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## A bibliometric analysis of workplace bullying and turnover intention

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### Abstract

The main goal of this investigation was to undertake a thorough bibliometric review of previous studies on bullying in the workplace. To conduct our bibliometric analysis, we undertook a Boolean search of Scopus for the years 1994-2021, retrieving 149 relevant documents. Graphical tendencies in the field under study were displayed using the VosViewer programme. Our analysis demonstrates that bullying at work has been extensively covered in the media and in scholarly literature over the past decade. Additionally, our findings demonstrate that workplace bullying occurs in both developed and developing countries. The United States, Australia, and Canada lead the pack when it comes to publishing on this topic, and that trend looks certain to continue. It is also important to note that leading journals such as the "Journal of Nursing Management," "Work and Stress, Employee Relations," "Journal of Interpersonal Violence," and the "International Journal of Environmental Research and Public Health" regularly publish rigorous studies on bullying in the workplace. The most often recurring keywords in the abstract were "workplace bullying," "intention to leave," "harassment," and "bullying." Participants in these studies tend to be medical students, interns, or residents. If the statistics are to be believed, stopping this kind of violence and contributing to the dissemination of relevant information is of the extreme significance.

**Keywords:** Workplace bullying, turnover intention, bibliometric, and science mapping

### 1. Introduction

It has been around for a long time, but it hasn't been systematically studied until the 1980s. Reviewing the academic literature, Castronovo, MA *et al.* (2016) <sup>[4]</sup> found that the phenomenon known variously in English as bullying, mobbing, and harassment, in Spanish as *acoso Laboral/moral*, in French as *moral harcèlement*, and in Portuguese as *assédio-moralidade*. It's not uncommon to hear variations on the main terms, such as "a horizontal violin," "nursing hostility," and "interruptive behavior." Researchers have also historically used terms like "abusive supervision" (Tepper, 2007) <sup>[13]</sup>, "emotional abuse" (Keashly *et al.* 1994) <sup>[6]</sup>, and "deviance" (Bennett & Robinson, 2003) <sup>[1]</sup>. Workplace bullying (Hereafter, WB) is on the rise for many reasons, including the misuse of organisational processes and procedures and the existence of informal organisational alliances that support and protect offenders. Research shows that bullying amongst peers at the same level in the workplace significantly increases turnover rates. Victimized workers often experience emotional disorders, which Medina *et al.* (2016) <sup>[8]</sup> found to have detrimental effects on both personal and professional life. Researchers Karatza *et al.* (2016) <sup>[5]</sup> and Reknes *et al.* (2014) <sup>[10]</sup> found that workplace bullies have a higher risk of showing signs of stress and exhaustion. For this reason, this study aims to provide a thorough bibliometric analysis of the literature on WB so as to facilitate a deeper understanding of the issue and motivate further research on the subject. What follows is a summary of the remaining parts of the study. Methods and indicators for bibliometric research are covered in Chapter 2. The results of our bibliographic investigation are presented and discussed in Section 3. Section 4 presents the results and a list of future research directions.

### 2. Measure and Methods

#### 2.1 Bibliometric Analysis

In order to assess and anticipate current research conditions and trends, bibliometric evaluation makes use of statistical and other metric methodologies (Yu *et al.*, 2017, 2018) <sup>[17, 18]</sup>. Thus, bibliometrics can be used to illuminate patterns within the literature on bullying in the workplace.

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Bibliometric research sheds insight on the linkage between technological progress and writers' production, and it also provides a historical timeline of scholarly work (Polaco, 1995) [19].

**2.2 Vosviewer**

The software VOSviewer is used to construct and evaluate bibliometric maps. Vosviewer is open-source software, therefore it is free for the academia to use. The viewer can be used to display author and journal maps, as well as co-citation data and keywords using co-occurrence data.

**2.3 Collection of data**

Studies, seminars, reviews, books, and many other types of bibliographic sources can all be analysed with the use of bibliometrics (Khan *et al.*, 2020) [14]. Scopus, a database actively used and completely recovered for quantitative testing, has been mined by the authors for their bibliometric data because it is the finest place to find peer-reviewed works in the social sciences that have been grouped together. The data resource was scanned for relevant titles, abstracts, and keywords from 1994 to 2021. Periodicals published exclusively in the field of business were selected for this analysis. Publications within the specified time period were sorted and appraised in compliance with their publication region, journal, topic area, authorship, language, and institutional ties. Network study of WB also considered the total number of keywords drawn from the text. Scopus data was obtained and put into VOSviewer (Centre for

Science and Technology Studies, Leiden University, Leiden, Netherlands). Authors have used the following Boolean search:

("Workplace Bullying" OR "Bullying" OR "Mobbing" OR "Victimization" OR "Victimisation" OR "Emotional Abuse" OR Harassment) AND ("intention to leave" OR "turnover intention")

