

Global Trends of Work-Life Balance: A Bibliometric Analysis

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ABSTRACT

Work-life balance refers to the degree to which people are satisfied with juggling their work and family responsibilities, the interaction of paid labour with any organization and unpaid work commitments for family and self-improvement. Work-life balance is a two-fold strategy that depends on both organizations and the employees' willingness to adopt its notion. Considering the requirements of families and individuals working in organizations, it is of utmost importance in ensuring the well-being of employees. Thus, employers must foster an atmosphere that accommodates the changing nature of work and life outside of the workplace. This study provides a comprehensive analysis of publications related to work-life balance, including authors, countries, publications, references and journals. The Scopus database extracted 1001 articles published from 2013-2022 and the data were analysed using Microsoft Excel, Harzing Publish or Perish and VOSviewer. Data visualization, citation metrics and frequency analysis were employed as data analysis methods. The findings highlighted that since 2013, there has been a steady growth in the number of research papers on work-life balance. The outcomes also included details about the publications, such as publication patterns, document types, publication years, countries of origin, subject areas, languages and source titles. This study offers a framework for visual and quantitative research as well as basic background information on work-life balance to researchers. This study provides an overview of the history and current state of the field of work-life balance research, providing recommendations for future work-life balance research planning.

Keywords: *bibliometric analysis, Harzing's Publish or Perish, Scopus database, VOSviewer, work-life balance*

INTRODUCTION

Work-life balance is an ideal blend that does not interfere with work and personal life. Work-life balance is an identity and personality eudemonia that can be attained or set as a goal, allowing an individual to function productively at home and in the community while managing various commitments (Mishra & Bharti, 2020). It is a term that is regularly used in businesses, particularly large ones and it is at the heart of corporate welfare (Gragnano et al., 2020). However, scholarly knowledge of the work-life balance notion is not as solid and vast based on the term's frequently implied application (Gragnano et al., 2020).

Climbing the organizational ladder frequently necessitates individuals to work long hours and deal with challenging and complex situations. Some days at work are likely to be enjoyable, while other days could be extremely tense and upsetting. Many of us struggle with balancing with conflicting demands of work and life while avoiding any severe impacts of work penetrating personal lives (Meenakshi, 2013). Over time, there has been a greater reliance on information technology, which has undoubtedly raised the information load on the working population. Nevertheless, employees are expected to work into late evenings with the probability of extending to the weekends. Additionally, employees are expected to be always available and to respond promptly, which adds to the factors that lead to workplace stress (Sen & Hooja, 2015).

Work-life balance is mostly about choice and flexibility, blending work and personal life and balancing the demands of both the employer and the workers, with the hopes of creating an ideal atmosphere for improved performance and happiness at all levels. Employees who perceive they do not have time for a personal life feel fatigued and distracted at work. Furthermore, work or personal life constraints could result in chronic stress. Such circumstances have a physiological and psychological impact on workers (Fapohunda, 2014).

To familiarize this study with the current state of knowledge and to identify the gaps in knowledge and unresolved problems that this study can address, the researchers conducted a bibliometric analysis of work-life balance based on the following research questions:

RQ1: What is the current trend and impact of publication in work-life balance studies?

RQ2: Which are the most productive and influential countries, institutions and authors on work-life balance studies?

RQ3: Which themes involving work-life balance are the most popular among scholars?

Therefore, this study aims to analyze the evolution of article publications as well as the growth of academic research on published articles related to work-life balance within the stipulated years.

METHODOLOGY

This study employs a bibliometric analysis that enables the evaluation of the global research pattern on work-life balance publications which were retrieved from the Scopus database. Bibliometric studies include a wide spectrum of scientific and scholarly groups and are published in a variety of periodicals (Soosaraei et al., 2018). The bibliometric analysis software, Harzing Publish or Perish and VOSviewer were used to analyse and display work-life balance publications in terms of author, citation, country, institution, etc. (Tao et al., 2020). The review of a database for science mapping reviews is generated from document repositories such as Scopus. Scopus was chosen as the document source for this review rather than Web of Science considering that it has a higher volume of social science, education-related journals, and management. The selection of the documents for this study was based on the research methodology, which is shown in Figure 1. This section explains the procedures used to identify studies for the review as well as data analysis methodologies.

