

A Bibliometric Analysis of Work Stress Research: Three Decades (1992-2022) Publication Trends

Mohd Firdaus Roslan^{1,2*}, Mohd Ridwan Abd Razak², Khairul Hafezad Abdullah³, Noor Syazwani Ishak⁴, Noor Syamimi Ishak¹

¹ Faculty of Engineering and Technology, Tunku Abdul Rahman University of Management and Technology, Kuala Lumpur, Malaysia

² Faculty of Management and Economics, Universiti Pendidikan Sultan Idris, Perak, Malaysia

³ Department of Academic Affairs, Universiti Teknologi MARA, Perlis, Malaysia

⁴ General Studies Department, Sunway College, Kuala Lumpur, Malaysia

* Corresponding Author: mohdfirdaus@tarc.edu.my

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Abstract: *Work stress is an issue that always occurs in many organizations, especially in organizational management systems; thus, it should be well fostered. The responsibilities and obligations of the organization are aimed at reducing the possible problems of work stress and the total deterioration of employee performance by fostering motivation and enthusiasm among employees is very necessary. This study aims to explore work stress-related publishing patterns and rank the most used author keywords in the Scopus and Web of Science (WoS) databases. The eminent software, ScientoPy and VOSviewer, are used to run and execute relevant publication data retrieved from Scopus and WoS. The results showed a positive trend in the growth of work stress literature in both databases since 2008. The top three research areas that dominate this topic are “psychology”, “public, environmental and occupational health”, and “business and economics”. Based on the country analysis, the United States has become an active publisher, followed by United Kingdom and Germany. Importantly, this study emphasised the scholarly communication practices prevalent in work stress research have impressively propagated. The trends will assist researchers in recognising the various fields in identifying the core areas, proactive institutions, and core source titles published in this knowledge for supplementary investigation. Besides, by examining the most popular keywords, the results of this study enable researchers to discover the possibility for future research that may be conducted, particularly concerning the annual growth rates, which have been trending in the last five years.*

Keywords: work stress, bibliometric, Scopus, Web of Science

1. Introduction

Work stress is a very real and serious issue in today's fast-paced world. Work stress also can have a major impact on both physical and mental health (Rembli & Ripain, 2020). In addition, work stress also leading to decreased productivity at workplace and increased risk of illness or injury. According to Roslan et. al., (2022), work stress in the workplace can cause an employee to become distracted while performing tasks. Therefore, an employee should control themselves to avoid work pressure and this will ensure that employees can work calmly and more focused.

There are various causes of work stress including unrealistic or excessive workloads; demanding bosses or colleagues; office politics and job insecurity (Hayati, Maslihah & Musthofa, 2020; Salendu & Maldini, 2021). While some amount of stress at work is inevitable, it's important to find ways to manage it in order to prevent it from becoming overwhelming. This is because, if the work pressure is not managed well the employee will experience even worse consequences leading to fatigue, anxiety, depression and other serious issues (Malek, Raop & Hassan, 2020).

Stress can be beneficial, as it can help motivate employees to perform their best (Abdullah, Sham & Ismail, 2018). In another circumstance, according to Roslan et. al., (2022), employees who are successfully control work stress will motivated to be creative, diligent, persistent and have integrity will improve work performance. A possible reason is that motivation under work pressure can be one way to highlight improvements in fostering a superior work culture (Abdullah & Ismail, 2018). In today's modern era, worker can to maintain balance between job demands and personal needs so that can enjoy a healthier lifestyle overall (Hashim et. al., 2021). Therefore, studies related to work stress need to be given attention by analysing and comprehensively presenting previous studies.

It is challenging for researchers to evaluate the material's current grasp, usefulness, and future direction due to the volume of information and the never-ending publication of the study on any research topic (Abdullah & Sofyan, 2023). It is, thus, in order to address the issue of excessive information availability and the breadth of different research topics, specific methodologies, such as bibliometric analysis, assist scholars and researchers in gaining a broad or even microscopic view of the overall progress and steady and continuous flow status (Gazali et al., 2021). Information retrieval is crucial to the cross-disciplinary field; this process can analyse aspects of information science and publication trend analysis. The bibliometric technique visualises vast publishing outputs necessary for deriving valid conclusions, such as the evolution of publications, study fields, and influential authors (Sofyan & Abdullah, 2022; Roslan et. el., 2023).

Bibliometrics made it easier for researchers to identify research gaps, emerging research prospects, and significant research areas (Abdullah & Othman, 2022). It indirectly enables them to summarise the significant trends of a particular study field. In terms of stress, bibliometric studies have been conducted on work stress in accounting (Rodrigues et. al., 2022), work stress in the 21st century (Cassar et. al., 2020), stress and cortisol relationship in police forces (Fermino, Lautert & Ascari, 2018) and teacher burnout during the pandemic (Gómez-Domínguez et al., 2021). Nevertheless, past researchers have undertaken minimal bibliometric investigation on work stress. This study used Scopus and Web of Science (WoS) databases and was executed using ScientoPy to accomplish bibliometric analysis. The current study's primary goal was to identify patterns in work stress-focused publications.

