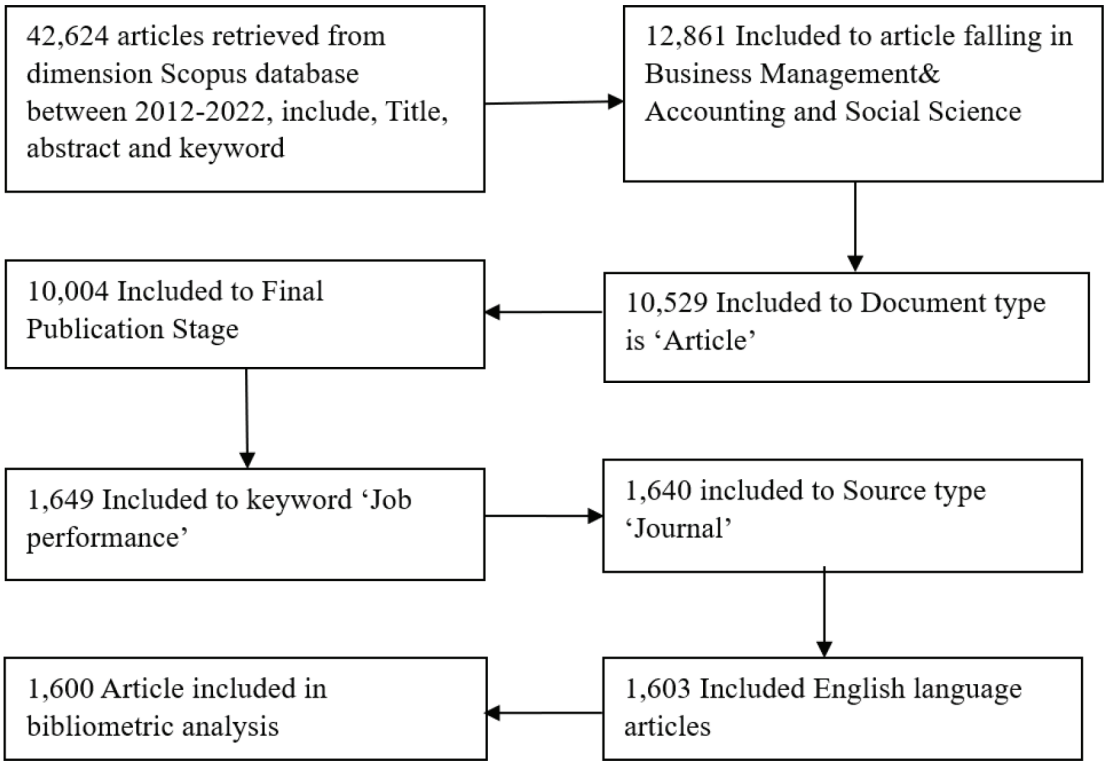

Figure 1. Flow diagram of analytical procedures for selecting publication for bibliometric evaluation.
Source: Author's own

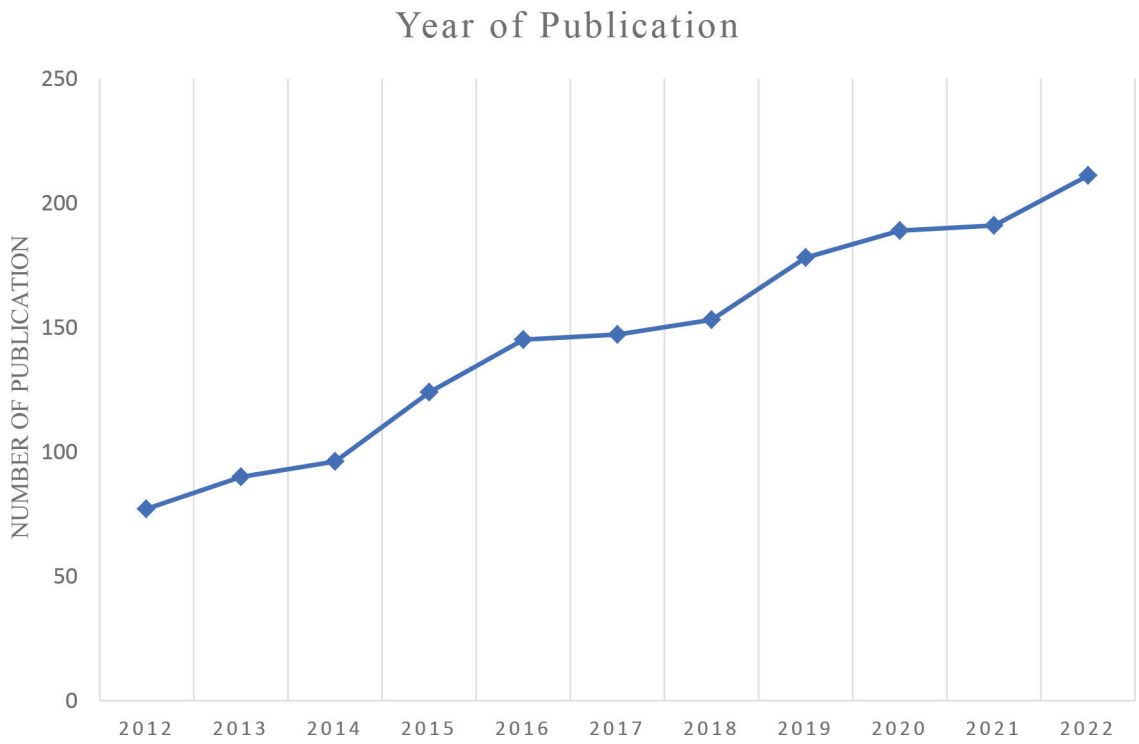

Figure 2. Displays the total number of articles published annually.

