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Scientific Developments in Careerism Research in the Field of Business: A Bibliometric Review

Zeynep KAPTAN¹ 

ABSTRACT

This study presents the first known bibliometric analysis of research on careerism in business and management, and shares the results obtained by examining 33 articles published between 1983 and 2024. Although there are existing studies in the careerism literature, there are some gaps in terms of global trends, collaboration networks, and institutional contributions in this field. The aim of the study is to provide a comprehensive overview of the current status and future trends of careerism research, and with its methodological approach that emphasizes collaboration networks and institutional effects, it brings a different perspective to the existing literature. In order to identify studies on the concept of careerism, a search was conducted in the Web of Science (WoS) database between 1983 and 2024 with the term "careerism" in English, and the publications were analyzed using the Biblioshiny 4.2 interface (Aria & Cuccurullo, 2017) used in the R programming language. In addition, VOSViewer software was used to visualize the collaboration analyses. According to the findings, the most productive period in terms of careerism studies was 2015-2016, and the most productive author was determined as de Vos. In addition, contributions from leading institutions such as the Texas Aandm University and prestigious journals such as the Journal of Business and Psychology reveal the importance of academic studies in the field of careerism. Although significant progress has been made in careerism research, some important gaps continue. As a result of the analysis, it is understood that topics such as "normative commitment", "continuity", "perceptions", "management", and "leadership" need to be examined further. These areas are critical to better understand the changing structure of careerism within organizations, and it is recommended that future research focus on these themes. In addition, the results reveal the dynamic nature of careerism research and offer new opportunities for future research in this field..

Keywords: Careerism, Bibliometric Analysis, Scholarly Impact.

JEL Classification Codes: M10, M12, M19

Referencing Style: APA 7

INTRODUCTION

Careerism refers to the behavior of individuals who prioritize their career advancement and personal goals over everything else in the workplace (Chiaburu et al., 2013). This approach often involves placing personal success, such as promotions and recognition, ahead of organizational objectives and teamwork (Kozlowski & Ilgen, 2006).

In the business world, careerism manifests as employees' efforts to maximize their development and promotion opportunities (Huo, 2021). These efforts can take various forms, including networking, where individuals build relationships to expand their professional influence (Somal, 2018); strategic positioning, which involves taking on key projects to showcase their skills and value (Hernandez, 2024); self-marketing, where employees highlight their achievements and abilities to others, especially superiors (McCorkle et al., 2003); and political

maneuvering, where individuals leverage workplace power dynamics to gain advantages (Chisanga, 2024).

Careerism shows up in several key areas of business practice: performance management, where individuals aim to achieve high performance ratings (Tardi, 2023); high visibility, where they engage in prominent projects to attract senior management's attention; leadership roles, as they actively pursue leadership positions to ascend the managerial ladder; and mentorship, where they seek guidance and sponsorship to accelerate their career growth (Ibarra & von Bernuth, 2020).

The effects of careerism can be both positive and negative (Gokcen Kapusuz, 2024). On the positive side, career-driven employees often show high motivation, which can lead to better performance (Zhenjing et al., 2022). Their focus on innovation and initiative tends to drive new ideas and projects in the workplace, and they are typically committed to professional development,

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continuously seeking to improve their skills (Fischer et al., 2019; Huang et al., 2022; Karimi et al., 2023).

However, careerism can also have negative consequences. It can foster a competitive work environment, potentially leading to unhealthy competition among colleagues (Keller et al., 2016). This intense focus on individual success may weaken teamwork, as employees prioritize personal goals over collaborative efforts (Ghulam et al., 2017). Ethical concerns can arise when individuals engage in questionable behavior to further their careers (Lynn & Kalay, 2016; Zhang et al., 2020). Additionally, the relentless pursuit of career goals can disrupt work-life balance, leading to stress and burnout (Wedgwood, 2022).

Careerism is a common phenomenon in the business field, and if not managed properly, it can have detrimental effects on organizational culture and work outcomes (Bouzdani & Torun, 2019; Jain & Sullivan, 2019). Nevertheless, with the right strategies, careerism can contribute to both individual and organizational success (Alvesson, 2002).

In the broader context of business administration, careerism refers to prioritizing one's career advancement above ethical considerations, teamwork, or the organization's overall goals (Alford, 1989). This often means prioritizing personal achievements, such as promotions, salary increases, or prestige, over the welfare of colleagues or the company's mission (Potgieter et al., 2019). Careerists may focus on self-promotion at the expense of acknowledging team contributions, and they may avoid risks that could jeopardize their career progression (Bowman, 1994). While ambition is a natural part of professional life, careerism can be harmful when it undermines ethical behavior and the collective goals of the organization (Kutlu & Bedel, 2021; Nalbantoglu, 2018).

Effective business administration should aim to balance individual growth with fostering a collaborative and ethical work environment (Radu, 2023). This balance encourages not only personal success but also the achievement of shared organizational goals (Metz et al., 2020; Pathan, 2023).

Historically, careerism has been assessed by a variety of measures, including empirical indicators such as employee engagement scores (Yildiz & Alpan, 2015), turnover rates (Feldman & Weitz, 1991; de Vos et al., 2009), and motivation (Homles, 1983; Collins, 1985), emphasizing its effects on organizational performance

(Naseer et al., 2020; Bhattarai et al., 2024), employee satisfaction (Jain & Sullivan, 2020), and organizational commitment (Chiaburu et al., 2013; Hamilton & Treuer, 2012).

Recent studies have examined the dual nature of careerism—its potential to enhance morale (Fatima et al., 2023), particularly through its motivational features and its relationship to organizational commitment (Jian & Sullivan, 2020), but also its potential to foster unhealthy competition around issues such as employee alienation (Chiaburu et al., 2013), counterproductive work behaviors (Qazi et al., 2019), and psychological contracts (de Hauw & de Vos, 2010). Careerist attitudes may manifest themselves through a strategic approach in which individuals attempt to maximize their personal interests in the business world (Bouzdani & Torun, 2019; Malik & Malik, 2019; Smale et al., 2018). In this context, some of the basic theories used in careerism studies in the existing literature may be explanatory.

Social exchange theory emphasizes the assessment of mutual benefits and costs in relationships (Emerson, 2003). In the context of careerism, employees often evaluate their roles based on what they gain (e.g., salary, recognition, career advancement) versus what they invest (e.g., time, effort, emotional energy) (Jia-jun & Hua-ming, 2022; Potgieter & Ferreira, 2019). Careerist employees might prioritize relationships that provide the most substantial rewards, leading them to engage in behaviors that maximize personal gain, such as networking or taking credit for others' work (Barrington, 2021; McCoy, 2018). This can create an environment of competition rather than collaboration, where individuals focus on self-interest over collective organizational success (de Francesco, 2024; Riedl et al., 2024).

According to *conservation of resources theory*, individuals strive to protect and accumulate resources to cope with stress (Farkash et al., 2022). In a career-driven environment, employees may experience heightened stress levels due to competition and the pressure to advance (Jamil et al., 2023). They may focus on safeguarding their resources—such as status, time, and support networks—especially when facing threats to their career progression (Anderson et al., 2021). When employees invest significant effort into their careers, they may feel stressed if their investments do not yield expected outcomes, such as promotions or recognition (Sorn et al., 2023). This stress can lead to burnout or dissatisfaction, influencing how they navigate their careers and relationships within the organization (Rifin & Danaee, 2022).

Psychological contract theory highlights the unwritten expectations between employees and employers (Hansen et al., 2015). Careerism can be influenced by these expectations, as employees may have personal aspirations for advancement and security while employers expect commitment and performance (Zhenjing et al., 2022). When an employee believes that their loyalty should result in promotions or opportunities for growth, a breach of this psychological contract—such as a lack of promotion—can lead to disillusionment (Johnson & O’Leary-Kelly, 2003). Careerist individuals might react by seeking new opportunities elsewhere if they feel their expectations are not met, which can impact organizational stability and morale (Chisanga, 2024).

However, in addition to existing studies, there are gaps in global trends, collaboration networks, and institutional contributions in the field of careerism research. This study presents a bibliometric analysis examining influential authors, publications, and institutions in the field of careerism, while also highlighting collaborative patterns and citation networks. By exploring these dimensions, it aims to synthesize the existing literature and identify future research directions. The significance of the research questions lies in their ability to illuminate the historical development of careerism studies, recognize decisive contributions, and guide future careerism studies. Consequently, this study aims to provide a comprehensive understanding of the current status and future trends of careerism research, and distinguishes itself from the existing literature by using a methodological framework that emphasizes collaborative networks and institutional influences.

METHODOLOGY

The research aims to understand the knowledge in the field of careerism, track the development of the field, and determine future research directions.

