

## Charting the Course of Job Insecurity in Organizations: A Dynamic Bibliometric Analysis of Research Trends

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### Abstract

Economic and technological changes have increased the perception of job insecurity. The growing prevalence of job insecurity among employees should not be disregarded, as it can lead to a deterioration in employee performance and have a detrimental effect on organizational efficiency, impeding its overall development. The aim of this research is to examine and chart data pertaining to job insecurity from 2017 to 2023. Focus on the subject of job insecurity because of its relevance and negative impact on employees and organizations. Bibliometric analysis was conducted by searching for data from the Scopus online database. A total of 519 data were found after the data were filtered and screened for this study's scope based on publication date, source type, and document type. The analysis of these publications was conducted using VOS-viewer, Harzing's Publish or Perish, and Microsoft Excel. A review of recent publications reveals a growing trend in the research and discussion of job insecurity on an annual basis, with the most publications in 2022. Most publications were in English, with the United States having the highest publication rate. The International Journal of Environmental Research and Public Health has the highest publication on job insecurity topic. This research found that Jiang L was the most active author, while Shoss MK was the author whose publications were most cited.

**Keywords:** Job Insecurity, Network Visualization, Organization, Scopus Database, VOS-viewer.

### Introduction

Organizations have experienced detrimental effects due to many undesirable outcomes stemming from several developments in the economy and society. To achieve sustainability, companies must adapt by implementing various measures, including substantial personnel reductions and modifications to work dynamics (1). To ensure their survival, firms must adjust through a range of strategies, such as conducting significant workforce reductions and modifying employment arrangements. Organizations must possess the capability to recognize employee work behaviors that are detrimental or unprofitable for the organization. Job insecurity is one of the unfavorable work behaviors exhibited by employees (2). Job insecurity refers to the perception of potential risks to the ongoing and stable nature of employment relationships that can occur in organizations, such as demotion, decline in job conditions, or a scarcity of prospects for career advancement (3-6). Job insecurity is a threat that was experienced by a person about the continuity of work (cognitive job insecurity) or an

emotional reaction by a person about a threat that he felt about his work (affective job insecurity) (7,8). Job insecurity can result from various internal and external variables, leading to psychological states in employees that induce discomfort (9). Changes in organizations such as mergers, reorganizations, downsizings, physical dangers, and new technologies can pose significant risks to employees (10,11). Economic and technological changes have increased the perception of job insecurity (12). Economic changes make organizations strive towards eliminating the cost of operations for efficiency by downsizing employees and causing employees to feel they cannot secure their jobs (13). Technological changes require organizations to operate through technological means. Because employees need to be able to operate the machines or software, some employees who are already comfortable with traditional jobs will experience insecurity (13). Job insecurity is becoming an increasingly scientific topic and a popular issue (3).

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Current studies have prioritized the investigation of job insecurity, acknowledging its significant potential to adversely affect employees (14, 15). The growing prevalence of job insecurity among employees should not be disregarded, as it can lead to a deterioration in employee performance and have a detrimental effect on organizational efficiency, impeding its overall development (15). Job insecurity negatively affects performance at work (16,17). Prior research found 81 publications about job insecurity and found 19 studies showing the negative impact of job insecurity on work performance (18). Job insecurity also has a negative impact on job satisfaction (19,20). The healthcare industry has conducted extensive research on job insecurity because it has a positive impact on mental health issues (2,21). These especially happened in 2020, when the COVID-19 pandemic happened (22). The pandemic has rapidly transformed the employment landscape, highlighting the urgent need to re-examine how job insecurity is monitored and addressed to cultivate resilience among workers and organizations through streamlined processes for rapid responsiveness and alignment of organizational goals with workers' needs related to safety, health, and well-being (23). Despite the initial intention of remote work arrangements to safeguard employee well-being from pandemic and provide an alternative to in-person work, many individuals now confront greater job insecurity as a consequence of this newly introduced flexibility (24). Given the unforeseen circumstances and the lack of clearly defined policies or established procedures to guide their actions, workers in the gig economy frequently felt inadequately prepared for the pandemic, experiencing a notable rise in job insecurity (25). Job insecurity is not solely an individual concern, as it also has implications for society as a whole, indicating that perceptions of job insecurity can vary significantly across geographic regions (26). Several studies have been conducted in Europe, the United States, and regarding the reasons behind and effects of job insecurity (15,24,26). It is of great importance that bibliometric analysis of research on job insecurity provides organizations with a thorough understanding of the prevailing research trends, methodologies, and empirical findings, given the prevalence of job insecurity and its association with diminished performance. The