Source: Author's own

organisational behaviour. The second-most-cited article, "Examining Workplace Mindfulness and Its Relations to Job Performance and Turnover Intention," cited 289 times, provides evidence of a positive relationship between workplace mindfulness and JP, even when accounting for all three aspects of work engagement. It also identifies an unfavourable link between turnover intention and workplace mindfulness, which diminishes when the dimensions of work engagement are considered. The third-most-cited paper, "Combined Effects of Perceived Politics and Psychological Capital on Job Satisfaction, Turnover Intentions, and Performance," with 287 citations, supports its hypothesis robustly. It found that only job satisfaction and supervisor-rated performance are related to psychological capital, while perceived organisational politics affect all measured outcomes. The negative association between job satisfaction, supervisor-rated performance, and perceived organisational politics weakens with high psychological capital. However, the results for turnover intentions were unexpected, showing a stronger association with politics when psychological capital was high.

The fourth-most-cited article, "Corporate Social Responsibility, Customer Orientation, and the Job Performance of Frontline Employees," with 278 citations, shows how management and customers perceive a company's CSR activities to affect frontline employees' organisational and customer identification. These effects are more pronounced for employees who already value CSR highly. Both types of identification are linked to supervisor-rated JP, but only the influence of employee-customer identification is mediated by customer orientation. The fifth-most-cited paper, "Linking Dimensions of Social Media Use to Job Performance," with 245 citations, explores how three types of social media use—social, hedonic, and cognitive—affect JP. Conducted within a large global IT company, the study shows that using technology for social and cognitive purposes indirectly enhances performance on routine and innovative tasks. Hedonistic use of technology positively affects the development of social relationships, which in turn favourably impacts innovative performance, despite a direct negative effect on routine performance.

Table 1. Most-cited papers on JP

Authors	Title	Year	Cited by
Chiang C.-F., Hsieh T.-S.	"The impacts of perceived organizational support and psychological empowerment on job performance: The mediating effects of organizational citizenship behaviour"	2012	329
Dane E., Brummel B.J.	"Examining workplace mindfulness and its relations to job performance and turnover intention"	2014	289
Abbas M., Raja U., Darr W., Bouckenooghe D.	"Combined Effects of Perceived Politics and Psychological Capital on Job Satisfaction, Turnover Intentions, and Performance"	2014	287
Korschun D., Bhattacharya C.B., Swain S.D.	"Corporate social responsibility, customer orientation, and the job performance of frontline employees"	2014	278
Ali-Hassan H., Nevo D., Wade M.	"Linking dimensions of social media use to job performance: The role of social capital"	2015	245
Tims M., Bakker A.B., Derks D., van Rhenen W.	"Job Crafting at the Team and Individual Level: Implications for Work Engagement and Performance"	2013	223
Bakker A.B., Demerouti E., ten Brummelhuis L.L.	"Work engagement, performance, and active learning: The role of conscientiousness"	2012	208
Tims M., Bakker A.B., Derks D.	"Daily job crafting and the self-efficacy – Performance relationship"	2014	204
Bosch T., van Eck J., Knitel K., de Looze M.	"The effects of a passive exoskeleton on muscle activity, discomfort and endurance time in forward bending work"	2016	192
Fu W., Deshpande S.P.	"The Impact of Caring Climate, Job Satisfaction, and Organizational Commitment on Job Performance of Employees in a China's Insurance Company"	2014	190
Van Wingerden J., Derks D., Bakker A.B.	"The Impact of Personal Resources and Job Crafting Interventions on Work Engagement and Performance"	2017	182
Buil I., Martínez E., Matute J.	"Transformational leadership and employee performance: The role of identification, engagement and proactive personality"	2019	174
Moqbel M., Nevo S., Kock N.	"Organizational members' use of social networking sites and job performance: An exploratory study"	2013	174
Tims M., Bakker A.B., Derks D.	"Job crafting and job performance: A longitudinal study"	2015	170
Koopmans L., Bernaards C., Hildebrandt V., Van Buuren S., Van Der Beek A.J., de Vet H.C.W.	"Development of an individual work performance questionnaire"	2012	167
Bergeron D.M., Shipp A.J., Rosen B., Furst S.A.	"Organizational Citizenship Behaviour and Career Outcomes: The Cost of Being a Good Citizen"	2013	152

Source: Author's own (from Scopus database)

