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**BIBLIOMETRIC ANALYSIS ON HUMAN RESOURCE MANAGEMENT
IN THE LIBRARY BASED ON SCOPUS PLATFORM FROM 1969-2021**

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Abstract

The aim of the study is to examine the literature published on human resource management in the library by Scopus and to prepare a bibliography of ready reference for the academia by examining the 2054 literature published on human resource management in the library by Scopus from 1969 to 2021. The retrieved bibliographic details and literature published were collected from Scopus database (<https://scopus.com>). All the required bibliographical data were retrieved by using advanced search technique with keywords such as 'human resource management in the library'. The dominant focus is on HRM in the library giving researchers the opportunity to develop a more systematic and exhaustive understanding of the theoretical foundations, concepts and recent development in the area. The findings of the study may assist fellow researchers in furthering their research in the identified research cluster. The study reveals the categories of literature, ranking of journal, year, citation, country-wise distribution, keywords, and subject area of literature.

Keywords: *Bibliometrics; Human Resource Management (HRM); research; library; staffs; SCOPUS.*

1. Introduction

Human resource management isn't a novel notion any longer. In reality, it has been employed for a standard management system to operate a seamless administration among the people since time immemorial. Human management is so important and has such a wide impact, many disciplines in educational domains have done extensive research and applied it where it is needed. This has resulted in an increase in research studies aimed at increasing knowledge and facilitating learning. In order to accomplish the organization's goals, human resource

management at a library or any other organisation is defined as assuring the correct quality and quantity of workers while maintaining a balance between employee expectations and satisfaction.

Since the importance of Human Resource Management (HRM) is important for all employee despites their various function to change from the current stage to desired stage. It is beneficial to examine library HRM via a bibliometrics lens in order to acquire reliable quality indicators, also, data on the number of documents released by an institution or a country may be obtained, research groups or individuals with the highest scientific productivity can be identified. The study's objectives include examining the rising trend, global distribution, key journals, pioneer authors, dominating authors, years, subject areas, keywords, and other pertinent information for the research community.

2. Bibliometric analysis of human resource management through SCOPUS:

Like mention above, bibliometric analysis is very important in today's research activity, in order to know the dynamic area of research work being done. Scopus is a leading research platform that assists researchers in finding, analyzing, and sharing data in the sciences, social sciences, arts, and humanities. Since its debut in November 2004, Scopus has grown to become one of the largest abstract and citation databases of peer-reviewed literature, with smart delivers and the most comprehensive picture of the world's academic output in a variety of subjects. The study of human resource management through the lens of bibliometric analysis is an important method for learning quantitative analysis, revealing publications in their broadest sense with a given subject area, and allowing the detection of reliable quality indicators that will benefit people all over the world. Bibliometric analysis of human resource management study enriches the literature by integrating bibliometric analysis and content analysis to develop a more systematic and comprehensive understanding of the research area.

3. Review of literature

Qamar, Y., & Samad, T. A. (2021) Human resource analytics: A review and bibliometric analysis is used to identify current research trends and determine the future research agenda in the area of human resource (HR) analytics. The purpose of this paper is to summarise the current state of the art and to develop a thorough grasp of the theoretical foundations, concepts, and recent developments in the field. A two-tier technique was used to assess a portfolio of 125 articles pulled from the Scopus database. This study presents a complete evaluation of the available literature using bibliometric analysis, network analysis, and content analysis methodologies. The report also identifies knowledge gaps based on content analysis of research clusters, which recommends future research issues.

Shakil, R. M., Mollah, M. A., Rahman, S. T., & Habib, M. (2020) in their article study about the bibliometric review of global research on human resources management and supply chain management of science mapping tools, they analysed 469 articles from the Scopus database explicitly related to HRM-SCM research. The goal of this bibliometric review was to describe the size, geographic distribution, and growth trend of relevant literature, as well as to identify major authors, journals, and documents, highlight developing issues, and analyse the intellectual structure of the HRM-SCM knowledge base. Being the first bibliometric analysis on HRM-SCM field, this review contributes to the extant HRM-SCM literature by providing a key reference for researchers entering this field, along with guidance regarding high value frameworks, and foci for future research.