utilization of data and research-based decision-making enables firms to be better prepared for future changes and uncertainties, in addition to facilitating the optimization of internal human resource policies. The aim of this research is to assess facts pertaining to job insecurity and also give a broad overview of bibliometric analysis related to the trend of job insecurity. More specifically, this research focuses on the empirical studies from 2017 to 2023. First, the authors seek to examine the trends in publication on job insecurity over recent years. Furthermore, the authors will identify the journals and institutions that have played a significant role in disseminating research on this topic. Another fundamental aim of the study is to identify the researchers who are most actively engaged in this topic of research, and the countries in which their work is primarily concentrated. Additionally, the authors intend to examine the languages commonly used in these publications and how linguistic diversity affects the global accessibility of research findings. Moreover, the study will examine the academic disciplines with the strongest associations with job insecurity. A crucial element of the research is the identification of articles with the highest citation counts, accompanied by an evaluation of the correlation between citation metrics and the impact and quality of this body of work. Lastly, the authors will investigate the most prevalent keywords that indicate current research trends and assess the impact of author collaboration on the advancement of knowledge in this field.

## **Methodology**

This research was conducted by collecting information from past research about the research trend of job insecurity in 2017-2023 that was obtained from the Scopus database to be input to bibliometric research. Bibliometric research is a quantitative method that employs statistical analysis of publications to identify and assess trends, performance, and relationships between published documents and their content (27). Implementation of combining bibliometric analysis techniques based on quantitative approaches in conceptual mapping. This quantitative and descriptive bibliometric technique helps in analyzing literature conceptually, intellectually, and socially (28). Quantitative and evaluative scientific production methods help to reveal research trends, topic

dynamics, performance, and citation impact analysis (29). In contrast to a systematic literature review, the objective of bibliometric analysis is to obtain quantitative data and numerical measurement indicators regarding the performance of the research in question. This method provides objective metrics, such as citation counts and publication frequencies, which can be less biased than qualitative assessments (30). The research utilized metadata sourced from publications indexed by the Scopus database. Scopus was selected as the preferred database for this research due to its expansive coverage, user-friendly interface, and comprehensive impact indicators, which facilitate efficient research assessment and data retrieval (31). The research documents that have been indexed by Scopus are published from quality sources in various knowledge disciplines (28). The field of bibliometric analysis is being advanced by the current developments in big data analysis as well

as the availability of software solutions designed specifically for data analysis (32). This research found publication in Scopus with the keyword job insecurity. Search in the Scopus database for publications in 2017-2023. This research excludes publication before 2017 to ensure that the analysis is relevant, up-to-date, and reflective of the current state of knowledge in the field. By limiting the source material to articles from journals in their final form, the integrity and reliability of the research findings can be assured. The final articles have been subjected to a comprehensive peer-review process, during which they have been subjected to rigorous evaluation and quality control. This reduces the probability of errors or unvalidated claims, thereby providing a more accurate representation of the field. Table 1 demonstrates that the search was limited to recently published articles from 2017 to 2023 that contained the research keywords "job insecurity" and "organization" in their titles.

**Table 1:** The Strings of Search

Database	Search String
Scopus	(TITLE-ABS-KEY ("JOB INSECURITY*") AND TITLE-ABS-KEY (organization*)) AND PUBYEAR > 2016 AND PUBYEAR < 2024 AND (LIMIT-TO (DOCTYPE, "ar")) AND (LIMIT-TO (PUBSTAGE, "final")) AND (LIMIT-TO (SRCTYPE, "j"))