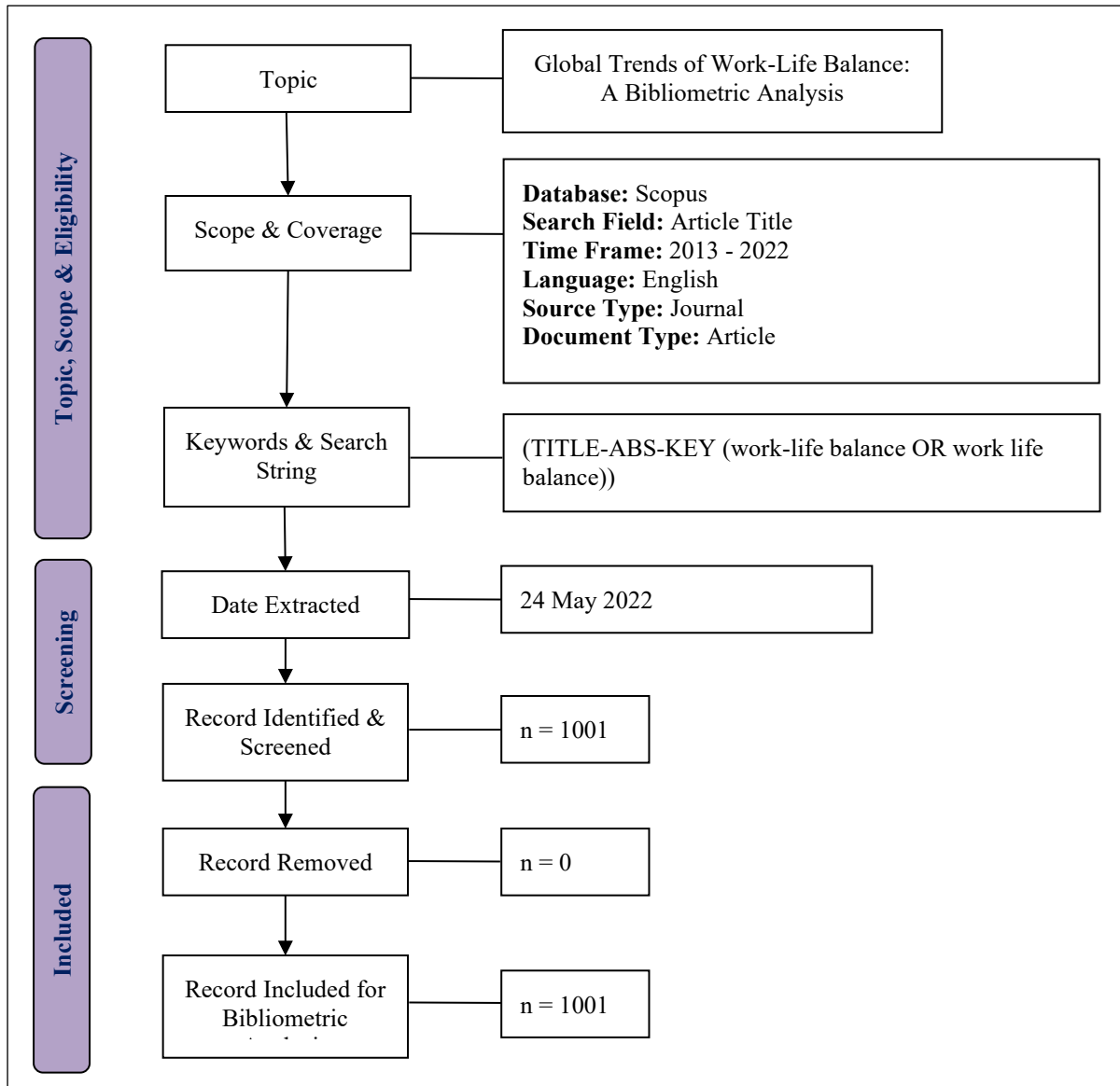


Figure 1: Flow diagram of the search strategy

The query string used for the search was (TITLE-ABS-KEY (work-life balance OR work-life balance)) and yielded 1,001 articles published in the past 10 years starting from 2013 until 2022. For study in the arts, humanities, literature, history and so on, a reasonable rule of thumb is to choose sources written within the last ten years. Sources released in the last 2-3 years are an excellent benchmark for faster-paced areas since they are more current and represent the most recent findings, ideas, procedures, or best practices. A series of data cleanings revealed that there were no duplicate papers, therefore the same number of documents were kept after the process. All of the data from the Scopus database was then exported as comma-separated values (.csv) and research information systems (.ris) files used for further analysis.

