



Strengthening research of turnover decreasing: bibliometric review

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ABSTRACT

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A Bibliometric method could facilitate a comprehensive and subjective evaluation of current findings of research. Comparing theoretical and evidence, such as employee turnover phenomenon. Turnover is costly; therefore, Human Resources managers should avoid it. At least reduce turnover intention. From this paper finding, by leveraging bibliometric of Scopus metadata it reveals and recommended to closely make a commitment to fulfill employee rights (organizational commitment). It will encourage employees to get their job satisfaction and impacted to increase intention to stay in organization. Transformational leadership moderate relation employee turnover intention and organizational embeddedness. HR management should consider well when leveraging AI (Artificial Intelligent). Keep consistent due Organizational Commitment, aware to mental health and efficacy of employee. To ensure that, HR manager can do research using those variables to entire employee, staff and non-staff.

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1. INTRODUCTION

Nowadays, we face human resources problems with increasing numbers of turnover, specially at Milenial labour(Liu et al., 2023). The phenomenon should be understood comprehensively. The progressive competition in entire economic sectors is triggered by globalization and should be adapted by industry players due to their behavior, methods, and business strategies to be able to win competition, maintain existence and sustainability. The Agility to respond to the rapid changes in the company's circumstance i.e. internal and external is strictly necessary thought. The environment is one of the main factors which copes the resilience and competitive advantage of the company (Made Astrama et al., 2020). Caused of Globalization there was collision of Asian and Western cultures, it promotes scholars and manager to reassessing the adequacy of social behavior theory. Furthermore COVID-19 has had significant implications and highly impacted on the performance of the organization and employees as well (Falát et al., 2023).

There is research finding by (Made Astrama et al., 2020) states that work behavior mediates variable of organizational culture towards effect to organizational commitment. The next effect is increasing turnover. Huge problem if turover occure in the hospital sector (Rehman & Mubashar, 2017) Turnover is costly and decrease organizational performance. It can be 6 to 9 months' salary in average cost when the experience employee turnover (Chiat & Panatik, 2019). Therefore, a study of mitigating and decreasing employee turnover intention is Urge to considered by Human resources manager.

We can learn from the latest research, (Arikiasamy et al., 2022) finding told that authentic leadership has good impact to avoid turn over trough increasing work engagement. Further recommend to aware job commitment that influences relation between leadership style and employee's turnover intention. Another researcher Yan et al., (2021) found conclusion that turnover intention could be reduced by focus on organizational commitment and employee job satisfaction and mediated bt employee's psychological perspective toward organization. So many variables could be the reason for turnover intention, therefore we need guidance in terms of turnover research. Since there are many studies on Human Resources Management (HRM) topics, the comprehension and in-depth analyze is no longer practically possible by manual manner. The main aim of this paper is to guide researchers on how to cope with mentioned obstacles, on focusing research variable/construct It will beneficial both for practitioner and reasearchers as well..

2. BACKGROUND OF STUDY

Recently, we can analyze research areas with relatively dynamic progress in Human Resources Management (HRM) issue (Falát et al., 2023). This paper leverage bibliometric analysis for mentioned purpose with Scopus metadata source during 2013-2023 period. Hopefully could represent updated context. Scopus is a multi-discipline coverage, comprehended literature, covers scientific finding journal, proceeding of conference, book chapter, book, review and another scientist publication. Bibliometric methods are statistical tools that help provide a quantitative picture and summarize the main characters of the literature used to attract the attention of researchers to understand research trends and predict future outcomes (Sharma et al., 2022). Zupic & Čater, (2015) recommend that this is a quantitative method for analyzing large amounts of existing literature. It helps to summarize a large number of publications, which is easier and more reliable; second, it helps to explore the relationship between articles, citations, author productivity, and emerging keyword trends, which will show research gaps in this domain through network mapping visualization (Donthu et al., 2021). The main justification for choosing bibliometric methods for analysis is their ability to effectively examine large volumes of data over a given period. This method also facilitates a comprehensive and subjective evaluation of the existing literature, thus providing a solid theoretical basis for specific literature review studies (Susanti & Reza, 2022).

Bibliometric research due to turnover has performed by (Bachtiar Affandie, n.d.), conclude recommend most author, co-authorship, co-accurance, citation. Meta data source form science direct during 2018-2022 period and processed by VOS viewer applications. That paper combines with study of literature and found that there is a strong relation employee turnover, retention and turnover intention. Another Bibliometric analysis has been performed by (Sai & Pinapati, 2023), with 1948 paper in 1957-2023 period equal to 67 years. Another paper written by (Baker et al., 2021) based on 67 years, consist of 1948 paper publication reveals that the Journal's main themes include commodities, volatility, trading, hedging, arbitrage, and pricing, forecasting volatility, and credit default swaps. (Rajput & Kumari, 2023) filtered article on Scopus by two keyword i.e. turnover AND Intention. Ryan, (2021) leverage Analysis of variance (ANOVA) to find bibliometric indicators of h-index, publication count and citation count which are limited in their ability to identify performance differences between employment status cohorts.