2. Data and Methods

Figure 1 depicts the data processing sequence in this analysis based on Abdullah (2022). It consists of a systematic strategy that has been divided into three primary parts. First, the title should be determined, and the datasets be developed and gathered. The second phase involves integrating the databases and obtaining the ScientoPy-analysable parameters. In the last stage, ScientoPy and VOSviewer parameters are used to evaluate and analyse the results.

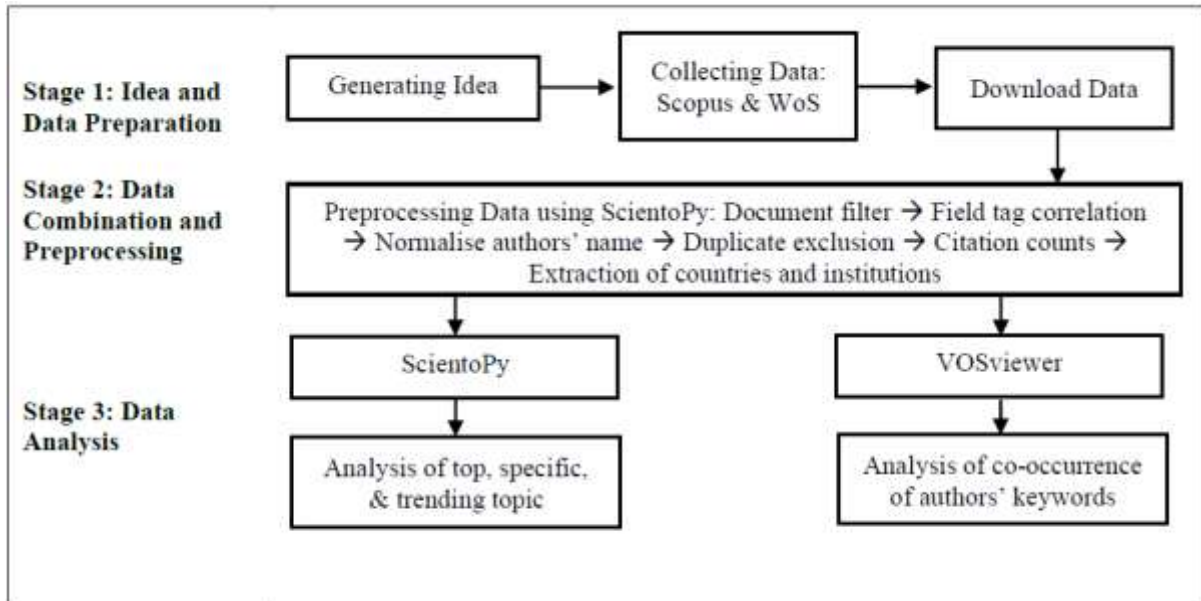


Figure 1: Bibliometric Workflow (Abdullah, 2022)

Given the multifaceted nature of the studied topic, the literature on work stress is spread across many different fields. As a result, it was necessary to use accessible and numerous bibliographic databases to search for and find pertinent material on this subject. As a result, the two primary databases, Scopus and Web of Science (WoS), were used to collect the data for this study. These databases span multiple fields (Martín-Martín et al., 2021), and searching them would aid researchers in locating the most significant number of citations on work stress primary sources for bibliometric studies (Pranikutė, 2021). After defining the databases, the search query “work stress”, “work & stress”, “work” and “stress” was chosen. The following fields were scanned for topic-related terms: title, abstract, and keywords. This inquiry was completed on January 3, 2023.

During the second stage, ScientoPy was used to preprocess the data. The secondary dataset is then established for the following analysis stage. ScientoPy uses the following criteria during the pre-processing steps; (i) normalising the author’s name: it is replaced with a semicolon for metadata retrieved from the Scopus database, it is stripped of dots, commas, and special characters for metadata retrieved from both databases, and (ii) removing duplicate samples with the same title and authors (Ruiz-Rosero et al., 2019). The pre-processing information is recorded in Table 1. Based on Table 1, the ScientoPy pre-processing script prioritises WoS documents over Scopus documents; after duplicate removal, there are more papers in WoS databases than in Scopus. This study used a raw source dataset of 11374 papers from the WoS and Scopus databases. In this study, 810 of the 11374 loaded papers were eliminated due to ScientoPy’s analysis focusing exclusively on five types of publications: (i) conference papers, (ii) articles, (iii) reviews, (iv) proceeding papers, and (v) articles in press (Ruiz-Rosero et al., 2019). Thus, other publications such as books, letters, and errata were omitted. Following data reconciliation, this study examined 7347 papers from both databases, containing 5514 papers from WoS and 1833 papers from Scopus, removing 3190 from Scopus and 27 duplicate papers from WoS.

