

BIBLIOMETRIC ANALYSIS OF TALENT MANAGEMENT RESEARCH: A CO-AUTHORSHIP AND CITATION ANALYSIS

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Abstract:

To give a complete evaluation of academic literature on talent management, the study used two bibliometric analysis methodologies to identify the most influential documents in terms of citation and the most collaborated authors and countries in talent management research. For this purpose, a total of 1372 publications related to talent management between 2002 to 2021 were identified from the Scopus database. The result revealed that the most influential document was “Strategic talent management: A review and research agenda, “having 755 citations. The most collaborated author was “Scullion H.” with 36 records, followed by “Collings d.g.” with 25 documents. Furthermore, the most engaged country was the “United Kingdom,” having links with 38 countries, and the total link strength was 167. Additionally, this bibliometric analysis produces more systematic information and knowledge about document citations and the collaboration of authors and countries in researching talent management. The results of this study may be helpful to other academics and researchers who are working on similar research questions.

Keywords: bibliometric analysis, co-authorship analysis, citation analysis, talent management, VOS-viewer

I. INTRODUCTION

Most researchers describe talent management as a mechanism to attract people and develop and preserve talented staff in the organization (Buorganisation ahi, 2007). Talent management is not only essential for retaining the employees but also helps in increasing productivity, efficiency, and quality of services of employees(Heilmann, 2010). Several previous studies support the positive impact of talent management on organizational outcomes(Johnson et al., 2019), (Anlesinya et al., 2019; Thanh et al., 2021). Various researchers study the challenges in the talent management of employees in the organisation and the impact of talent management on organizational outcomes in multiple sectors such as healthcare, banking, IT (Bhatnagar, 2007; Heilmann, 2010; Johnson et

al., 2019), but there is a lack of comprehensive study that analyse the most influential document, author and countries in the talent management research. For this, the study aims to conduct a bibliometric analysis of talent management research to identify the most influential documents, authors, and countries in talent management research.

II. BIBLIOMETRIC ANALYSIS

Bibliometric analysis has investigated numerous study domains' development, expansion, and relevance in academia. The traditional bibliometric analysis examined only citation and content analysis, but the emerging approaches also include keywords, countries, research institutions, and author analysis(Noor et al., 2020).

The bibliometric analysis is divided into two categories:

- Performance analysis
- Science mapping

(Performance analysis involves publication-related metrics, citation-related metrics, and citation -and- publication-related metrics. However, science mapping consisted of five approaches citation, co-citation, bibliographic coupling, co-word, and co-authorship analysis (Donthu et al., 2021))

III. METHODOLOGY

The structure and framework of this research were influenced by the methodologies adopted by (Farrukh et al., 2021). However, various researchers(Gao et al., 2021; Leung et al., 2017; Mathushan & Gamage, 2022; Muhuri et al., 2019; Small, 1973) used bibliometric analysis to study the dynamics, trends, and insights. To meet the objective of our study, the following analysis was conducted.

1. Co-authorship analysis

- Based on documents
- Based on countries

2. Citation analysis based on documents

Data collection

In Scopus, we used a screening procedure to retrieve the related studies. Because Scopus is a database that includes top business management and accounting journals, we were able to find the most influential research publication (Farrukh et al., 2021). The search string used for this study was (*TITLE-ABS-KEY (“talent management”*)). The search results show 2137 studies from 2022 to 2002, but we exclude the 109 studies from 2022. Our study was restricted to the business, management, and accounting disciplines; 631 studies were excluded as they were related to the other fields. Finally, we include only English language studies consisted 1372 documents.

Software

VOS viewer software was used to analyse the retrieved studies. Vos viewer software is an easier and more effective tool for mapping the intellectual structure or networks than other software (van Eck & Waltman, 2010). Moreover, several authors (Farrukh et al., 2021; Leung et al., 2017; Noor et al., 2020) adopted this software in their studies.

IV RESULTS

Publication Trend

Figure 1, retrieved from the Scopus database, illustrates the yearly outputs of 1372 publications on talent management. From the year 2003 to 2005, there were only single-digit publications. However, in 2007 there was a rise in the publications by seven times that of 2005. But it shows a decline of 33 documents in the year 2014. After that, annual documents grew continuously from 2015 to 2018. In 2021 the number of publications was highest compared to 19 years. Figure 2 gives the details of documents by type; out of 1372 documents, approximately 947 documents were articles which is 69% of the total documents, followed by book chapters for 12% of total studies. However, the review, conference paper, and book were only 7.1, 4.2, and 3.7 %, respectively, and the % of editorial, conference review, erratum, note, and short survey were minimal.