This paper presents a bibliometric overview of published research from Scopus indexed regarding turnover phenomenon. The Important step is filtering mechanisms, in order to get relevant information and updates. All paper are being limited by keywords "Employee turnover" OR "worker turnover" OR "employee turnover intention ". English Article Publication only in 2013-2023 period, open access has applied to simplify downloading. Finally exported csv metadata from 616 articles. Flow diagram of search step can be seen on figure 1 as below. Compared with another researcher, the publishing time limitation is very important i.e. period 2013-2023. According to Social Exchange Theory, Cropanzano & Mitchell, (2005), always there are always triggers, as well as opinions (Ilkevich, 2023) that examine the effects of technological developments in manufacturing that recommend findings that technological developments cause ripple effects to the Enterprise Level. In Indonesia, Digitalization penetrates social life was marked by the rise of e-commerce (Widagdo, 2016) which developed starting in 2013. The impact of digitalization has led the social changing in all aspects of life, employees as well

3. METHOD

This paper is quantitative study with Bibliometric analysis, leverages bibliographic material. Bibliometric provides a whole field research picture that could be classified by articles, authors, journal, and another source (Merigó & Yang, 2017), This Article presents a bibliometric overview of published research in recent decades regarding turnover phenomenon. Several studies have conducted bibliometric analyses of environmental issues and sustainability. These analyses use quantitative approaches to highlight trends in literature, identify influential authors, and analyze the content of published documents.

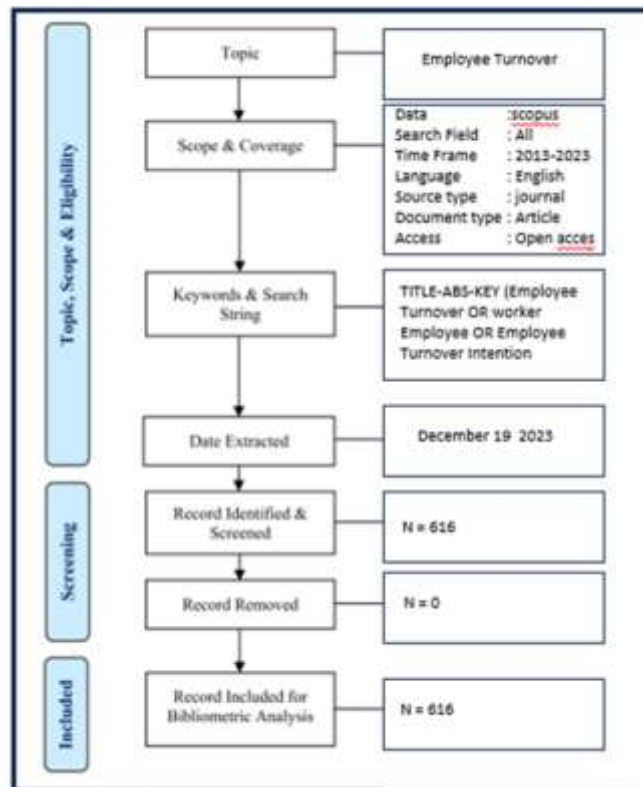


Figure 1. : Flow Diagram of Search Strategy

Metadata from Scopus provides bibliometric indicators such as citation counts, h-index, and co-citation networks, which enable researchers to evaluate the impact and influence of scholarly publications and authors. It also allows for easy tracking and monitoring of research trends and collaboration patterns across different countries, institutions, and disciplines (Martín-Martín et al., 2018). Reference searching strategy shown in Table 1. The first step is determining the topic, scope & eligibility. Second step is Screening and the final step downloading reference paper.

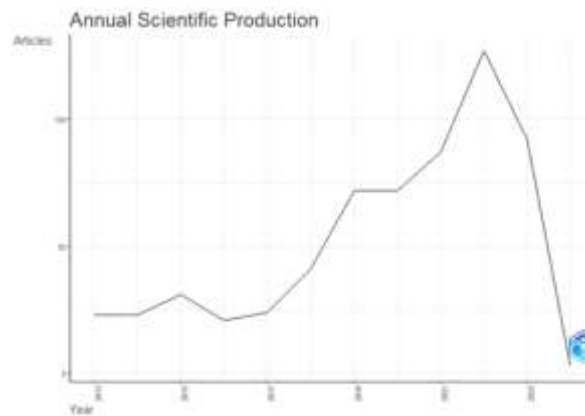


Figure 2.: Annual Scientific Production

The next step is Process to filter articles in order to refine source of metadata, simplify to get an article, understanding and using in research field. After screening all articles, we can see comprehensively. We also analysis annual scientific production of publication, to get whole picture of articles publication on journal indexed Scopus. It can be seen that starting in 2018 there was a very large increase. Of the 616 scientific papers, we can download metadata in csv format, then process quantitatively with the biblioshiny R4.3.1 application.