Table 1: Information on Initial Data Analysis

Information	Number	Percentage (%)
Loaded papers	11374	
Omitted papers by document type	810	7.10
Total papers after omitted papers removed	10564	
Loaded papers from WoS	5541	52.50
Loaded papers from Scopus	5023	47.50
Duplicated papers found	3217	30.50
Removed duplicated papers from WoS	27	0.50
Removed duplicated papers from Scopus	3190	63.50
Duplicated documents with different cited by	2271	70.60
Total papers after duplicate removal	7347	
Papers from WoS	5514	75.10
Papers from Scopus	1833	24.90

ScientoPy is a free, open-source scientometric analysis program built on Python that sorts data according to the most well-liked, specific, and trending topics. In this study, VOSviewer is another piece of software used to map the co-occurrence of authors' keywords. VOSviewer is a software application that assists in constructing and visualising bibliometric networks (Abdullah et al., 2020). Finally, the 7347-piece data set was analysed, and the necessary statistical reports, graphs, and tables were generated using bibliometric data visualisation tools, ScientoPy and VOSviewer.

3. Result and Discussion

Publication Growth

The number of peer-reviewed publications is an excellent indicator of a scientific topic's growth. Since 2003, Figure 2 demonstrates a significant increase in articles on work stress. Compared to Scopus, WoS publications have grown steadily, with a sharp rise after 2017. Based on its recognition in scientific publications for a wide range of research fields, WoS has been identified as a leading data source. Also, WoS is constantly updated and is favoured by many researchers in various research domains. From the data in Table 2, it shows the latest five years for publications in WoS and Scopus. From 2018 to 2022, it was discovered that WoS produced more than 300 papers, whereas Scopus produced only 100 papers. The year 2021 shows the highest number of papers for WoS which is 392 papers, while for Scopus, the year 2022 has shown the highest achievement which is 166 papers. The increased interest in work stress research in both databases shows that this topic is crucial in advancing work and stress issue research. According to Ganing & Hassan (2020), the condition of employees in the issue of job stress as well as various pressures in the workplace greatly affect the actions and capabilities of employees. Indirectly, research on work stress has gained more attention in recent years to discover the best argument to boost employee spirit and awareness about stress hazard in enhancing working performance.

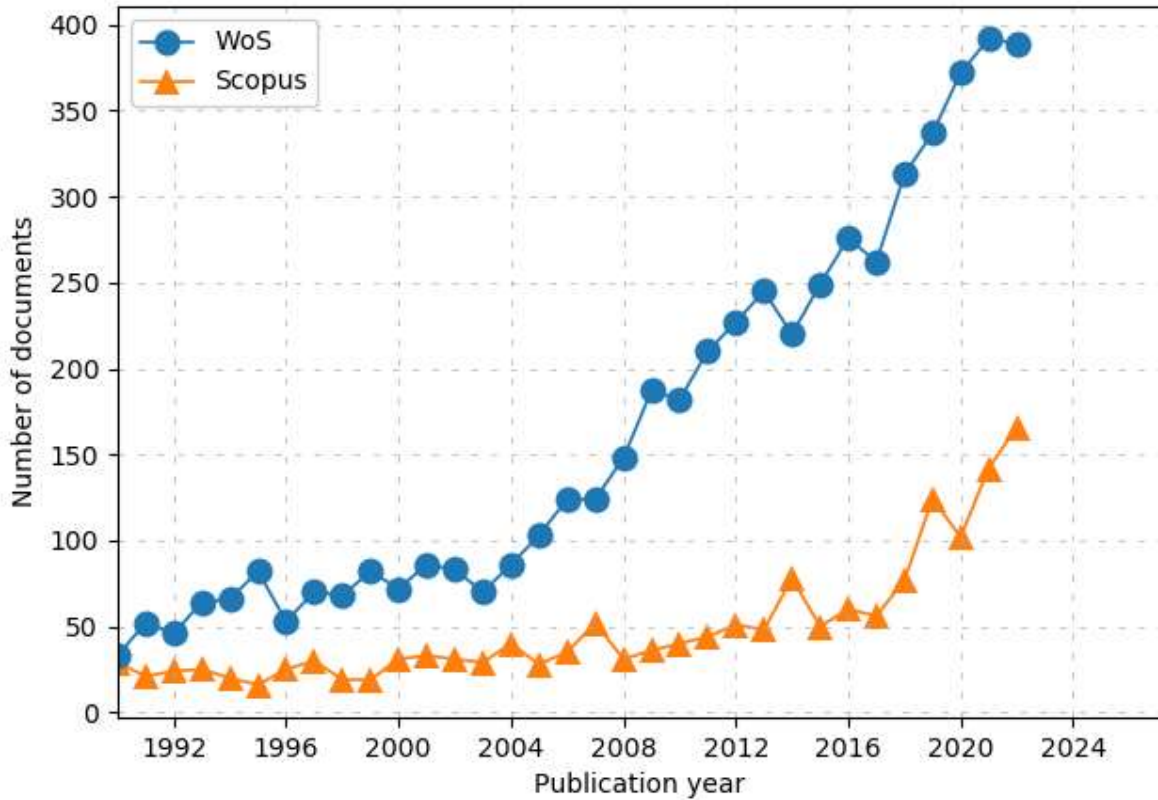


Figure 2: Timeline Graph of Publication Trends of Work Stress Research

Table 2: Information For Five Years on Timeline Graph of Publication Trends of Work Stress Research