Low, M. P., & Siegel, D. (2019). A bibliometric analysis of employee-centred corporate social responsibility research in the 2000s, is to investigate the evolution of knowledge and diffusion of research on employee-centered CSR research using

a social network method and bibliometric analysis. The publications were found by searching the Scopus database for keywords such as Corporate Social Responsibility, Employee, and/or Internal Corporate Social Responsibility from 2000 to 2018, across all document types and access categories. Year, source of publication, author, nation, affiliation, subject area, and word analysis were all used to analyse the data. According to the data, the Journal of Business Ethics and the Social Responsibility Journal are the two most important periodicals for employee-centered CSR. The United States and the United Kingdom are the two most important countries in terms of publishing. The majority of the books are about business, management, and accounting. R. Andriukaitiene, V. Swaen, and J. Vveinhardt contributed to the main publications. Year after year, the number of publications rises slightly. More connections were made between employee-centered CSR, organisational commitment, and firm commitment. Ji-lin, (2002). In his article "The Importance of Human Resource Management in Library Reform" mentions the importance of HRM, his study suggested that the system of human resource management should be substantially concerned, according to his article "The Importance of Human Resource Management in Library Reform." It is necessary to construct a talent development and training framework. The library's position responsibility system must adhere to the notion of proper human resource distribution. The distribution system, based on the idea that the more one does, the more one earns, and that better work receives higher reward; the personnel training system, based on competition, rigorous testing, and continuous study and improvement.

4. Objectives of the study

Looking into the emerging area of research and its significance with growth of literature, the main objectives of the study were to:

1. Examine the growth of Human Resource Management publications in the library from 1969 to 2021 using the Scopus platform.
2. To conduct an in-depth study on categorize-wise, year-wise, ranking of journal with number of literature published, country-wise, keywords, authorship pattern, citation pattern, subject area.
3. To compile a bibliography of literature on the concept of 'human resource management in the library'.

5. Scope and methodology of the study

The present study is to put an eye upon the literature published by Scopus on human resource management in the library. The aim of the study is to examine the 2054 literature published on human resource management in the library by Scopus from 1969 to 2021 and to prepare a bibliography for ready reference for the academia. The retrieved bibliographic details and literature published were collected from Scopus database (<https://scopus.com>). All the required bibliographical data were retrieved by using advanced search technique with keywords such as 'human resource management in the library'. Then the bibliographical details of literature published were recorded in MS-Excel sheet for the analysis and interpretation of data. These gathers data were analyzed and presented in different tables as shown below in analysis and interpretation part.

6. Data analysis and interpretation

For the purpose of data analysis and interpretation of the study, the data has been collected entirely from Scopus data base from 1969-2021. The entire data were review on the basis of categories of literature, year-wise pattern, ranking of journal, citation pattern, authorship pattern, subject area, country-wise distribution and keywords. The application software i.e. MS-Excel was used for the analysis of data and represents this data in tabular form along with the diagram. The analysis of the data and its interpretation are shown in the following manners:

Table 1: Categories-wise distribution of literature published

Sl.No	Categories of Literature	Literature (no)	Cumulative No. of literature	Percentage	Rank
1	Article	1197	1197	58.28	1
2	Review	472	1669	22.98	2
3	Conference Paper	279	1948	13.58	3
4	Book Chapter	44	1992	2.14	4
5	Conference Review	24	2016	1.17	5
6	Book	20	2036	0.97	6
7	Editorial	8	2044	0.39	7
8	Short Survey	6	2050	0.29	8
9	Retracted	3	2053	0.15	9
10	Letter	1	2054	0.05	10

Table 1 represents the category of literature with its number, cumulative number of literature and percentage by Scopus. It was found that the Article category dominates the highest among others with 58.28 % followed by Review category i.e. 22.98% whereas small number contributors are Retracted with 0.15% and Letter category at the bottom with 0.05% respectively.