RESULTS AND FINDING

This section presented the accumulated descriptive and visual mapping results for each research question as a collection of documents on May 24th, 2022 as follows.

Current Trend and Impact of Publication on Work-Life Balance

To answer Research Question 1, (What is the current trend and impact of publication in work-life balance studies?), the publication trend in the work-life balance using annual growth of publication, document and source type, the language of documents and subject area of the publication were analysed. Bibliographic data collected from the Scopus database was employed to calculate the data for the analysis.

Annual Growth of Publication

Table 1 summarises the detailed statistic of annual publications on work-life balance from 2013 to 2022. The study conducted on work-life balance according to the Scopus database in 2013 by Kinsliare is shown in the table. It recorded that most of the publications were published in 2021, with 175 documents (17.48%). Table 1 shows the number of work-life balance research publications for documents collected by year. Documents published in 2015 received the most citations (the total number of citations per citation was 2453; the average number of citations per publication was 31.45) and the documents published in 2013 were found to be cited the least. However, since 2019 the release of work-life balance has begun to show an increase (Figure 2).

Table 1: Publication by Year

Year	TP	%	NCP	TC	C/P	C/CP	h	g
2022	74	7.39%	19	64	0.86	3.37	4	6
2021	175	17.48%	90	359	2.05	3.99	8	13
2020	156	15.58%	103	771	4.94	7.49	15	21
2019	114	11.39%	76	849	7.45	11.17	18	26
2018	95	9.49%	78	1022	10.76	13.10	19	28
2017	83	8.29%	67	974	11.73	14.54	15	28
2016	108	10.79%	91	1238	11.46	13.60	20	31
2015	78	7.79%	64	2453	31.45	38.33	18	49
2014	67	6.69%	58	1580	23.58	27.24	20	38
2013	51	5.09%	45	1279	25.08	28.42	22	35

Notes: TP=total number of publications; NCP=number of cited publications; TC=total citations; C/P=average citations per publication; C/CP=average citations per cited publication; h=h-index; and g=g-index.

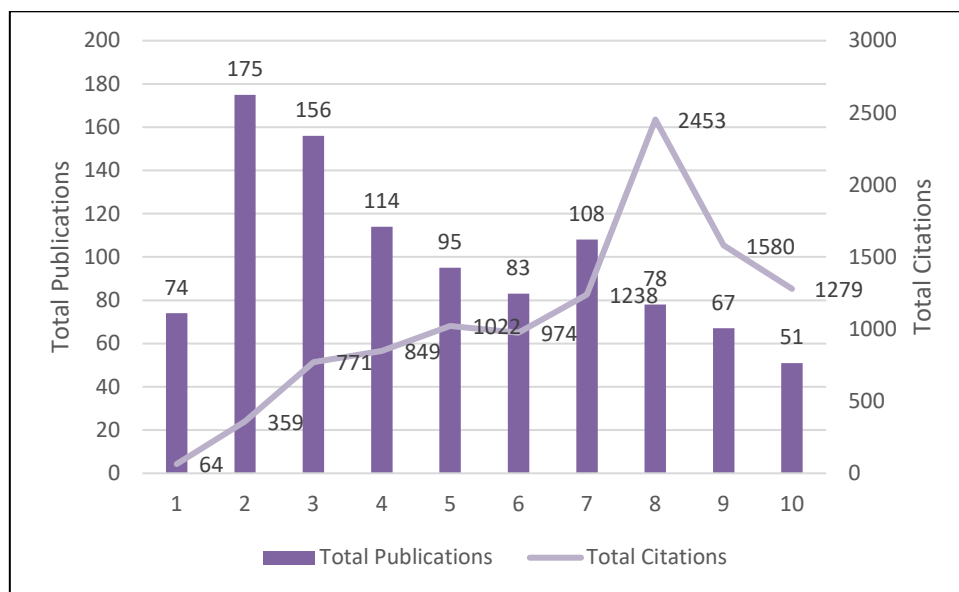


Figure 2: Total Publications and Citations by Year

Document and Source Type

Document type refers to which type of documents can be classified into a few categories such as article, review, note, editorial, conference paper, letter, short survey, erratum and data paper. Table 2 summarises the distribution of documents published on work-life balance and falls into 9 document types. More than half of all publications were categorized as an article (86.41%) followed by a review (4.30%). While other types of documents comprise below 5% of the overall publications. Only 1001 journal sources from all years were found using the descriptive analysis as shown in Table 3.