Research Questions

In this study, bibliometric analysis of 33 publications was conducted. The research design was based on identifying topics relevant to the research aim, and the following research questions were formulated:

RQ¹ During which time period were the most studies on careerism published, and which publications attracted attention during the most productive period of careerism studies?

RQ² Which authors, articles, and institutions receive the most citations in careerism studies?

RQ³ What are the leading countries or institutions in the field of careerism, and which ones show lower levels or engagement?

RQ⁴ What are the common collaborative patterns among authors, institutions, or countries in careerism research, and which partnerships are the most frequent?

RQ⁵ Which publications play a leading or transformative role in the development of the field of careerism?

RQ⁶ In which areas of careerism literature is there a need for more research?

Desing and Methodology of Research

Using the Web of Science (WoS) database, a data search was conducted on studies addressing the concept of careerism. To identify publications related to careerism, the term “careerism” was searched within English language studies published in the WoS database between 1983 and 2024. In this bibliometric analysis, 33 publications containing the term “careerism” in the WoS database were examined using the Biblioshiny 4.2 interface (Aria & Cuccurullo, 2017), implemented in the R Statistics programming language (R Core Team, 2023). Additionally, VosViewer software (van Eck & Waltman, 2009) was used to visualize some collaboration analyses.

Inclusion Criteria

The 33 selected studies in the analysis must adhere to specific criteria:

1. The selected publications should focus on the subject of careerism.
2. The publications should consist of scholarly works, including journal articles, conference papers, book chapters, and similar academic sources.
3. The selected studies must have been published between 1983 and 2024.
4. The relevant publications must be included in the Web of Science database and must have been published in English.
5. The studies should consist of national or international publications and should encompass research conducted in the field of business and management.

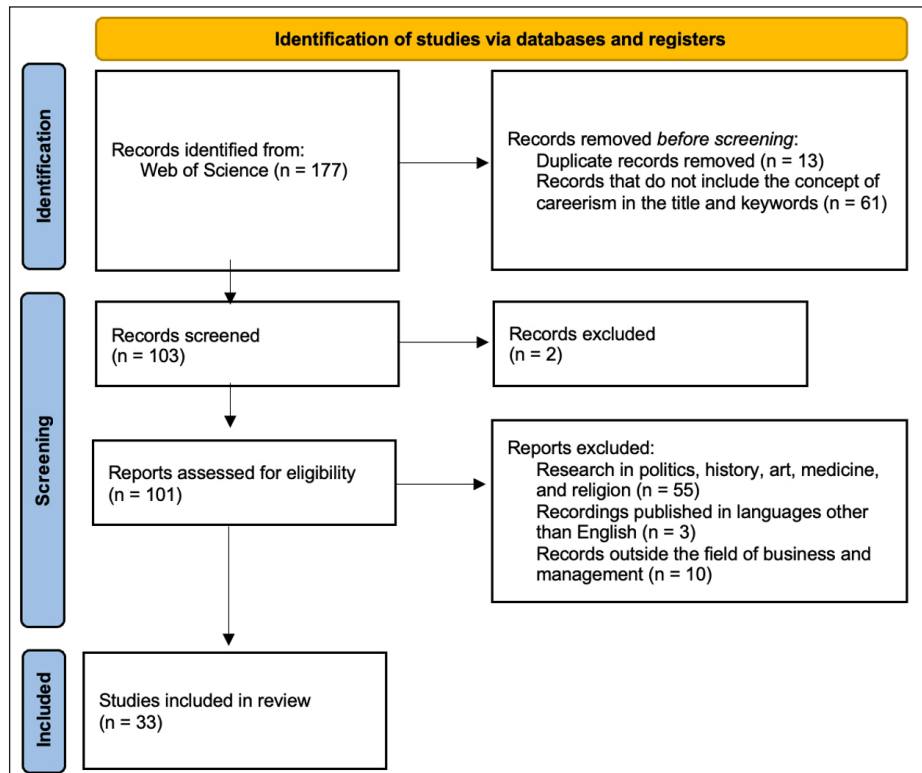


Figure 1: PRISMA flow diagram

Exclusion Criteria

In determining the studies not to be included in the bibliometric analysis of careerism studies, the following criteria are taken into consideration:

1. Researches that do not relate to careerism or address tangential topics,
2. Researches that do not align with the predefined types of articles for the analysis,
3. Researches that fall outside the specified publication years for the analysis. For example, studies published before 1983 or after 2024,
4. Researches published in languages other than English,
5. Researches found in databases other than Web of Science,
6. Researches lacking sufficient scientific standards or that have not undergone peer review,
7. Researches published outside the field of business and management are not included in the bibliometric analysis.

Selection and Results of Studies

The studies identified through the database search are as follows: There are 177 studies found in Web of Science. Among the scanned records, 113 out of 177 records were removed from the dataset because they contained

renewed records, 61 records did not include the concept of careerism in their titles and keywords. As a result of the suitability assessment, 55 out of 101 records were removed from the dataset because they were published in the fields of politics, history, art, medicine, and religion, 3 articles were published in languages other than English, and 10 records were removed from the dataset because they were outside the fields of business and management. As a result, the remaining 33 studies were included in the bibliometric analysis (See Figure 1).

RESULTS

Figure 2 summarizes the basic data of the bibliometric analysis of studies on careerism. A total of 33 studies published between 1983 and 2024 were included in 30 different sources. 18.18% of the studies were conducted through international collaborations, and 11 were single-authored works. The studies examined received an average of 26.45 citations and the average age of these studies was recorded as 14.1 years, indicating that the vast majority of research in the field is old. In addition, the studies contributed by 65 different authors have a collaborative structure with an average of 2.24 authors. The use of keywords is quite diverse; there are 135 Keywords Plus and 102 author keywords. While these data reveal that there are international collaborations in careerism studies, they also show that the field needs new research.



Figure 2: Descriptive analyses: Main information about the data

Annual Scientific Research in Careerism

When we examine Figure 3 we observe fluctuations in the research conducted in the field of careerism over the years. However, we can say that the most productive period of careerism studies was the period 2015-2016. There are six studies published during these years.

The notable studies from this period are as follows: The study titled “A proposed conceptual model of destructive deviance: The mediator role of moral disengagement” by Yildiz and other researchers published in 2015; the study titled “A theoretical model on the proposed predictors of destructive deviant workplace behaviors and the mediator role of alienation” by Yildiz and Alpan published in 2015; the study titled “Prevalent concealed ignorance of low-moral careerist managers” by Shapira

published in 2015; the study titled “Careering through academia: Securing identities or engaging ethical subjectivities?” by Clarke and Knights published in 2015; The study titled “Career commitment as a mediator between organization-related variables and motivation for training and turnover intentions” by Kim and other researchers published in 2016; and Tadjewski’s 2016 study titled “Academic labor, journal ranking lists and the politics of knowledge production in marketing.”

The Most Productive Authors, Journals, Institutions, and Countries in Careerism Studies

Table 3 lists the top 10 most productive authors in careerism studies. Six countries, including Belgium (1 author), Turkey (3 authors), USA (1 author), Pakistan (3 authors), Israel (1 author), and the England (1 author), are represented by the

