

# **MAPPING THE LANDSCAPE OF RESEARCH ON JOB EMBEDDEDNESS AND EMPLOYEE TURNOVER: A BIBLIOMETRIC STUDY**

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## **ABSTRACT**

The objective of this bibliometric analysis is to evaluate, identify, and characterize the field of job embeddedness research. Scopus is the largest indexing database that facilitates the collection of relevant research on job embeddedness. After a thorough internet search, we discovered the best articles. The studies that were included in the analysis were found using the Scopus database. Therefore, the procedure of gathering data is handled in the same way. For the period between 2014 and 2023, the phrases "Job Embeddedness" OR "Job Satisfaction" AND "Employee" were used to extract the data. A bibliometric study's findings indicate that since 2019, the amount of research on job embeddedness has increased. Karatepe O.M., Dechawatanapaisal D., Coetzer A., and many others have contributed most to the field of job embeddedness. With the use of the R programming language and the VOS viewer tool, we have looked at each piece of writing from some angles, including authorship, citation, conceptual structure, trend subject analysis, and visualization. Study gaps identified and the relationships among major journals, authors, and upcoming endeavors give a roadmap for future study. To gain a deeper comprehension of the concept of job embeddedness, future research may characteristics associated with high-performance work practices among workers.

**KEYWORDS:** Bibliometric Analysis, Employee turnover, Job Embeddedness, Trends, Unemployment.

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## **I. INTRODUCTION**

The Job Embeddedness (JE) theory was developed to get a perspective on turnover by looking at why people choose to stay with an organization, as opposed to the typical focus on an employee's reason for leaving (Mitchell et al., 2001). Job embeddedness is the result of an employee becoming enmeshed in a network of social, psychological, or financial influences Holtom (2016). Scholars have distinguished three aspects of job embeddedness: the extent to which an employee's objectives and values coincide with those of the company and community; the strength of the ties that employees have in both contexts; and the extent to which quitting the company would negatively impact the employee's financial and psychological resources. According to Singh et al. (2018), the JE theory subcategorizes the three dimensions into the following categories: fit-organization, links-organization, and sacrifice-organization for on-the-job embeddedness, and fit-community, links-community, and sacrifice-community for off-the-job embeddedness.

The current study's objective is to evaluate the authors' and nations' combined contributions to the body of literature already in existence. Nevertheless, there is very little research that maps job embeddedness articles exclusively. This study is an attempt to fill the literature gap by providing data on the current status of job embeddedness research in the domain through bibliometric analysis. We mined Scopus to obtain pertinent bibliometric information. The analysis determined the most popular terms in abstracts, the most often used keywords in articles, the most cited writers, papers, and journals, as well as the most productive nations and organizations. The current analysis utilizes bibliometric insights from the Scopus Database. The format of the paper will be as follows. A review of previous research on employee turnover is given in Section 2 of the document, and methodology is covered in Section 3. Section 4 presents the results and analysis; Sections 5 and 6 discuss and draw conclusions.

## II. REVIEW OF LITERATURE

As there is increasing research on employee turnover, few have done the bibliometric analysis on employee turnover, which has been linked with some specific industries. A shortage of trained nurses, the need for better training, and the national strategy's focus are all potential explanations. Michael et al. (2000) investigated how organizational climate and country culture affect training transfer to the workplace in a moderating way. Focus on a variety of aspects, the transfer of safety instruction in lowering accidents and injuries was modulated by strategies like uncertainty avoidance. The researchers discovered that trainees in these cultures ran the danger of not learning the skills and safety knowledge necessary to anticipate and adapt to change, beyond what was

specifies in safety protocols. Merve (2022) investigated the relationship between manager assistance, servicing efficacy, and job happiness. Information from 421 frontline employees was gathered. It was discovered that a worker who reported superior manager guidance and service efficacy would be happier with their assignment.

Zhou (2022) determined the reasons for organizational networking behavior and examined the substantial relationship between moral leadership and this behavior. The results showed that statistics expands our knowledge of how emotional behavior affects organizational networking fitness attitudes in novel ways. The high personnel turnover rate has a constant impact on the hotel sector (Malek et al., 2018). According to Wood (2002), the reason behind the turnover issue in the hotel business is still a mystery. Even after more than ten years, this claim is still regarded as true when looking into the present employee turnover rates (Malek et al., 2018). According to Agkunduz and Eryilmaz (2018), turnover intention refers to an employee's knowledge or plan to quit their position, which could have detrimental effects on the company (Jung et al., 2021; Teng et al., 2021).

One of the negative effects of this occurrence, according to Laily et al. (2020), is that the corporation must pay a significant amount to cover the cost of employment substitution. Karatepe (2013) is another author who addresses the intention of employee turnover. Karatepe outlined several reasons why an employee might leave, including a poor opinion of the company or the job, a lack of involvement in the work, or persistent dissatisfaction with any pertinent workplace issues. As far as the author is aware, there hasn't been much research on employee turnover intention up until now. Gupta (2019) is the only one who carried out a bibliometric analysis utilizing the keywords employee turnover intention and hotel business. Thus, to investigate the worldwide trend of staff turnover intention in the hotel business, this paper applied bibliometric analysis. Mumu J.R. (2021) conducts a bibliometric assessment of the literature on work-family conflict for the first time, concentrating on job satisfaction and intention to resign since the concept's introduction in 1994. VOS-viewer software and the Biblio-matrix package in R software are used for analysis and graphical display. In this study, 146 documents in total from the Scopus database are analyzed. Based on low productivity, low average citations per document, and increasing author collaboration, the analysis's results show that the number of publications on work-family conflict has been rising recently. Beginning in 2003, there has been a noticeable surge in the literature on work-family conflict, with notable contributions from the International Journal of Human Resource Management and the Journal of Vocational Behaviour. Bibliometric analysis is an

effective method for examining the results in the literature and determining current trends (Aidi, 2019). The current analysis utilizes bibliometric insights from the Scopus Database.