3.3 Most Prolific Journals and Authors

Figure 3 includes the most prolific authors who have published six or more papers on JP. According to our research, Professor A.B. Bakker, a specialist in work and organizational psychology at Erasmus University Rotterdam, Netherlands, has authored sixteen research papers and is an expert in work engagement, burnout, crossover, and the job demands-resource model. His primary areas of interest are work and organizational psychology, with twelve publications on JP. Dirk De Clercq, teaching management at the Goodman School of Business at Brock University in Canada, is the next most prolific writer with an interests in organizational behaviour and entrepreneurship. Hur W.M., from Inha University, South Korea, who has authored eleven papers, is the third-most prolific author with interests in organizational health climate, work engagement, and job crafting. Kim T.Y., from the China Europe International Business School in China, ranks fourth with a focus on person-environment fit, leadership, creativity, proactive behaviours, and self-presentation. M.U. Azeem, currently a doctoral candidate at the University of Malaya, Malaysia, is the fifth-most prolific writer with nine papers focused on operations management, quality practices, and logistics. Assistant Professor I.U. Haq, based at the University of Central Punjab in Lahore, Pakistan, researches psychological capital, psychological contracts, job stress, the gold rate, terrorism, and other relevant topics. Venkatesh V., a student at Virginia Tech, has authored eight papers and is interested in operations management, information systems, management, technology adoption, and psychology. Additionally, three authors have each published six papers on JP: G. Alessandri (Sapienza University of Rome), A. Bienkowska (Jagiellonian University of Poland), and L. Borgogni (Sapienza University of Rome).

Figure 4 lists renowned publications with a distinguished reputation that have published studies on JP. Applied Ergonomics published eighty-nine papers through Elsevier Ltd. Additionally, Safety Science, another Elsevier publication, included 69 papers. Forty-four papers were published in the International Journal of Industrial Ergonomics, also by Elsevier. MDPI published 34 papers in Sustainability Switzerland. Both the Journal of Occupational and Organizational Psychology (published by the British Psychological Society) and Social Science and Medicine (published by Elsevier) each featured twenty-seven papers. The

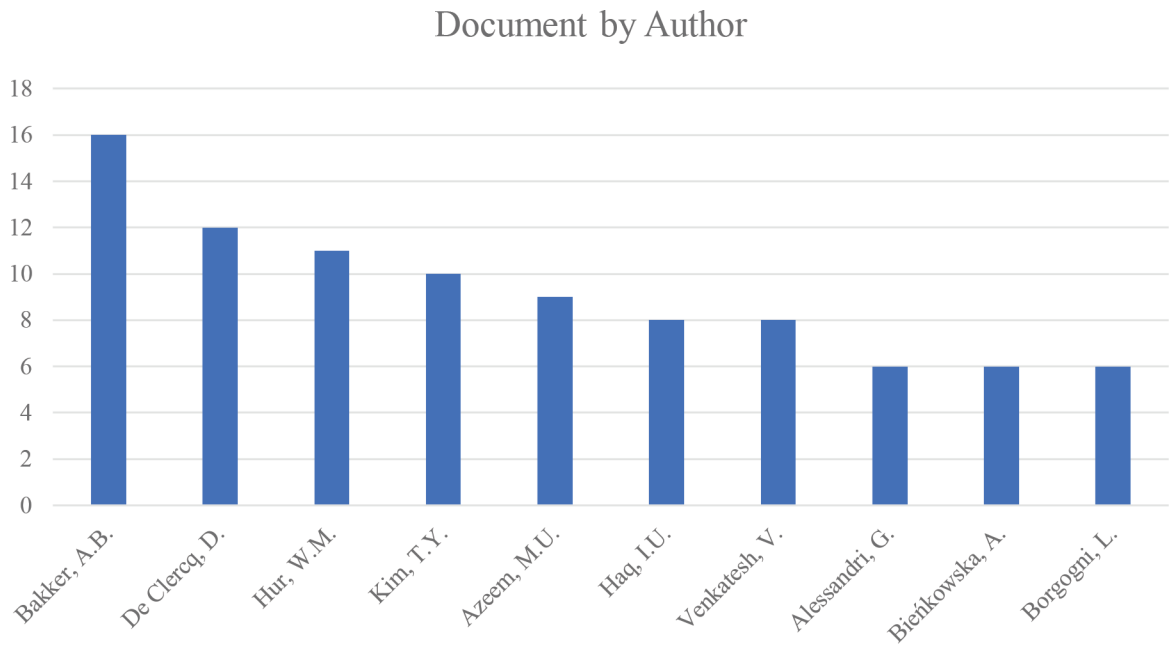

Figure 1. Authors who have published six and more papers on job performance.
Source: The Authors (from Scopus database)