Publication	2018	2019	2020	2021	2022
WoS	313	337	372	392	389
Scopus	77	124	102	142	166

Subject Areas

Likewise, it is critical to conduct a review of relevant research articles. This strategy enables the essential disciplines in which research on work stress has been undertaken to be identified. Figure 3 depicts an evolution graph of the top ten subject areas that can be used to categorise work stress research in the Scopus and WoS databases. Psychology has been identified as the most extensively investigated field, with over 1800 publications. Another fascinating subject is Public, Environmental and Occupational Health and as shown in Figure 3, the third-ranked subject area is Business & Economics. From the data in Table 3, showing the latest five years for publication Psychology; Public, Environmental & Occupational Health; and Business & Economics. From 2018 to 2022, it was found that Psychology produced more than 80 papers with an average of 84.6, while for Public, Environmental & Occupational Health also slightly increased with an average of 83.2 papers produced, but for Business & Economics only produced an average of 37.4 papers. According to the data, the year 2019 shows the highest number of papers for Psychology which is 92 papers, while for Public, Environmental & Occupational Health, the year 2022 has shown the highest achievement of 100 papers, followed by Business & Economics show in 2021 the highest with 44 papers.

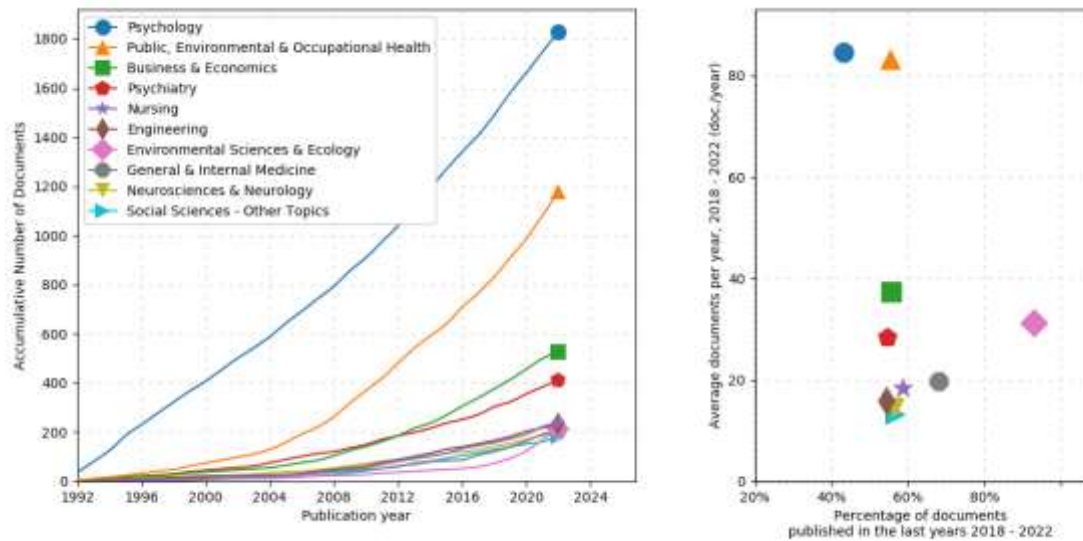


Figure 3: Subject Evolution Graph of Work Stress Research

Table 3: Information For Five Years on Top Three Subject Evolution Graph of Work Stress Research

Publication	2018	2019	2020	2021	2022	Average
Psychology	83	92	80	85	83	84.6
Public, Environmental & Occupational Health	67	79	75	95	100	83.2
Business & Economics	37	37	43	44	26	37.4

Publishing Countries

Since 1992, work stress research has been conducted in 10 various countries. Compared to other countries, the United States is the only country that has produced more than 1200 pieces of study and an average of 85 publications within the last five years (2018-2022). Figure 4 represents this study's country evolution graph of work stress research. Based on the figure, the United States, United Kingdom, and Germany were identified as the top three publishing countries in work stress research. However, the three lowest-ranked countries are Sweden, India and Finland. Sweden with three hundred publications, while for India and Finland with only two hundred publications. From the data in Table 4, showing the latest five years for publications in the country of the United States, United Kingdom and Germany. From 2018 to 2022, it was found that the United States produced an average of 85.2 papers and the year 2022 shows the highest number of 100 papers produced. Next, for the United Kingdom only an average of 29.2 papers were produced and 30 papers are the highest in 2022. Germany recorded a good improvement with an average of 45.8 paper ranked third in the chart. Thus, the study of work stress should be explored deeper and further in many organisations.