Table 2: Document Type

Document Type	Total Publications (TP)	Percentage (%)
Article	865	86.41%
Review	43	4.30%
Note	38	3.80%
Editorial	26	2.60%
Conference Paper	9	0.90%
Letter	9	0.90%
Short Survey	7	0.70%
Erratum	3	0.30%
Data Paper	1	0.10%
Total	992	100.00%

Table 3: Source Type

Source Type	Total Publications (TP)	Percentage (%)
Journal	1001	100.00%

Languages of Documents

There are 6 languages used for publications including English, Spanish, French, German, Polish and Portuguese. The usage of a wide range of languages in publications, all of which refer to major languages of the world, demonstrates the diversity and breadth of countries conducting work-life balance research. Table 4 shows that English is the primary language that had been used among the journals representing 98.91% of the total publications.

Table 4: Languages

Language	Total Publications (TP)	Percentage (%)
English	1001	98.91%
Spanish	5	0.49%
French	2	0.20%
German	2	0.20%
Polish	1	0.10%
Portuguese	1	0.10%

The subject area is the final criterion in recognizing the current trend after understanding the current trends in languages.

Subject Area

Work-life balance appears in nearly every publication extracted from the Scopus database, indicating a vast diversity of topics connected to the work-life balance study topic in Scopus. Generally, the distribution reveals that literature on work-life balance occurs in different fields such as “Business, Management, and Accounting, Social Sciences, Medicine, and Engineering”. Table 5 shows that

between the period 2013 and 2022, the most written subject in work-life balance was topped by Business, Management, and Accounting (39.16%) and followed by Social Sciences (33.07%).

Table 5: Subject Area

Subject Area	Total Publications (TP)	Percentage (%)
Business, Management, and Accounting	392	39.16%
Social Sciences	331	33.07
Medicine	236	23.58
Engineering	101	10.09
Psychology	92	9.19
Economics, Econometrics, and Finance	90	8.99
Arts and Humanities	58	5.79
Computer Science	56	5.59
Environmental Science	55	5.49
Decision Sciences	41	4.10
Nursing	39	3.90
Biochemistry, Genetics, and Molecular Biology	28	2.80
Health Professions	22	2.20
Pharmacology, Toxicology, and Pharmaceutics	21	2.10
Energy	19	1.90
Multidisciplinary	17	1.70
Chemical Engineering	11	1.10
Dentistry	9	0.90
Mathematics	6	0.60
Neuroscience	6	0.60
Veterinary	5	0.50
Materials Science	4	0.40
Agricultural and Biological Sciences	3	0.30
Chemistry	2	0.20
Immunology and Microbiology	2	0.20
Earth and Planetary Sciences	1	0.10

Productive and Influential Countries, Institutions, and Authors

For the second RQ (What are the most productive and influential countries, institutions and authors on work-life balance studies?), the most productive and influential countries, institutions and authors on work-life balance studies had been examined after assuring the current trend and impact of publications in work-life balance studies. The second research question of this study has been answered by categorizing publications by country.

Publications by Countries

This section examines the current condition of cooperation and determines the most significant countries on work-life balance. Scholars from 41 countries have published documents collected from the Scopus database on work-life balance. Table 6 illustrates the top 10 countries that contributed to publications on work-life balance. The United States was rated first with total publications of 225 documents; India came second with total publications of 162, the United Kingdom placed third in total publications (207) and Malaysia was ranked fourth (55). While, in terms of citations, again the United States was rated first with a total citation of 4084 citations, followed by the United Kingdom ranked second place (1940), followed by Australia placed third with total citations (1116) and Spain followed in fourth place with a total of citations (650).

Finally, the second research question highlighted the problem of active institutions, which demonstrates the universities that are more responsive to the issue.

Table 6: Top 10 Countries Contributed to the Publications

Country	TP	NCP	TC	C/P	C/CP	h	g
United States	225	174	4084	18.15	23.47	28	58
India	162	80	476	2.94	5.95	11	17
United Kingdom	107	88	1940	18.13	22.05	23	41
Malaysia	55	33	254	4.62	7.70	8	14
Australia	54	45	1116	20.67	24.80	19	32
Spain	36	32	650	18.06	20.31	12	25
Canada	35	27	626	17.89	23.19	10	24
Germany	32	25	565	17.66	22.60	12	23
South Korea	28	19	276	9.86	14.53	8	16
Indonesia	27	17	73	2.70	4.29	4	7