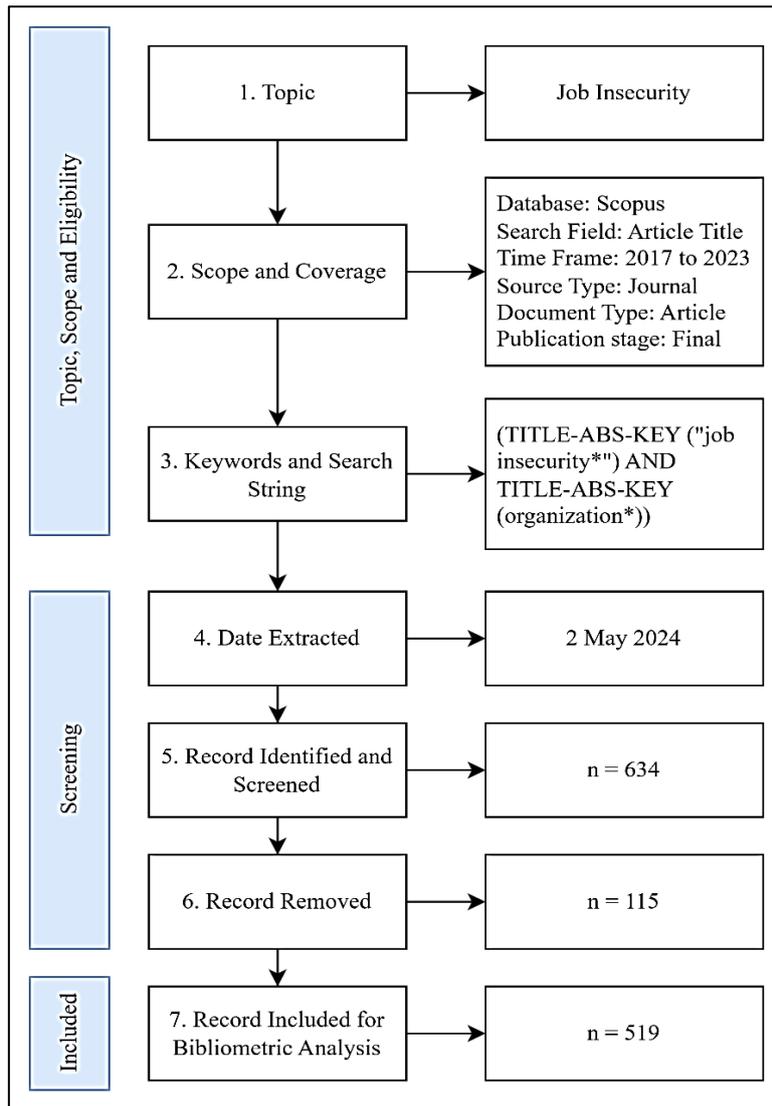
Figure 1 shows the search strategy of topic job insecurity with scope from Scopus database and search field article title that was published from 2017 to 2023. The data was extracted on May 2, 2024. A total of 634 documents were found in Scopus by restricting the publication year and using the keywords "organization" and "job insecurity." After conducting a filtering process in Scopus to ensure that no duplicate documents were found, the document was of the article type, and the source was identified as a journal, 115 documents were eliminated. Consequently, the Scopus database was queried to identify a total of 519 papers for analysis. The screening results display many details, such as the author, year, subject area, document type, source, keyword, nation, and language. The data is exported in two file formats: CSV (.csv) and RIS (.ris). A variety of software tools were utilized to evaluate descriptive data and generate visual representations independently, including VOS-

viewer, Harzing's Publish or Perish, and Microsoft Excel. The CSV file was utilized in Microsoft Excel for doing descriptive analysis and computing frequencies and percentages of publication-related information, including publication year, journal publisher, affiliation, researcher, nation, language, and subject area. The citation measure based on the RIS file was analyzed using Harzing's Publish or Perish. The VOS viewer program was utilized to do co-keyword analysis using the CSV file (33). The data that resulted from VOSviewer was being used to cleanse and standardize various plural and singular terms from the list of data (34).

## Results and Discussion

### Publication Trend of Job Insecurity

Between 2017 and 2023, there has been a notable rise in the amount of research on the topic of job insecurity. In 2022, job insecurity research reached 129 publications (25%), the highest Scopus-indexed publications annually.