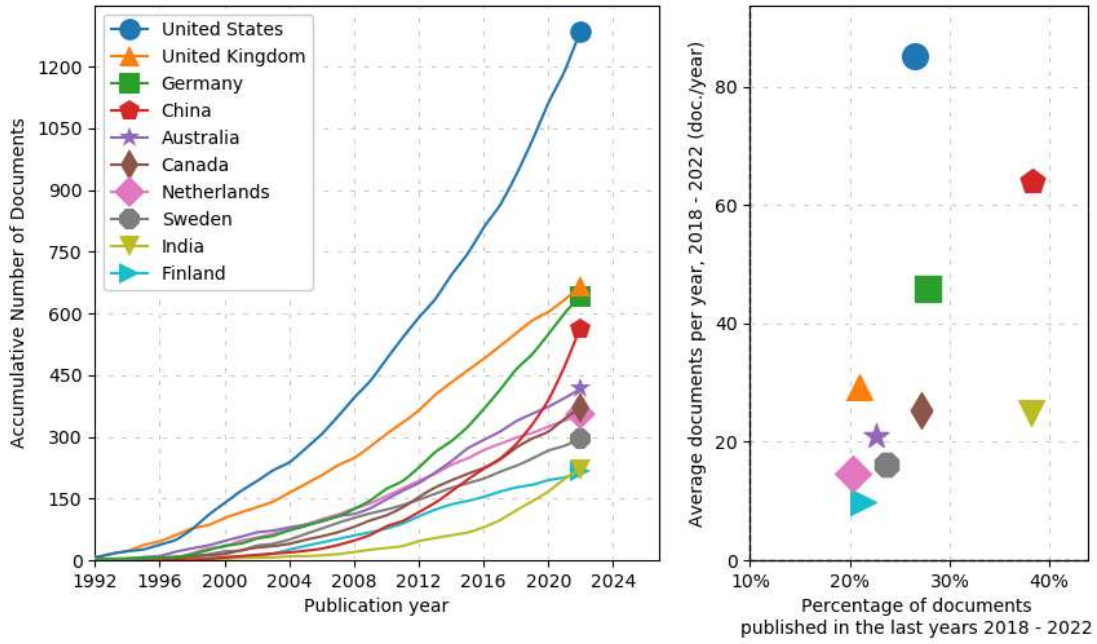


Figure 4: Country Evolution Graph of Work Stress Research

Table 4: Information For Five Years on Top Three Country Evolution Graph of Work Stress Research

Publication	2018	2019	2020	2021	2022	Average
United Stated	74	84	93	75	100	85.2
United Kingdom	31	32	20	30	33	29.2
Germany	51	36	49	52	41	45.8

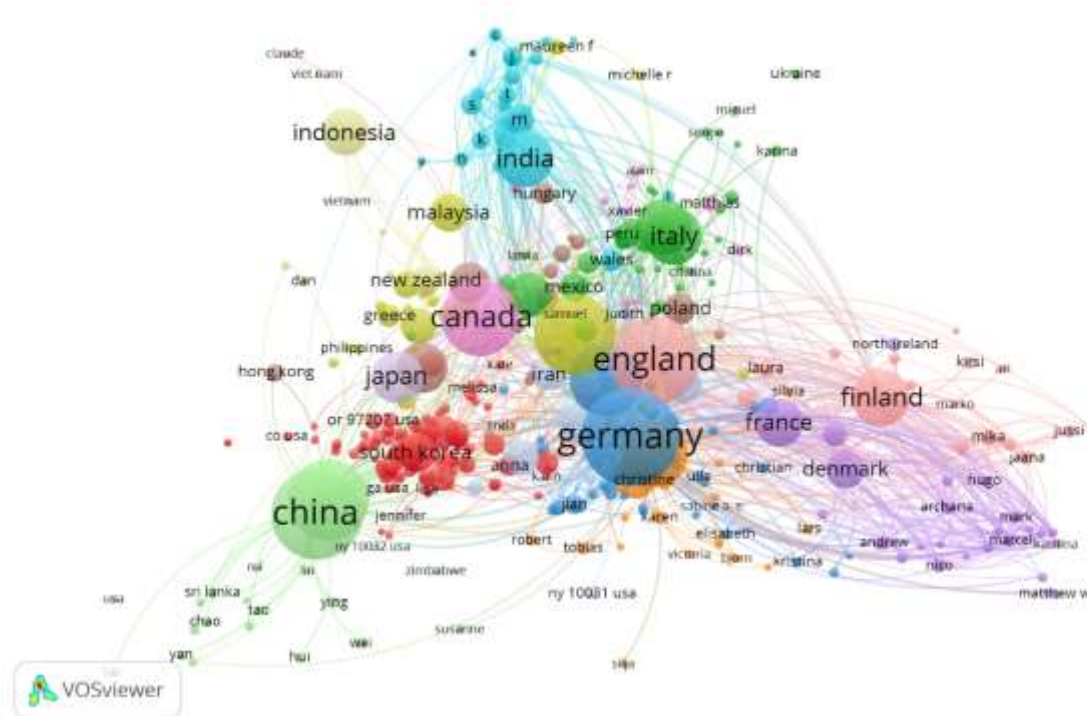


Figure 5: Network Visualisation of the Co-authorship of Country Keywords

As for Figure 5 above, England as the main producer of the most publications is in the middle, closely followed by Germany next to it. If seen as a whole, China, Canada, Finland and Italy show progress in terms of paper production as well.