Table 2: Year wise literature published

Year	Literature (no)	Cumulative Growth Rate	Percentage	Rank
1969	1	1	0.05	29
1977	1	2	0.05	29
1978	2	4	0.10	28
1982	1	5	0.05	29
1983	1	6	0.05	29
1984	1	7	0.05	29
1985	4	11	0.19	26
1986	3	14	0.15	27
1987	1	15	0.05	29
1988	7	22	0.34	24
1989	3	25	0.15	27
1990	7	32	0.34	24
1991	3	35	0.15	27
1992	7	42	0.34	24
1993	6	48	0.29	25
1994	10	58	0.49	23
1995	10	68	0.49	23
1996	16	84	0.78	22
1997	10	94	0.49	23
1998	16	110	0.78	22
1999	10	120	0.49	23
2000	20	140	0.97	21
2001	21	161	1.02	20
2002	34	195	1.66	19
2003	44	239	2.14	18
2004	57	296	2.78	15
2005	57	353	2.78	15

2006	52	405	2.53	17
2007	59	464	2.87	14
2008	53	517	2.58	16
2009	60	577	2.92	13
2010	74	651	3.60	12
2011	88	739	4.28	10
2012	83	822	4.04	11
2013	94	916	4.58	9
2014	106	1022	5.16	8
2015	108	1130	5.26	7
2016	122	1252	5.94	6
2017	144	1396	7.01	4
2018	156	1552	7.59	3
2019	193	1745	9.40	1
2020	171	1916	8.33	2
2021	139	2055	6.77	5
2022	2	2057	0.10	10
Total	2054			

Table 2 represent the year wise literature published on the subject. The study found out that 2019 was the most productive year with 193 (9.40%) of the total followed by the year 2020 with 171 (8.33%) and the year 2018 with 156 (7.59%) literature published. The study found that literature publication increases since 2015 onwards and is likely to be increases in the year to come.

Table 3: Ranking of journals with number of literature published (top 20)

Journal	No.	Percentage	Rank
Emerald Emerging Markets Case Studies	71	10.88	1
Journal of The Medical	69	10.58	2

Library Association			
Medical Reference Services Quarterly	63	9.66	3
Health Information And Libraries Journal	61	9.35	4
Library Management	51	7.82	5
BMJ Open	35	5.36	6
Serials Libraries	34	5.21	7
Cochrane Database of Systematic Reviews	32	4.90	8
Library Philosophy and Practice	24	3.68	9
Electronic Library	22	3.37	10
PLoS One	20	3.06	11
Botton Line	19	2.91	12
Bulletin of The Medical Library Association	19	2.91	12
Systematic Reviews	17	2.60	13
Health Technology Assessment	15	2.30	14
Journal of Obstetrics AndGynaecology Canada	13	1.99	15
Lecture Notes in Computer Science Including Subseries Lecture Notes in Artificial Intelligence And Lecture Notes in Bioinformatics	13	1.99	15
International Information And Library Review	12	1.84	16
BMC Health Services	10	1.53	17

Research			
Cochrane Database of Systematic Review	10	1.53	17
Journal of Medical Internet Research	10	1.53	17
Ceur Workshop Proceedings	9	1.38	18
International Journal of Nursing Studies	8	1.22	19
Journal of Academic Librarianship	8	1.22	19
Information Technology and Libraries	7	1.07	20

Table 3 presented the ranking of Journal with numbers of literature published on the subject. The top most 20 Journals were only highlighted since it is impossible to mention the total 160 sources. Here, it can be seen from the table that, Emerald Emerging Markets Case Studies rank the highest with 71 (10.88%) literature published, followed by Journal of The Medical Library Association with 69 (10.58%) and Medical Reference Services Quarterly 63 (9.66%).