### III. OBJECTIVES OF STUDY

The following is a list of the research objectives that were developed for this study:

- A. How has the body of knowledge about employee turnover and job embeddedness changed throughout time?
- B. Which nations, publications, and writers are at the forefront of the field of job embeddedness at the level of the individual employee?
- C. What are the primary obstacles or deficiencies found in the body of research on employee turnover and job embeddedness?

### IV. RESEARCH METHODOLOGY

The greatest indexing database that aids in gathering pertinent studies on job embeddedness is Scopus, which is why bibliometric insights were obtained for the current study. Therefore, the same is applied to the gathering of data. The terms "Job Embeddedness" OR "Job Satisfaction" AND "Employee" were utilized to extract the data from 2014 to 2023. The search term that was utilized was (TITLE-ABS-KEY) AND PUBYEAR > 2014 AND PUBYEAR < 2023 ("Job Embeddedness" OR "Job Satisfaction" AND "Employee" AND (LIMIT-TO (SUBJAREA, "EMBE") OR LIMIT-TO (SUBJAREA, "SATIS") OR LIMIT-TO (SUBJAREA, "EMP"))) AND (LIMIT-TO (LANGUAGE, "English"))).

### V. PHASES OF TECHNOLOGY

In every discipline, the number of academic papers is rapidly increasing. Consequently, it is necessary to get knowledge through previously published study articles. A methodical, transparent, and repeatable review procedure is introduced using bibliometric analysis (Aria & Cuccurullo, 2017). The steps of bibliometric analysis are outlined in the current study as follows:

#### A. Collection of Data:

An initial set of 344 articles was obtained to fulfil the objectives of the current study. After that, a reduction of 338 items resulted from filtering out articles by year. Subsequent topic-based filtering reduced the number of articles to 280. Ultimately, 277 articles were retrieved from the Scopus database by using a language filter (Pranckutė, 2021). Nevertheless, only 271 articles remained in the study that followed when incomplete records were eliminated.

### **B. Analysing Data:**

This study makes use of R, an open-source program that is frequently used by academics. The descriptive analysis's results display a table with the top n most prolific nations, often published journals, highly referenced papers, and key collected data.

### **C. Interpretation And Visualisation Of Data:**

The current study used the nation's scientific production as one of numerous data visualization techniques in bibliometrics. The final step reports the results and describes the findings. This study examined several topics, including the annual production of scientific papers, the average number of citations obtained by documents, top journals, the growth in the number of articles about job embeddedness over time, the local influence of journals, and many other topics.

## **VI. COMPREHENSIVE OVERVIEW OF BIBLIOMETRIC DATA ANALYSIS**

Information for bibliometric analysis is provided in Table 1. The range of years considered in the analysis is indicated by the data, which spans the years 2014 to 2023. Totalling 271 documents, these represent the many studies or works of literature that were consulted for the analysis. The data indicates a 5.67 percent yearly growth rate, which suggests that the quantity of papers has been increasing over time. The majority of the contained material appears to be quite recent, as indicated by the average age of the documents, which is 4.5. The documents contain an additional 240 different keywords that may be used to refer to particular terminology or ideas regarding job embeddedness.

**Table 1: Descriptive Bibliometric Analysis**

Description	Results
<b>Main Information About Data</b>	
Time span	2014:2023
Sources (Journals, Books, etc)	160
Documents	271
Annual Growth Rate %	5.67
Document Average Age	4.5
Average citations per doc	13.05
References	16821
<b>Document Contents</b>	
Keywords Plus (ID)	240
Author's Keywords (DE)	676
<b>Authors</b>	
Authors	657
Authors of single-authored docs	31
<b>Authors Collaboration</b>	
Single-authored docs	38
Co-Authors per Doc	3.03
International co-authorships %	23.99
<b>Documents Types</b>	
Article	271