<Table 1>

<Figure 1>

<Figure 2>

Co-authorship analysis

Co-authorship is defined as a system for researchers to collaborate intellectually. It is essential to study how authors interact among themselves for conducting research. Therefore, the interaction of scholars in a research field is investigated through co-authorship analysis (Donthu et al., 2021). Our research analyses the co-authorship among authors of documents and co-authorship between countries.

Co-authorship analysis based on documents

We chose “co-authorship” as a type of analysis and “authors” as a unit of analysis. The result shows that out of 2288 authors, 289 collaborated with a minimum number of documents of an author was two and at least three citations for their publications. Furthermore, 191 authors were eliminated by the VOS viewer because the link was not strong. Figure 2 shows the collaboration among 98 authors in researching talent management. However, Scullion h. collaborated most with 36 records having citation 1841 followed by the Collings d.g. by 25 articles. Table 2. Give the details about the number of documents, citations, links, and total link strength of the top 10 influential authors in talent management research.

<Figure 3>

<Table 2>

Co-authorship analysis based on country

To analyse the co-authorship network between countries for researching talent management, we select the form of analysis as “Co-authorship” and the unit of analysis as “countries. “Moreover, we decide that a country has at least “2” documents and a minimum of “3” citations. The analysis revealed that out of 108 countries, 73 met the requirements, but 8 of the countries were eliminated by the VOS viewer because the link was not so good. Figure 3. This shows that the United Kingdom participated most with 268 documents and 38 links in conducting research on talent management among 65 countries. However, the

United States has 321 studies on talent management, but the total link (28) was low compared to the United Kingdom. Table 3. Give the information about the number of documents, citations, links, and total strength of links of the top 10 influential countries.

<Figure 4>

<Table 3>

Citation analysis

Citation analysis is an essential primary tool for scientific mapping based on the idea that citations reveal intellectual connections between documents. (Donthu et al., 2021).As a result, citations can be utilised to investigate the most essential papers in research subjects to better understand the field's intellectual processes.

<Figure 5>

This study identified 1008 documents out of 1372 studies that have a minimum number of citations is one. However, out of 1008 documents, 739 studies were linked most, and the VOS viewer eliminated 269 manuscripts. The most influential publication out of 739 is (Collings & Mellahi, 2009) with 755 citations, followed by the (Lewis & Heckman, 2006; Tarique & Schuler, 2010) with 550, 445 citations, respectively.

<Table 4>

V. CONCLUSION

This paper intended to add to the body of knowledge in talent management by highlighting the most productive authors and the most engaged countries in the area. To provide an insight into this study topic, scholarly studies dealing with talent management over the last two decades were chosen and reviewed. This study investigated the citation and co-authorship analysis of talent management at a glance and the total contribution of talent management research dynamics in academia. The findings revealed that talent management research had grown tremendously during the last decade. However, editorial, conference review, erratum, note, and short survey were minimal.

However, our findings must be seen in the light of several limitations. First and foremost, our examination is extensive but not exhaustive. The filtering process

may exclude some important studies. We recommended that future studies may carry out by multi-database such as the web of science, PubMed, Google Scholar, etc. Second, our study used only two approaches to analyse the retrieved documents; other mapping and performance analysis techniques in Vos viewer are available, which can also be used in the future.

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List of Tables

Table 1. year-wise number of publications

Year	Number of publications	Year	Number of publications
2021	155	2011	72
2020	126	2010	61
2019	147	2009	36
2018	126	2008	49
2017	105	2007	28
2016	108	2006	13
2015	83	2005	4
2014	75	2004	4
2013	108	2003	2
2012	70	2002	0
Total: 1372			

NP: Number of publications

Table 2. Top 10 Influential authors in talent management research

S/N	Author	link	Total link strength	Citation	Document
1	Scullion H.	19	52	1841	36
2	Collings D.G.	14	34	2357	25
3	Vaiman V.	14	30	803	20
4	Dries N.	11	27	1541	19
5	Mcdonnell A.	14	27	596	15
6	Sparrow P.	6	21	708	15
7	Farndale E.	10	19	792	12
8	Tarique I.	7	19	884	13
9	Björkman I.	6	13	615	6
10	Pepermans R.	4	13	365	6

Table 3. Top 10 influential countries in talent management research

S/N	Country	Documents	Citation	link	Total link strength
1	United Kingdom	268	6957	38	167
2	United States	321	6922	28	144
3	Ireland	72	4144	19	82
4	Australia	77	1830	26	68
5	Netherlands	48	2686	16	53
6	France	41	846	19	42
7	Germany	53	1093	19	36
8	India	130	1467	20	34
9	China	34	476	16	28
10	Finland	22	974	7	22

Table 4. Citation information of top 10 publications in talent management research