**3. Results and Discussion**

**3.1 General features and trends in WB literature**

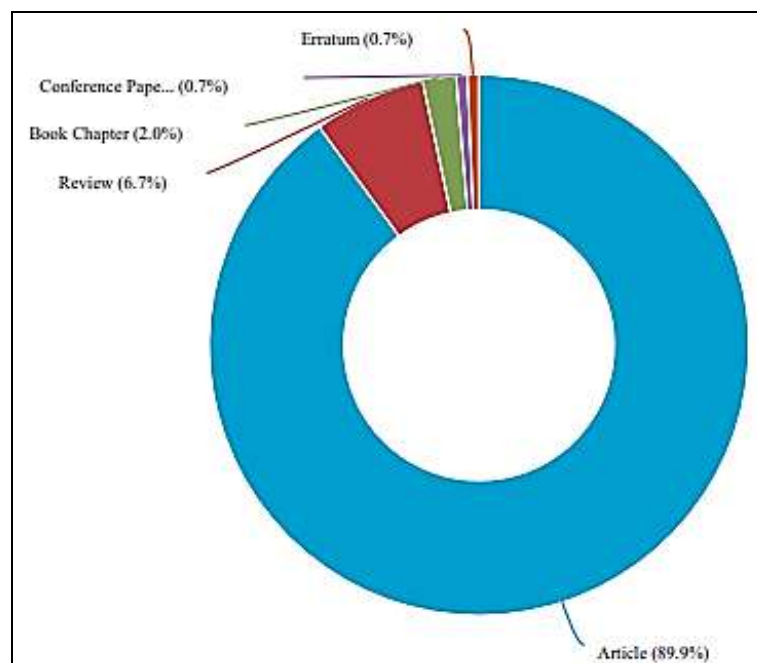
Using a Boolean search, we were able to pull 149 relevant articles from the Scopus. The time period covering 1994-2021 that we got documents from is quite broad. The many types of WB literature published between 1994 and 2021 are shown in Table 1. We found a total of 134 studies on WB, along with 1 conference paper, 3 book chapters, 10 review papers, and 1 study without clear parameters. The several categories of WB literature are visually represented in Figure 1.

**Table 1:** Type of publications

Type	N	%
Research articles	134	89.9
Conference Paper	1	0.70
Book Chapter	3	2.0
Review	10	6.70
Undefined	1	0.70

**Notes:** N=149.

**Source:** Scopus database.



**Fig 1:** Types of Documents.

**3.2 Chronological Distribution**

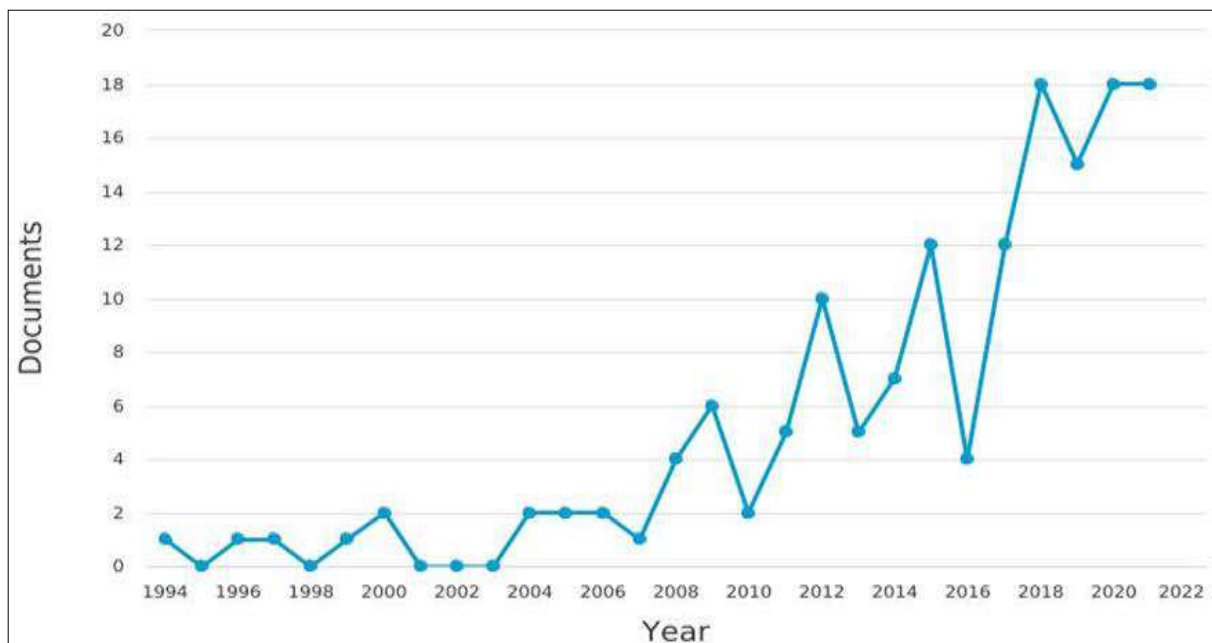
Table 2 demonstrates that the first study on WB appeared in the academic literature in 1994. A significant surge in the number of publications addressing bullying in the workplace during the past decade. Additionally, our findings indicate

