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Bibliometric Analysis and Visualization of the Journal of Management & Organization

Hasan TUTAR[1] Canan BAYSAL[2]

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Abstract

Journal of Management & Organization (JMO), which started its publication life in 1995, publishes scientific studies in the field of management and organization. This research aims to make a bibliometric analysis of 780 documents published since 2007 when JMO first started indexing in WoS. Research data were taken from the Web of Science database in plaintext format. The journal's conceptual, intellectual, and social structure was revealed by applying techniques such as co-citation, co-authoring, and co-creation through the Vosviewer software. When the research results are examined, it is seen that there is an increasing trend in the number of citations after 2007, when JMO started to be indexed in the WoS database. Research findings show that 1516 authors contributed to the JMO, with "Tui Mckeown" being the most prolific author with fifteen documents. A total of 651 universities contributed to the JMO during the period under review. The top contributing university is Griffth University, with 38 papers. The country that has contributed the most to the JMO since 2007 is Australia, with 241 documents. "Leadership" is the most used keyword in the journal. "Academy of Management Journal" is the most used journal in the documents sent to the journal. The fact that the journal does not comply with Lotka's law and the studies with multiple authors are more than single studies means that the cooperation between the authors is strong.

Keywords: JMO, bibliometric analysis, scientific mapping, publication performance, Vosviewer.

Journal of Management & Organization Dergisinin Bibliyometrik Analizi ve Görselleştirilmesi

Öz

1995 yılında yayın hayatına başlayan Journal of management & organization (JMO), yönetim ve organizasyon alanında bilimsel çalışmalar yayınlamaktadır. Bu araştırma, JMO'nun WoS'ta ilk indekslenmeye başladığı 2007 yılından bu yana yayınlanan 780 belgenin bibliyometrik analizini yapmayı amaçlamaktadır. Araştırma verileri Web of Science veri tabanından plaintext. formatında alınmıştır. Derginin kavramsal, entelektüel ve sosyal yapısı Vosviewer yazılımı aracılığıyla birlikte atıf, ortak yazarlık ve eş oluşum gibi teknikler uygulanarak ortaya çıkarılmıştır. Araştırma sonuçları incelendiğine, JMO'nun WoS veri tabanında indekslenmeye başladığı 2007 yılından sonra atıf sayısında artış eğilimi olduğu görülmektedir. Araştırma bulguları, 1516 yazarın JMO'ya katkıda bulunduğunu ve "Tui Mckeown" un on beş belgeyle en üretken yazar olduğunu göstermektedir. İncelenen dönemde toplam 651 üniversite JMO'ya katkıda bulunmuştur. En çok katkıda bulunan üniversite, 38 belgeyle Griffth Üniversitesi'dir. 2007'den bu yana JMO'ya en çok katkıda bulunan ülke 241 belgeyle Avustralya'dır. "Liderlik" dergide en çok kullanılan anahtar kelimedir. "Academy of Management Journal" dergiye gönderilen belgelerde en çok kullanılan dergidir.Derginin Lotka yasasına uymadığı ve çok yazarlı çalışmaların tek çalışmalardan fazla oluşu yazarlar arasında iş birliğinin kuvvetli olduğu anlamına gelmektedir.

Anahtar kelimeler: JMO, bibliyometrik analiz, bilimsel haritalama, yayın performansı, Vosviewer.

[1] Prof. Dr., Bolu Abant İzzet Baysal University, hasantutar@ibu.edu.tr, ORCID: 0000-0001-8383-1464.
[2] Dr. İstanbul Arel University, cananbaysal@arel.edu.tr, ORCID: 0000-0003-3308-9809.