S/N	Publication	Journal	Citation
1	(Collings & Mellahi, 2009)	Human Resource Management Review	755
2	(Lewis & Heckman, 2006)	Human Resource Management Review	550
3	(Tarique & Schuler, 2010)	Journal of World Business	445
4	(Farndale et al., 2010)	Journal of World Business	325
5	(Bhatnagar, 2007)	Employee Relations	284
6	(Cappelli, 2008)	Harvard Business Review	263
7	(Gallardo-Gallardo et al., 2013)	Human Resource Management Review	252
8	(Al Ariss et al., 2014)	Journal of World Business	248
9	(Dries, 2013)	Human Resource Management Review	244
10	(Schuler et al., 2011)	Journal of World Business	232

List of Figures

Figure1. Visualisation of the yearly growth output of talent management studies

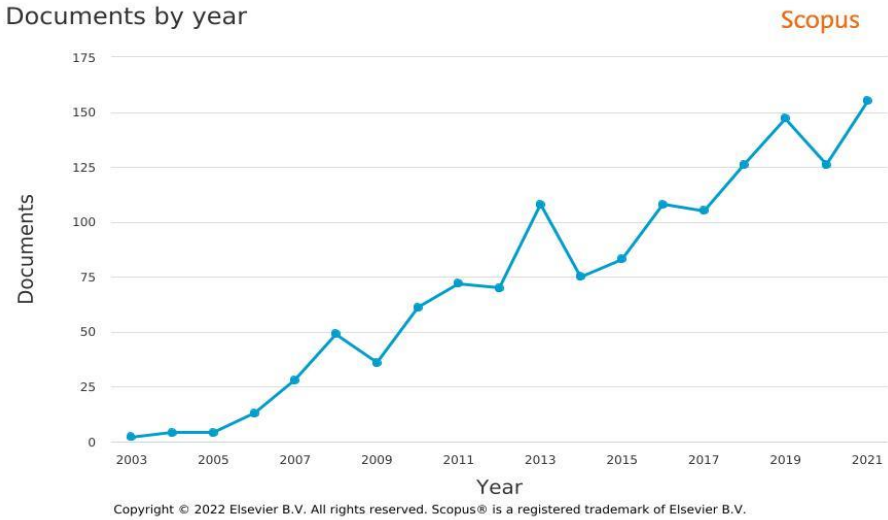


Figure 2. Visualisation of retrieved documents by type

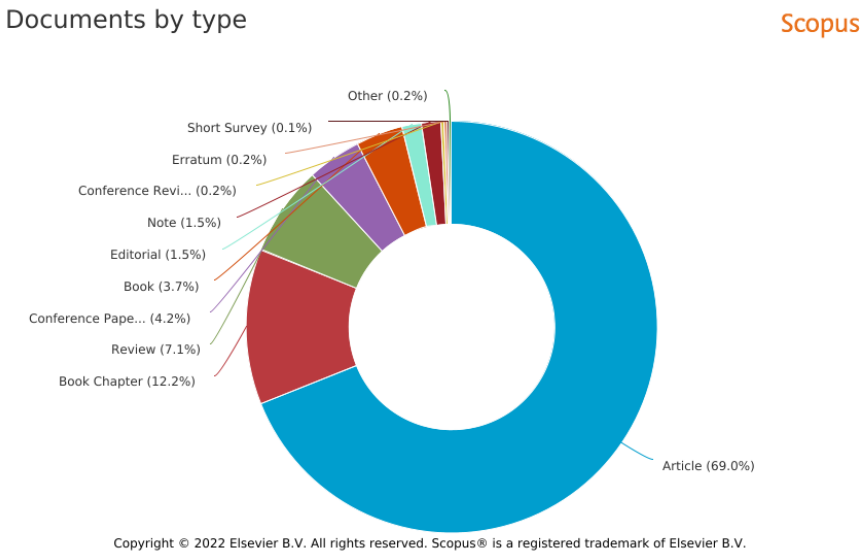


Figure 3. Visualisation of co-authorship networks among the author of retrieved documents