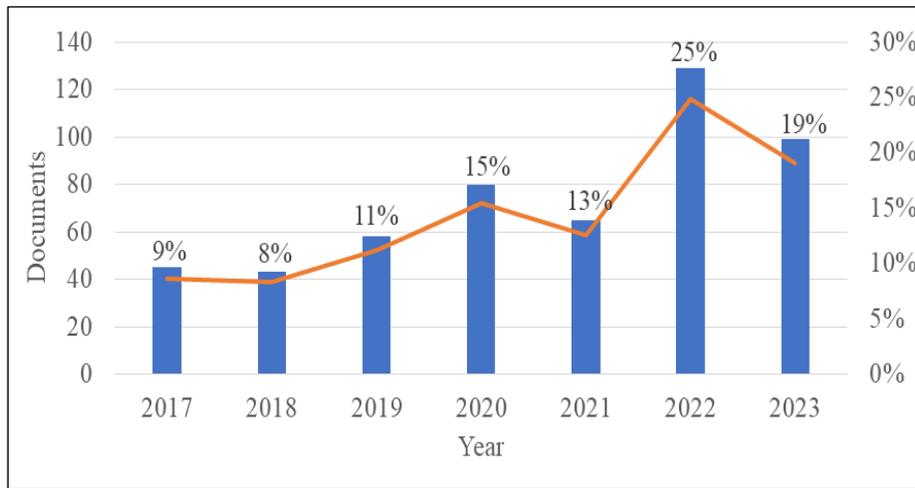
**Figure 1:** Search Strategy Flow Diagram Based on PRISMA

**Table 2:** Publication of Job Insecurity Each Year in Scopus 2017-2023

Publication Year	Amount	Percentage
2017	45	9%
2018	43	8%
2019	58	11%
2020	80	15%
2021	65	13%
2022	129	25%
2023	99	19%

Table 2 shows the statistics of publications about job insecurity within 7 years, from 2017 to 2023. An increasing trend of publications each year about job insecurity was found. In particular, there was a steady rise in the number of publications during this timeframe, with the highest increase

occurring in 2022, with 129 publications having the highest percentage of 25%, followed by 2023 with 99 publications with a percentage of 19%. In 2018, 43 publications were recorded with a percentage of 8%, making it the lowest publication period. Figure 2 shows the chart of publication annually.



**Figure 2:** Publication of Job Insecurity each Year in Scopus 2017-2023

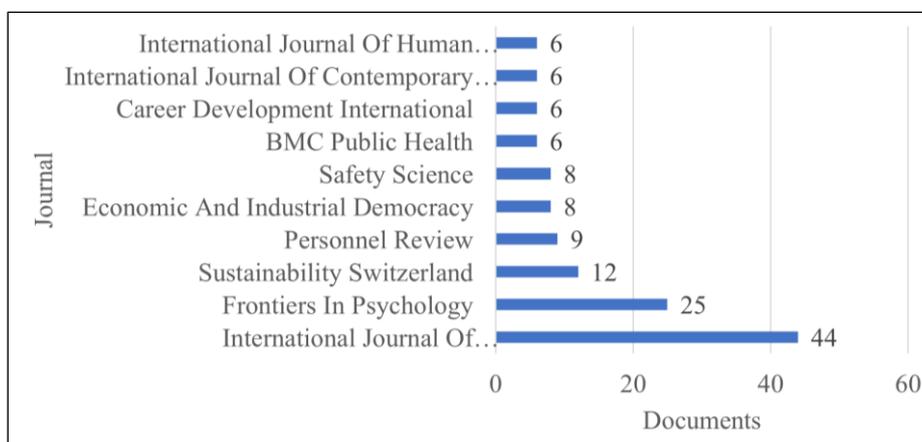
**Journal with Job Insecurity Publication**

Research found 519 publications that were published using the keywords “job insecurity” in the Scopus search. The International Journal of Environmental Research and Public Health has

published the greatest quantity of works on the topic of job insecurity, with a total of 44 articles in this area. This research focused on the ten leading academic journals that have published works on job insecurity topic, as shown in Table 3.

**Table 3:** Journal with Job Insecurity Publication in Scopus 2017-2023

Journal	Publisher	Amount
International Journal of Environmental Research and Public Health	Multidisciplinary Digital Publishing Institute	44
Frontiers in Psychology	Frontiers Media SA	25
Sustainability Switzerland	Multidisciplinary Digital Publishing Institute	12
Personnel Review	Emerald Publishing	9
Economic and Industrial Democracy	SAGE	8
Safety Science	Elsevier	8
BMC Public Health	Springer Nature	6
Career Development International	Emerald Publishing	6
International Journal of Contemporary Hospitality Management	Emerald Publishing	6
International Journal of Human Resource Management	Taylor and Francis	6



**Figure 3:** Journal of Job Insecurity at Scopus 2017-2023

The findings indicate that the investigation on job insecurity was concentrated in the health and management sector compared to other sectors, with *Frontiers in Psychology* (25 publications), *Sustainability Switzerland* (12 publications), *Personnel Review* (9 publications), *Economic and Industrial Democracy* (8 publications), and *International Journal of Human Resource Management* (6 publications). The top 10 journals of job insecurity were shown in Figure 3.