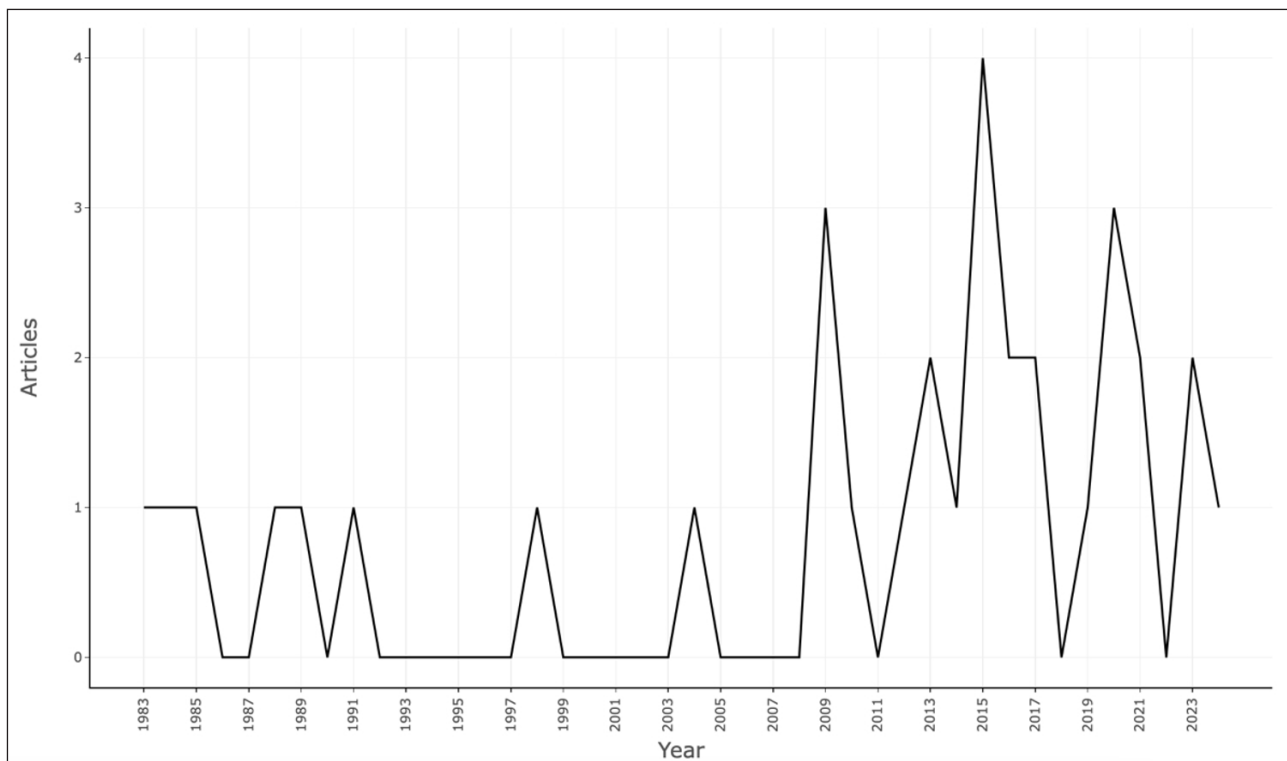


Figure 3: Annual scientific research in careerism

Table 1: The most productive authors in the careerism research field

	Author	N	Year of 1 st Publication	Total Publication	h-index	Total Citation	Current Affiliation	Country
1	de Vos, A.	3	2003	47	27	2461	University of Antwerp	Belgium
2	Yildiz B.	3	2015	18	8	194	Istanbul University	Turkey
3	Alpkan L.	2	2005	35	13	1593	Istanbul Technical University	Turkey
4	Chiaburu D.	2	2005	57	30	3962	Lehigh University College of Business	USA
5	Naseer S.	2	2016	26	13	727	Brock University	Pakistan
6	Qazi S.	2	2019	3	3	95	International Islamic University	Pakistan
7	Shapira R.	2	1981	16	5	67	Western Galilee Coll	Israel
8	Syed F.	2	2016	29	13	678	International Islamic University	Pakistan
9	Yildiz H.	2	2013	9	7	157	Bandirma Onyedi Eylul University	Turkey
10	Basnawi A.	1	2020	2	2	11	University of Reading	England

Note: N, Number of authors' articles in the field of careerism

most productive authors in the field of careerism, as listed in Table 1. These 10 researchers are authors of 21 out of the 33 articles included in the analysis, with their first publications ranging from 1981 to 2020. According to Web of Science, the most productive careerism authors are de Vos A. from Belgium (with 3 articles), Yildiz B. from Turkey (with 3 articles), and Alpkan L. from Turkey (with 2 articles)¹.

Table 2 lists the top 10 journals that have published the most articles on careerism in the last forty years. Out of the total 36 articles, 14 have been published by these top 10 journals. Based on this data, the most productive journal in the field of careerism is the Journal of Business and Psychology, with 4 articles, constituting 11.11% of the total publications. The Journal of Business and Psychology takes the lead with 300 citations, while the California Management Review and the Journal of Business Ethics have the highest citation counts among the top 10 journals with 72 and 43 citations, respectively. The findings also indicate that the top 10 most productive journals belong to seven different publishers. Among the top 10 journals, 3 are published by Springer and 2 are published by Emerald.

Among a total of 47 universities, the Texas Aandm University has been identified as the university with the highest number of publications in the field of careerism, with 8 publications. Additionally, Qazi S. and Syed F., who are influential authors in the field of careerism, are affiliated with the International Islamic University, ranking second on the list with 3 publications (as shown in Figure 4).

Other universities with the highest number of publications related to careerism include Gebze Technical University, Inha University, Kazan Federal University, Mays Business School, Tribhuvan University, Vlerick Business School, Western Galilee Academic College, and Athabasca University, each with 2 publications (See Figure 4).

In total, 12 countries contributed 33 publications to careerism research. Leading the pack, the USA published 8 articles in the field, making it the most productive country, contributing 24% of the total publications and boasting the highest citation count of 212. Following closely, the United Kingdom produced 6 publications with 213 citations, while Pakistan contributed 3 publications with 78 citations. Furthermore, Belgium stands out with a higher citation count and average article citation compared to Pakistan and the United Kingdom, totaling 231 citations (See Table 3).

Collaboration Networks of Authors, Institutions and Countries in Careerism Studies

Figure 4 presents the collaboration network of 55 authors. According to the figure, the collaboration networks of authors are divided into 17 clusters. The first two clusters with the highest collaboration consist of 8 authors each. In the first cluster, the authors de Vos, Chiaburu, de Hauw, de Stobbeleir, Diaz, Gardner, Meganck, and Muñoz form a collaboration network among themselves. In the second cluster, the authors Naseer, Qazi, Syed, Bouckenoogle, and Khan form a collaboration network among themselves.

¹ Table 2 and Table 3 are created inspired by the study titled "Bibliometric analysis of global research on organizational citizenship behavior from 2000 to 2019" by Guiling et al. (2022).

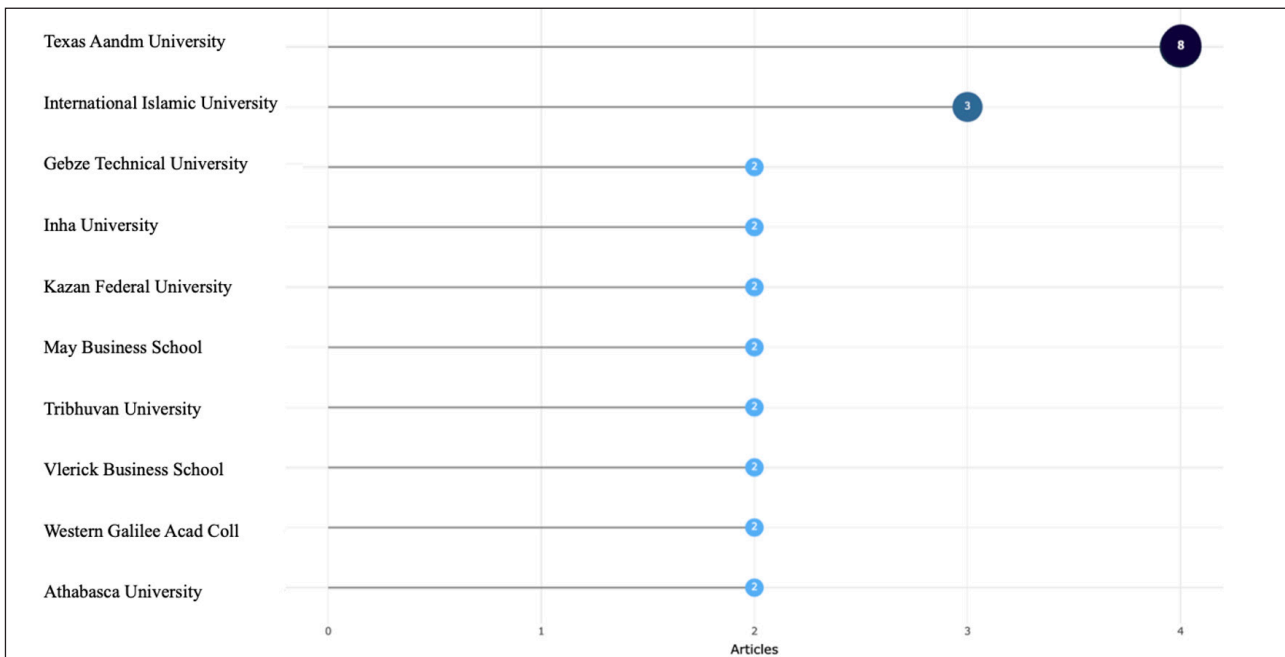


Figure 4: The most productive institutions in careerism

Table 2: The most productive journals in the careerism research with their most cited article