**Source: Compiled by Author**

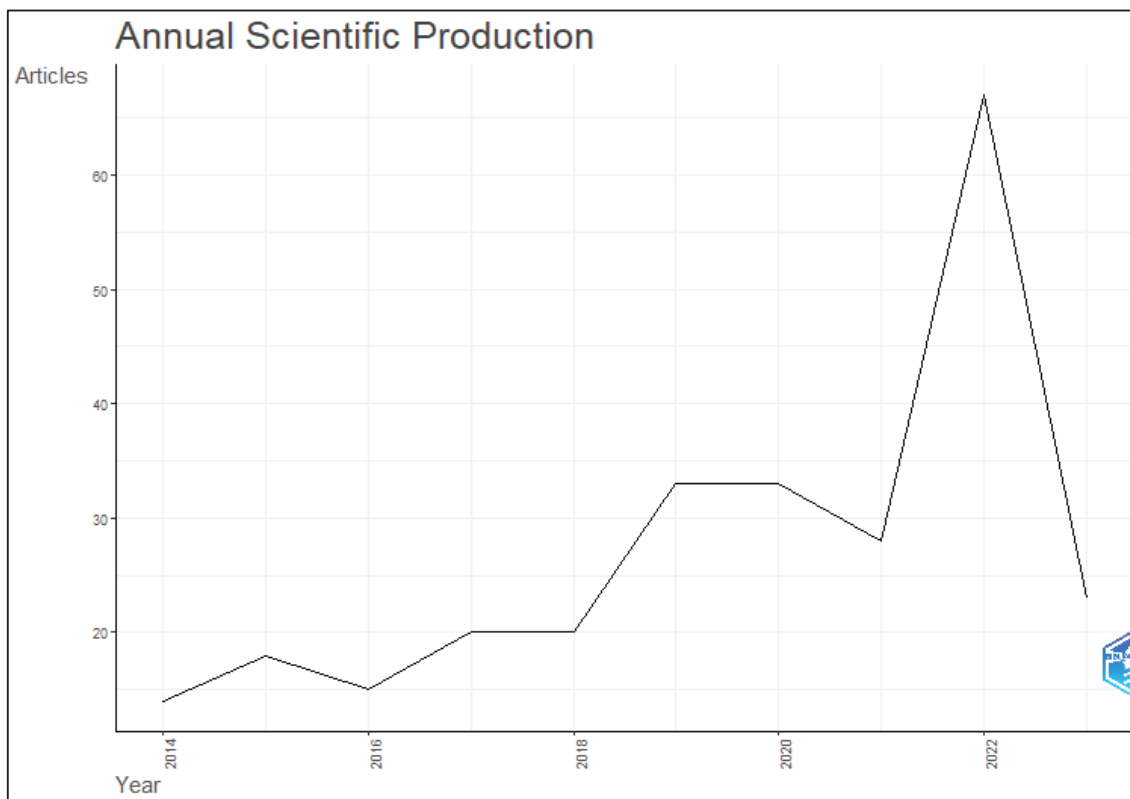
Table 1 shows the research papers from the year 2014 to year 2023. The analyzed papers list 657 authors, showing the total number of individual scholars or contributors participating in the work embeddedness. Thirteen documents are written by one person. A collaborative approach to study in this discipline is shown by the average of 3.03 co-authors per document. The sorts of papers that were included in the analysis are detailed in the table. Books and articles are the types of documents mentioned.

### **A. Annual Scientific Paper Production by Year:**

The yearly production of research articles about job embeddedness is seen in Figure 1. The information given shows how many articles were exported between 2014 and 2023, ten years. From 2020 to 2022, exports increased steadily, but in 2021 there was a notable uptick as the

total number of exported goods reached a peak of 68. Overall, the data show that the number of publications has been generally increasing, with sporadic variances in specific years. This may indicate greater research activity or developments in the relevant field, or it could indicate a growing interest in or demand for the articles being exported.

**Figure 1: Annual Scientific Production**

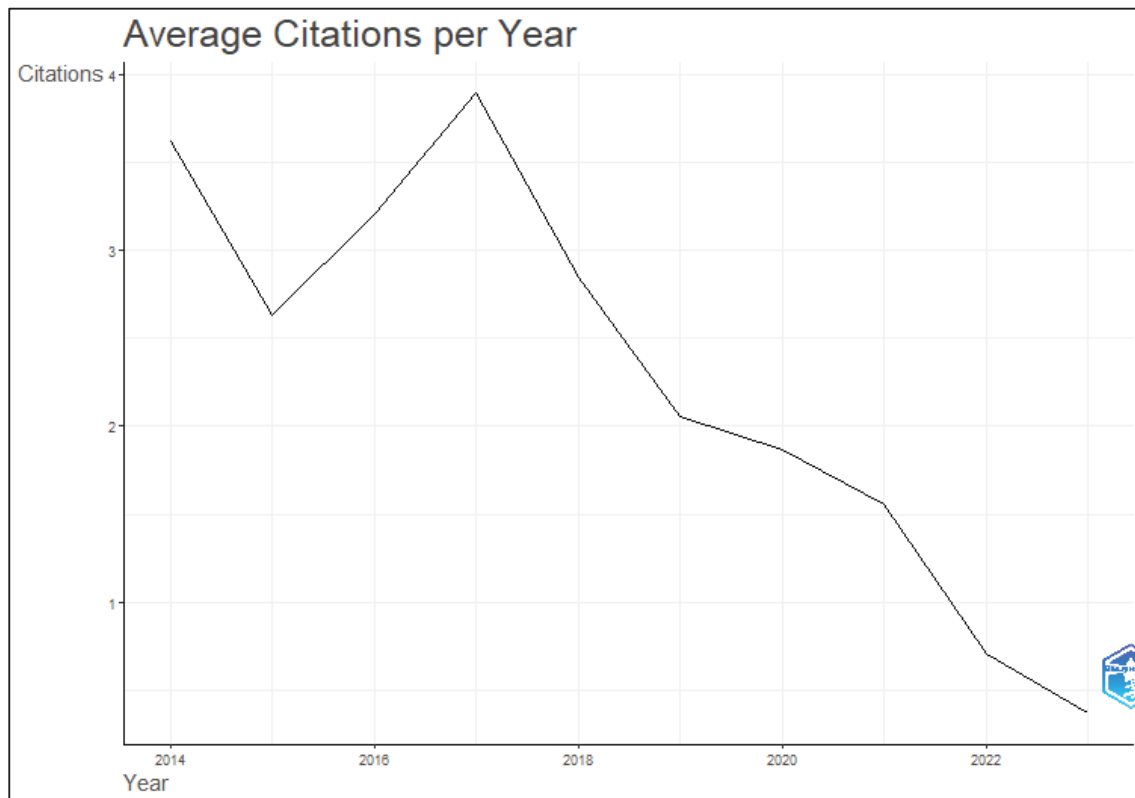


**Source: Compiled by Author**

**B. Average Annual Citations: Examining an Article's Influence over Time:**

Figure 2 shows that, on average, each exported item received six citations in total in 2006. This number fluctuated in the years that followed, peaking in 2013 at 425 total citations per article. After that, it varied, with certain years having no total citations. With 107.58 citations, the year 2017 had the highest mean total citations per year. Moreover, the average annual total of citations varied and peaked in 2017. Furthermore, the number of years that the exported articles could be cited declined over time, suggesting a shorter time frame for which the articles were deemed pertinent or citation-worthy.