### Institution with Job Insecurity Publication

Table 4 displays the top 10 institutions that have the highest publication rate of job insecurity. Based on the top 10, North-West University topped the ranking with 24 publications, followed by KU Leuven (19 publications), Washington State University Vancouver (13 publications), and other institutions that publish between 8 and 12 publications related to job insecurity.

**Table 4:** Top 10 most Influential Institutions

Affiliation	Amount	Country
North-West University	24	South Africa
KU Leuven	19	Belgium
Washington State University Vancouver	13	United States
The University of Auckland	12	New Zealand
University of Central Florida	11	United States
Sapienza Università di Roma	10	Italy
Suez Canal University	9	Egypt
University of Montreal	8	Canada
Universidad de Santiago de Chile	8	Chile
Stockholms universitet	8	Sweden

**Table 5:** Researchers' Productivity of Job Insecurity

Researcher	Amount	h	Citations	Affiliation
Jiang L	16	20	356	The University of Auckland
De Witte H	15	24	321	KU Leuven
Probst T	13	20	284	Washington State University System
Elshaer I	8	15	135	King Faisal University
Kim B	7	11	86	University of Ulsan
Marchand A	7	11	81	University of Montreal
Callea A	6	13	162	Libera Università Maria Ss. Assunta
Chirumbolo A	6	22	162	Sapienza Università di Roma
Kim M	6	4	57	Korea University of Technology and Education
Parent-Lamarche	6	9	57	Université du Québec à Trois-Rivières

### Researcher Productivity of Job Insecurity

Table 5 presents the 10 most active authors in terms of the number of publications, with a minimum of 6 and a maximum of 16. The study revealed that Jiang L was the most prolific author, having published 16 articles between 2017 and 2023. Jiang L also contributed 356 citations with an h-index of 20. Authors with lower publications are Calea A, Chirumbolo A, Kim BJ, and Parent-Lamarche A, with 6 publications. On the other

hand, De Witte H from KU Leuven had the second most citations from 2017 to 2023, with 321 citations to his publications.

### Countries of Job Insecurity Publication

Table 6 illustrates the 10 most contributing countries to research on job insecurity. The United States topped the rank with 78 publications, followed by China (67 publications), South Korea (37 publications), and Canada (34 publications). A total of between 24 and 32 publications were contributed by other countries.

**Table 6:** The 10 Countries with the Highest Quantity of Published Works

Country	Amount
United States	78
China	67
South Korea	37
United Kingdom	37
Canada	34
South Africa	32
Australia	29
Italy	28
Spain	28
Pakistan	24

### Language Frequently Used for Article Publishing

Table 7 displays the top 10 most used languages in publications about job insecurity. Most publications were published in English, with a total of 492 publications, and no publication was published in multi-language. Publications that were published in other languages ranged from 1 to 12. Minority languages that were being used

were Greek, Dutch, German, and Italian. The second most commonly used language was Spanish. English is commonly used in publications because of its status as a global, international communication language. Therefore, publications in English are recommended to make the readers of many different nationalities easily understand the publication. The use of English also encourages people to write, read, and cite publications.

**Table 7:** Language frequently used in Publication

Language	Amount
English	492
Spanish	12
Portuguese	5
Russian	4
French	3
Persian	2
Italian	2
German	2
Dutch	2
Greek	1

**Table 8:** Subject area of Job Insecurity

Subject	Amount
Business, Management and Accounting	206
Psychology	151
Medicine	144
Social Sciences	136
Environmental Science	60
Economics, Econometrics and Finance	34
Arts and Humanities	31
Computer Science	21
Engineering	21
Nursing	15

## Subject Area of Job Insecurity

### Publication

The number of job insecurity publications based on screening data on Scopus from 2017 to 2023 shows business, management, and accounting as the highest subject areas. Followed by psychology, medicine, and social sciences. Table 8 presents a breakdown of the quantity of publications by subject area. In sectors such as business and management, where productivity and stability are key concerns, the issue of job insecurity assumes significant proportions (15).