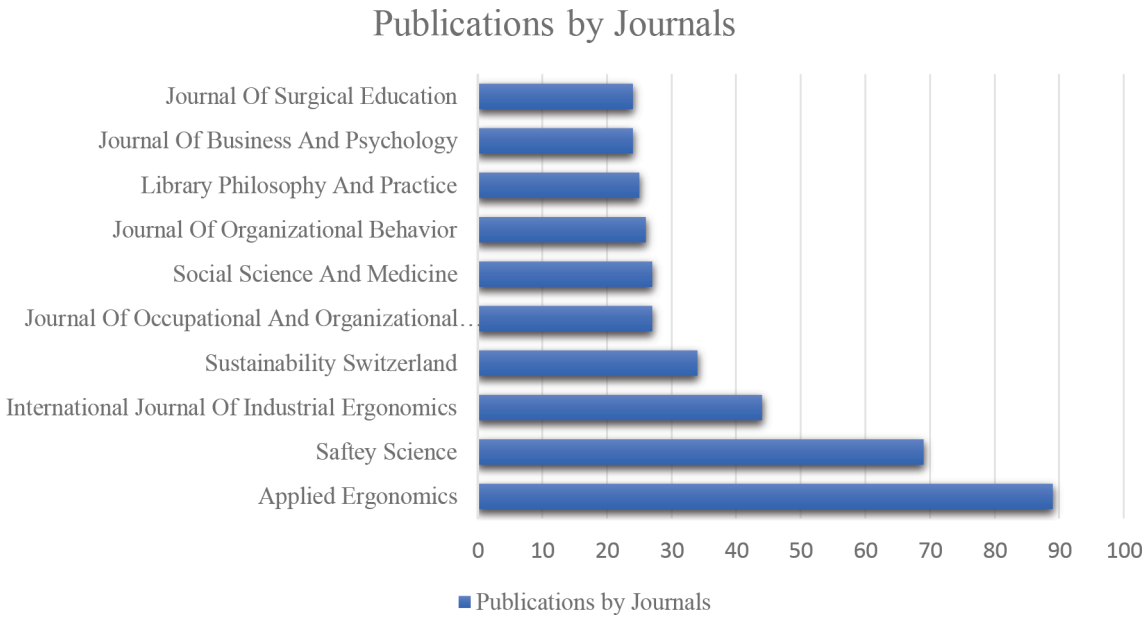

Figure 4. Papers on job performance published in top ten journals.
Source: Author's own (from Scopus database)

Journal of Organizational Behaviour, published by Wiley-Blackwell, included twenty-six papers. Twenty-five papers were published by Library Philosophy and Practice, hosted by the University Libraries of the University of Nebraska-Lincoln, Nebraska, USA. Twenty-four papers were published by both the Journal of Business and Psychology (Springer Science+Business Media) and the Journal of Surgical Education (Elsevier).

3.4 Job Performance: A Nation-Wise Publication

Figure 5 shows the distribution of the 1,600 JP publications among researchers' respective nations. The analysis from 2012 to 2022 highlights the countries producing the most output based on the researchers' affiliations. Contributions from a total of 45 countries emerged, reflecting different authors' perspectives across 1,600 papers. The United States leads with 394 research papers, placing it at the top of the graph. China follows with 154 papers, while the United Kingdom is third with 120 papers. Malaysia ranks fourth with 112 papers. Australia holds fifth place with 96 papers, and the Netherlands is in sixth place with 91 papers.

India ranks seventh with 83 papers, followed by Canada with 80 papers, South Korea with 76, and Germany with 65 papers. According to this study, the top four countries on the graph have contributed more than 90% of the articles on JP.

3.5 Institutional Publication on JP

Figure 6 shows the institutions with the highest tally of JP research publications. Only institutions with eleven or more publications were considered. Erasmus Universiteit Rotterdam, Netherlands, has the most JP publications, with twenty-four papers. Universiti Sains Malaysia, with twenty-one publications, is in second place. Universiti Utara Malaysia follows in third place with twenty papers. Brock University, Ontario, Canada, ranks fourth with seventeen papers. Rijksuniversiteit Groningen, Netherlands, is fifth, with fifteen papers. Universiteit van Amsterdam, Netherlands, and Vrije Universiteit Amsterdam, Netherlands, both published fourteen papers, securing sixth and seventh place, respectively. Virginia Polytechnic Institute and State University, United States, is in eighth place with thirteen publications. The University of Western Australia comes in ninth on the list with twelve publications, while Florida State University, United States, rounds out the list in tenth place with eleven publications.

3.6 An Analysis of Keyword Occurrences

An evaluation of keyword occurrence was conducted to determine how frequently keywords appear in published JP research papers. This evaluation enables

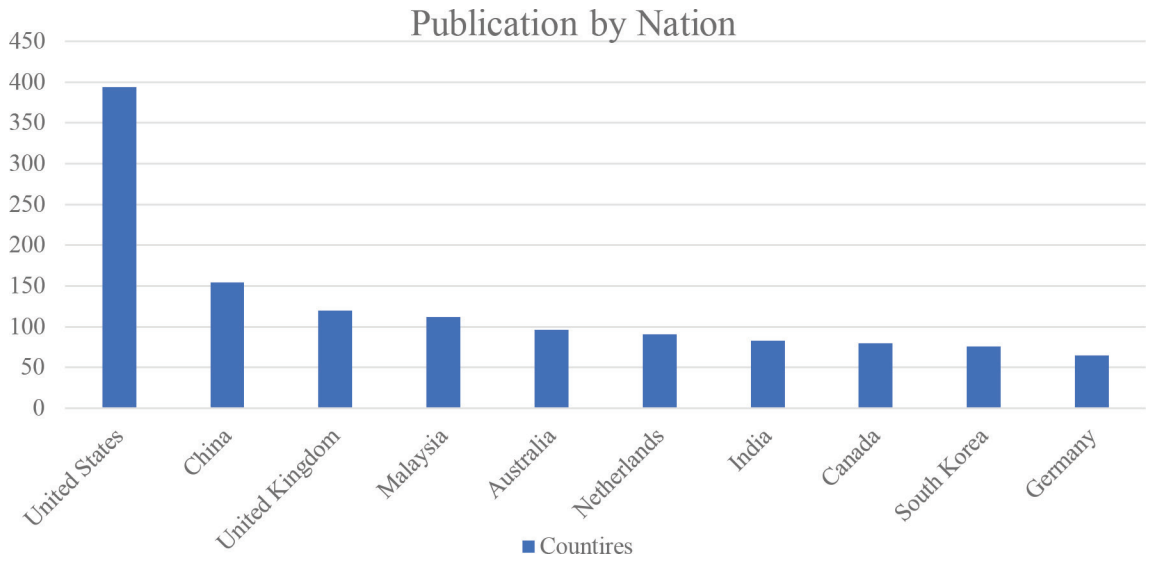

Figure 5. The Most Prolific Nation's

Source: Author's own (from Scopus database)