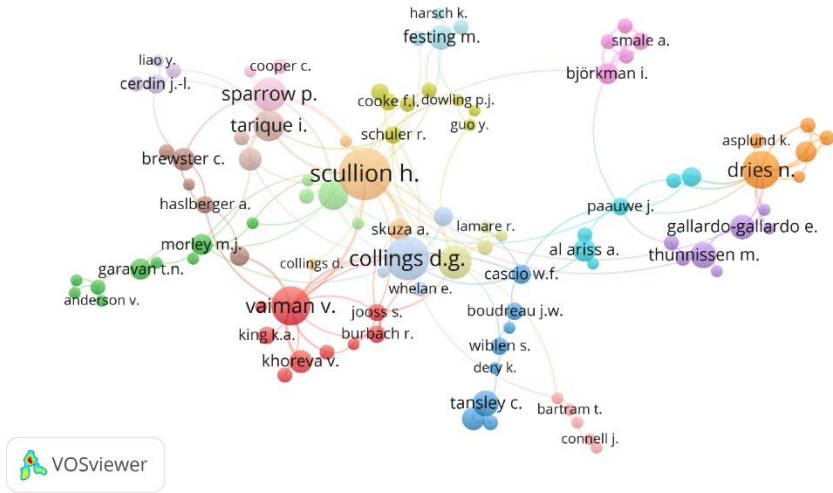


Figure 4. Visualisation of Co-authorship network between countries

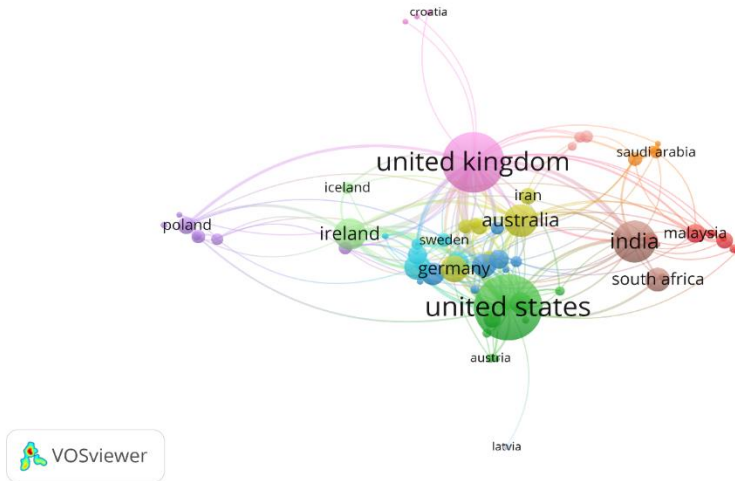
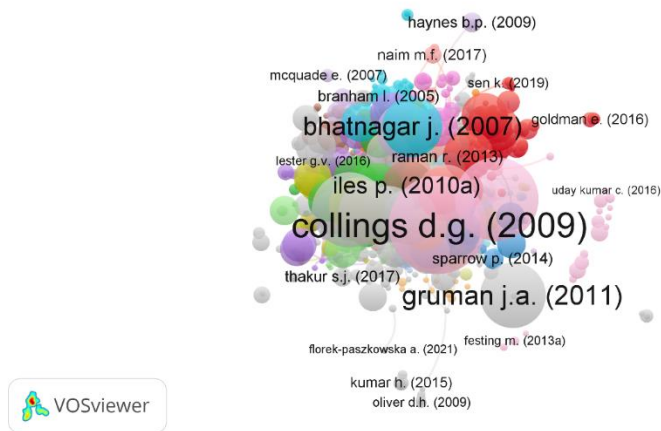


Figure 5. Visualisation of citation analysis of retrieved documents





Authors Profile

Dr. Manoj Kumar is a Assistant Professor of Commerce at TDL GCW Murthal, bringing over two decades of invaluable teaching experience to the academic realm. Dr. Kumar has established himself as a prominent figure in the field, contributing significantly with over 10 published research papers in esteemed journals. His expertise extends to the national and international stage, where he has presented more than 50 research papers in seminars and conferences. Dr. Kumar's commitment to education is evident through his dynamic teaching methods, curriculum development involvement, and a focus on student mentorship. His vast knowledge and dedication to advancing the understanding of Trade Policy make him a valuable asset to any academic institution.



Mr. Rohit Kumar stands as an eminent figure in the realm of academia, bringing a wealth of experience and expertise to the Department of Commerce at Tau Devilal Govt. College For Women Murthal, Sonipat, (Haryana) India. Currently holding the position of Assistant Professor. Mr. Rohit Kumar is currently pursuing a Ph.D. in Finance from Baba Mastnath University, Rohtak. This endeavor showcases his dedication to



<p>advancing his understanding of financial principles and contributing valuable insights to the academic discourse in the field. He has authored and published 4 research papers in esteemed journals and actively participated in national and international seminars and conferences, where he has presented a total of 15 research papers. His engagement in these scholarly events not only demonstrates his proficiency in articulating complex concepts but also highlights his desire to contribute to the academic community.</p>	
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<p>Dinesh Kumar is employed at the Dr. BR Ambedkar Government College in Jagdishpura, Kaithal, as an assistant professor. In 2018, he Completed his M.Phil in Finance from Kurukshetra University. Ha has six years of overall teaching experience. By passing the National Eligibility Test (NET) in Commerce and being awarded a junior research fellowship (JRF), he has proven his commitment to the field. He has given research paper presentations at conferences and seminars both nationally and internationally. To improve his knowledge and abilities, he has actively participated in</p>	

<p>research methodology seminars and finished multiple faculty development programs.</p>	
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