	Journal	TP (%)	Number of Citations	The Most Cited Article	Times Cited	Publisher
1	Journal of Business and Psychology	4	300	Millennials’ career perspective and psychological contract expectations: Does the recession lead to lowered expectations?	315	Springer
2	Journal of Business Ethics	2	43	How to spot s careerist early on: Psychopathy and exchange ideology as predictors of careerism	43	Springer
3	11 th International Strategic Management Conference	1	8	A proposed conceptual model of destructive deviance: The mediator role of moral disengagement	11	Procedia
4	Advances in Management of Technology, PT1	1	-	Survey and analysis of negative behaviors in the workplace in China	-	AAPH
5	British Journal of Management	1	7	Straightjacket of male domination in senior positions: Revisiting acker’s ‘ideal worker’ and the construction of the ‘ideal executive’	8	Wiley
6	California Management Review	1	72	The future challenges of business: Rethinking management education	98	SAGE
7	Career Development International	1	7	An examination of psychological contracts, careerism and ITL	12	Emerald
8	Corporate Governance the International Journal of Business in Society	1	3	Governance failure and its impact on financial distress	3	Emerald
9	Destructive Organizational Communication: Processes, Consequences, and Constructive ways of Organizing	1	8	Excessive careerism and destructive life stresses the role of entrepreneurialism in colonizing identities	11	Routledge
10	Eurasian Business Review	1	1	How careerists use LMX as a strategy to achieve power and career success? A moderated mediation model	1	Springer

Note: TP, total of publications produced by the journal

Table 3: The most productive countries in the careerism

	Country	Article	SCP	MCP	Freq	MCP_Ratio	TC	AAC
1	USA	8	6	2	0.242	0.250	212	38.90
2	United Kingdom	6	5	1	0.182	0.167	213	31.40
3	Pakistan	3	2	1	0.091	0.333	78	21.70
4	Australia	2	2	0	0.061	0.000	19	7.00
5	Belgium	2	2	0	0.061	0.000	231	111.00
6	Canada	2	1	1	0.061	0.500	55	27.00
7	Israel	2	2	0	0.061	0.000	3	1.50
8	Russia	2	2	0	0.061	0.000	0	0.00
9	Turkey	2	2	0	0.061	0.000	33	16.50
10	France	1	1	0	0.030	0.000	9	9.00
11	Korea	1	0	1	0.030	1.000	20	20.00
12	Nepal	1	1	0	0.030	0.000	0	0.00

Note: SCP, single country publications; MCP, multiple country publications; TC, total citations AAC, average article citations

Collaboration networks among authors are valuable resources for understanding how scientific studies are interconnected. (Li et al., 2013). These networks can help identify significant themes and trends in a particular research area by showing which researchers collaborate with each other (Fu et al., 2022). For instance, identifying authors or groups that collaborate most on a specific topic can indicate intensive research activity in that area (Ding, 2011). Moreover, collaboration networks involving researchers from different disciplines coming together can lead to comprehensive and multifaceted research by integrating various perspectives (Bhattacharyya, 2024; Green & Johnson, 2015). Therefore, analyzing authors'

collaboration networks can be an important tool for identifying significant relationships and trends in a research field (Pandia & Bihari, 2015).

Figure 5 presents the collaboration network of 34 institutions. According to the figure, the collaboration networks of institutions are divided into 12 clusters. According to the figure, Texas Aandm University, Mays Business School, and University of Antwerp form a collaboration network. Additionally, upon further examination of other collaborations, International Islamic University, Brock University, Quaid I Azam University, and United Arab Emirates University collaborate among