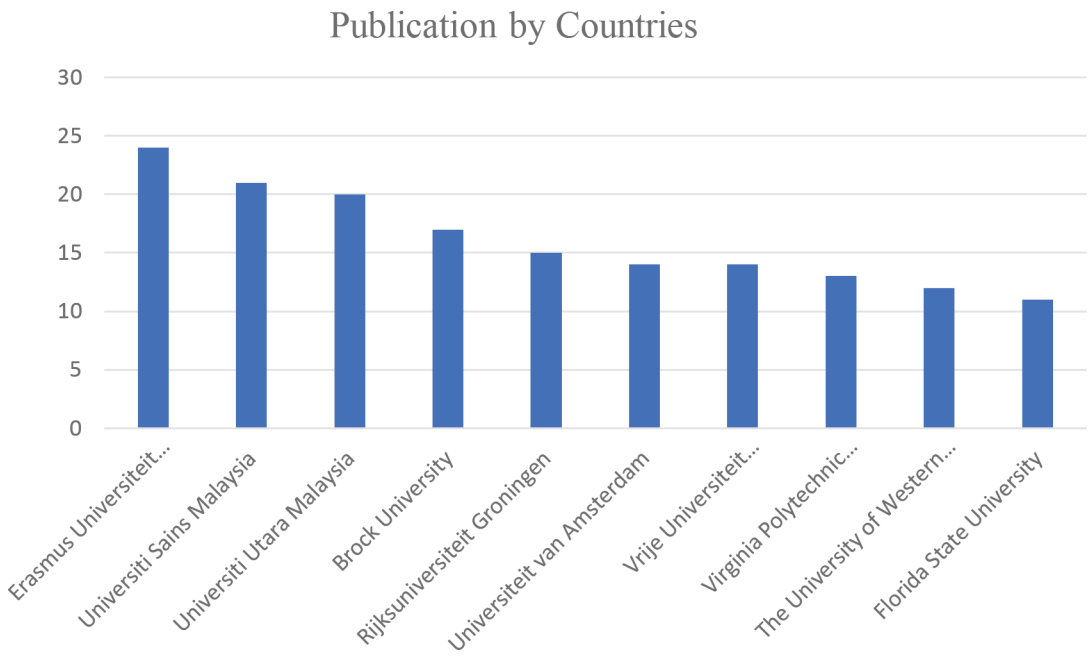

Figure 6. The majority of productive institutions published JP papers.
Source: Author's own (from Scopus database)

researchers to identify commonly researched themes and topics. Table 2 contains a list of all JP keywords that appeared fifteen or more times in the Scopus database over the last decade. Additionally, an analysis of the keyword occurrence network was performed for further investigation.

The VOS viewer application uses map-based text mining to determine how closely associated terms are located (Dolhey, 2019). Figure 7 depicts a network map of keyword co-occurrences. In JP research, a total of 4,199 keywords were used, with a total occurrence of 198. This diagram employs several lines to show the connections between different terms. These webs of lines illustrate the co-occurrence of keywords across multiple papers in the investigated data set.

3.7 An Analysis of Co-authorship Networks

Researchers are increasingly enthusiastic about collaborating with specialists to explore new information and fields of expertise. This collaboration significantly expands the scope of research initiatives and promotes transformative advancements (e Fonseca *et al.*, 2016). By pooling their knowledge and resources, researchers can tackle complex questions that may be beyond the reach of individual efforts. An analysis of the co-authorship network visualizes research and scientific collaboration, revealing patterns that illustrate which authors within the dataset collaborated most frequently with others (Dolhey, 2019). Essentially, co-authorship network analysis demonstrates the willingness of authors to work together and fosters an environment of mutual support and innovation.

In this study, the co-authorship network was examined using the VOS viewer program, version 1.6.18. The dataset under investigation contained 4,377 records. To generate the co-authorship network, the software selected authors who had collaborated with at least three other authors. This process resulted in the identification of 155 authors, creating a robust collaborative network. As depicted in Figure 8, these authors form the largest group collaborating on a single project within the dataset. Furthermore, the analysis will determine the overall strength of the co-authorship ties for each of the 155 authors. This metric will provide insights into the dynamics of collaboration and the extent to which these authors engage with their peers, highlighting the interconnectedness of research efforts within the academic community.