that 2021, 2020, and (n=18, 14.89 percent) are the most prolific years in terms of WB literature, with 2019 (n=15, 10.67 percent) coming in second. Figure 2 demonstrates that studies on bullying in the workplace started appearing around 2006.

**Table 2:** Year wise documents

Year	N	%
2021	18	12.08
2020	18	12.08
2019	15	10.67
2018	18	12.08
2017	12	8.05
2016	4	2.68
2015	12	8.05
2014	7	4.69
2013	5	3.35
2012	10	6.71
2011	5	3.35
2010	2	1.41
2009	6	4.25
2008	4	2.83
2007	1	0.70
2006	2	1.41
2005	2	1.41
2004	2	1.41
2000	2	1.41
1999	1	0.70
1997	1	0.70
1996	1	0.70
1994	1	0.70

Notes: N=149.



**Fig 2:** Documents by year.

**3.3 Global productivity**

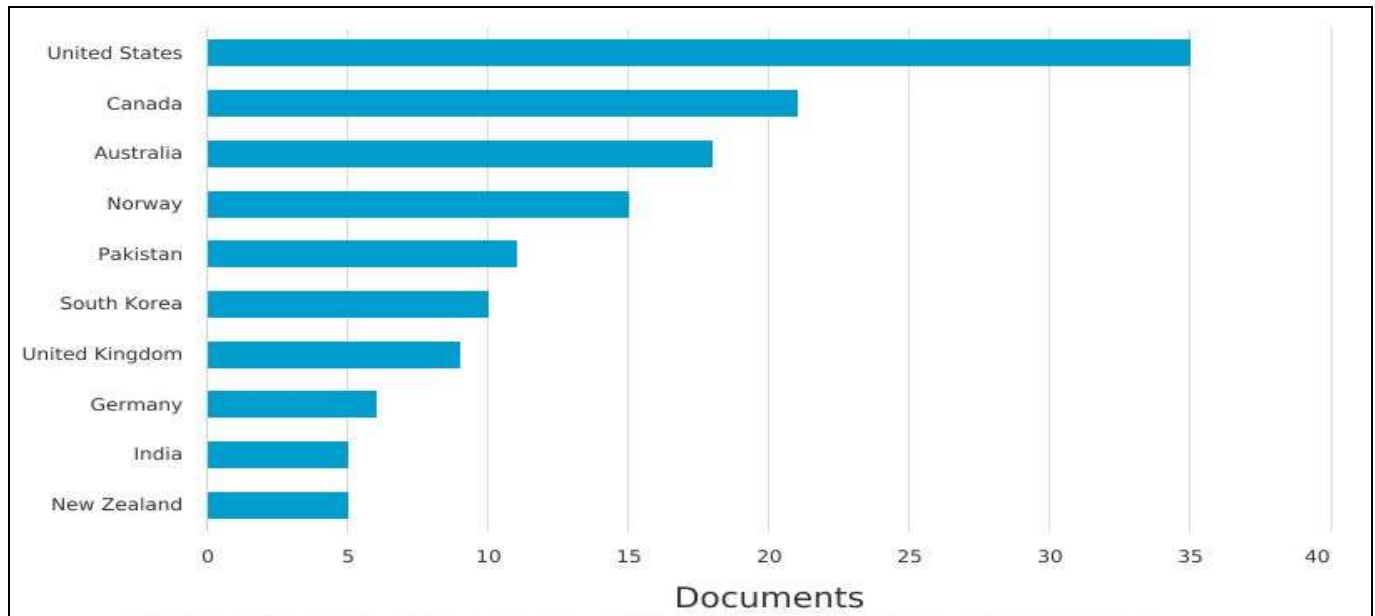
Table 3 shows the top ten nations as reported in studies on WB published between 1994 and 2021. The United States (n=35, 24.82%) and Canada (n=20, 14.18%) have both made considerable contributions to the literature on WB. The value of this research into bullying in the workplace has

been recognised by both industrialised and developing nations. India ranks in the top 10 nations where WB and employee resignations are major issues. In Figure 3, the top 10 nations are displayed visually based on the total number of articles related to WB that have been published.