Notes: TP=total number of publications; NCP=number of cited publications; TC=total citations; C/P=average citations per publication; C/CP=average citations per cited publication; h=h-index; and g=g-index

Most Active Institutions

This section examines the current situation of collaboration and identifies the most active work-life balance organizations. The agency is also active in work-life balance research, which has resulted in at least seven publications. Table 7 shows that the University of Connecticut has the largest number of publications on work-life balance. Vellore Institute of Technology becomes the second-highest university, followed by VIT Business School. Malaysia being a developing country in Asia, listed two of its institutions (Universiti Utara Malaysia and Universiti Teknologi Malaysia) in the top ten influential institutions with a minimum of five publications. The top four institutions that lead the publications on work-life balance are the University of Connecticut, Brunel University London, Northern Illinois University and Deakin University when ranked according to the h-index.

Table 7: Most Influential Institutions with a Minimum of Seven Publications

Institution	TP	NCP	TC	C/P	C/CP	h	g
University of Connecticut	12	12	143	11.92	11.92	7	11
Vellore Institute of Technology	11	7	18	1.64	2.57	3	3
VIT Business School	10	6	17	1.70	2.83	3	3
Bharath Institute of Higher Education and Research	9	1	1	0.11	1.00	1	1
Brunel University London	8	7	108	13.50	15.43	6	8
Universiti Utara Malaysia	7	5	64	9.14	12.80	3	7
Northern Illinois University	7	5	127	18.14	25.40	5	7
Western Sydney University	7	5	85	12.14	17.00	4	7
Deakin University	7	6	213	30.43	35.50	5	7
Universiti Teknologi Malaysia	7	5	40	5.71	8.00	3	6

Notes: TP=total number of publications; NCP=number of cited publications; TC=total citations; C/P=average citations per publication; C/CP=average citations per cited publication; h=h-index; and g=g-index.

Authorship Analysis

The number of publications, average citations and h-index are analysed to identify the most active authors in the work-life balance domain. Table 8 gives the top 12 authors that have contributed to the most documents on work-life balance. It can be found that Mazerolle, from the University of Connecticut, Department of Kinesiology (United States), and Vasumathi, from VIT Business School (India), are the author with the largest number of 10 work-life balance publications, followed by Mordi (Brunel Business School, United Kingdom, 7) with regard to average citation and h-index, Shanafelt (325.80), Haar (83.00) and Goodman (17.67) can also be regarded as scholars with the most number of volume of contribution to work-life balance.

In addition, the co-authorship network is provided to investigate the author's collaboration connection in the work-life balance study. Figure 4 depicts the author's country/network region visualization. Only countries with more than three papers and more than five citations are included in the study. According to the results of the score-counting technique, the United States plays a critical role in international collaboration. The USA works closely with South Korea and Hong Kong, while India cooperates with Saudi Arabia and Malaysia.

Table 8: Most Productive Authors

Author Name	Affiliation	Country	TP	NCP	TC	C/P	C/CP	h	g
Mazerolle, S.M.	The University of Connecticut, Department of Kinesiology	United States	10	10	125	12.50	12.50	6	10
Vasumathi, A.	VIT Business School	India	10	6	17	1.70	2.83	3	3
Mordi, C.	Brunel Business School	United Kingdom	7	6	75	10.71	12.50	5	7
Eason, C.M.	University of Connecticut	United States	6	6	50	8.33	8.33	5	6
Goodman, A.	Appalachian State University	United States	6	6	106	17.67	17.67	6	6
Peter, M.	Bharath Institute of Higher Education and Research, Department of Management Studies	India	6	0	0	0.00	#DIV/0!	0	0
Adisa, T.A.	University of East London, Royal Docks Department of Business and Law	United Kingdom	5	5	78	15.60	15.60	5	5
Dhanya, J.S.	CET, CET School of Management	India	5	4	25	5.00	6.25	4	5
Haar, J.M.	Auckland University of Technology	New Zealand	5	5	415	83.00	83.00	4	5
Kinslin, D.	MENA College of Management	United Arab Emirates	5	4	25	5.00	6.25	4	5
Palumbo, R.	Università degli Studi di Roma "Tor Vergata",	Italy	5	8	99	19.80	12.38	6	9
Shanafelt, T.D.	Stanford University School of Medicine	United States	5	9	1629	325.80	181.00	6	10

Notes: TP=total number of publications; NCP=number of cited publications; TC=total citations; C/P=average citations per publication; C/CP=average citations per cited publication; h=h-index; and g=g-index.