Table 2. Keywords occurred more than 15 times in job Performance

S. No.	Keywords	Number of Occurrences	S. No.	Keywords	No. of Occurrences
1	Job Performance	1601	46	Surveys And Questionnaires	39
2	Human	519	47	Human Resource Management	38
3	Article	420	48	Organization	38
4	Adult	287	49	Organization And Management	38
5	Male	277	50	Performance Assessment	37
6	Humans	256	51	Risk Assessment	37
7	Female	250	52	United States	37
8	Job Satisfaction	233	53	Transformational Leadership	36
9	Work Performance	155	54	Cross-sectional Study	35
10	Controlled Study	142	55	Occupational Hazard	35
11	Priority Journal	133	56	Skill	35
12	Human Experiment	118	57	Aged	34
13	Workplace	108	58	Clinical Competence	34
14	Psychology	105	59	Occupational Accident	34
15	Task Performance	101	60	China	33
16	Work Environment	91	61	Stress	33
17	Questionnaire	87	62	Wellbeing	33
18	Employee	83	63	Burnout	32
19	Middle Aged	82	64	Manager	32
20	Ergonomics	78	65	Medical Education	32
21	Motivation	74	66	Qualitative Research	32
22	Work Engagement	70	67	Accident Prevention	31
23	Occupational Safety	67	68	Self-efficacy	31
24	Employment	66	69	Training	31
25	Job Stress	62	70	Decision Making	30
26	Workload	58	71	Fatigue	30
27	Young Adult	58	72	Interview	30
28	Leadership	57	73	Occupation	30
29	Physiology	56	74	Organizational Citizenship Behaviour	30
30	Major Clinical Study	54	75	Social Support	30
31	Education	51	76	Standards	30
32	Task Performance and Analysis	50	77	Cognition	29
33	Physician	49	78	Biomechanics	28
34	Work	49	79	Attention	27
35	Emotional Intelligence	48	80	Clinical Article	27
36	Occupational Health	48			
37	Organizational Commitment	48			
38	Productivity	47			
39	Normal Human	45			
40	Procedures	45			
41	Perception	44			
42	Personnel Management	42			
43	Occupational Risks	40			
44	Surveys	40			
45	Performance	39			

Source: Author's own (from Scopus database)

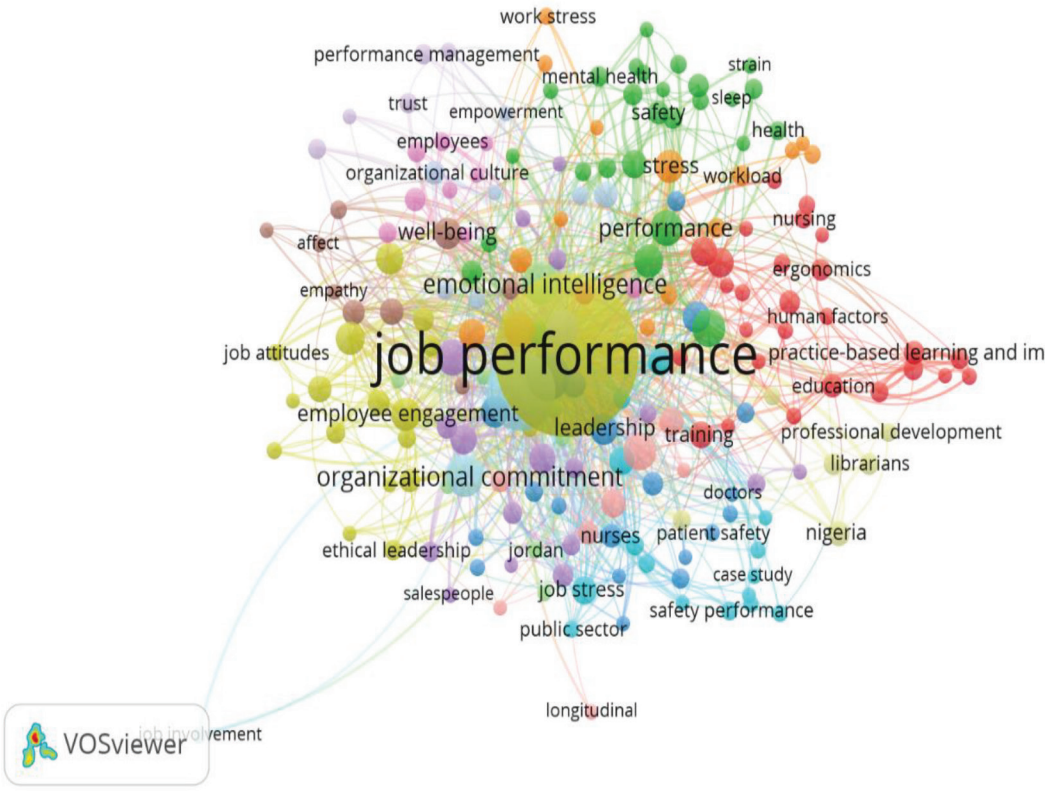

Figure 7. Keyword occurrence network.