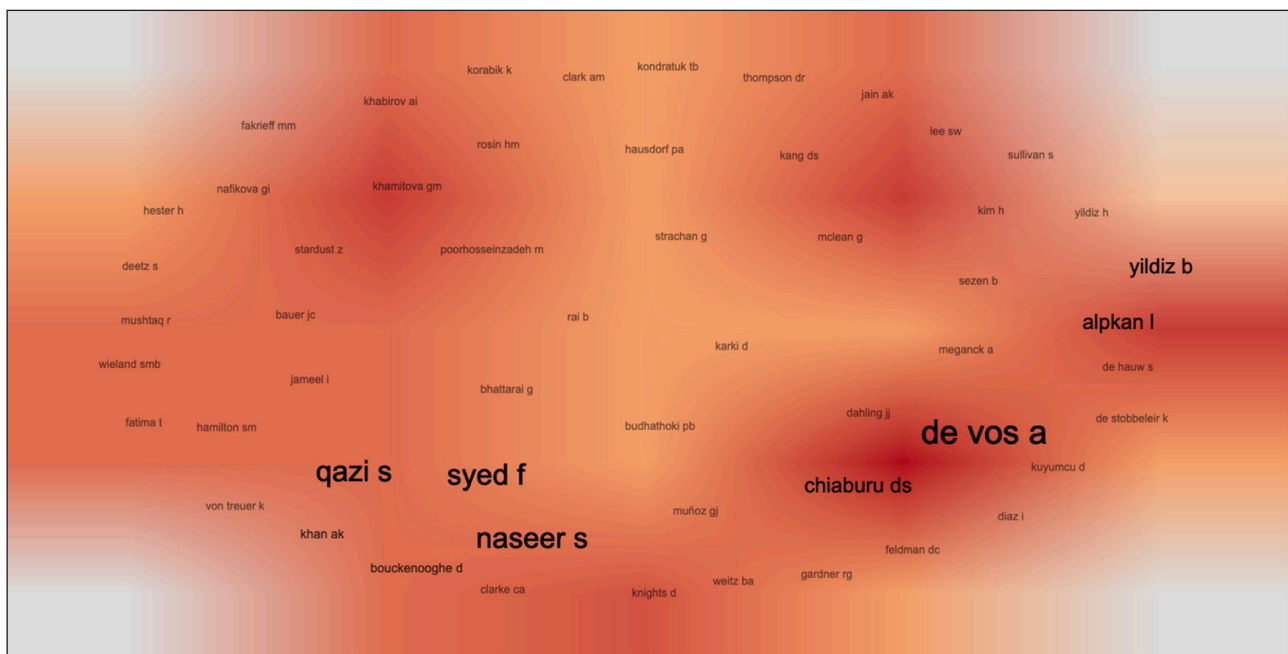


Figure 5: Collaboration network of authors

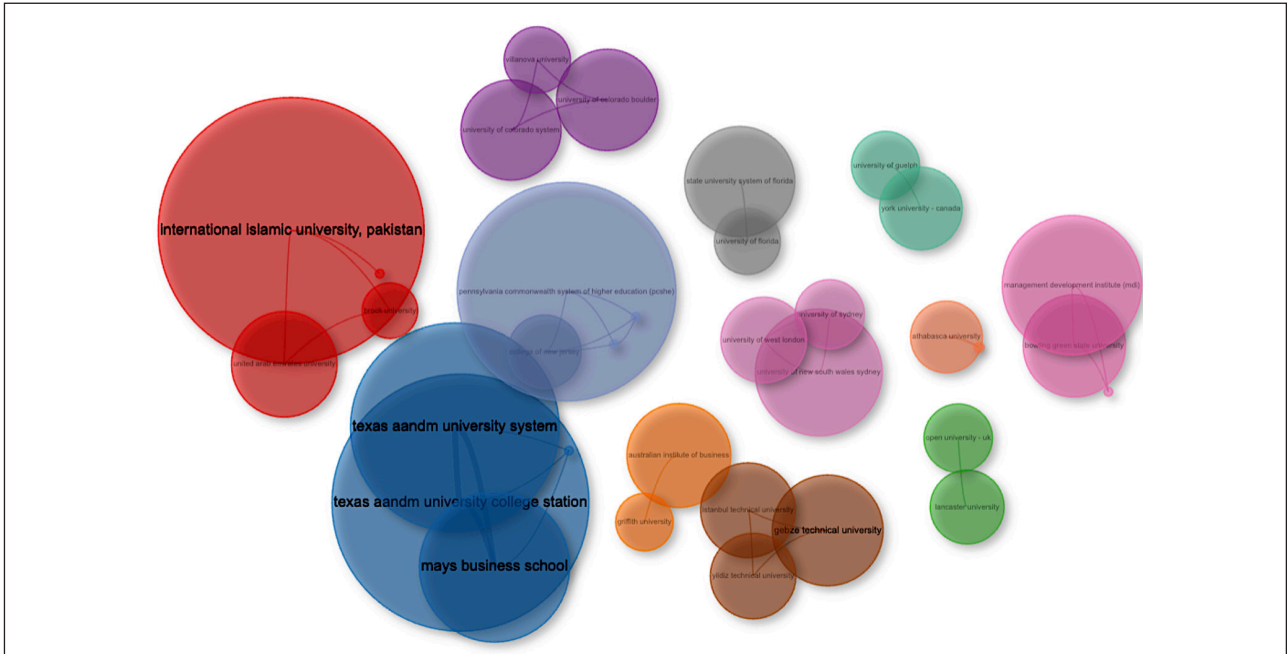


Figure 6: Collaboration network of institutions

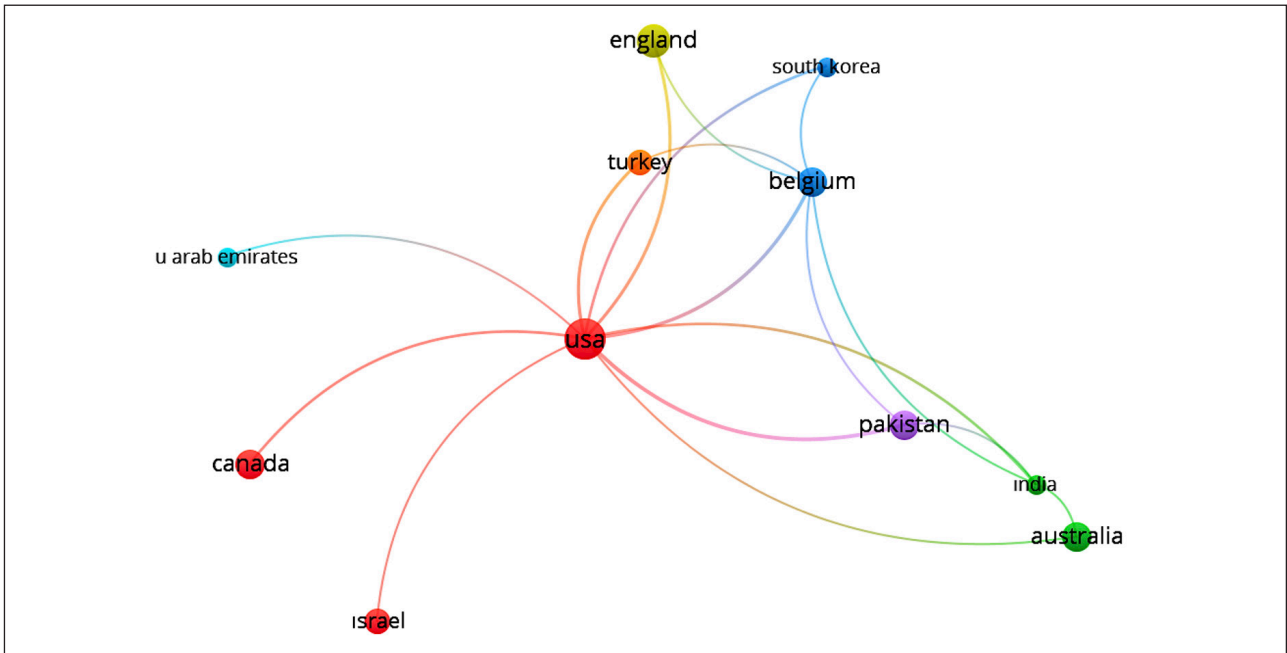


Figure 7: Collaboration network of countries

themselves, while Athens University of Economics and Business collaborates with Gebze Technical University collaborates with Istanbul Technical University and Yildiz Technical University. International collaboration can reflect a university’s scientific activity on a global scale (Zhe et al., 2021). Universities with extensive international collaboration networks can create a vibrant and more diverse research environment by bringing together different perspectives from various cultures.

Figure 6 presents the collaboration network of 11 countries. According to the figure, the collaboration

networks of countries are divided into 7 clusters. In the first cluster represented by the color red, USA, Canada, and Israel collaborate with each other. In the second cluster represented by the color green, Australia and India collaborate with each other. In the third cluster represented by the color dark blue, Belgium and South Korea collaborate with each other.

The collaboration among these countries with diverse cultural, social, and economic backgrounds can demonstrate the convergence of different perspectives in careerism studies. This enriches the research and can

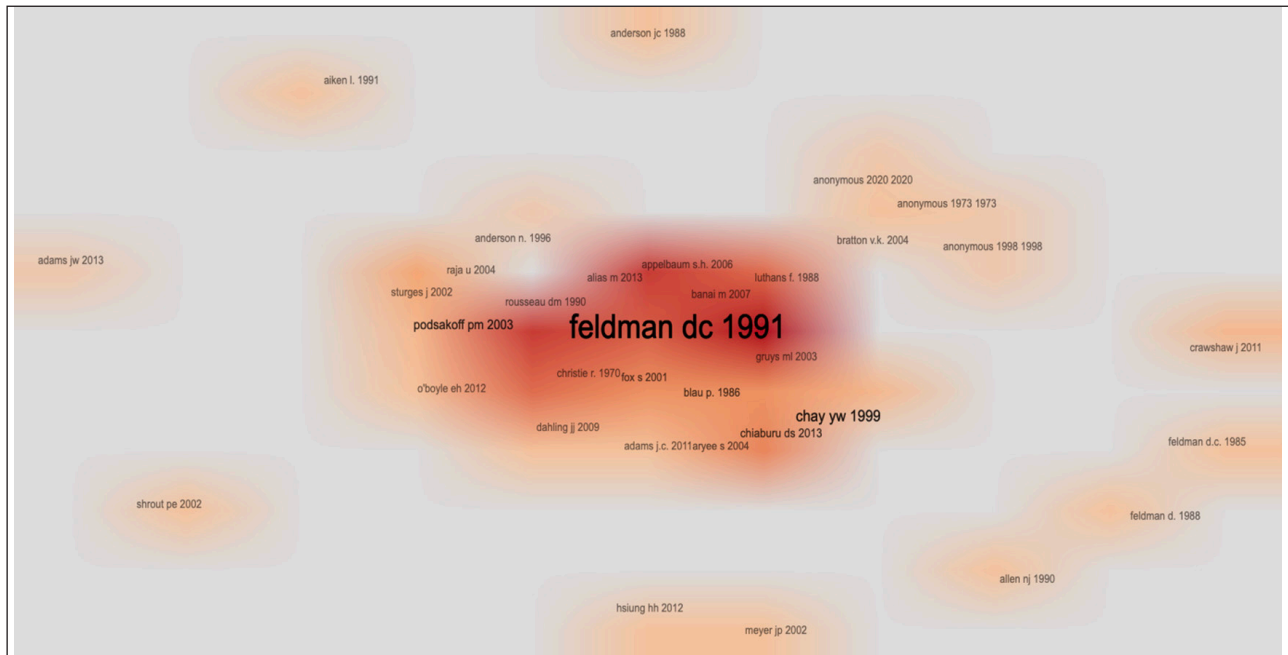


Figure 8: Co-citation network of articles

lead to more comprehensive results. For instance, the establishment of a collaboration network in careerism studies among diverse countries such as USA, Pakistan, South Korea, Turkey, underscores the importance of global scientific research and collaboration.

Co-Citation Networks of Articles, Authors, and Journals in Careerism Studies

In bibliometric analysis, a co-citation network refers to a network formed by linking articles that are frequently cited together by other articles (Yurtcu & Guzeller, 2021). Co-citation analysis is a method used to identify relationships between articles based on their patterns of citation by other articles (Hjørland, 2013). When two articles are frequently cited together by other articles, it suggests a conceptual or thematic relationship between them (Small, 1973).

In Figure 7, the common citation networks of 50 articles are divided into 7 clusters. In the first cluster with the highest density, articles such as *Feldman D. (1991)*, *Chay Y. (1999)*, *Bratton V. (2004)*, *Chiaburu D. (2013)*, *Crawshaw J. (2011)*, *Feldman D. (1985)*, *Podsakoff P. (2003)*, *Aryee S. (2004)*, *Feldman D. (1988)*, *Allen N. (1990)*, *Dahling J. (2009)*, *Hsiung H. (2012)*, *Meyer J. (2002)*, *O'boyle E. (2012)*, *Podsakoff P. (2012)*, *Rousseau D. (1989)*, *Shroul P. (2002)*, *Adams J. (2011)*, *Adams J. (2013)*, *Aiken I. (1991)*, and *Anderson J. (1988)* are found. Articles such as *Feldman D. (1991)* and *Bratton V. (2004)* are among the articles with the highest density in the first cluster. These articles may serve as seminal works referencing fundamental topics, principles, or important concepts in the research field.

Studies may focus on these foundational articles and utilize them as key reference points.

When examining the common citation network among authors, it is observed that 24 out of 50 authors (48%) form a common citation network among themselves (See Figure 8). These authors include Feldman D., Chiaburu D., Podsakoff P., Bolino M., Chay Y., Meyer J., Sullivan S., Baruch Y., Robinson S. and Kacmar K. This can be interpreted in the following ways:

The existence of common citation networks among these authors likely indicates that they collaborate and participate in joint projects. This suggests that they collaborate on specific topics within the research field and frequently cite each other's work. Authors such as Feldman D., Chiaburu D., Podsakoff P., Bolino M., Chay Y., Meyer J., Sullivan S., Baruch Y., Robinson S., and Kacmar K. may be significant figures in the field of careerism or related fields (See Figure 8). The presence of common citation networks suggests that these authors may be pioneers or influential figures in a specific area within the research field.