**Table 3:** Top Countries

Countries	N	%
United States	35	24.82
Canada	21	14.18
Australia	18	12.77
Norway	15	9.93
Pakistan	11	7.09
South Korea	10	6.38
United Kingdom	09	4.96
Germany	06	3.55
India	05	3.55
New Zealand	05	2.84

Notes: N=149.



**Fig 3:** Documents by country.

**3.4 Productivity of authors, institutions, and source titles**

Researchers from Norway, including Einarsen, S., and Glaso, L., have published the most on bullying in the workplace. The most prolific authors are: Antecol, H., Brunetto, Y., Catley, B., Cobb-Clark, D., Coetzee, M.,

Gardner, D., Glambek, M., and Kang, J. (see Table 4). In the WB literature published between 1994 and 2021, Figure 4 displays the top 10 writers based on the total number of records.

**Table 4:** Top Authors

Author	Country	Institution	N	%
Einarsen, S.	Norway	University of Bergen	9	6.38
Glaso, L.	Norway	BI Norwegian Business School	4	2.84
Antecol, H.	USA	Claremont McKenna College	3	2.13
Brunetto, Y.	Australia	Southern Cross University	3	2.13
Catley, B.	New Zealand	Massey University	3	2.13
Cobb-Clark, D.	Australia	University of Sydney	3	2.13
Coetzee, M.	South Africa	University of South Africa	3	2.13
Gardner, D.	China	Hong Kong University	3	2.13
Golombek, M.	Norway	BI Norwegian Business School	3	2.13
Kang, J.	South Korea	Dong-A University, Busan	3	2.13

Notes: N=149.

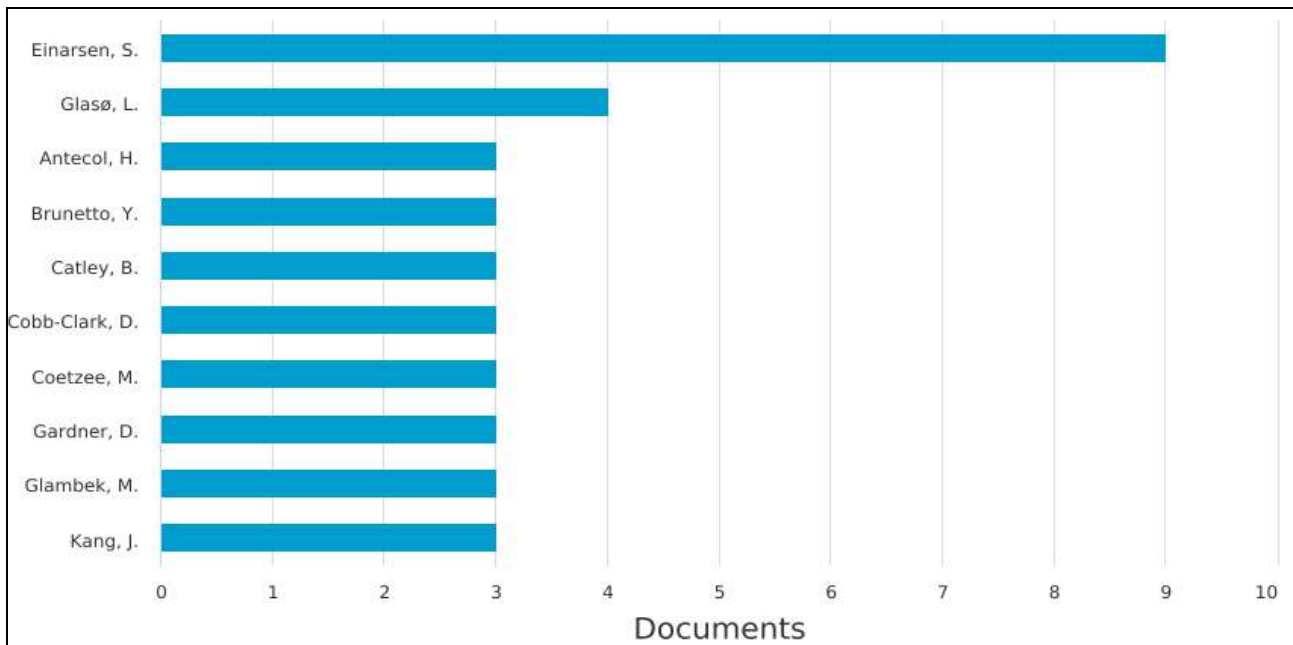


Fig 4: Documents by the author.

**3.5 Documents by institutes**

Institute output in terms of WB literature publication, 1994-2021 (Table 5). University of Western Ontario, University of Guelph, University of Western Australia, and University

of Bergen are the first five institutions to publish in the area of bullying in the workplace. Institute output in terms of published literature on WB from 1994 to 2021 is displayed in Figure 5.