Source: Author's own (from Scopus database)

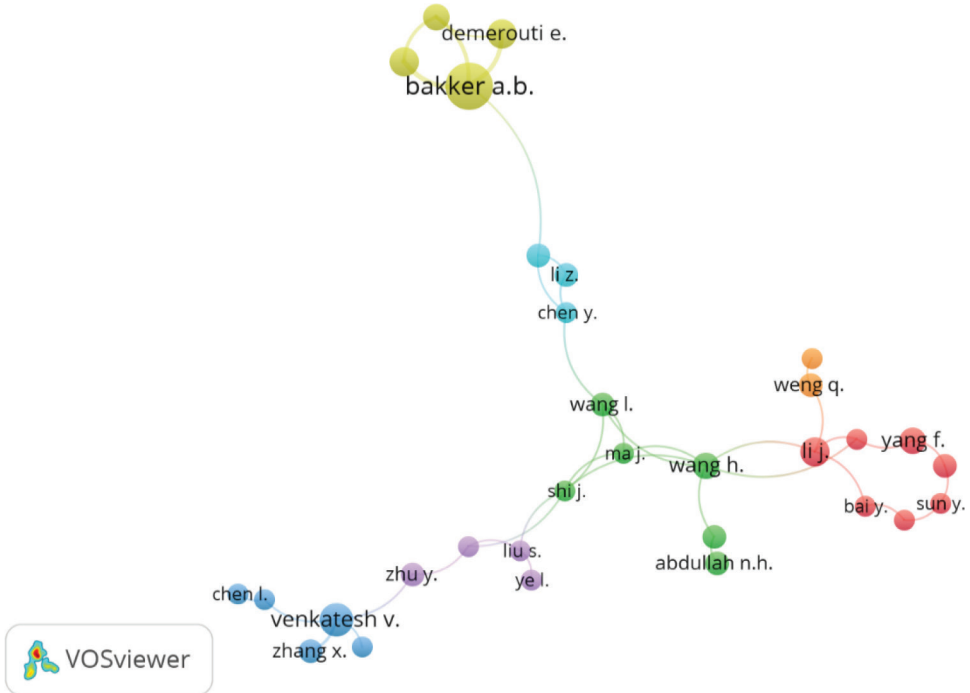

Figure 8. Co-authorship network.

Source: Author's own (from Scopus database)

3.8 Analysis of International Co-Authorship Networks

Figure 9 depicts an analysis of international co-authorship networks. The purpose of this analysis was to determine which nations' authors collaborated with authors from other nations. The database for JP publications contained information on 103 different countries. According to the VOS viewer program, 53 of these countries were interconnected in terms of co-authorship, with a total link strength of 155. Nine clusters were formed:

Table 3 illustrates the clustering of countries based on their international co-authorship networks, revealing distinct collaborative patterns among nations in research and publications.

Cluster 1 comprises a diverse group of European countries, including the United Kingdom, Spain, and Germany, suggesting a strong collaborative environment within Europe. This cluster likely benefits from established academic networks and funding opportunities that facilitate joint research efforts.

Cluster 2 includes a mix of Asian countries such as Bangladesh, Japan, and Malaysia, indicating a vibrant collaboration across the region. The presence of both developed and developing nations highlights a potential exchange of knowledge and resources, fostering research that addresses regional challenges.

Table 3. Cluster of the countries

Cluster	Countries
Cluster 1	United Kingdom, Spain Finland, Belgium, Germany, Chile Netherlands, Portugal, Denmark Romania, Sweden
Cluster 2	Bangladesh, Canada, Indonesia, Iraq, Japan, Malaysia, Pakistan, Thailand, Vietnam
Cluster 3	Cyprus, Greece, Italy, Lebanon, Norway, Poland, Turkey
Cluster 4	India, Ireland, Jordan, Oman, Singapore, Switzerland, United Arab Emirates
Cluster 5	Brazil, China, France, Ghana, Taiwan
Cluster 6	Egypt, Israel, the Philippines, Saudi Arabia, United States
Cluster 7	Hong Kong, Iran, Macau, South Korea
Cluster 8	Australia, Sri Lanka
Cluster 9	Nigeria, South Africa

Source: Author's own (from Scopus database)

Cluster 3 features Mediterranean countries, including Cyprus, Greece, and Turkey, which may collaborate due to geographical proximity and shared cultural and historical ties. This cluster suggests that researchers in these countries may engage in projects addressing similar issues, such as environmental or socio-economic concerns.

Cluster 4 encompasses nations from South Asia and the Middle East, including India and the United Arab Emirates. This diversity indicates an increasing trend of collaboration in research among countries that share economic interests and research priorities, particularly in technology and innovation.

Cluster 5 presents a mix of countries from South America and Asia, such as Brazil and China. This cluster illustrates the importance of emerging economies in global research networks, emphasizing collaborative efforts in areas such as agriculture, technology, and sustainable development.

Cluster 6 consists of countries from the Middle East and North America, including Egypt and the United States. The collaboration in this cluster may focus on areas like health research and technology transfer, leveraging resources and expertise across borders.

Cluster 7 features East Asian nations, such as Hong Kong and South Korea, which are known for their strong emphasis on technological advancement and innovation. This cluster reflects a robust network of research collaborations, particularly in science and technology.

Cluster 8 brings together Australia and Sri Lanka, suggesting a partnership that may focus on environmental studies, agriculture, or public health, areas of mutual interest given their geographic contexts.

Finally, Cluster 9 consists of African nations, specifically Nigeria and South Africa, highlighting a growing recognition of collaborative research efforts within the continent. This cluster may indicate a focus on addressing local challenges through joint research initiatives.