**Figure 2: Average Citation per year**



**Source: Compiled by Author**

**C. Prestigious Publications that Publish Work on Job Embeddedness:**

The most pertinent sources are listed in Table 2. A source is represented by each row, and the number of articles linked to that source is shown in the second column. Frontiers in Psychology has 16 articles linked with it, suggesting that it is very relevant. The International Journal of Hospitality Management is perhaps its main focus.

**Table 2: Top 10 Journals**

Sources	Articles
Frontiers in Psychology	16
International Journal of Hospitality Management	9
Personnel Review	7
International Journal of Contemporary Hospitality Management	6
International Journal of Human Resource Management	6



Journal of Applied Psychology	6
Management Research Review	5
Employee Relations	4
Evidence-Based HRM	4
International Journal of Tourism Research	4

**Source: Compiled by Author**

**D. Impact of Sources Locally: Evaluating Journals' Significance and Impact within the Community:**

A variety of indicators about the influence and output of distinct sources are shown in Table 3. Different metrics are represented by the columns, and each row corresponds to a distinct source. The comparatively high h-index and g-index of the "International Journal of Hospitality Management" point to the publication's considerable relevance and effect within the scholarly community. A modest degree of collaboration is indicated by the m-index. "Personnel Review" has a high g- and h-index, which suggests that it has a significant impact. "Employee Relations" exhibits a moderate impact and influence, as indicated by its modest h-index and g-index.

**Table 3: Local Impact**

Journal	H Index	G Index	M Index	TC	NP	PY start
International Journal of Hospitality Management	6	9	0.545	87	9	2014
Personnel Review	6	7	0.666	159	7	2016
Employee Relations	4	4	0.4	121	4	2015
Frontiers in Psychology	4	7	0.444	56	16	2016
International Journal of Contemporary Hospitality Management	4	6	0.5	180	6	2017
Journal of Applied Psychology	4	6	0.4	321	6	2015
Current Psychology	3	3	1	13	3	2022
International Journal of Human Resource Management	3	6	0.3	56	6	2015
International Journal of Tourism Research	3	4	0.272	84	4	2014
Journal of Human Resources in Hospitality and	3	4	0.333	124	4	2016

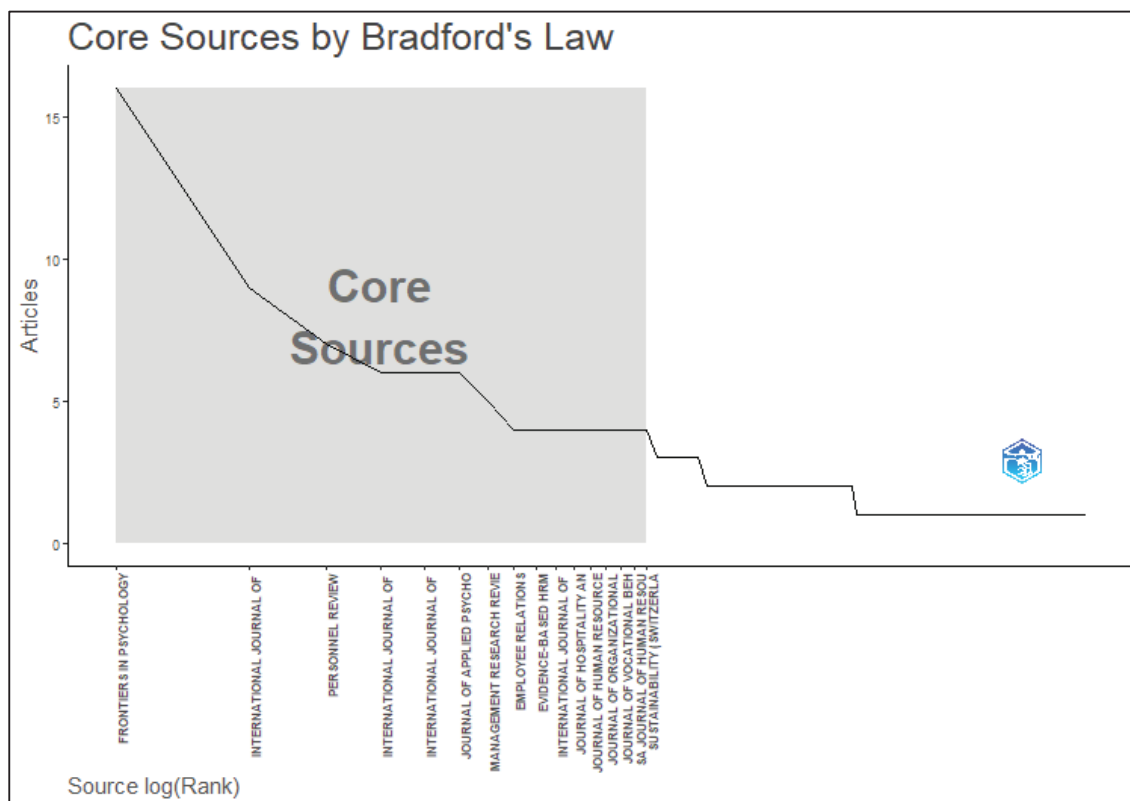
Tourism						
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**Source: Compiled by Author**