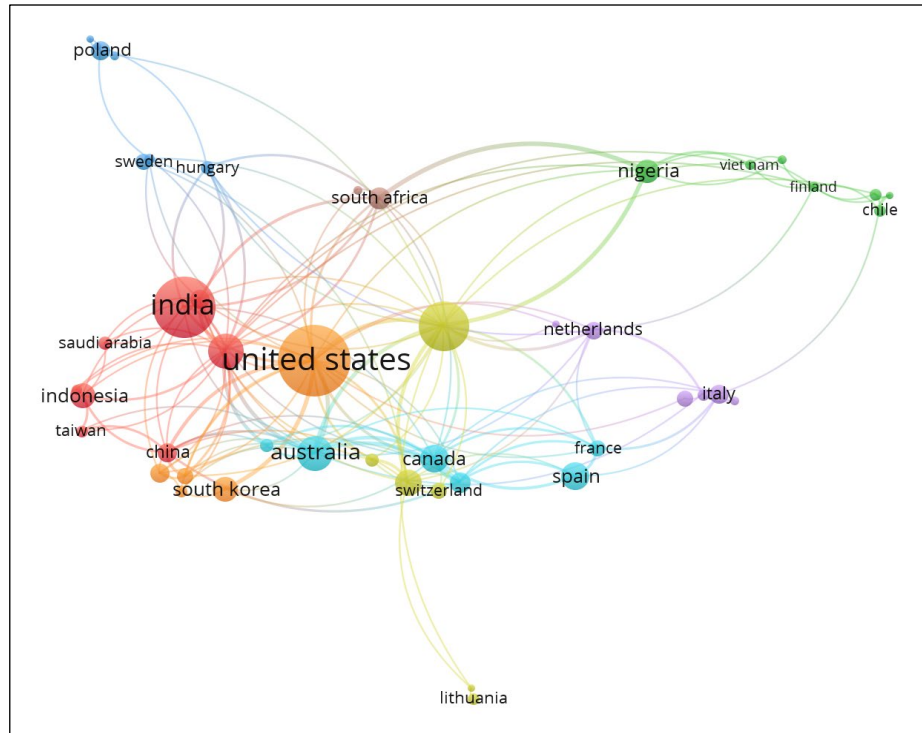


Figure 3. Network visualization map of the co-authorship

Note: Unit of analysis = Countries; Counting method: Full counting; Minimum number of documents of a country = 3; Minimum number of citations of a country = 5

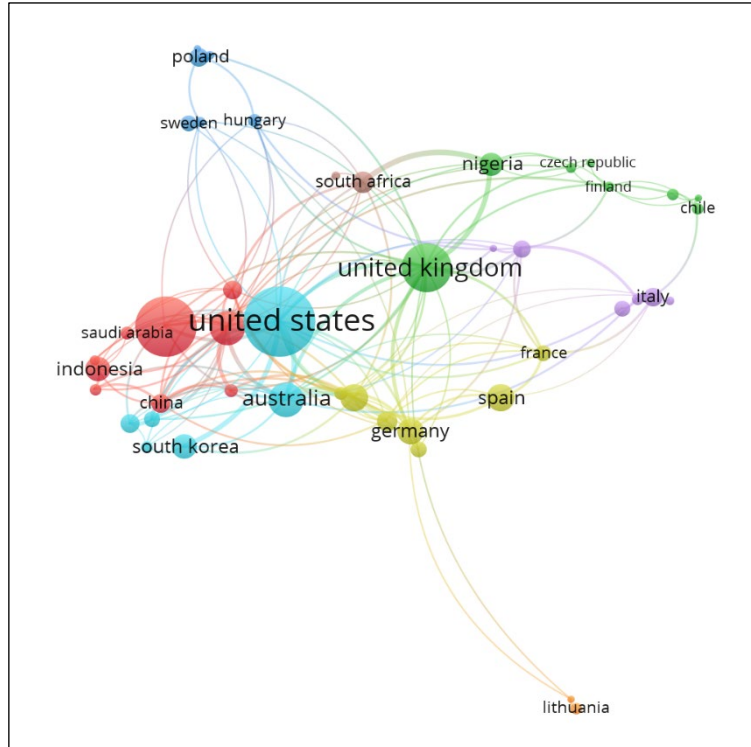


Figure 4: Network visualization map of the co-authorship

Note: Unit of analysis = Countries; Counting method: Fractional counting; Minimum number of documents of an author = 3; Minimum number of citations of an author = 5

