

SciVal Insights on HR Management: Analyzing Key Trends and High-Performance Work Systems and Personnel, and Human Resource (HR) Practice

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Abstract: From 2013 to 2022, this document provides an examination of the academic progression in High-Performance Work Systems (HPWS), Personnel, and Human Resource (HR) Practice. The system exploited SciVal to determine the cluster, then analyzed to get understanding into the top academic outputs related to the authors, publications, nations, as well the universities. The research, has a scholarly output of 3,385 papers, demonstrates the large themes received within the academic profession. This domain's publications have a field-weighted citation impact of 1.25, suggesting a 25% higher citation rate than the world average, show their significant power in the academic area. The current study's key findings show a high level of international collaboration, contribution to the worldwide applicability of HR practices. The findings, as evidenced by 52,209 citations and over 203,594 views, illustrate the body of work's importance and extensive group discussion. With a topic prominence percentile of 99.357, this field is at the front end of academic study, indicating its critical participation in ongoing HR discussions and progression. Added more the study show a shift in focus within human resource management, with classic notions complemented by emerging themes such as 'Employee Performance' and 'Employee Well-being, which have witnessed an exponential function increase in scholarly production. This indicates a shift towards employee-centric approaches to recognize the direct influence of employee well-being towards performance.

Keywords: SciVal analysis, Scientometrics, High-Performance Work Systems (HPWS), Personnel Management, Human Resource Practice

1. Introduction

In a progressively volatile world due to economic instability, pandemic impacts on business (Obrenovic, et al., 2020), workforce (Godinić, et al., 2020) and armed conflicts (Obrenovic et al., 2023) reliance on the factors that are within company control has become a central point of research of many studies. Employees are a business's most precious asset (Gu et al., 2023), facing health and economic concerns (Godinić, et al., 2020). Their efforts frequently result in favorable outcomes in terms of operational performance and overall company success (Arifin et al., 2019). As a result, businesses

must manage their employees and human resources effectively (Carbery et al., 2018). They can achieve the intended result by placing individuals in the appropriate locations and defining specialized responsibilities. Effective management may impact a company's performance (Milojevi et al., 2021). This analysis frequently entails preparing people for technical responsibilities. Therefore, practical personnel training and well-developed management methods are required (Toni et al., 2018). Aligning people with jobs matching their abilities, experiences, and strengths ensures that the organization's human capital is deployed strategically to fulfill its goals (Wolfson et al., 2021; Gu et al., 2023). Effective human resource management in the future will entail not just placing workers in appropriate jobs but also offering chances for ongoing learning and growth (DeCenzo et al., 2016; Du Plessis et al., 2015). This study allows people to improve their abilities, stay relevant, and contribute to the organization more effectively.

Human resources, sourcing suitable people, and their growth have received much attention in the management literature (Suprpto et al., 2022; Machado et al., 2018; Opatha, 2020). Numerous studies were conducted to investigate factors such as personality (Boon, 2012), attitude (An et al., 2023), specific socioeconomic circumstances (Pandey et al., 2019; Gu et al., 2023), and other individual factors (Pu et al., 2018), and how they influence job performance (Jiang et al., 2012; Albrecht et al., 2015). It is also critical to provide a broad overview of human resources and development and its consequences for organizational success.

However, studies that identify the present condition of the scientific area of human resources, employee training, selection, and development, as well as particular job performance and corporate results, still need to be included. To address this, we employ the analytical tool Scrvl to examine the specific themes addressed in this subject thoroughly. This study aids in identifying topics and clusters, as well as keywords, and offers information on the most prolific universities, scientists, and journals that publish the most work. This approach is essential since it opens up new avenues of investigation within this discipline and lays the groundwork for additional specialized model and theme investigation.

2. Methodology

In current study, we used SciVal, an advanced research tool, to report the scholarly environment in "High-Performance Work Systems; Personnel; HR Practice" from 2013 to 2022. SciVal, known for its strong data processing and logical skills, permit us to dig into the huge database of academic papers. That also offering a detailed orientation of research direction, cooperation system, citation impacts, and institutionalized contributions in this domain. Our investigation starts with identifying 3,385 written document on this topic, point the enormous involvement that is received within the scholarly community. Because of the large academic output, SciVal was used to quickly sift through and examine the data. The tool's innovative metrics discovered the field-weighted citation impact of these papers, which was 1.25. This statistic point that research in this field has garnered 25% more citations than

the worldwide average for similar publications, meaning that their share had a greater-than-average influence within the academic realm. Furthermore, SciVal permitted a thorough rating of research performance, permitting us to identify significant academics, institutions, and processing direction in the area. This level of analysis was critical for comprehending the powerful result and development of research themes across the decade. SciVal is a strategic way, required to provide a multidimensional picture of the academic viewpoint, increasing our perceptive of HR practices' mechanics and overall consequence in organizational contexts.