Finally, Figure 9 presents the common citation networks among journals. Among the 50 journals, 25 have a common citation network among themselves. These journals, in order of density, such as the *Journal of Applied Psychology*, *Journal of Organizational Behavior*, *Journal of Vocational Behavior*, *Journal of Management*, *Journal of Personnel Psychology*, *Human Resources Management Journal*, *Journal of Management Psychology*, and *Journal of Business Psychology*, can be considered as leading

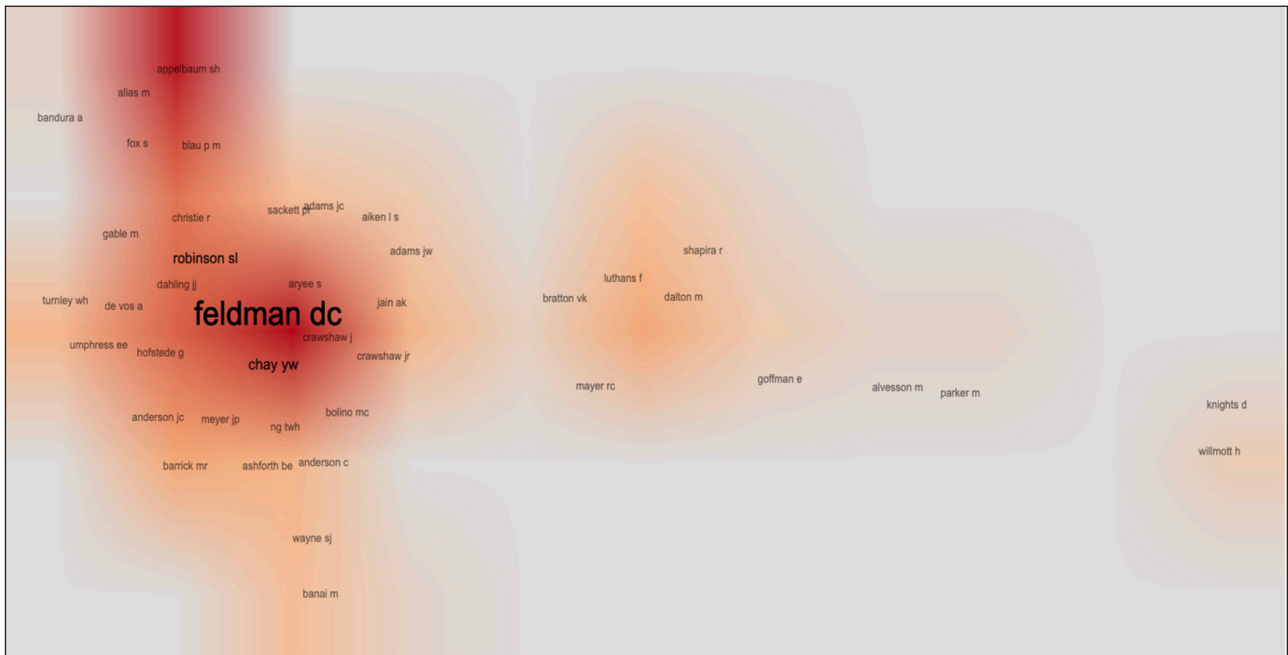


Figure 9: Co-citation network of authors

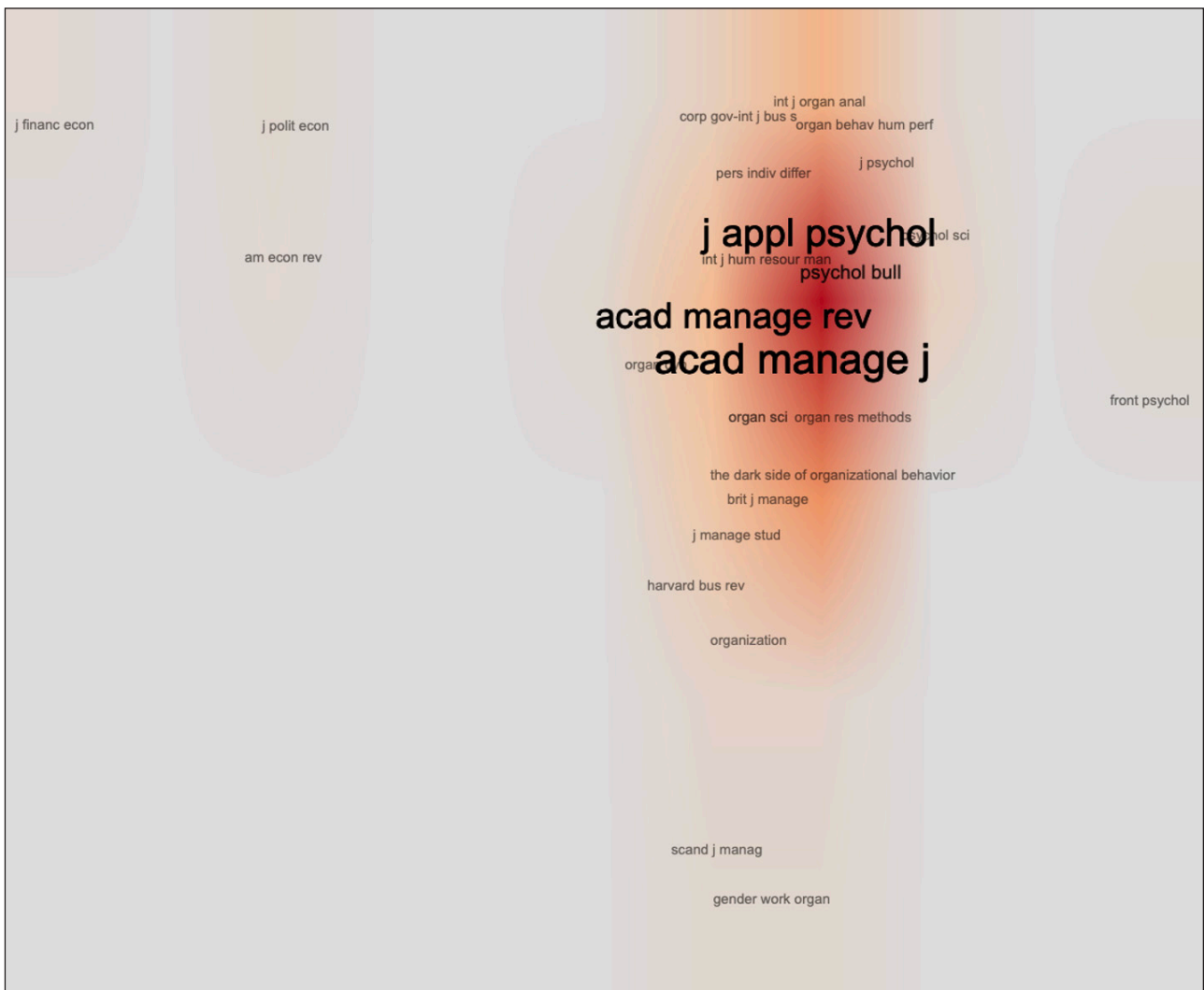


Figure 10: Co-citation network of journals



Figure 11: The 20 most used keywords in careerism research

journals in careerism research. These journals may have published significant studies and research related to careerism. The common citation network among these journals can help identify important trends, innovations, and developments in careerism research. Knowing which journals cite each other can be an important indicator for understanding trends in the research field, highlighting which topics and studies are prominent.

Analysis of Keywords in Careerism Research

In Figure 10, the frequency of keywords used in research on careerism is presented. In this table, an analysis of the 20 most commonly used keywords in the existing 33 studies has been conducted. As a result of this analysis, among a total of 102 keywords, the words with the highest proportions are observed to be “careerist orientation”, “career satisfaction”, “counter-productive work behaviors”, “machiavellianism”, “organizational commitment”, and “psychological contract”.

The frequency of specific keywords can indicate which topics researchers are focusing more on and which topics are significant within the field. For example,

words like “career focus” and “career satisfaction” can indicate researchers’ focus on individuals’ career goals and satisfactions. Additionally, by assessing which keywords stand out, you can determine which topics are prominent in the field of careerism. For example, words like “counterproductive work behaviors” and “machiavellianism” can indicate research into negative behaviors in the workplace or the examination of unethical conduct.

The relationships between prominent keywords in the analysis can also be evaluated. For example, there might be a connection between words like “psychological contract” and “organizational commitment”. These relationships can indicate researchers’ efforts to understand the interaction and linkage between specific topics.