Table 4: Country wise distribution of the literature published (top 20)

SL.No	Country	Literature (in no)	Percentage	Rank
1	United States	699	34.95	1
2	United Kingdom	293	14.65	2
3	Canada	146	7.3	3
4	China	132	6.6	4
5	Australia	110	5.5	5
6	India	91	4.55	6
7	Iran	62	3.1	7

8	Germany	52	2.6	8
9	South Africa	51	2.55	9
10	Italy	50	2.5	10
11	Spain	48	2.4	11
12	Nigeria	42	2.1	12
13	Netherlands	41	2.05	13
14	Brazil	35	1.75	14
15	Pakistan	34	1.7	15
16	France	27	1.35	16
17	Switzerland	24	1.2	17
18	Belgium	23	1.15	18
19	Malaysia	22	1.1	19
20	Indonesia	18	0.9	20
Total	2000			

Table 4 represented the country wise distribution of literature publish on the subject. As we can see from the table above, it is not convenient to mention all the country so the top 20 countries were highlighted for this paper. Here, United States 699 (34.95%) has the highest number of publication, followed by United Kingdom 293 (14.65%) and thirdly, Canada 146 (7.3%), and the fourth China 132 (6.6%) and so on.

Table 5: Most common keywords used in Scopus

Sl. No	Keywords	Literature (in no)	Percentage	Rank
1	Human	1120	23.35	1
2	Humans	898	18.72	2
3	Article	561	11.69	3
4	Organization And	402	8.38	4

	Management			
5	Review	380	7.92	5
6	Library	331	6.90	6
7	Systematic	330	6.88	7
8	Human Resource Management	289	6.02	8
9	Priority Journal	246	5.12	9
10	Female	239	4.98	10
Total	4796			

Table 5 represented the most common keywords used in Scopus. As we can see from the table above the word “Human” is the most frequently occurring with 1120 (23.35%) times and ranked the highest. Followed by “Humans” with 298 (18.72%) times, thirdly, “Article” with 561 (11.69%) times and the fourth “Organization and Management” with 402 (8.38%).

Table 6: Authorship pattern

Sl.No	Authorship Pattern	No. of Items	Percentage	Rank
1	One Author	150	19.28	3
2	Two Author	138	17.73	4
3	Three Author	87	11.18	5
4	Four Author	163	20.95	2
5	More than Four	232	29.82	1
6	No Author	8	1.0	6
Total	778			

The authorship pattern analysis is an important step in all bibliometric analysis which shows the collaborative publication trend of journal. Table 6 depicts the authorship pattern of the literature published by Scopus. It can be seen from the above table that the highest number of contributors is from more than four authors with 232 (29.82%) followed by four author with 163 (20.95%) and thirdly, one

author 150 (19.28%). It is also found that 8 (1.0%) were found with no authors which means that they were published either by the institution or editorial publication.

Table 7: Citation pattern

Sl. No	No. of Citation	No. of Items	Percentage	Rank
1	0-2	138	23.31	2
2	3-4	81	13.68	3
3	5-6	51	8.61	4
4	7-8	47	7.93	5
5	9-10	22	3.71	6
6	Above 10	253	42.73	1
Total	592			

Table 7 depicts the citation pattern with numbers used by the authors of the literature published by Scopus. Table shows that the number of citation above 10 dominates the highest with 42.73%, followed by 0-2 with 23.31%, thirdly 3-4 with 13.68%, fourth 5-6 authors with 8.61%, fifth, 7-8 authors with 7.93%, and lastly sixth is 9-10 authors with 3.71% respectively.