Male	142	3.25
Questionnaires	136	3.11
Adult	133	3.05
Burnout	87	1.99
Cross-Sectional Studies	82	1.88
Psychology	74	1.69
Gender	73	1.67
Workplace	71	1.63
Surveys And Questionnaires	68	1.56
Middle Aged	60	1.37
Quality Of Life	55	1.26
Employment	53	1.21
Controlled Study	48	1.10
Workload	48	1.10
Human Experiment	47	1.08

Title Analysis

The term co-occurrence network based on title fields with at least 10 instances of this term is visualized in Figure 6. According to Eck and Waltman (2014), a noun phrase that appears only once in a publication's title is considered in the same way as a noun phrase that appears about 10 times. Figure 6 reveals the word “work-life balance” was the main term acting as the central node of the whole network in work-life balance research. The thickness of the connecting lines reflects the strength of the association between the words, while the size of the nodes represents the weight of the terms' occurrence. Related terms were commonly found together, as shown by the same hue. For instance, the diagram suggested that (a) work-life balance, (b) perspective, (c) family, (d) mediating role, (e) woman and (f) work-life balance policy (all coloured green) are closely related and usually occurred together. From the titles of the publications in our study, VOSviewer generated seven different colours representing seven clusters with 28 terms.

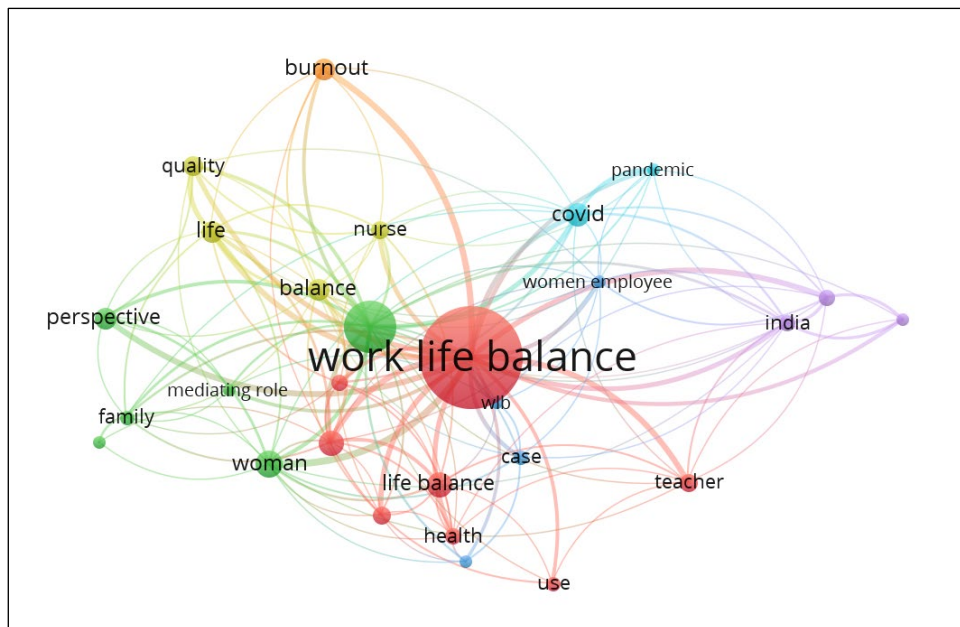


Figure 6: Network visualization of a term co-occurrence network based on title fields (binary counting)

DISCUSSIONS

This section discusses the findings above by revisiting the following research questions (RQs).

- RQ1: What is the current trend and impact of publication in work-life balance studies?

The study's first question was concerned with the identification of current trends in the realm of work-life balance. As a result, bibliometric analysis was performed to achieve the primary aim of exploring the trend of research on work-life balance. Bibliometric analysis is a scientific computer-assisted review process that may identify key research or authors, as well as their relationships, by examining all publications on a specific topic or field (Henninger, 2012). Furthermore, the findings of bibliometric research can help to explain the elements that promote the study field's research contribution and guide researchers to perform important research (Akhavan et al., 2016). As a result, the focus of this study is on work-life balance publications gathered from the Scopus database.