**E. Analysing the Distribution of the Literature among Journals:**

According to a theory known as Bradford's Law (Bradford, 1934), scientific journals and publications tend to follow a particular efficiency distribution pattern. Bradford's Law states that a field's most pertinent journals are usually concentrated in a small number of extremely productive sources, which are followed by a substantial number of moderately productive sources and a long tail of less productive sources. An illustration of how the literature is distributed among periodicals is seen in Figure 3.

**Figure 3: Bradford’s Law**



**Source: Compiled by Author**

**F. Renowned Authors in the "Job Embeddedness" Field:**

Table 4 presents details on the writers, the articles they have written, and the fractionalized score assigned to each article. Each author's fractionalized score and the number of articles they have published are displayed in the table. Table 4 suggests that Karatepe O.M. has the highest fractionalized score (5.616) and the greatest number of publications published (11). It's

crucial to remember that other aspects, such as the caliber of the journals in which the papers were published and the publications' applicability to the subject, should be taken into account when interpreting these findings.

**Table 4: Most Relevant Author**

Authors	Articles	Articles Fractionalized
Karatepe OM	11	5.616
Coetzer A	6	1.733
Dechawatanapaisal D	6	6
Kiazad K	6	1.7
Allen DG	5	1.266
Arasli H	5	1.45
Eslami G	5	1.416
Peltokorpi V	5	2.866
Poisat P	5	1.4
Treuren GJM	5	2.833

**Source: Compiled by Author**

**G. Author Productivity Over Time: Monitoring Well-known Authors' Research Output:**

In the area of "job embeddedness," bibliometric data for multiple authors' publication frequency, total citations (TC), and annual total citations are displayed in Table 5. Notably, authors with several publications and a high number of citations include Karatepe O.M. and Dechawatanapaisal D. Kiazad K. has also contributed significantly; papers that were published in various years yielded annually. These bibliometric findings shed light on writers' output and influence on the subject of work embeddedness.

**Table 5: Author’s Production over Time**

Author	year	TC	Years TC
Karatepe OM	2023	2	1
Karatepe OM	2023	2	1
Karatepe OM	2022	3	1
Karatepe OM	2022	15	5
Karatepe OM	2021	1	0.25
Karatepe OM	2019	10	1.666
Karatepe OM	2019	6	1
Karatepe OM	2016	45	5
Karatepe OM	2014	27	2.454
Karatepe OM	2014	63	5.727
Karatepe OM	2014	56	5.090
Dechawatanapaisal D	2022	1	0.333
Dechawatanapaisal D	2022	0	0
Dechawatanapaisal D	2022	1	0.333
Kiazad K	2020	5	1
Kiazad K	2020	3	0.6
Coetzer A	2020	5	1
Dechawatanapaisal D	2020	4	0.8
Kiazad K	2019	23	3.833
Coetzer A	2019	22	3.666

**Source: Compiled by Author**

**H. Evaluating the Significance and Impact of Authors:**

Several authors' bibliometric statistics are presented in Table 6, with particular attention paid to their g-index, h-index, m-index, total citations (TC), number of publications (NP), and the year that their publication records started (PY start). The authors' h-index, which indicates their relative local effect in the field, has been used to filter the table. The local impact of an author is gauged by the h-index. Greater impact within the field is indicated by higher h-index values.

**Table 6: Author’s Local Impact**

Authors	H index	G index	M index	TC	NP	PY start
Karatepe OM	6	11	0.545	230	11	2014
Allen DG	5	5	0.5	175	5	2015
Coetzer A	5	6	0.625	114	6	2017
Kiazad K	5	6	0.454	316	6	2014
Poisat P	5	5	0.625	109	5	2017
Arasli H	4	5	0.5	46	5	2017
Eslami G	4	5	0.571	54	5	2018
Treuren GJM	4	5	0.363	66	5	2014
Ampofo ET	3	4	0.375	61	4	2017
Collins BJ	3	3	0.272	91	3	2014