3. Results

This theme's study is distinguished by a high level of international collaboration, with 923 examples documented. This type of cross-border collaboration is frequently a characteristic of significant research and coincides with the global nature of human resource practices and systems. The popularity of the body is reflected in the number of views, which has reached 203,594, demonstrating that the findings are widely disseminated and often accessible.

Furthermore, the citation count is impressive at 52,209, underscoring that the discourse created within this sector is crucial to academics and practitioners. The topic prominence percentile of 99.357 is the most informative of this study area's position. This outstanding score places the issue at the pinnacle of scholarly research, suggesting that the field is not only of current academic interest but also crucial to continuing discussions and advancements in human resource management.

To summarise, the Scopus dataset reveals that "High-Performance Work Systems; Personnel; HR Practice" is not only a vibrant and impactful area of research, but it also holds a central place in contemporary scholarly discourse, characterized by significant international collaboration and a high level of engagement within the academic community.

"Human Resource Management" appeared as the primary key term, with a maximum relevance score of 1.00 and a scholarly production growth of 186.7%. This study emphasizes the concept's critical importance in influencing the field's discourse. Surprisingly, "High-Performance Work Systems" also gained momentum, with a relevance score of 0.56 and a significant 257.9% increase in academic output, showing the growing emphasis on optimizing organizational performance through strategic HR practices.

Key terms including "Workforce," "Personnel," and "Human Resource Practices" have relevance ratings above 0.4, with academic production growth percentages surpassing 250%, indicating their importance in the human resource management subject. "Organisational Performance" and "Strategic Human Resource Management," with relevance ratings of 0.32 and 0.28, reflect a strategic shift in HR talks towards aligning human resources with overall corporate strategy.

Intriguingly, "Employee Performance" and "Employee Well-being" emerged as significant themes, with 1,500% and 1,700% increases in academic production, respectively. These numbers highlight the paradigm shift towards employee-centric models that acknowledge the direct influence of employee welfare on performance outcomes.

While conventional HR principles remain basic, the study demonstrates a noteworthy movement towards incorporating employee well-being and performance indicators into organizations' larger strategic objectives. The keyword "Innovation," which increased output by 333.3%, coupled with "Organisational Commitment" and "Workplace," both of which increased significantly, highlights the dynamic interplay between HR practices and inventive, committed work cultures.

Table 1: Keyphrase output analysis

Keyphrase	Relevance (max value = 1.00)	Scholarly output (growth %, over the period 2013-2022)
Human Resource Management	1	186.7
High-Performance Work Systems	0.56	257.9
Human Resource Management Practices	0.44	154.5
Workforce	0.43	259
Personnel	0.41	265.3
Human Resource Practices	0.37	261.1
Organizational Performance	0.32	85.7
Strategic Human Resource Management	0.28	54.2
HR Practices	0.24	45.5
Human Capital	0.21	263.6
HRM Practices	0.21	42.9
Firm Performance	0.18	5.6
Line Managers	0.18	86.7
Firm	0.14	77.3
High-performance Work Practices	0.14	150
Employee Performance	0.13	1,500.00
Organizations	0.13	166.1
Commitment	0.13	150
Innovation	0.12	333.3
Job Satisfaction	0.12	75
Employee Well-being	0.1	1,700.00
Competency	0.1	675
Well-being	0.1	1,466.70
Work Engagement	0.1	100
Organizational Commitment	0.09	116.7
Human Resource Management	0.09	75

This data presents a vivid picture of a growing subject in which classic and innovative HR concepts coexist to fuel academic research and practical developments. The emphasis on human capital in performance, culture, and innovation emphasizes the rising complexity and strategic relevance of human capital management in modern organizations. A dataset examines the academic Output on High-Performance Work Systems, Personnel, and HR Practice from 2013 to 2022, revealing the top five producing universities and demonstrating a broad and dynamic field of study. Griffith University Queensland led the cohort with 56 publications, indicating its robust research concentration in the HR sector. Following closely after, the University of New South Wales generated 51 articles, demonstrating a considerable increase in intellectual production, especially in the latter three years of the dataset. Tilburg University made a promising start and maintained a consistent presence in the literature throughout the decade, with 48 publications. Monash University and Dublin City University were also prominent in the dataset, with 47 and 43 publications, respectively, indicating a competitive and lively academic environment that supports research in human resource practices.