As a result of the wordcloud analysis, it is seen that the most frequently used keyword among the studies is careerism (See Figure 11). This situation shows that the concept of careerism is considered as a central topic in the relevant literature. Other keywords such as “careerist orientation” and “career satisfaction” are also used



Figure 12: The 50 keywords of WordCloud analysis

with relatively high frequencies, indicating that these concepts are also among the important research topics in the context of careerism.

In addition, the use of terms such as “machiavellianism” and “psychological contract” reveals that career-oriented behaviors and psychological contracts are also considered within the scope of careerism.

Other terms that are repeated less frequently include “abuse”, “academia”, “affective commitment”, “counterproductive work behaviors” and “employee alienation”, and the use of these terms shows that various behaviors and attitudes associated with careerism are examined.

Based on the frequency of use of keywords, this analysis reveals which topics are prominent in the studies and which terms are researched more in the literature.

In studies, the impact of career strategies and management (career strategy, individual career management) and economic conditions (economic recession) on career planning stands out as an important research topic (See Figure 12). In this context, career

satisfaction of individuals and their attitudes within the organization (employees attitudes, turnover intentions) are also among the frequently examined concepts. In particular, issues such as employee alienation at work and intentions to leave the job are directly related to organizational commitment and job satisfaction (Abdallah et al., 2017; Artar et al., 2017; Lagios et al., 2022; Ramamurthi et al., 2016; Zopiatas et al., 2014).

On the other hand, destructive and unethical behaviors in the workplace (destructive deviance, machiavellianism, moral disengagement) also have an important place in careerism studies. It is investigated how factors such as organizational constraints, social influences and unethical leadership approaches shape the task performance and ethical attitudes of employees (Dust et al., 2018; Halbusi et al., 2019; Hoyt et al., 2013; Malik et al., 2016). At this point, another important theme that is taken into consideration is how authority figures manage power and how they exceed ethical boundaries (abuse, authority, ethics).

There is also an important relationship between creativity and types of supervision (Khan, 2022; Koseoglu

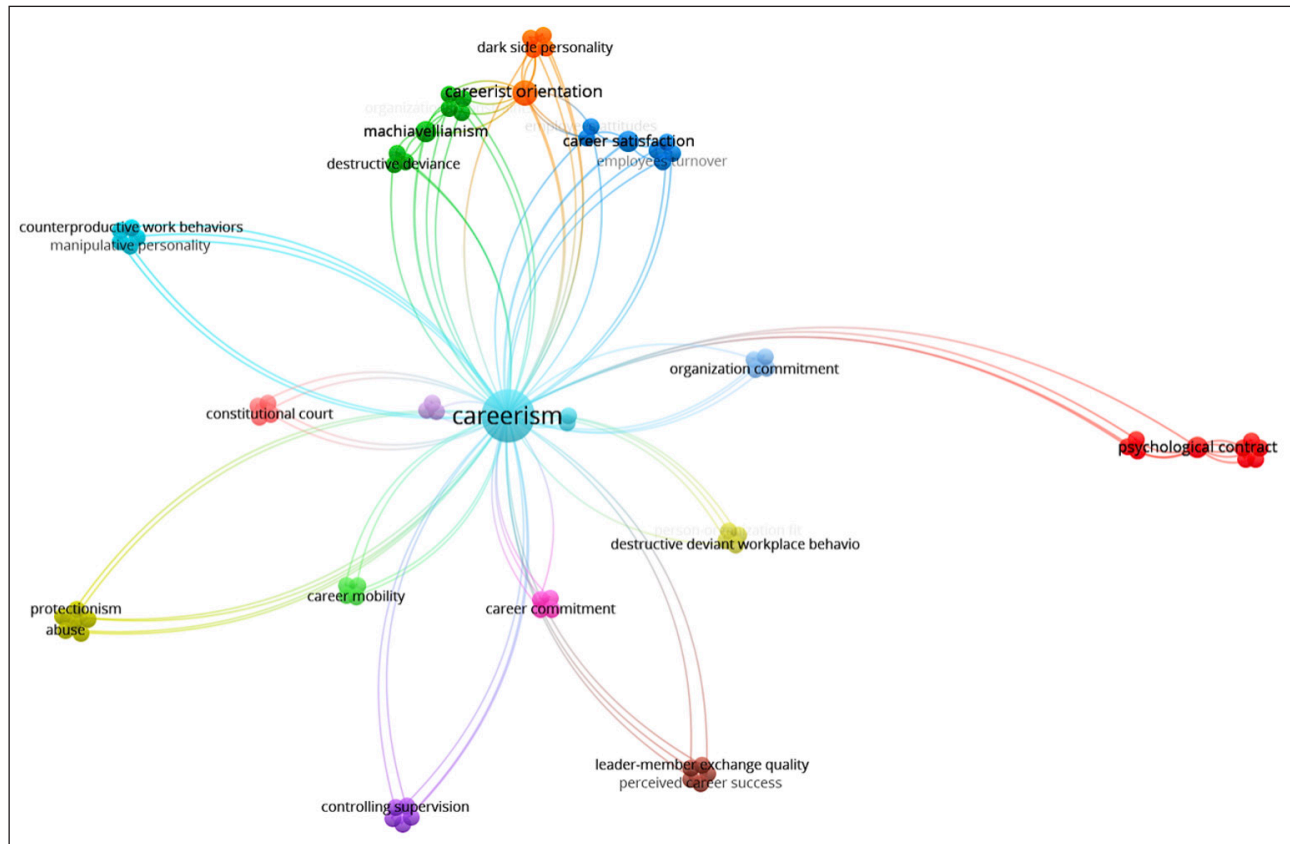


Figure 13: The 76 keywords of Co-Word analysis

et al., 2017). The terms controlling supervision and non-controlling supervision reveal the effects of managers on employee creativity (Bhattarai et al., 2024; Oldham & Cummings, 1996). The contribution of creativity-supporting supervision styles to human resources development and innovation processes is seen as a part of these studies (Collin et al., 2020; Joo et al., 2013).

In addition, counterproductive work behavior and manipulative personality traits in the workplace are associated with careerist tendencies. The negative effects of employees' unethical behaviors and prioritizing their personal interests on organizations are the focus of researches in this area (Ahmad et al., 2024; de Cremer & Vandekerckhove, 2016; Elshaer et al., 2022; Lin et al., 2023). In particular, careerist orientations and "dark side personality" traits are examined in terms of understanding individuals' unethical career strategies (Farqan, 2024; Gurlek, 2020).

As a result, themes such as individual career management, organizational commitment, unethical behaviors and creativity come to the fore in careerism studies, and how these interact with economic conditions and leadership approaches is addressed in a comprehensive manner.

Thematic map analysis helps determine the importance and development status of topics (themes) (Hurley et al., 2021; Naeem et al., 2023). *Niche themes* are themes with high density but low centrality (Ying et al., 2022). These themes represent very specific and narrow areas of research (Bansal et al., 2024). These themes, despite their high density, have limited direct relevance to the general literature in the field (Carst & Hu, 2023; Janik et al., 2021). For example, concepts such as "organizational citizenship behavior" and "anti-social behavior" refer to specific areas of research and focus on specific aspects of organizations. "Careerist orientation" can be associated with antisocial behavior from a career-based perspective. These themes are usually the focus of studies that appeal to a more niche and limited audience. Themes such as "organizations, perspective, strategy" focus on specific strategic management approaches or perspectives, but have a weaker connection to general management theories (See Figure 13).