Sources Titles

The information in Figure 6 pertains to the most influential source titles in work stress research, which are ranked according to the number of publications. A list of ten sources is included, along with the last five years' trending percentages.

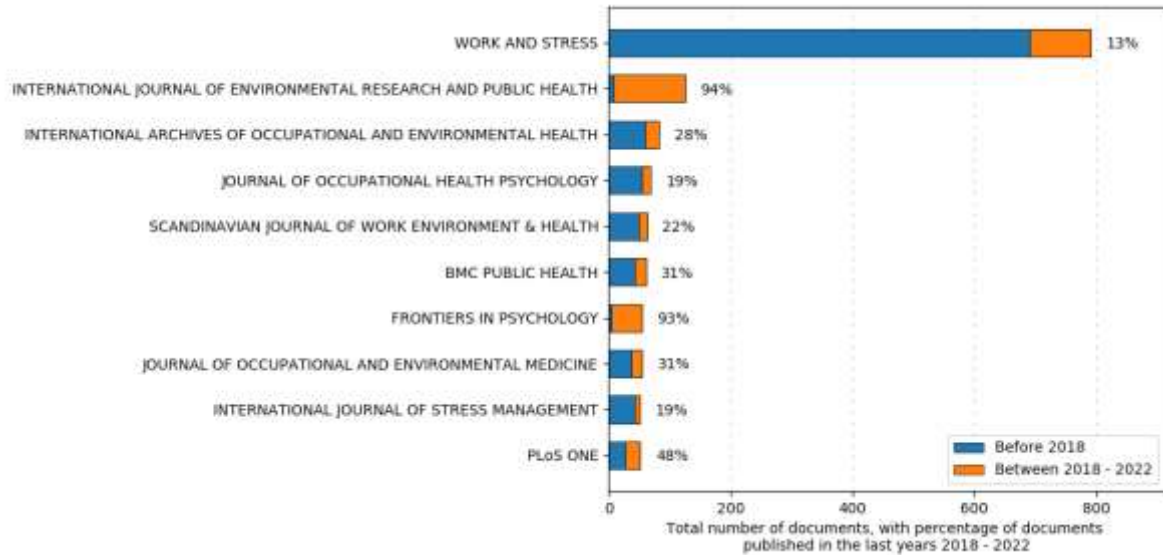


Figure 6: Source Title Bar Trends Graph of Work Stress Research

Table 5: Information For Five Years on Top Three Source Title Bar Trends Graph of Work Stress Research

Publication	2018	2019	2020	2021	2022	Average
Work And Stress	21	21	19	19	20	20
International Journal Of Environmental Research And Public Health	12	12	19	36	39	23.6
International Archives Of Occupational And Environment Health	8	4	5	3	3	4.6

According to Figure 6, Work and Stress was ranked first in work stress research publications with almost 800 publications, followed by International Journal of Environmental Research and Public Health with over 150 publications and the International Archives of Occupational and Environmental Health with almost 150 publications. Work and Stress was the most critical journal and remained the most influential in work stress research. Notably, the International Journal of Environmental Research and Public Health has been the proactive source title in the last five years, with 94% of publications released from 2018 to 2022. Also, the compelling source title in the previous five years is the Frontiers in Psychology, with 93% of publications. This data is the most up-to-date source for readers and future researchers seeking the most up-

to-date studies on work stress. From the data in Table 5, showing the latest five years of publication for Work and Stress; International Journal of Environmental Research and Public Health; and International Archives of Occupational and Environment Health. From 2018 to 2022, the source title for Work and Stress has produced an average of 20 papers, while the International Journal of Environmental Research and Public Health has produced an average of 23.6 papers. Meanwhile, International Archives of Occupational and Environment Health published the fewest papers, with an average of 4.6. International Journal of Environmental Research and Public Health has recorded a sharp increase for the last two years, which is 36 papers for the year 2021 and 39 papers for the year 2022.

Institutional Analysis

Figure 7 pertains to the top ten institutions that publish academic works on work stress. The scholars from Universitat Dusseldorf in the Germany were credited with the most publications, with more than 110. The second institution is the University College London (UCL) in United Kingdom with almost 90 publications. The Karolinska Institutet in Sweden is ranked third in this study with almost 85 publications. An intriguing feature of the top ten institutions is that three are from the Finland institutions. Thus, the four lowest institutions with only below fifty publications over the past five years are University of Toronto, Canada; University of South Australia, Australia; National Research Centre for the Working Environment, Denmark; and University of Turku, Finland. Meanwhile, there has been no publication in the past five years for University of South Australia, Australia. From the data in Table 6, showing the latest five years of publications at the Universitat Dusseldorf, University College London and the Karolinska Institutet. From 2018 to 2022, it was found that Universitat Dusseldorf produced an average of 6.2 papers, while University College London produced an average of 3.4 papers. Meanwhile, Karolinska Institutet has increased with an average of 5.8 papers.