Tabel 1. Main Data information

No	Description	Result
1	Timespan	2013:2023
2	Source (journal only)	368
3	Documents	616
4	Annual Growth Rate %	-16,9
5	Document Average age	3.22
6	Average Citation per doc	12,84
7	References	35366
8	Keyword plus (ID)	1331
9	Author's Keywords (DE)	1761
10	Authors	1831
11	Authors of Single-authored docs	54
12	Single-authored docs	56
13	Co-Authors doc	3.25
14	International co-authorship %	30.68
15	Articles	616

So, we can do various analyses using biblioshiny reports, that we can use for research purposes or make plans or evaluations related to labour and business strategies.

Table 2. Completeness of Bibliographic metadata

Matadata	Description	Missing Counts	Missing %	Satus
AB	Abstrac	0	0	Excelent
AU	Author	0	0	Excelent
DI	DOI	0	0	Excelent
DT	Document type	0	0	Excelent
SO	Journal	0	0	Excelent
LA	Languge	0	0	Excelent
PY	Publication year	0	0	Excelent
TI	Title	0	0	Excelent
TC	Total Citation	0	0	Excelent
C1	Affiliation	1	0,16	Good
CR	Cite Reference	1	0,16	Good
DE	Keywords	54	8,77	Good
RP	Corresponding Author	127	20,62	Poor

ID	Keywords Plus	418	67,86	Critical
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There is a tremendous increase in publication regarding turnover, seem like exponential graphics, see figure 2. Predictably, this relates to Today, one of the most concerning global economic issues is the low level of employee engagement observed in the workplace, Gen Z employee's psychological concern as well. Then, whole metadata input to Biblioshiny R4.3.1 application, processes step by step, the general result of metadata can be seen in table 1 and table 2. Published paper during 2013 – 2023, 10 years period, are 616 papers from the journal source, Document type is articles only, with English language and open access (free access) for readers. Metadata statues are Excellent, Good and Poor status. It could be used as analyze base. Only Keywords Plus that not recommended to be used in analyze. The completeness of metadata can be seen on table 2.

4. RESULTS

One of the most important things about data processing is information about variables that are important and relevant to be discussed, by analyzing the Thematic Map as seen in figure 3, with keyword filtering. The results of the data are positioned in quadrants, where each quadrant describes its relevance.

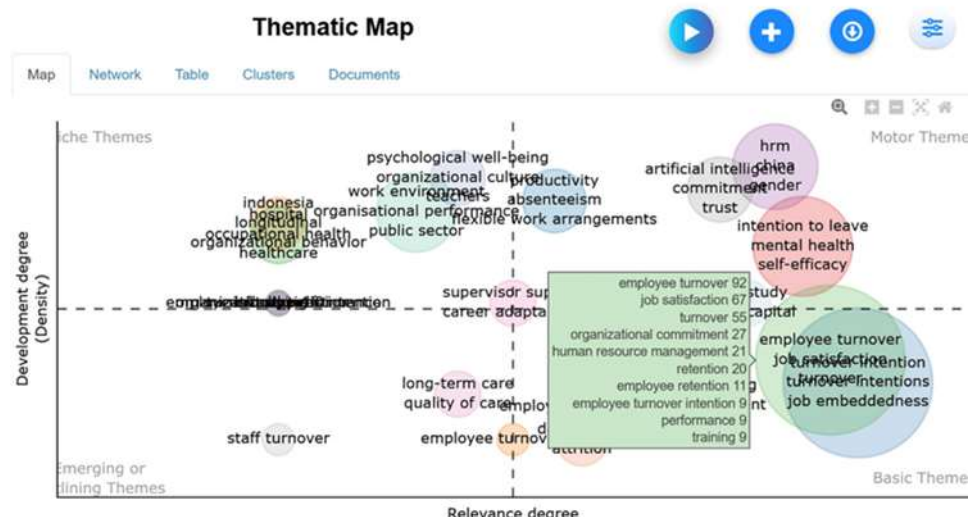


Figure 3. Thematic Map

In the Motor Theme quadrant (figure 3), it is a keyword used by research that is growing very rapidly and becoming the center of discussion. In this quadrant, there are Artificial Intelligent, Commitment, Intention to leave, mental health and self-efficacy, That variable is highly recommended for further investigate.

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