Table 8: List of subject area

Sl. No	Subject Area	No. of Item	Percentage	Rank
1	Medicine	956	29.30	1
2	Social Science	765	23.45	2
3	Computer Science	359	11.00	3
4	Business, Management and Accounting	166	5.08	4
5	Engineering	143	4.38	5
6	Health Professions	109	3.34	6
7	Nursing	98	3.00	7

8	Biochemistry, Genetics and Molecular Biology	89	2.72	8
9	Economics, Econometrics and Finance	83	2.54	9
10	Mathematics	67	2.05	10
11	Arts and Humanities	52	1.59	11
12	Agricultural and Biological Sciences	49	1.50	12
13	Decision Sciences	49	1.50	13
14	Environmental Science	49	1.50	13
15	Pharmacology, Toxicology and Pharmaceutics	39	1.19	14
16	Multidisciplinary	29	0.88	15
17	Physics and Astronomy	28	0.85	16
18	Earth and planetary Sciences	26	0.79	17
19	Immunology and Microbiology	22	0.67	18
20	Chemistry	16	0.49	19
21	Energy	16	0.49	19
22	Psychology	16	0.49	19
23	Neuroscience	15	0.45	20
24	Materials Science	8	0.24	21
25	Chemical Engineering	6	0.18	22
26	Veterinary	3	0.09	23
27	Dentistry	2	0.06	24
28	Undefined	2	0.06	24
Total	3262			

Table 8 highlighted the list of subject area that was studied in the Scopus journal. From the table above we know that 28 subjects were included for this study. Medicine has the highest number of item with 956 (29.30%) followed by Social

science 765 (23.45%) and thirdly Computer Science 359 (11.00%) and so on respectively.

7. Findings and Conclusion

The study has given the findings such as:

It was found that the Article category dominates the highest among others like Reference, Review, Conference Paper, Book Chapter etc. with 58.28 % followed by Review category i.e. 22.98% whereas Letter category at the bottom with 0.05%. Year wise literature published found out that 2019 was the most productive year with 193 (9.40%) of the total followed by the year 2020 with 171 (8.33%) and the year 2018 with 156 (7.59%) literature published. The study also found that literature publication increases since 2015 onwards and is likely to increase in the year to come.

In the ranking of Journal with numbers of literature published on the subject, it can be seen from the table that, Emerald Emerging Markets Case Studies rank the highest with 71 (10.88%) literature published, followed by Journal of The Medical Library Association with 69 (10.58%) and Medical Reference Services Quarterly 63 (9.66%) and so on.

In the country wise distribution of literature published on the subject. United States 699 (34.95%) has the highest number of publication, followed by United Kingdom 293 (14.65%) and thirdly, Canada 146 (7.3%), and the fourth China 132 (6.6%).

The most common keywords used in Scopus is the word “Human” as it is the most frequently occurring word with 1120 (23.35%) times and ranked the highest. Followed by “Humans” with 298 (18.72%) times, thirdly, “Article” 561 (11.69%) times and the fourth “Organization and Management” with 402 (8.38%) and so on.

In the authorship pattern of the literature published by Scopus, it can be seen from the above table that the highest number of contributors is from more than four authors with 232 (29.82%) followed by four author with 163 (20.95%) and third one author 150 (19.28%) and so on. It is also found that 8 (1.0%) were found with no authors which means that they were published either by the institution or editorial publication.

The citation pattern with numbers used by the authors of the literature published by Scopus shows that the number of citation above 10 dominates the highest with 23.31%, followed by 0-2 i.e. 138 (23.31%), thirdly 3-4 i.e. 81 (13.68%) and so on.

The list of subject area that was studied in the Scopus journal is 28. Medicine has the highest number of item with 956 (29.30%) followed by Social science 765 (23.45%) and thirdly Computer Science 359 (11.00%) and the rest can be seen from the table mention above

Human resource management in libraries has always been a hot topic in every type of library since time immemorial, and its impact on the library, whether it's the staff or the patrons, has always been significant. As a result, it is still one of the most popular trading themes in the twenty-first century, with many scholars, researchers, and educators conducting research and case studies in these fields. The bibliometric analytical analysis of HRM in the library provides various options for students, researchers, and librarians in terms of document selection, acquisition, organisation, management, retrieval, and access. The study's findings demonstrate that literary publication increased every year from 1969 to 21 and that the cumulative growth rate likewise increased.

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