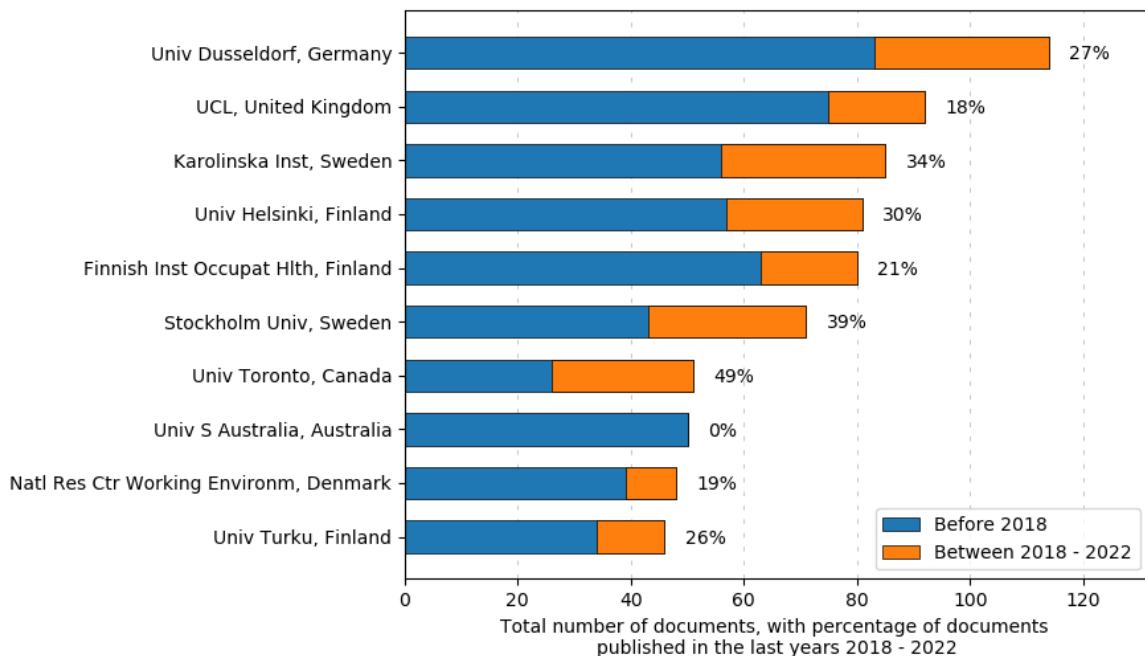


Figure 7: Institutional Bar Trends Graph of Work Stress Research

Table 6: Information For Five Years on Top Three Institutional Bar Trends Graph of Work Stress Research

Publication	2018	2019	2020	2021	2022	Average
Universitat Dusseldorf	7	9	8	6	1	6.2
University College London	4	4	5	2	2	3.4
Karolinska Institutet	5	6	7	3	8	5.8

Author Keywords

Analysis Author keywords refer to the terms used by authors to represent the content of their documents accurately. Most authors mention their study topic as a keyword in their document. The authors' keywords aided readers and future researchers in identifying the publications' significant ideas and arguments. Numerous electronic search engines, databases, and journal websites use author keywords to identify and deliver relevant articles to prospective readers. Readers need to understand that keywords produce links to other relevant publications. In this case, Scintopy might track the evolution of a study topic or search argument using the authors' keywords. This section analyses the authors' top keywords in previous research on work stress. In order to complete the procedure, the authors' keywords were used to find research trends. It has been suggested to use an appropriate term, such as "work stress". These manual tasks assist in organising data and eliminating term duplication, resulting in more robust results.

Figure 8 exhibits 10 previously researched keywords. As illustrated in Figure 8, the top three used term is "Work stress," followed by "stress" and "burnout". Data processing was given importance to this broad phrase directly related to the subject. Important keywords are made available to assist readers and future researchers in determining which ones to employ while conducting document analysis. While Figure 8 illustrates the first 10 keywords, ScientoPy enables us to view an infinite number of keywords (Ruiz-Rosero et al., 2019). Also, Figure 8 displays the percentage of documents published in the preceding five years (2018– 2022) to illustrate a relative increase. We can observe from this indicator that "Mental health" has the highest proportion (56%). It is self-evident that the issue has increased significantly over the last five years compared to other keywords. Additionally, work stress has been a hot topic, with 41% of publications published from 2018 to 2022. Thus, this study depicted that work stress and stress has sparked scholars' curiosity.

From the data in Table 7, showing the last five years for the top three list author keywords publication for work stress, stress and burnout. From 2018 to 2022, it was found that work stress keywords were used the most with an average of 120 papers, while stress keywords were in second place with an average of 50.6 papers. Meanwhile, for burnout keywords is the lowest are used with an average of 36.4 papers.