Table 5: Top Institute

Institute	Country	N	%
Universitetet I Bergen	Norway	14	9.22
Griffith University	Australia	5	3.55
The Australian National University	Australia	4	2.84
The University of Western Ontario	UK	4	2.84
University of Guelph	UK	4	2.84
Griffith Business School	Australia	4	2.84
University of South Africa	South Africa	3	2.13
Claremont McKenna College	USA	3	2.13
The University of British Columbia	Canada	3	2.13
Southern Cross University	Australia	3	2.13

Notes: N=149.

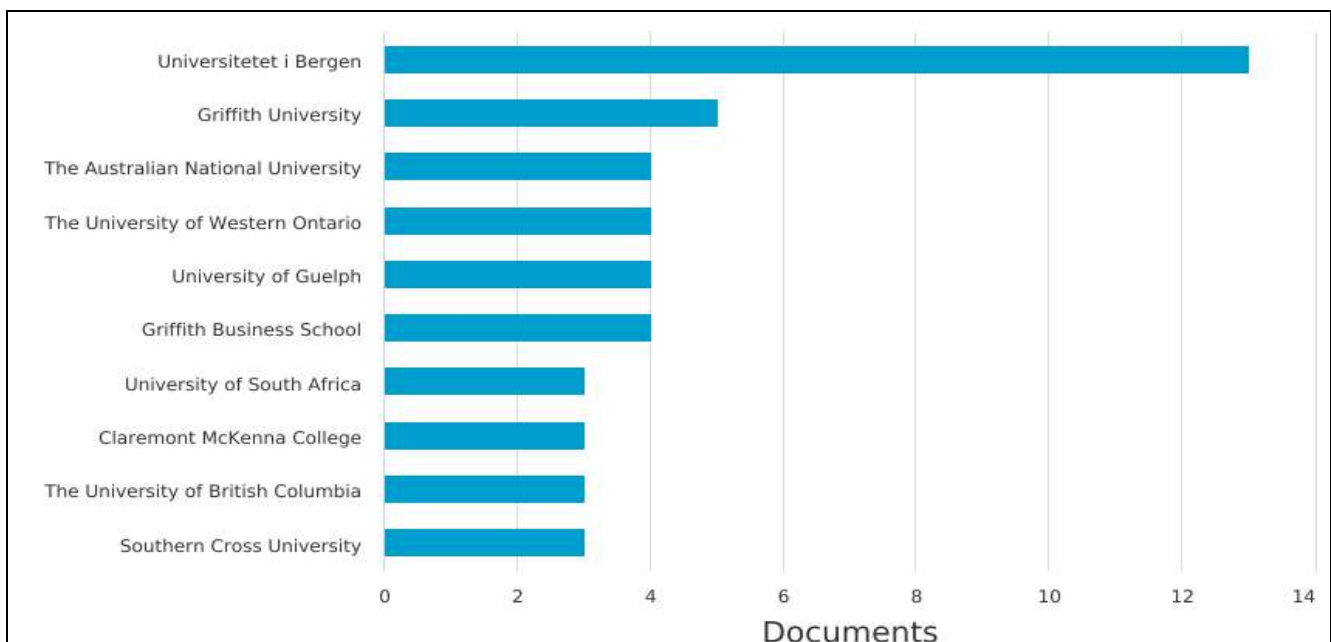


Fig 5: Documents by the institute.