In addition to institutional contributions, a national-level study of the data revealed the United States and the United Kingdom as frontrunners, with the United States narrowly ahead with 461 publications to the United Kingdom's 454. China, Australia, and India followed, with China showing a significant increase in 2022, indicating a growing research interest and capacity in the region.

Table 2: Journal outputs

Journals	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	Total
International Journal of Human Resource Management	26	17	9	13	16	21	10	13	26	27	178
Human Resource Management Journal	6	8	9	12	14	6	11	13	20	16	115
Human Resource Management	13	10	12	11	10	16	6	8	7	6	99
Employee Relations	1	1	7	4	4	6	11	14	18	12	78
Personnel Review	5	4	4	7	8	3	9	11	8	16	75

Table 3: Individual Scholar Contribution

Authors	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	Total
Budhwar, Pawan S.	4	2	3	4	2	5	1	3	3	6	33
Sanders, Karin J.	3	2	0	4	5	1	0	2	7	8	32
Brewster, Chris J.	3	2	4	5	1	3	2	3	2	2	27
Townsend, Keith	2	2	3	2	1	0	2	5	4	4	25
Cooke, Fang Lee	0	0	2	0	2	0	2	4	5	6	21

Individual academic contributions were topped by Pawan S. Budhwar, who had 33 publications, and Karin J. Sanders and Chris J. Brewster, who had substantial influences on the subject and 32 and 27 publications, respectively. Keith Townsend and Fang Lee Cooke's ongoing research efforts, with 25 and 21 publications, underlie the academic literature's continuing evolution and complexity of HR practices. Journals play an essential role in research dissemination, and the International Journal of Human Resource Management stood out as the principal channel with 178 articles. Human Resource Management Journal, Human Resource Management, Employee Relations, and Personnel Review contributed 115, 99, 78, and 75 publications to the lively debate, respectively.

4. Discussion and Future Directions

The considerable growth in scholarly production, notably in fields such as "Human Resource Management" and "High-Performance Work Systems," reflects a shift in HRM's focus. The evidence points to a shift towards incorporating employee well-being and performance measures into larger strategic goals, demonstrating a developing awareness of HRM's role in organizational success. This shift towards employee-centric models, which acknowledge the direct influence of employee well-being on performance outcomes, signals a paradigm change in HRM techniques. The 1,500% and 1,700% increases in publications on "Employee Performance" and "Employee Well-being" correspondingly reflect the increased attention on these topics.

The data also shows a significant increase in the importance of "Innovation" and "Organisational Commitment" in HRM conversations. This indicates a growing interaction between HR practices and innovative, dedicated work cultures, indicating a shift towards more dynamic and flexible HRM techniques. Given these developments, future studies should investigate the consequences of incorporating employee well-

being into HRM initiatives. Exploring the results of such integrations on both an individual and organizational level would be beneficial. Furthermore, given the rising digitalization of HR processes and the potential for technology to improve HRM efficiency and effectiveness, the involvement of technology, particularly in the context of e-HRM and artificial intelligence, represents a promising field for future research.

Furthermore, the worldwide collaboration in the area demonstrates the significance of cross-cultural studies in HRM. Understanding how diverse cultural environments influence human resource operations' success might give international corporations significant insights. Finally, the evidence suggests that longitudinal studies are needed to understand the long-term impacts of these developing HRM practices. Research might help us understand how strategic HRM contributes to long-term organizational success and growth.

5. Conclusion

The study's findings illuminate a dynamic change in human resource management, characterized by an increasing emphasis on employee-centric models and the strategic integration of HR practices into larger organizational goals. The enormous growth in academic production on essential issues, including employee well-being, performance, and innovation, demonstrates a fundamental shift in HRM study and practice. This change reflects a better awareness of the intricate relationship between human resource strategy and organizational effectiveness. As the area evolves, new pathways for study and practice emerge, promising to reshape the landscape of human resource management in a fast-changing global economic world.

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