### Citation Metrics of Job Insecurity

Citation analysis is a method used to assess the credibility and influence of academic entities; it provides a means of ranking research articles,

authors, and academic journals based on citation counts (35). The citation metric analysis was conducted using Harzing's Publish or Perish software. This investigation utilized data that were extracted from the Scopus database, which was saved as a file in the RIS format and then entered into Harzing's Publish or Perish software. A detailed examination of the citation metric over the 2017-2023 periods is presented in Table 9. Over a seven-year period, 519 publications received a total of 8582 citations. The annual average of citations is 1226, and it shows that the average citation for each publication is 16,54, with the average for each author being 3267,81. Upon data analysis, the study of job insecurity has reached a 42 h-index and a 73 g-index.

**Table 9:** Metrics of Citations

Metrics	Data
Publication years	7 (2017-2023)
Citation years	7 (2017-2024)
Papers	519
Citations	8582
Citations/year	1226
Citations/paper	16,54
Citations/author	3267,81
Papers/author	196,49
Authors/paper	3,5
h-index	42
g-index	73

### Most Cited Publications

Table 10 shows the top 10 publications with the most citations for job insecurity research. The publication with the highest citations in the last 7 years is the meta-analysis study that was written by Shoss MK in 2017 with a total of 475 citations titled "Job Insecurity: An Integrative Review and Agenda for Future Research." The second most popular publication to cite was written by

Aronsson *et al.* in 2017 with a total of 445 citations. The highest citation involves meta-analysis because of the completeness and briefness needed to identify recent trends and show weaknesses in the research (36). The most cited publication was titled "Deviance and Exit: The Organizational Costs of Job Insecurity and Moral Disengagement," which was written by Huang GH *et al.* in 2017 with 140 citations.

**Table 10:** Top 10 Most Cited Publications

Rank	Authors	Title	Year	Cites
1	Shoss MK	Job Insecurity: An Integrative Review and Agenda for Future Research	2017	475
2	Aronsson <i>et al.</i>	A systematic review including meta-analysis of work environment and burnout symptoms	2017	445
3	Rudolph <i>et al.</i>	Pandemics: Implications for research and practice in industrial and organizational psychology	2021	272



4	Chen H, Eyoun K	Do mindfulness and perceived organizational support work? Fear of COVID-19 on restaurant frontline employees' job insecurity and emotional exhaustion	2021	209
5	Darvishmotevali M, Ali F	Job insecurity, subjective well-being and job performance: The moderating role of psychological capital	2020	204
6	Gallie <i>et al.</i>	The hidden face of job insecurity	2017	152
7	Lin <i>et al.</i>	The psychological implications of COVID-19 on employee job insecurity and its consequences: The mitigating role of organization adaptive practices	2021	149
8	Demirović <i>et al.</i>	Will we have the same employees in hospitality after all? The impact of COVID-19 on employees' work attitudes and turnover intentions	2021	147
9	Narayanamurthy G, Tortorella G	Impact of COVID-19 outbreak on employee performance: Moderating role of industry 4.0 base technologies	2021	146
10	Huang <i>et al.</i>	Deviance and exit: The organizational costs of job insecurity and moral disengagement	2017	140

### Publication Trend Map by Keyword

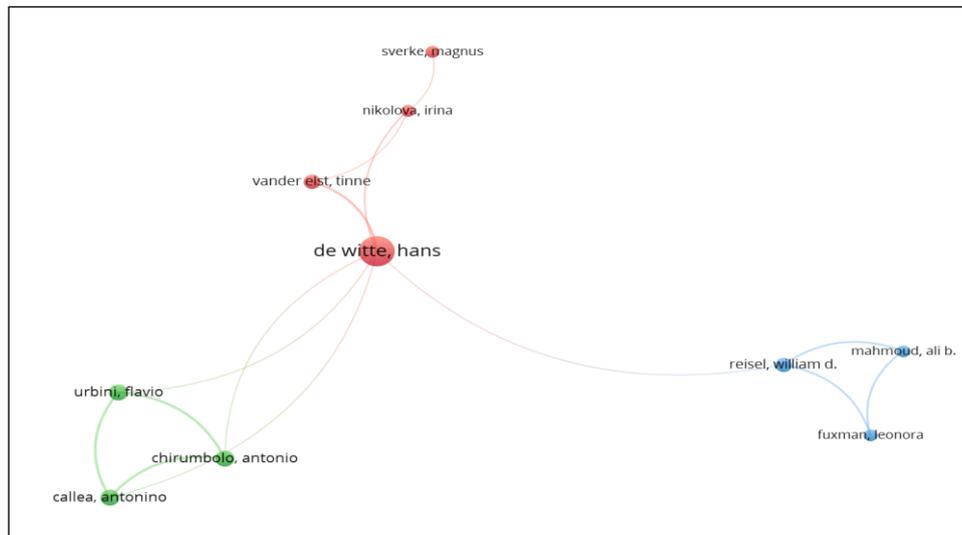
The objective of the keyword co-occurrence analysis is to identify the most prevalent areas and directions of research (37). Table 11 shows the most commonly used keywords that authors have in publishing publications about the topic from 2017 to 2023 are job insecurity, turnover intention, organizational commitment, mental health, job satisfaction, and job performance. The research that was shown in Table 11 includes the keywords that occur at least 10 times, such as: 6 items in cluster red with the keyword Covid-19 have 58 occurrences, depression (10 occurrences), job stress (14 occurrences), mental health (14 occurrences), occupational stress (10 occurrences), and stress (16 occurrences). Cluster green with the keywords job insecurity (278