**3.6 Documents by sources**

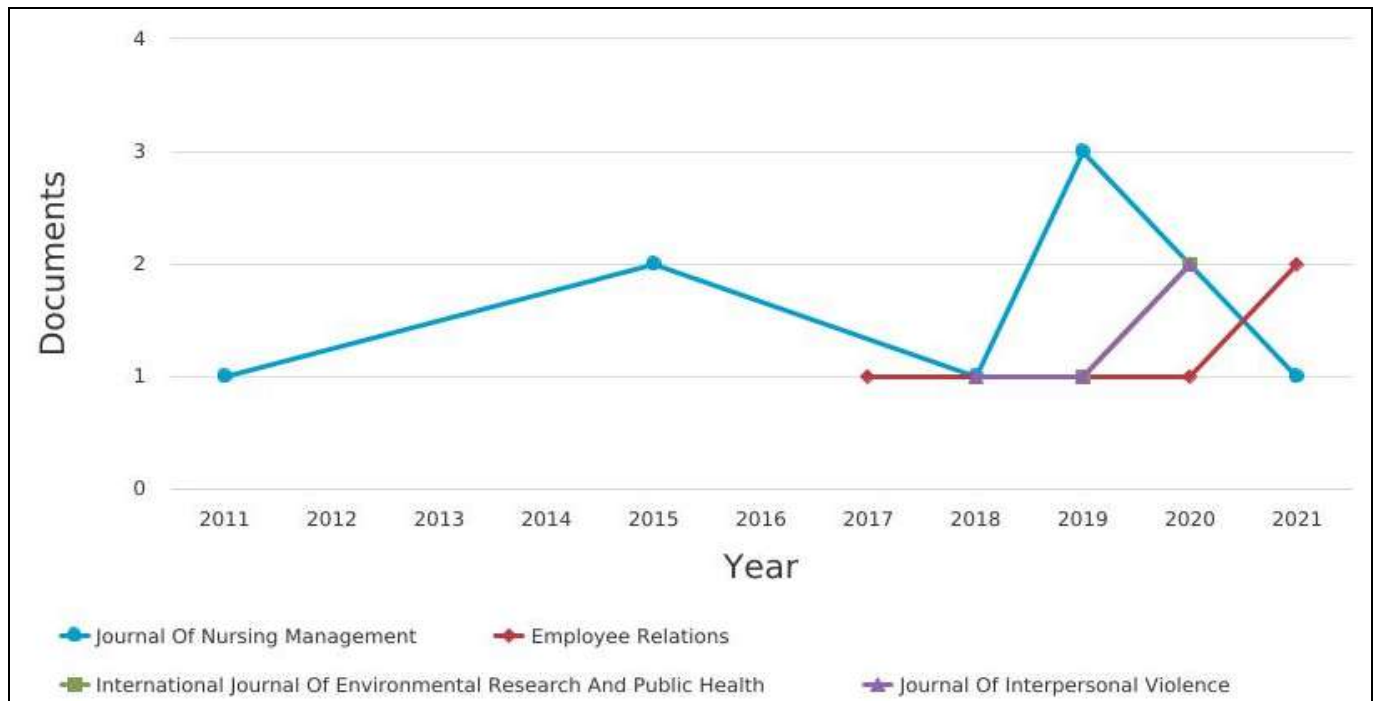
The primary sources that have published quality research in the field of WB literature include the “Journal of Nursing Management” (n=8), the “Journal of Nursing Management” (n=5), the “Journal of Nursing Management” (n=5), the “Journal of Nursing Management” (n=4), the “Journal of

Interpersonal Violence” (n=4), and the “International Journal of Environmental Research and Public Health” (n=3) (see Table 6). Publication output of journals in the field of WB literature from 1994 to 2021 is graphically presented in Figure 6.

**Table 6:** Top sources

Journal	N	%
Journal Of Nursing Management	8	5.36
Work And Stress	5	3.35
Employee Relations	4	2.68
Journal Of Interpersonal Violence	4	2.68
International Journal Of Environmental Research And Public Health	3	2.01

Notes: N=149.



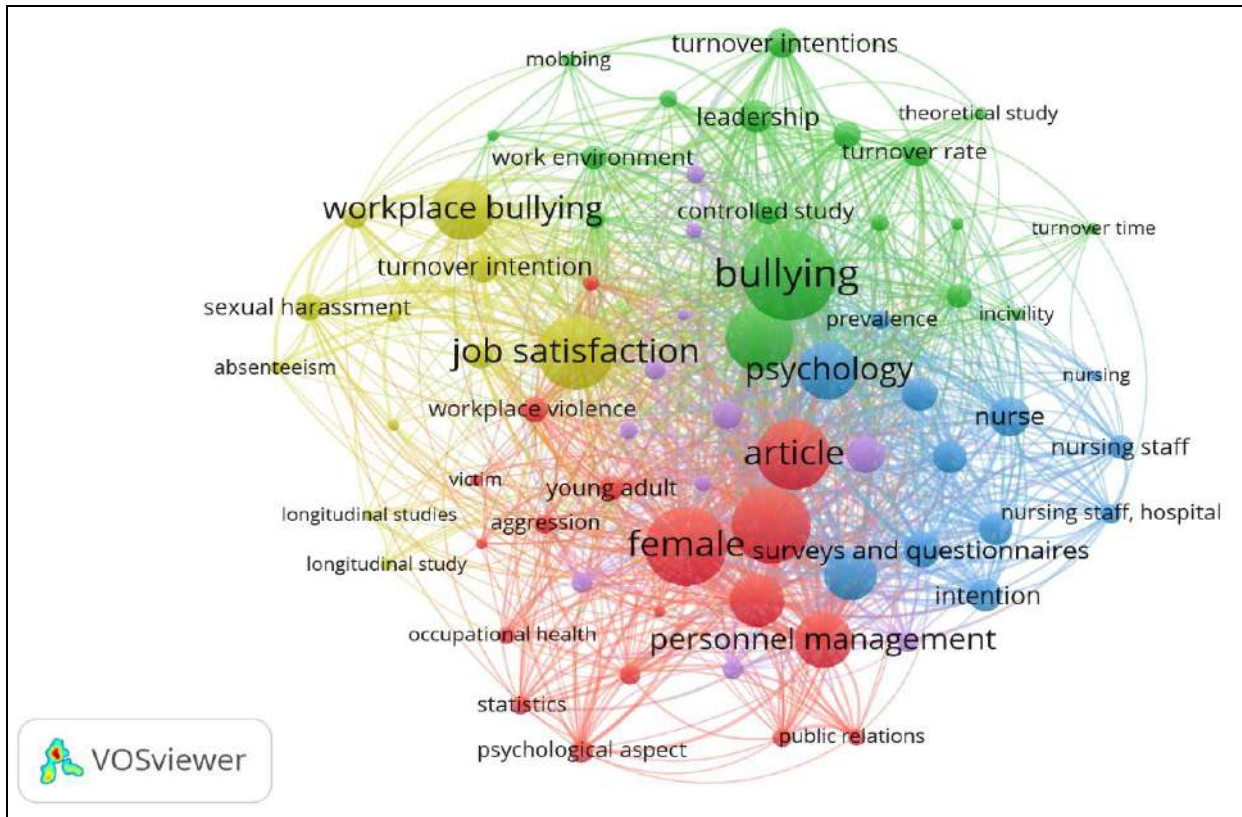
**Fig 6:** Documents by source.