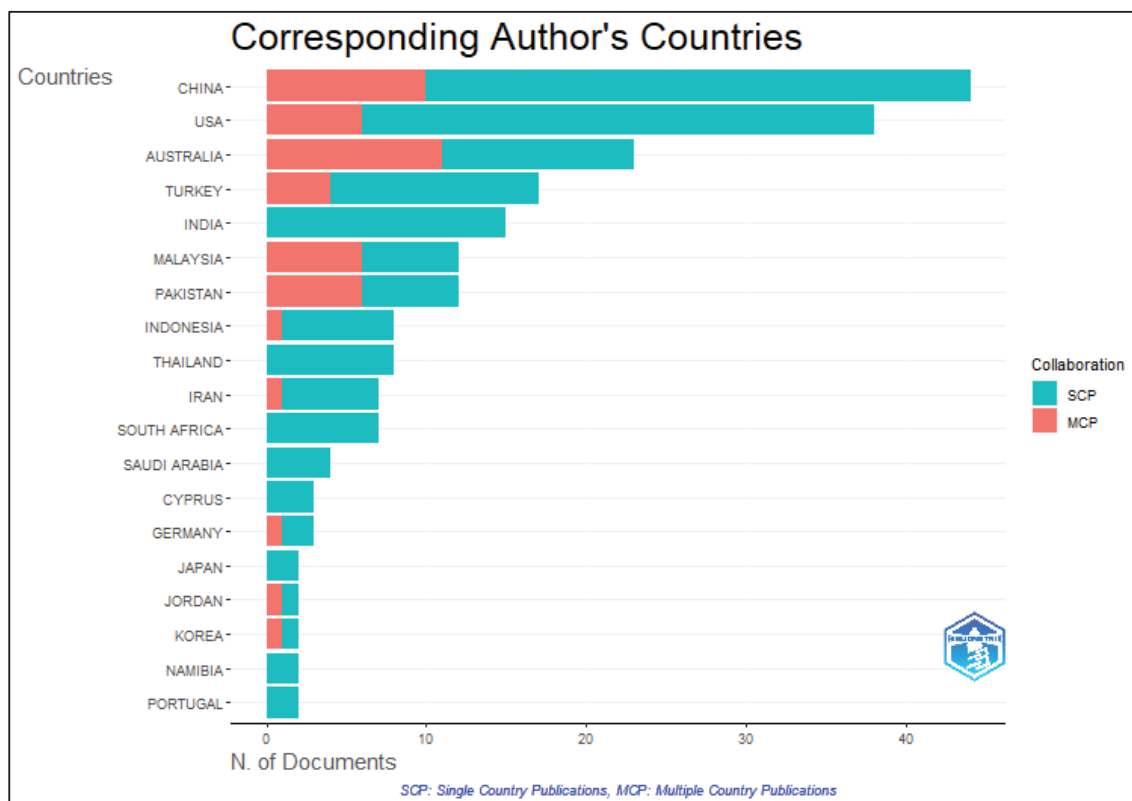
**Source: Compiled by Author**

For a more thorough assessment, other elements including the publication venues, citation context, and particular research contributions should also be taken into account. Notably, authors with h-indices of 6 and 5, respectively, Karatepe O.M. and Allen D.G., have at least 11 highly cited works. Different h-index values are also displayed by other writers, such as Collins B.J., Treuren GJM, Kiazad K., Poisat P., Arasli H., Eslami G., Coetzer A., and Ampofo ET. These authors additionally shed light on their local impact within the field.

**I. Analysing the Authors' Geographical Distribution:**

Bibliometric information on multiple-country production (MCP) and single-country production (SCP) for different nations is shown in Figure 4. Of all the countries, China has the most publications (45), with 12 of them including collaborations with other countries.

**Figure 4: Corresponding Author Countries**



Source: Compiled by Author

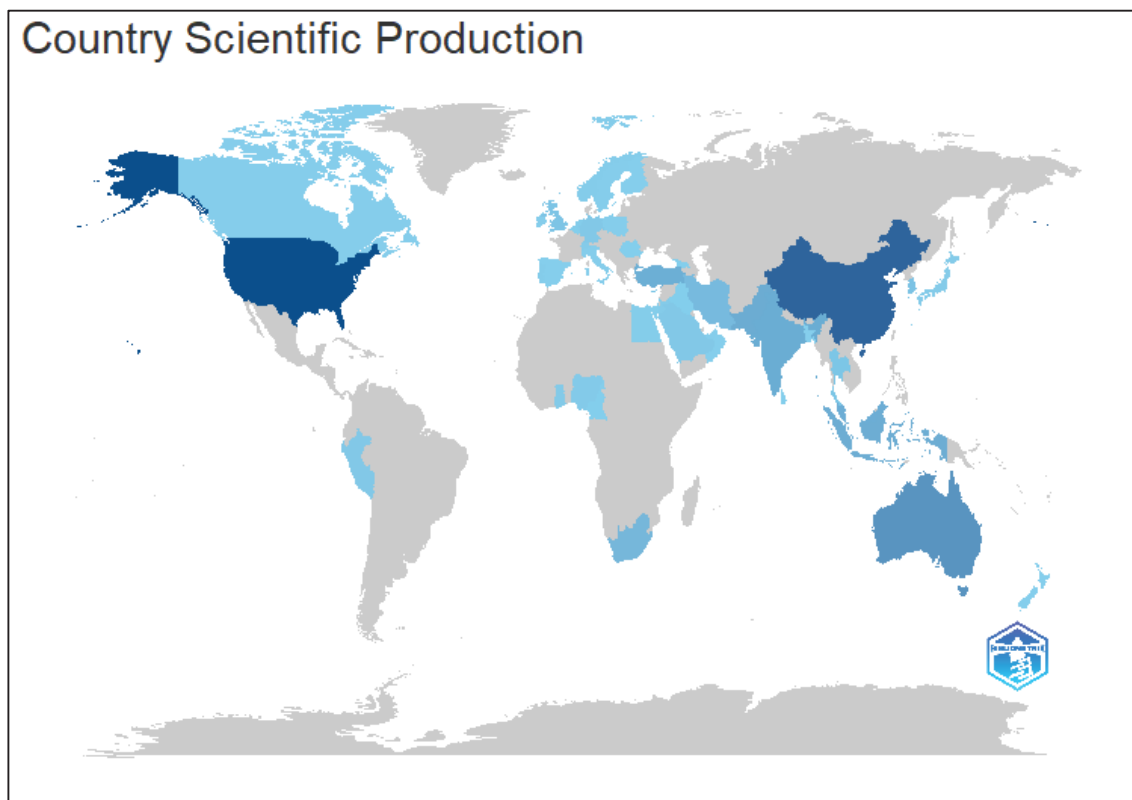
Australia comes in second with 14 publications, showing a high MCP ratio indicative of ongoing cross-border research partnerships. Contributing to the research scene with differing quantities of papers and noteworthy MCP ratios are the USA, Malaysia, Pakistan, and Turkey. Despite having significantly fewer articles, Iran, Germany, Jordan, and Korea appear to be involved in joint research initiatives based on their MCP ratios. All things considered, the table provides information on the nation's research output and the degree to which they participate in international cooperation.