This study used a predefined search query to identify 1001 documents in the declared database. The influence of articles on the topic of work-life balance has been determined using citation matrixes. The citation metrics described in this study can explain the relevance of work-life balance articles. Given the 10 years' worth of work-life balance-related publications (2013-2022), based on the 1001 documents gathered from the Scopus database, a total of 10,589 citations have been obtained representing a total of 1176.56 citations per year, 10.58 citations per paper, 486.86 papers per author and 2.75 authors per paper. However, the studies on work-life balance also reached 43 h-index and 76 g-index at the time this data was analyzed. The article by Shanafelt et al. (2015) has so far received the highest number of citations within the work-life balance studies.

- RQ2: Which are the most productive and influential countries, institutions and authors on work-life balance studies?

Table 6 shows the top 10 countries that contributed to publications. It shows the influential countries' citation of work-life balance and shows that one country is much more profitable than the others. This might be due to a lack of funds and the motivation to examine the issues that surround work-life balance. The United States tops the list with 225 of the total publications, 4084 citations and 174 cited papers. In terms of ranking, India is the second most productive and influential country in the context of work-life balance with 162 total publications, 476 citations and 80 cited papers. The difference between the United States and India is 6.3%, whereas Malaysia had a smaller total publication (55) in comparison with the United Kingdom (107) and recorded a higher citation than Malaysia. Despite the relevance of this topic, work-life balance research is not completely explored in the majority of nations. This indicator depicts the disparity between quantity and quality.

Next, an analysis of the most influential institutions was carried out in this study. The University of Connecticut, Vellore Institute of Technology and VIT Business School were the ones that stood out the most with more than ten publications. With regard to the authors, the criterion of authors who published more than 5 total publications was adopted in Table 8. The number of citations of publications published on work-life balance is used to determine the authors' influence. In this study, the authors Shanafelt et al. (2015) appear as the most influential with a total of 1629 citations.

- RQ3: Which themes involving work-life balance are the most popular among scholars?

Finally, to address the third research question regarding the most popular themes of work-life balance among scholars. The key points of this field can be seen from the results of keywords analysis and title analysis generated by VOSviewer. For example, when we looked through Table 9, the keywords on work-life balance, human, female, job satisfaction and an adult were among the top 10 most popular keywords that were identified from the documents. According to Sweileh et al. (2017), it should be

stressed that no search query is accurate, therefore, false positive and negative results could be anticipated. The current study uses the Scopus database as the major source of document retrieval. Even though Scopus is one of the most comprehensive databases for archiving all academic research, it does not include all published sources.

CONCLUSION

This study uses a bibliometric analysis to review publications relevant to work-life balance research from 2013 to 2022. Mapping the evolution of work-life balance, key topic areas and collaborations within a series of categories (i.e., annual growth of publications, documents and source type, languages, subject areas, influential countries, institutions and authors, keywords and titles) indicated broad knowledge of work-life balance. It should be noted that this analysis was purely based on the Scopus database and the keywords accompanied by the document titles. We did not take into consideration other databases, such as Google Scholar, or publications that mentioned work-life balance as they did not fit our search criteria. Extending the text analysis algorithms to incorporate abstracts would most certainly yield more information and frequencies. Furthermore, some authors or institutions may have registered several names in Scopus or supplied various spellings, which may have resulted in erroneous information about authors' connections or productivity. The researchers did not construct a conceptual framework in this review; thus, future researchers can design a thorough framework to offer a better viewpoint on work-life balance. Moreover, the researchers concentrated on studies published in journals, hence, the number of articles for analysis was limited. Despite these limitations, this study contributes to a better understanding of the trends in work-life balance research and publications. Each of the indications leads to the expansion in this field of study, which may provide additional options for individuals to improve their work-life balance. Using the said bibliometric methodology, this study expands and supplements earlier findings on work-life balance. The current study yields numerous fascinating findings that clearly emphasized the growing relevance of work-life balance in the workplace throughout the world, as well as their diffusion and the necessitates future research including collaboration across diverse areas and sectors.

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AUTHORS' CONTRIBUTION

Md Sabri, S. conceptualized the central research idea and provided the theoretical framework of the research. Ahmad Tajudin, S. N. carried out the data extraction. Annuar, N., Ahmad Tajudin, S. N. and Md Sabri, S. carried out the data analysis. Ahmad Tajudin, S. N. wrote the first draft of the article. Annuar, N. and Ahmad Tajudin, S. N. edited and revised the article. Md Sabri, S. and Annuar, N. designed the research and supervised the research progress. Md Sabri, S. reviewed, edited and approved the article submission.

CONFLICT OF INTEREST DECLARATION

The authors agree that this research was conducted in the absence of any self-benefits, commercial or financial conflicts and declare the absence of conflicting interests with the funders.

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