**3.7 Keyword Co-occurrence**

This section analyses the keyword co-occurrence network map. Keyword co-occurrence accurately reflects research foci in a field (Huang *et al.*, 2016) [15]. VOSviewer creates term co-occurrence networks. Keyword analysis creates network nodes. Size determines node weight. Bigger nodes are heavier. The distance between nodes indicates their relationship. A tighter line between two words suggests that these keywords have often appeared together. The degree of

linkage between nodes indicates how often terms occur together (Liang *et al.*, 2017) [16]. Same-colored nodes are clustered. VOSviewer clustered WB and resignation terms. "Bullying" appears most commonly. "Intention to leave," "workplace bullying," and "turnover," are all used. How often two terms appear together indicates link strength. This connection strength metric quantifies how linked two nodes are (Pinto *et al.*, 2014) [19]. Keyword network analysis uses 78 terms in 4 categories.



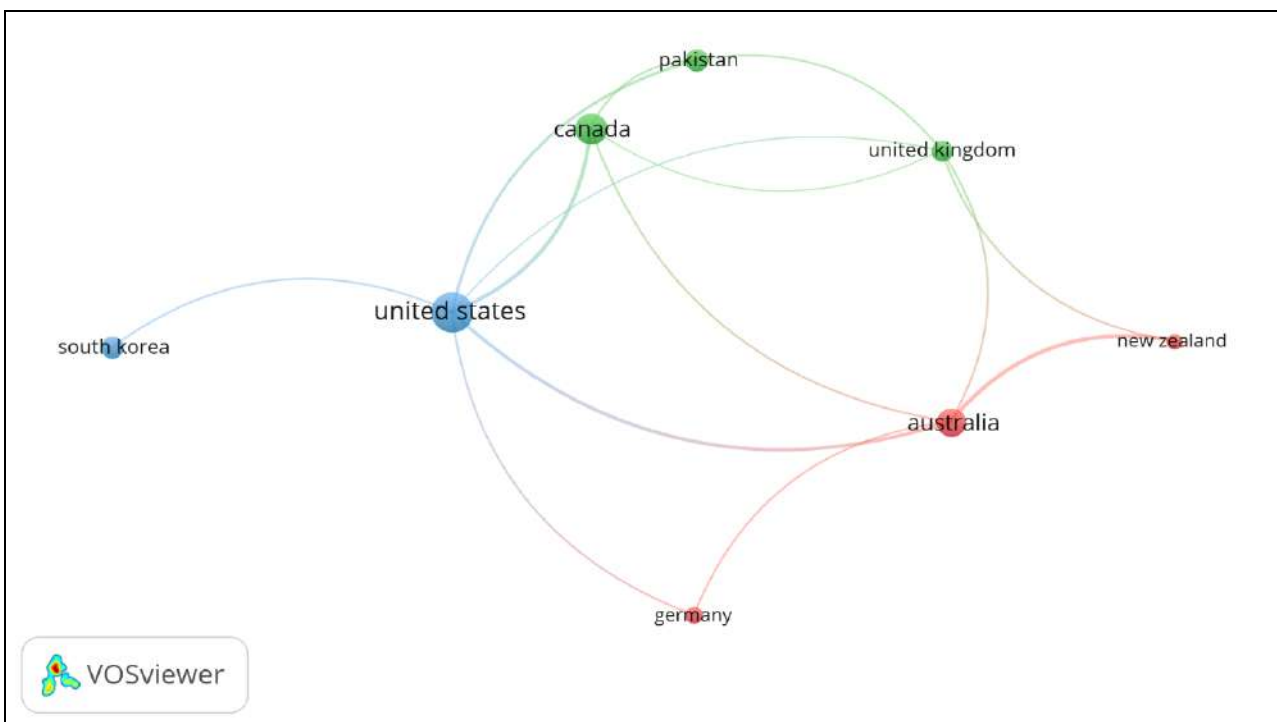


**Fig 7:** Keyword Co-occurrence

### 3.8 Country co-authorship

Any topic becomes harder to study without help. So, many initiatives require collaboration and co-authorship. Hence, co-authorship analysis is needed to assess a topic's study. International collaboration on this topic is analysed here. Authorship analysis was done with Vosviewer. Examining co-authored articles from each nation shows the amount of collaboration between countries and key research powers. Strong nations are represented by larger nodes. Scholars'

different interests are reflected in the map's colours. The figure's largest nodes are country clusters. With this node network, many countries and organisations are connected. The nodes' size and spacing indicate international cooperation. The figure shows that the US leads the world in studies on WB and leaving. They suggest that physical distance won't hinder the authors' collaboration. Nation co-authorship network analysis has 8 nodes out of 390. Eleven form the largest node.