Motor themes are themes that have both high intensity and high centrality (Herrera-Viedma et al., 2020; Kremer Sott et al., 2020). These themes represent research topics that are both important and well-developed in the field (Durante Mühl & de Oliveire, 2022; Qivind Madsen et al., 2023). These themes are topics that guide the literature and contribute to the development of the field (Durante

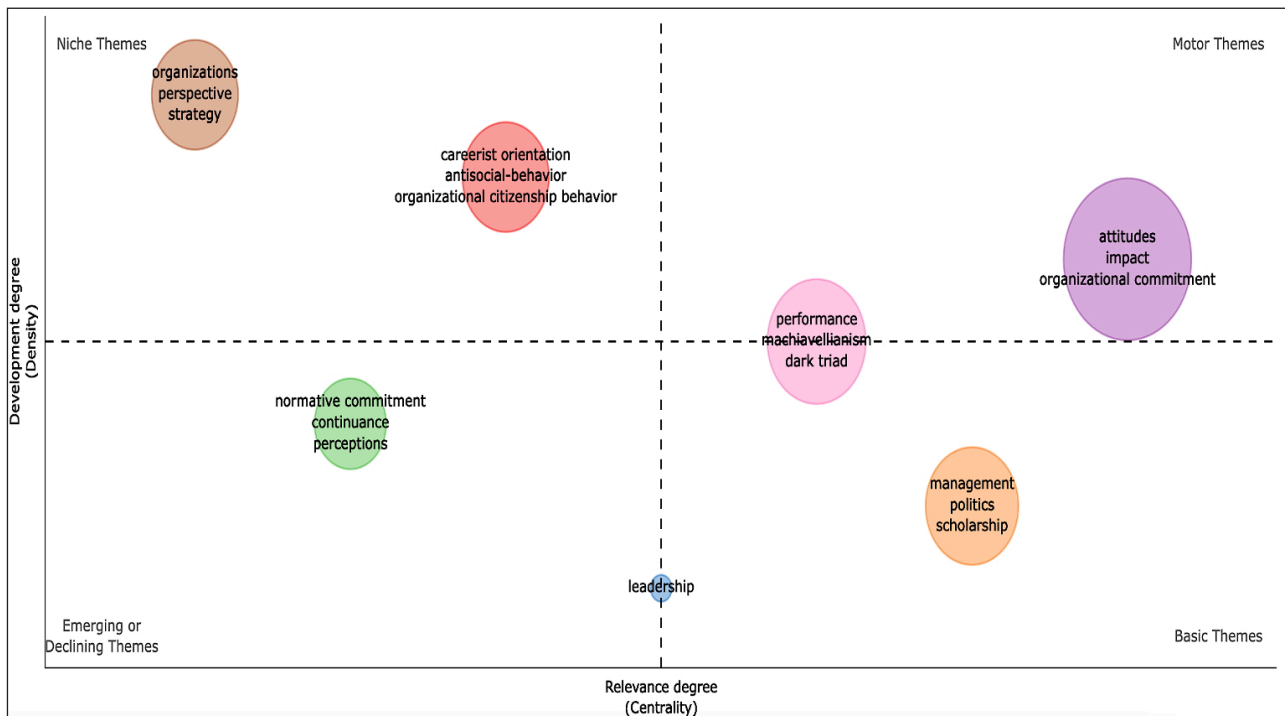


Figure 14: Thematic map of keywords

Mühl & de Oliveira, 2022; George, 2023). The concepts of “performance” and “dark triad” are an important research topic in the business world where manipulative behaviors that affect performance are studied. “Machiavellianism” establishes strong connections to how such negative behaviors affect performance in organizations. Similarly, concepts such as “attitudes” and “organizational commitment” examine the impact of organizations on employees. These topics play a key role in understanding employee behavior and job performance in particular and are considered to be frequently studied basic topics.

Emerging/declining themes are themes with low density and low centrality (Cobo et al., 2018). These themes, which show low density and centrality, represent either declining or emerging concepts (Sadatmoosavi et al., 2021). Concepts such as “normative commitment” and “continuance” may be losing traction in the literature, while more general concepts such as “perceptions” may represent topics that are just entering the literature or are receiving renewed interest. These themes may regain importance in the future or disappear from the field altogether.

Finally, *basic themes* are themes that have high centrality but low density (Eduljee et al., 2022). These themes express basic knowledge or general concepts in the field (Beylik & Palteki, 2022; Ying et al, 2022). They cover topics that are frequently studied but not explored in depth (Snyder, 2019). Basic themes are interconnected with other topics and provide an important reference for

the general literature (Naeem et al., 2023). The concepts of “management” and “politics” are very broad and basic concepts related to the functioning of organizations. These themes are related to many other topics but may not have been studied in depth. “Scholarship” is a concept that represents the general framework in academic literature. It is connected to basic information but may not contain deep research of its own.

“Leadership” is both a fundamental concept and a developing topic. In other words, it has a strong connection with the main structures in the literature and is emerging as a theme that is attracting renewed attention in current research. Leadership studies are always important for understanding the impact of leaders in organizations and are included in a wide literature (Kirchner & Akdere, 2014; Kiyak & Bozkurt, 2020), but some subtopics may be just beginning to develop. Therefore, it may be among both fundamental and rising/declining themes.

DISCUSSION AND CONCLUSION

This bibliometric analysis revealed that the period in which the most publications on careerism were made was between 2018 and 2023, with a significant increase observed in 2015 and 2016. Notable publications during this period include Yildiz and other researchers (2015), Yildiz and Alpan (2015), Shapira (2015), Clarke and Knights (2015), Kim and other researchers (2016), and Tadjewski (2016). These findings suggest that interest in careerism is increasing and that it is driven

by socioeconomic factors such as machiavellianism (Kuyumcu & Dahling, 2014; Yildiz et al., 2015), high/low-trust cultures (Shapira, 2015), and identity (Clarke & Knights, 2015), as well as organizational changes such as destructive deviant workplace behaviors (Yildiz & Alpan, 2015), participative decision-making (Yildiz & Alpan, 2015), stress (Tadajewski, 2016), and organizational ethical behavior (Kim et al., 2016). This peak in publications highlights the importance of the evolving nature of career-related research.

The analysis shows that Chiaburu, de Vos, and Alpan are frequently cited in the careerism literature. Their publications in 2005, 2003, and 2005, respectively, have significantly influenced the field and developed the concepts that form its foundation. Institutions such as Texas Aandm University, International Islamic University, and Gebze Technical University have also made notable contributions. The implications of these citation patterns suggest that specific scholars and institutions shape the discussion on careerism and may influence future research directions.

The findings show that the USA, the United Kingdom, and Pakistan are leading contributors to careerism research, reflecting the presence of strong academic communities and resources in this field. In contrast, countries such as France, Korea, and Nepal have contributed less, suggesting that their research agendas do not focus sufficiently on career-related issues. These differences in contributions may affect global understanding of careerism and suggest that researchers in less active countries should be more involved by increasing collaboration with leading institutions.

The review of collaborations revealed that authors such as Feldman, Chiaburu, Podsakoff, and Bolino and institutions such as Texas Aandm University, Mays Business School, and University of Antwerp frequently partner in careerism research. In particular, the relationships between authors such as de Vos, Chiaburu, de Hauw, and de Stobbeleir and the USA, Canada, and Israel demonstrate a strong network that fosters knowledge sharing and resource pooling. This collaboration highlights the importance of international approaches to addressing complex career issues and offers a variety of perspectives that increase the depth of the research.

In this study, the analysis of the most influential journals in the field of careerism research plays a critical role in understanding the development and trends of the literature. The journals examined are not only platforms

where research findings are published, but also dynamic environments where academic discussions take shape, ideas are shared, and new research areas are identified. In particular, articles on careerism in high-impact journals reflect the most current trends and debates in the field. For example, the *Journal of Business and Psychology* and the *Journal of Business Ethics* have hosted important studies on careerism, shedding light on both the theoretical and practical dimensions of this topic.

Some key publications have played a transformative role in the field of careerism. For example, de Vos and other researchers (2009), Collins (1985), Yildiz and Alpan (2015), and Bhattarai and other researchers (2024) have provided innovative frameworks and insights, paving the way for subsequent research. These studies have also contributed to theoretical developments. This demonstrates the interplay of theory and practice in the study of careerism.

Despite advances in careerism research, several gaps remain. The current analysis identifies "normative commitment," "continuance," "perceptions," "management," "politics," "scholarship," and "leadership" as areas that need to be investigated. These areas are critical to understanding the evolving nature of careerism in organizations and suggests that future research should prioritize these themes.

To summarize, this study effectively addressed the research questions posed and provided insights into careerism-related publication trends, citation patterns, geographic contributions, collaboration networks, influential publications, and current research gaps. The findings highlight the dynamic nature of careerism research and provide opportunities for future research that will contribute to a better understanding of this important area.

This research has several limitations. Firstly, it only includes studies published in English, potentially overlooking important contributions in other languages and skewing the understanding of careerism literature in non-English-speaking countries. The reliance on the Web of Science database may exclude relevant studies from other sources, and the time frame of 1983 to 2024 might miss significant earlier works or emerging trends. The exclusion of non-scholarly can work narrows the analysis. Additionally, the final dataset of 33 publications may not be representative of the broader careerism field, limiting the generalizability of findings.

Based on the findings of the bibliometric analysis of careerism, several recommendations for future research can be made. First, researchers should explore under-researched areas such as normative commitment, management, and leadership, as these themes require deeper examination. Second, it is important to investigate the influence of socio-economic factors, such as Machiavellianism and cultural trust levels, on career behaviors across different populations. Additionally, understanding the role of institutions is crucial. Future studies should explore the factors that facilitate or hinder research output in careerism, particularly within leading universities. Publishing in high-impact journals is another key recommendation, as it ensures that findings reach a wider audience and contribute to ongoing academic discussions. By pursuing these avenues, future research can significantly enhance the understanding of careerism and its implications within business and management contexts.

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