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Analysis of the intellectual structure of scientific papers about professional competences related to organizational psychology

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Abstract

The aim of the scientific paper is to deepen into the domain analysis and network analysis of the bibliography about professional competences from the perspective of organizational psychology, looking for the existing relations between authors and trends, significant because of their direct influence on the members of an organization.

The techniques used, network analysis and domain analysis, allow getting clusters that group data with similar features considering units of measure such as co-citation and co-occurrence.

As a result, the characteristics of the competence models related to organizational psychology, their limitations, initial development, evolution and trends are presented.

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Keywords: domain analysis; network analysis; professional competencies; organizational psychology; competencies models

1. Introduction

Domain analysis is a new research field that is used to reveal the essence of scientific knowledge for the purpose of better understanding the information (Hjørland & Albrechtsen, 1995). It can be performed by eleven methods, being the bibliometric study the best approximation for this analysis because it “organizes sociological patterns of explicit recognition among individual documents” (Hjørland, 2002).

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A previous study determined that professional competences may be studied under 8 different approaches, being one of these the organizational psychology (Guerrero & La Rosa, 2013). This paper, supported by the tools of domain analysis, identifies the intellectual structure that is developed between the organizational psychology and professional competences. This is visualized in five bibliometric maps obtained by two specialized software: CiteSpace and VosViewer. For them, we considered a bibliographic database from 1946 until April of 2015.

2. Methodology

Given that the study is supported on tools of domain analysis, we performed a bibliographic review on the subject. Thus, we realize that domain analysis uses social media analysis to understand the information by graphs, allowing visualizing the scientific knowledge when defining a social structure where the nodes are represented by individuals or documents, and the links are the knowledge that exchanges those nodes. For a better understanding, we define the following terms:

- Co-citation: Frequency at which two units of analysis (authors, documents, country, etc.) are cited by other documents that have been published subsequent to them. (La Rosa, 2013)
- Co-authorship of countries: It is referred to the scientific documents that have more than one author if at least two authors belong to different countries. (La Rosa, 2013)
- Co-occurrence of terms: Relationship that is established among words when appearing together into chunks of natural language. (White & McCain, 1997)
- Bibliographic coupling: Pair of documents that are related by citing at least one same document.

The methodology used is an adaptation from the submitted in the thesis “Competencias profesionales: Estructura intelectual de la investigación” (La Rosa, 2013). The following steps were performed:

1. Traditional bibliography review: We reviewed the bibliography related to professional competences and organizational psychology, as well as the relationship between both subjects.
2. Source selection: Scopus (by Elsevier) was selected as the source of information because it is the biggest scientific multidisciplinary database. Also, it has intelligent tools for visualization, analysis and export of data.
3. Search criteria: The terms shown in Figure 1 are those that were used in the search of Scopus for its further exporting. Also, the excluded areas are shown.



Fig. 1 Terms considered in the search

4. Document filtering: In order to guarantee the optimal quality of the results, we performed a double review of the 365 documents obtained, and we got 130 with greater proximity to the subject of study.
5. Selection of the visualization software: Considering the accessibility and practicality of the programs, we chose the CiteSpace and VosViewer softwares. The first one is a specialized software to visualize trends and patterns of scientific bibliography, in which you can graphically differentiate the relationship between the nodes according to the unit of measure that is used. The second one identifies relationships between the analyzed documents, although their usefulness is focused more in the representativeness of clusters, which are finite sets

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