**J. Analysing the Contributions and Results of Research from Various Countries:**

Data on the scientific output of various nations is shown in Figure 5, which also shows the frequency of publications in each region. The countries with the highest production of products are indicated by dark blue color. those in light blue publish fewer articles overall, whereas those colored grey produce none at all. The USA stands out as having the highest frequency of scientific production, with 167 publications indicating a noteworthy level of research output. India has 40 publications, which is a moderate production. These results shed light on the contributions made by different nations to the field of research and offer insights into their scientific output; however, for a more thorough evaluation, other aspects like research impact

and quality need also be taken into account.

**Figure 5: Country’s Scientific Production**

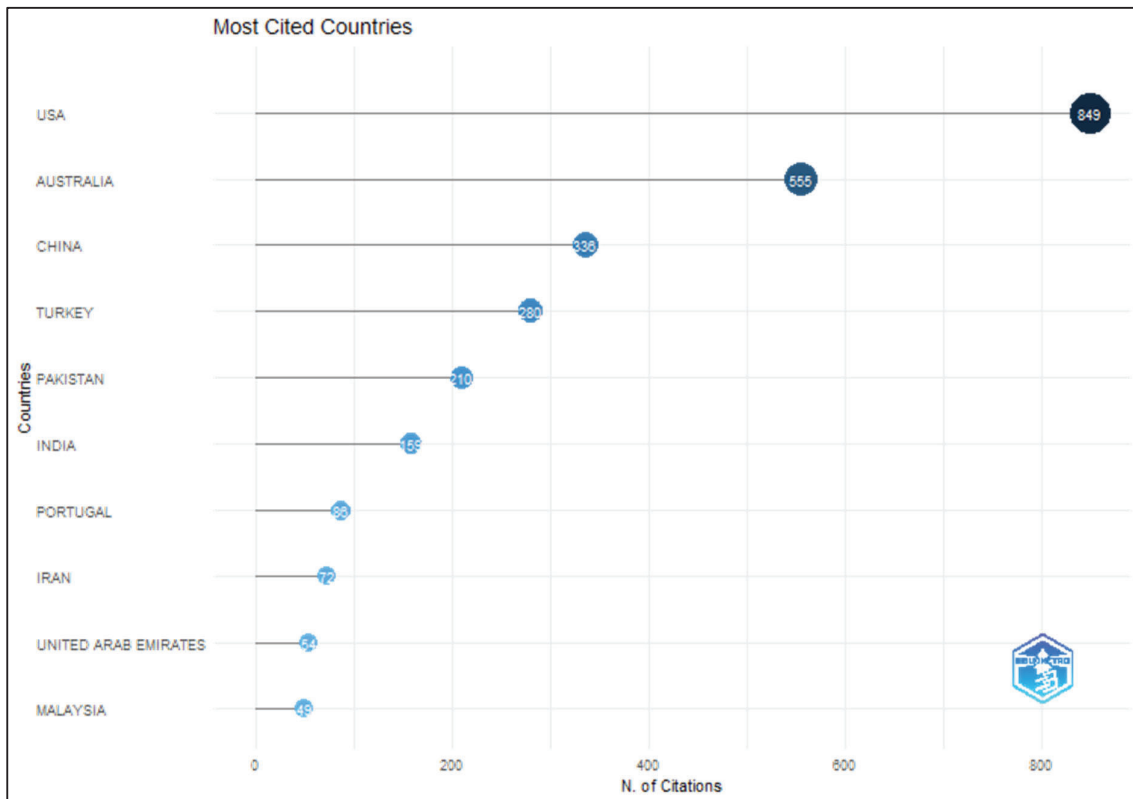


**Source: Compiled by Author**

**K. Examining How Different Countries Affect and are Affected by Scientific Research:**

The bibliometric information on the total citations (TC) that research articles from various nations have earned is displayed in Figure 6. With 849 citations, the United States of America is the most cited nation. has 22.3 citations on average for each article. With 555 citations, Australia also shows a noteworthy impact, with an average of 24.1 citations per component. With 336 and 280 citations, respectively, China and Portugal are also highly cited. India and Portugal have somewhat lower citation counts, but they nevertheless manage to maintain decent averages of 10.6 and 43 citations per piece, respectively. Compared to several other nations, Iran, Cyprus, and Saudi Arabia have lower total citation counts; nonetheless, their average citation counts per piece remain comparatively high, at 10.3, 11.7, and 6.5, respectively. In terms of overall citations, South Africa comes out on top, demonstrating the considerable influence of their scientific articles.

**Figure 6: Most Cited Countries**



Source: Compiled by Author

**L. Recognising the Prevailing and Emerging Themes:**

Trending topics are shown in Table 7 according to the years they became popular and how often they occur. Analyzing these subjects provides a chance to investigate any research gaps and areas that require more study. Even if "Employment" has drawn some attention, it seems like there is still a need for more research, especially in terms of comprehending their changing dynamics and their uses in a range of industries.