Overall, Table 3 demonstrates the complexity and diversity of international co-authorship networks,

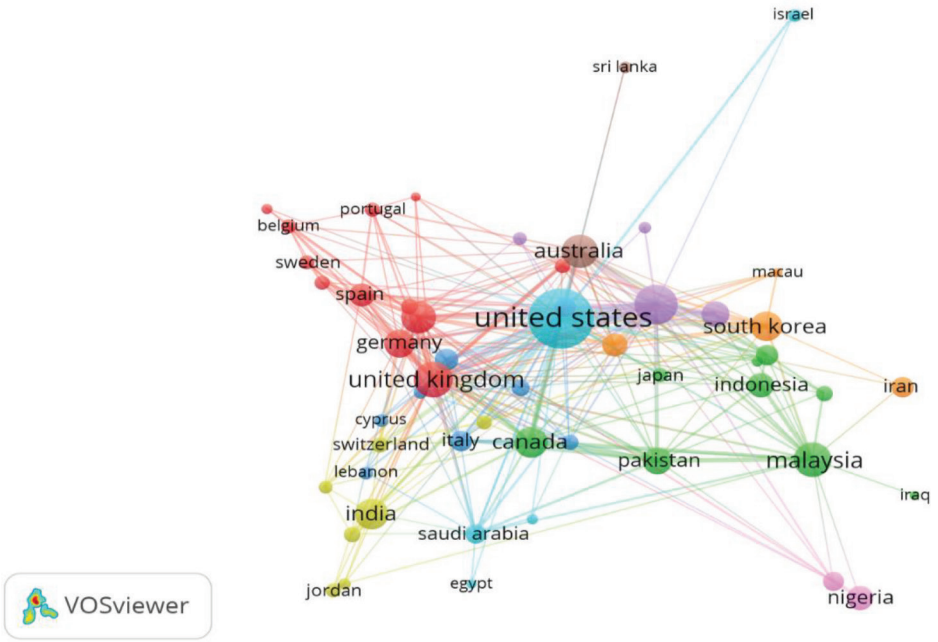

Figure 9. Co-authorship: The nation's analysis.

Source: Author's own (from Scopus database)

revealing how countries across different regions collaborate to advance research in various fields. The identified clusters indicate that geographical proximity, shared interests, and cultural ties significantly influence research partnerships, ultimately contributing to the global landscape of scientific collaboration.

4. Conclusion

This bibliometric analysis presents a comprehensive overview of several JP studies published between 2012 and 2022, based on a dataset of 1,600 articles extracted from the Scopus database. The primary focus of this study was to explore annual trends in JP publications, identifying prominent authors, influential works, and academic institutions that have significantly impacted the field. Through this analysis, we provided insights into keyword incidence, co-authorship patterns, and the dynamics surrounding JP research, revealing statistics on the authors, their respective countries, and esteemed institutions, alongside frequently used keywords. Notably, the study observed a notable expansion in JP research post-pandemic, culminating in a peak of activity in 2022. The highly cited work "The Impacts of perceived organisational support and psychological empowerment on JP: The mediating effects of organisational citizenship behaviour" by Chiang and Hsieh (2012) exemplifies the influential studies in this domain. Furthermore, Bakker, A.B., a professor of work and organizational psychology at Erasmus University Rotterdam in the Netherlands, emerged as the most prominent author in the field, with Erasmus Universiteit Rotterdam leading in the number of published articles on JP. The journal *Applied Ergonomics*, published by Elsevier, showcased the most JP articles, while the contributions from American authors underscored the United States' significant role in the global co-authorship landscape.

However, this analysis also reveals several limitations that present opportunities for future research. The initial search for research publications on JP was restricted to the Scopus database, which led to the exclusion of relevant studies that were not indexed there. Consequently, future studies should consider diversifying their data sources by exploring additional databases to achieve a more comprehensive view of JP research. Moreover, while this study examined various bibliometric variables, other critical factors, such as funding sources and academic disciplines, were not included in the analysis. Addressing these elements in subsequent research could provide a richer understanding of the complexities surrounding JP. The

focus of this analysis on numerical data, rather than on the interrelationships between authors, topics, and ideas, represents another significant limitation. Future research could enhance this aspect by employing methodologies such as systematic literature reviews, meta-analyses, and the application of established JP theories, thereby uncovering deeper insights into the nuances of the field.

Despite the substantial volume of existing JP research, numerous avenues remain unexplored, particularly concerning the geographical diversity of studies. The country-specific research and the global co-authorship network highlight that much of the previous JP research has predominantly emerged from advanced economies. This presents a significant opportunity for future inquiries into JP in emerging economies, where different sociocultural and economic contexts may yield unique insights. Additionally, many studies have generalized the impact of JP across various settings, indicating that future research could benefit from more granular explorations in specific domains or among diverse occupational groups. Such investigations could reveal tailored strategies to enhance JP across different sectors and cultural backgrounds. Moreover, the geographical diversity illustrated in this study emphasizes the importance of examining the unique cultural, sociological, psychological, and demographic influences on JP in various regions. By broadening the scope of research to encompass these diverse perspectives, scholars can contribute to a more comprehensive understanding of JP in a global context.

In summary, this analysis not only highlights the current state of JP research but also points to significant gaps and future research opportunities. By addressing these limitations and exploring uncharted territories in JP studies, future scholars can enrich the existing literature and foster more effective research collaborations across borders. Such efforts will not only enhance our understanding of JP but also contribute to the development of practical applications and policies that can positively impact organizations and employees worldwide.

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