**Fig 8:** Countries co-authorship

### 3.9 Network analysis of co-authorship

One researcher may struggle to explore a given field. Many research efforts require teamwork. Bibliographic evaluation involves studying writer collaboration. A field's research community's depth and breadth indicate its maturity and condition (Reyes *et al.*, 2016) <sup>[11-12]</sup>. The thickness of the

lines between nodes represents the authors' relationship and collaboration. Nodes represent the authors' relationship in network analysis. Six items were grouped into three. The largest cluster had 9 documents with an average link strength of 8.

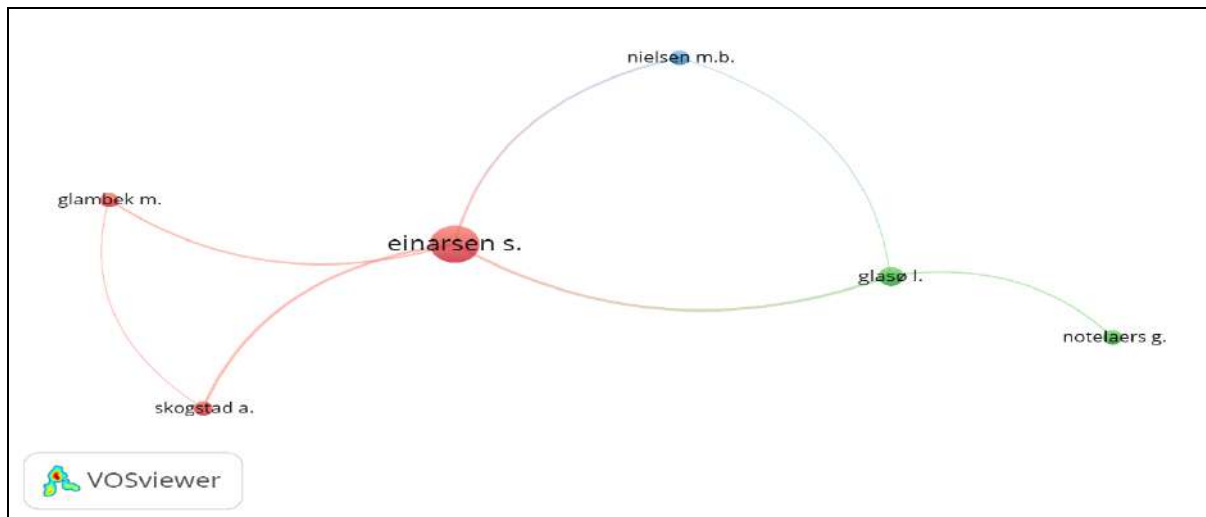


Fig 9: Co-authorship

### 4. Conclusion

For the past two decades, HRD academics have focused on the myriad ways workplace abuse may harm companies. The comprehensive literature review on WB makes this study stand out. This study conducted a detailed bibliometric analysis of WB literature. Using a Boolean search, we selected 149 Scopus papers from 1994–2021 for bibliometrics study. Occupational bullying has been studied and written about for 20 years. Our findings also reveal that both developed and developing nations agree that this research is essential to reducing violence. Our results summarise important theory and practise. S. Einarsen and L. Glaso lead WB writing in Norway. Universitetet I Bergen, Griffith University, Australian National University, University of Western Ontario, and University of Guelph are the first five WB authors. The Journal of Nursing Management (n=8, 5.36%) and Work and Stress (n=5, 3.35%) are the top two journals for WB research.

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