**Table 7: Trend Topics**

Item	Frequency	Year q1- Year q3
Employment	15	2015- 2016
Psychology	9	2016- 2020
Personnel loyalty	7	2016-2018
Middle Aged	8	2016-2018
Adult	17	2016- 2019
Female	15	2016- 2020



Male	15	2016- 2020
Human	20	2016- 2022
Personnel Turnover	7	2017- 2021
Job Satisfaction	19	2018- 2022

**Source: Compiled by Author**

**M. Identifying the Articles that are Most Significant and Frequently Cited:**

Globally, highly referenced documents are listed in Table 8. Kiazad K. (2015) has received 147 citations worldwide, making it the most cited document overall. Robinson (2014), Afsar (2018), and Allen (2016) have received 87, 86, and 80 citations, respectively, following in order.

**Table 8: Most Global Cited Documents**

Paper	Total Citations	TC per Year	Normalized TC
Kiazad K, 2015, J ApplPsychol	147	14.7	5.594
Kiazad K, 2014, J OccupOran Psychol	118	10.727	2.960
Robinson RNS, 2014, INT J Hosp Manage	87	7.909	2.182
Afsar B, 2018, INT J ContempHosp Manage	86	12.285	4.310
Allen DG, 2016, J ApplPsychol	80	8.888	2.771
AkgunduzY, 2017, J Hosp Tour Manage	68	8.5	2.182
Ferreira AI, 2017, INT J Contemp Hosp Manage	68	8.5	2.182
Karatepe OM, 2014, J AIR TranspManage	63	5.727	1.580
LI JJ, 2016, J Appl Psychol	62	6.888	2.147
Tian AW, 2016, Pers REV	61	6.777	2.113
Collins BJ, 2017, J Manage	43	5.375	1.380

**Source: Compiled by Author**

**VII. DISCUSSION**

To investigate the job embeddedness (JE) research landscape at the employee turnover rate, this study conducted a bibliometric analysis. A thorough summary of the results is provided in this discussion chapter, along with an emphasis on their implications for further study and the development of work embeddedness practices. In response to the first research question, it can be said that as awareness of the connection between job satisfaction and employee retention has

grown, so too has the body of knowledge regarding job embeddedness and its effect on employee turnover. Overall, from first demonstrating the connection between the organization and job happiness to investigating the mechanisms and impacts at the individual employee level, research on job embeddedness and employee turnover has changed. There has been an increasing tendency in the use of articles about job embeddedness, with sporadic variations in some years. Over time, the average number of citations per article changed, with some years having more citations than others.

Overall, the statistics show that research on job embeddedness and its effect on employee turnover has been expanding and consolidating. The primary authors for the following research question are Karatepe O.M., Dechawatanapaisal D., and numerous others. Leading nations that have made contributions to the fields of work embeddedness and organizational staff retention include the USA, China, Malaysia, and Australia. Numerous articles on the notion of job embeddedness have been published in journals such as *Frontiers in Psychology*, *International Journal of Hospitality Management*, *Personnel Review*, *International Journal of Contemporary Hospitality Management*, and *International Journal of Human Resource Management*. Future studies should concentrate on examining how job embeddedness practices affect high-performance work practices, organization support, employee results, job satisfaction, and employee engagement.

## VIII. IMPLICATIONS FOR RESEARCH

This research makes a substantial contribution to the corpus of knowledge already available on the topic of work embeddedness utilizing a thorough literature analysis. This work lays the groundwork for future research directions and provides insightful information. This identification serves as a roadmap for the next studies, broadening and improving the discipline. Our results reveal promising areas for collaborative study, acting as a bridge between researchers and practitioners. Additionally, this work offers future researchers a useful resource that will help them create influential reviews or empirical models. This study indicates areas that require targeted efforts to execute job embeddedness successfully, which is useful for decision-makers and journal editors. The possibility for further bridging the gap between academic research and employment embedding is highlighted by this study. Job embeddedness has a bright future ahead of it, and we hope that this study stimulates more investigation and cooperation in this important area. It will be simpler for readers to comprehend the aim and scope of your research with the help of these

improved research objectives, which offer a clear and succinct summary of the primary objectives of your study.

## **IX. CONCLUSION AND FUTURE RESEARCH PATHWAYS**

Bibliometric analysis is used to examine contributing authors and countries in the literature, which aids in finding the gaps in the literature that need to be addressed. The findings of bibliometric analysis point to a growing body of research on work embeddedness. This theme is evolving all the time. Nonetheless, there is still much to learn about employment embeddedness in other economies, such as the United States, Indonesia, Turkey, and many more. Within their studies, the majority of researchers employed the AMO Framework. Scholars from all around the world are investigating this new topic. To get more insightful information, this study can be expanded with bibliometric research on the connection between job embeddedness and high-performing individual and organizational work practices. Future research attempts can benefit from the roadmap provided by the recognized top journals, top authors, and research gaps of attention. The successful combination of job embeddedness and employee retention can promote a positive association between high performance and organizational success.

More research is needed to fully understand the significance of work embeddedness and the role that line employees play in organizational development. To understand the procedures involved in implementing job embeddedness techniques, qualitative research is required. Subsequent research endeavors may provide further insights into how work engagement, workplace culture, and personal attributes of employees contribute to mitigating the effects of job embeddedness on the performance of individual employees. To sum up, broadening the focus of job embeddedness studies to include a greater variety of HR procedures. The research areas that have been identified present encouraging avenues for further exploration, facilitating a more profound comprehension of the function of job embeddedness in augmenting employee contentment and productivity.

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