occurrences), organizational change (10 occurrences), and work engagement (14 occurrences). Cluster navy blue with organizational commitment (18 occurrences). Cluster Yellow with keyword burnout (22 occurrences) and turnover intention (19 occurrences). Cluster Purple with keyword organizational identification (11 occurrences) and qualitative job insecurity (16 occurrences). Cluster Blue Light with keyword job performance (17 occurrences). Cluster Orange with the keyword's emotional exhaustion (21 occurrences), perceived organizational support (13 occurrences), and well-being (19 occurrences). Cluster Brown with keyword conservation of resources theory (11 occurrences) and job satisfaction (36 occurrences).

**Table 11:** Top 20 Keywords with Minimum 10 Occurrences

Keywords	Cluster	Occurrences	Total Link Strength
Covid-19	Red	58	97
depression		10	22
job stress		14	20
mental health		14	23
occupational stress		10	11
stress		16	26
job insecurity	Green	278	361
organizational change		10	14
work engagement		14	24
organizational commitment	Navy blue	18	34





**Figure 5:** Map of Co-author Publications on Job Insecurity

### Publication Trend Map by Author

Based on the co-author, job insecurity research was divided into 3 clusters. Cluster 1, colored red, consists of 4 authors, such as De Witte H, Vander Elst T, Nikolova I, and Sverke M. Cluster 2, colored green, consists of 3 authors: Urbini F, Chirumbolo A and Callea A. Cluster 3, colored blue, consists of 3 authors: Reisel WD, Fuxman L and Mahmoud AB. Figure 5 shows the network between authors.

### Conclusion

Overall, this bibliometric analysis provides important insight into the current status of research on job insecurity. The selection of a seven-year period was based on the newest trend and socioeconomic situation nowadays. This research shows that research on job insecurity has become one of the main focuses in the United States, Asia, and some countries on the European continent. Furthermore, this research analysis also provides in detail the keywords that are mostly related to job insecurity. This allows researchers to easily identify common knowledge gaps in this field and topic. This study has also examined a comprehensive overview of all articles pertaining to job insecurity by obtaining data from the Scopus online database. Data includes keywords, source types, document types, citation counts, top countries for publishing research, frequently used languages, renowned authors, and highly cited publications, among others. This research is limited as it solely relies on the Scopus database,

which was exclusively accessed on May 2, 2024, and does not incorporate additional document databases. It is advisable for future studies to include multiple databases, such as Google Scholar, Web of Science, and other similar databases, in order to gather more document publication data. In addition, a comprehensive examination of job insecurity research indicates the necessity of incorporating additional variables such as job happiness, turnover intention, and the influence of the COVID-19 epidemic on employee psychology in relation to job insecurity. Furthermore, there is a need to further increase study on employment insecurity in Asian countries, as this subject has been more extensively studied in America and Europe. Additionally, future research could investigate demographic variations, including disparities in generations and genders, within the realm of job insecurity.

### Abbreviations

RIS: Research Information System, VOS: Visualization of Similarities

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### Author Contributions

TTW wrote the manuscript, provided data and analysis, MKPR provided data and analysis, and SHW provided data and analysis. All authors reviewed the final manuscript.

## Conflict of Interest

The authors declare no conflict of interest.

## Ethics Approval

This research does not involve the use of living subjects, and therefore informed consent is not a relevant issue.

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