



THEMATIC REVIEWS

Twenty-five years of research on work and organizational psychology: A bibliometric perspective



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Abstract The research aims to analyze the scientific productivity in the field of work/organizational psychology (WOP) in the last 25 years. We focus our analysis on the most influential journals and articles, generally and for 5-year periods, as well as structures of co-citation among the highest quality journals based on their *h*-index. We found that a high percentage of papers published each year receive between 5 and 10 cites. Secondly, we observe an exponential increase in the number of papers published, citations, and *h*-index. Additionally, the number of self-citations significantly increases in the last 5 years. In this sense, we consider that the most recent papers need more time to increase their level of citation and, subsequently, to correct the bias on self-citation. This research shows the status of research in the field of work/organizational psychology, analyzing the scientific journals and papers published in the Web of Science.

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PALABRAS CLAVE

Psicología del trabajo y de las organizaciones;
Índice *h*;
Citación;
Bibliometría

Veinticinco años de investigación en psicología del trabajo y de las organizaciones: una perspectiva bibliométrica

Resumen La presente investigación tiene como objetivo analizar la producción científica en el ámbito de la psicología del trabajo y las organizaciones en los últimos 25 años. Centramos nuestro análisis en las revistas y artículos con el nivel más alto de *índice h*, en general y por períodos de 5 años, así como en las estructuras de cocitación entre ellas. Los resultados muestran que un alto porcentaje de artículos reciben entre 5 y 10 citas. En segundo lugar, se observa un aumento exponencial en el número de trabajos publicados, las citas, así como el

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índice h. Además, el número de autocitas aumenta significativamente en los trabajos publicados en los últimos 5 años. En este sentido, consideramos que los documentos más recientes necesitan más tiempo para aumentar su nivel de citación y, posteriormente, para corregir el sesgo de autocita. La presente investigación muestra el estado de la investigación en el ámbito de la psicología del trabajo y de las organizaciones a partir del análisis de las revistas y artículos científicos publicados en la Web of Science.

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Introduction

Different disciplines, as psychology and management, have contributed to the development of work and organizational psychology (WOP) (König, Fell, Kellnhöfer, & Schui, 2015). In this regard, Aguinis, Bradley, and Brodersen (2014) consider that the relationship between industrial and organizational psychology and management is increasing, and there is evidence of an increased presence of I-O psychologists in business schools.

The WOP interdisciplinary' has shown is present in diverse scientific journals. This is a great strength, as it contributes to sharing knowledge in various fields, but also implies a difficulty because researchers have widened the focus of analysis on conceptually and methodologically terms.

In this sense, a bibliometric study focused on the contributions of work and organizational psychology (WOP) is important in order to show the status of research in this field.

Bibliometric studies related to work and organizational psychology (WOP)

There have been various bibliometric studies in relation to the different areas of intervention of psychology: *Psychology of Personality* (Allik, 2013a; Aluja et al., 2011; Haslam et al., 2008), *Social Psychology* (Allik, 2013b; Cikara, Rudman, & Fiske, 2012; Haslam & Kashima, 2010), *Educational and Developmental Psychology* (Albayrak, Föcker, Wibker, & Hebebrand, 2012; Campanario, González, & Rodríguez, 2006; Vinluan, 2012), *Clinical and Health Psychology* (Ariza & Reina Granados, 2012; Haslam & Lusher, 2011; Lillo & Martini, 2013; Quevedo-Blasco, Zych, & Buela-Casal, 2014), or *Neuropsychology* (Lepach, Lehmkuhl, & Petermann, 2010).

However, few bibliometric studies focus on the field of WOP have been published in journals included on WoS (König et al., 2015; Viseu, de Jesus, Quevedo-Blasco, Rus, & Canavarro, 2015).

The recent decease of Dr. Robert A. Roe, founding-president (1991–1995) of the European Association of Work and Organizational Psychology (EAWOP), has inspired this research, which main objective is to analyze the research

productivity in the field of WOP, focusing on the most influential journals and articles in the last 25 years (1991–2015).

Method

The utility of bibliometric studies lies in their ability to evidence the general state of research in a particular field of study (Bonilla, Merigó, & Torres-Abad, 2015). There are different indicators to indicate the degree of influence of a magazine or paper in a particular field of study. Commonly used are the inclusion of the journal in prestigious indexing databases such as the Web of Science (Merigó, Gil-Lafuente, & Yager, 2015), their annual impact factor (Garfield, 1972; Glanzer & Moed, 2002) and 5-year impact factor (Amin & Mabe, 2003; Campanario, 2011), the number of papers published in a period of time (Goldberg, Anthony, & Evans, 2015), the number of citations received (Podsakoff, MacKenzie, Podsakoff, & Bachrach, 2008), the *h*-index (Hirsch, 2005; Hirsch & Buela-Casal, 2014), the ratio cites/paper (Merigó, Mas-Tur, Roig-Tierno, & Ribeiro-Soriano, 2015), or the ratio papers/year (Goldberg et al., 2015).

In the present study, we use a combination of indicators, in order to provide the maximum information and a global perspective. Specifically, we analyze the citation structure in the past 25 years. This analysis allows the establishing of the annual diffusion pattern based on the number of citations received by papers published in a given year, as well as the evolution of that pattern.

Secondly, we analyze the ranking of the most influential journals in the field of WOP from their *h*-index, the number of papers published, citations received, the average number of citations per article, the impact factor (IF) and 5-year impact factor. Additionally, we indicate how many of the 50 most influential articles, in relation to the number of citations they receive, have been published in these journals.

Thirdly, we analyze the temporal evolution of the most important journals in the area, in periods of 5 years, in the number of published papers, the *h*-index and the number of citations (total and average per year). In addition, in order to analyze the influence of self-citation in the results, we show the longitudinal trend of the relationship between citations and self-citations in a 5-year period.

Fourthly, we analyze the knowledge flows established between the top-5 journals by *h*-index in order to establish relations of co-citation among the most influential

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