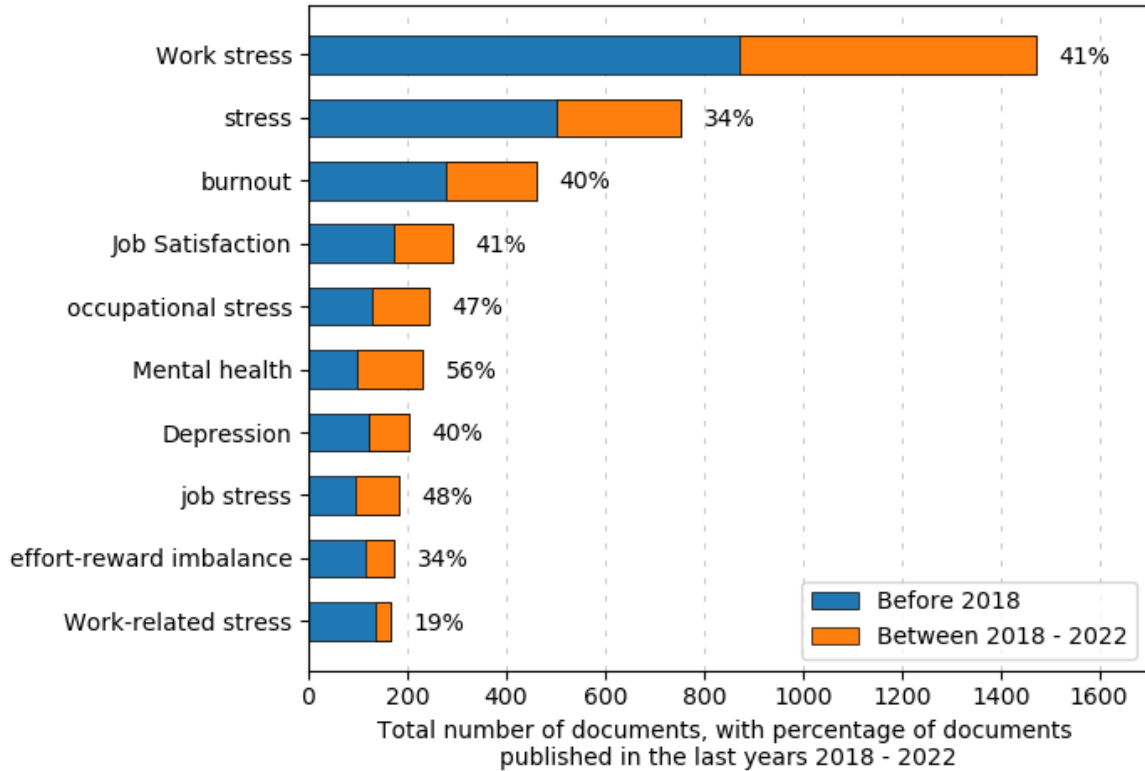


Figure 8: Author Keywords Bar Trends Graph of Work Stress Research

Table 7: Information For Five Years on Top Three Author Keywords Bar Trends Graph of Work Stress Research

Publication	2018	2019	2020	2021	2022	Average
Work stress	95	108	126	137	134	120
stress	40	48	43	61	61	50.6
burnout	29	39	37	43	34	36.4

Furthermore, this study used cluster mapping to ascertain the co-occurrence of the authors' keywords to denote themes or issues relevant to work stress (see Figure 9). Before using the VOSViewer to generate a network map, the dataset was pre-processed with ScientoPy (a combination of Scopus and WoS metadata). Additionally, this study used a thesaurus file to map the co-occurrence of the authors' terms before mapping them. Concatenating related terms, spelling variants, and singular or plural terms requires the use of the thesaurus file.

Based on Figure 9, it can be deduced that the most frequently used keywords were "work stress", "burnout", "mental health", "occupational health", and "organizational culture". These keywords are inextricably linked. The keyword "work stress" was grouped in the same clusters (red colours) as "psychosocial factors", and "mental disorders". "work stress" is also closely linked to "burnout". Based on this map, work stress research is also focused on their organizational culture and personality, which should be a priority at all levels of management. Therefore, employee management should prioritise and increase employee motivation to protect current and future employees (Meithiana & Ansory, 2019). Importantly, this study shows that research on work stress is not limited to the inner workplace but has attracted the interest of scholars in the public management research sector.

Certain limitations to this study may help direct future studies. Publications in the Scopus and WoS databases were analysed and mapped for this research. As a result, the findings of this study were limited to deducing the most critical themes or keywords associated with work stress studies found in those databases. Therefore, if future research wishes to expand on the foundation or address broad subjects, a systematic literature review or meta-analysis is recommended to provide the most relevant evidence synthesis possible. Nonetheless, scholarly dissemination in the work stress research field is provided to potential readers and future researchers keen on this topic.

This study provides a novel perspective by demonstrating that research on work stress is not restricted to workplaces but has drawn scholars to explore work stress research within the framework of management science, which transcends research areas. Therefore, the study will aid researchers from various fields in identifying essential publication trend factors for systematically disseminating on work stress research. In addition, this study's findings motivate researchers to collaborate and develop new research paradigms for evaluating work stress research by analysing the most often-used terms through empirical studies.

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