Introduction

Researchers need to see the general view of the publications in question, the trend of the topics studied recently, and the evolutionary structure of the field. One of the methods developed to quantitatively identify scientific publications that have played an essential role in the development of science is the bibliometric method (Zupic & Carter, 2015; Laengle et al., 2017; Rehn & Kronman, 2008). Bibliometrics is a research method that includes techniques based on measuring features related to documents. Bibliometrics examines publications according to different parameters and shows the results by statistical and mathematical methods. Recently, many studies have been conducted on the bibliometric examination of journals. These studies are of great interest in both international and national literature. One of the most important of these studies, Thanuskodi (2010), revealed the overall publication performance of the journal by making a bibliometric analysis of the "Journal of Social Sciences." Martínez-López et al. (2018), summarized the last 50 years of the "European Journal of Marketing" in their work. Valenzuela-Fernandez et al. (2019) comprehensively summarize the first 25 years of the. "Journal of Business-to-Business Marketing". Chabowski et al. (2011) investigated 50 years of sustainability in marketing in the "Journal of the Academy of Marketing Science." Satish Kumar, Donthu and his colleagues have done many important journal bibliometrics in the literature on bibliometrics. Some of these journals are the Journal of Business Research (JBR), Electronic Commerce Research (ECR), Journal of Heritage Tourism (JHT), and Journal of Marketing Theory and Practice (JMTP). In recent years, the number of journal bibliometrics publications has shown an increasing trend in Turkish literature on bibliometrics. For example, Hotamışlı and Eren (2014) did the bibliometrics of the Journal of Accounting and Finance, Polat et al. (2019) Map Journal, Bozkurt and Çetin (2016) Journal of Entrepreneurship and Development, Karagöz and Şeref (2019) Journal of Values Education.

For bibliometric research, data from certain publications were collected in the past, and publication frequencies of publications, citations, high-productivity authors, institutions, and countries were examined (Walker et al., 2019). New technologies and bibliometric software packages emerging today can perform bibliometric visualization and advanced scientific mapping of journals (Casillas & Acedo, 2007). Bibliometrics provides excellent convenience to researchers in the performance analysis and scientific mapping of scientific publications. Scientific journals are the primary means of disseminating scientific knowledge, transferring knowledge, and documenting research results. Bibliometrics is a good guide for potential authors of a particular journal and a guiding reference for its development. In addition,

bibliometrics guides researchers in revealing the development trends of publications and topics (Xu et al., 2019). Bibliometrics is an interdisciplinary field of study with content covering all science fields (Glanzel, 2003). In bibliometric research, on the one hand, the most productive researchers on any subject are determined; on the other hand, the dimensions of the interaction between them can be revealed. Comparisons between countries, authors, and institutions can be made on various topics. Research is carried out across multiple sample sizes in bibliometric research in journals. While some of these cover a small sample, some may cover a relatively large area (Zupic & Carter, 2015; Laengle et al., 2017;Pritchard, 1969). For example, Laengle et al. (2017) conducted a bibliometric analysis of all articles published in the European Journal of Operational Research between 1977 and 2016. In this research, the authors revealed the general trend of the Journal in this process by analyzing the main articles, countries, institutions, authors, citations, and co-citations published in the Journal, as mentioned above. Bibliometric studies are conducted to determine the development trend of journals Merigo et al., (2017), examines the conceptual development of the Journal, and select the academic impact structure and scientific quality of the Journal (Xu et al., 2019). It is beneficial to see how it has evolved and identify gaps in the literature or direct new fields of study (Cobo et al., 2011a; Merigo & Yang, 2017).

The bibliometric analysis uses statistical methods to determine the publication performance of journals, authors, institutions, and countries, to see the trends in a particular scientific field, and to profile the publications on the subject (Thelwell, 2008; Rey-Martí et al., 2016).In bibliometric analyses, using various bibliometric indicators such as journals and other publications and citations, as well as H-index and citations per article, the bibliometric method is used to map a journal's research activities and evaluate the impact of its publications and authors. Bibliometric analysis is suitable for obtaining information about any research area and forming an opinion about trends (Bonilla et al., 2015).

JMO started its publication in 1995 as the Journal of the Australian and New Zealand Academy of Management, and its name was changed to the Journal of Management & Organization in 2006. Journal of Management & Organization (JMO), which interests management academics from various regions and countries, has been included in the Social Sciences Citation Index since 2007. The H-index of the journal is 39. The journal published two issues from 1995 to the early 2000s and three and four points a year until 2010. After 2011, it started to publish six issues a year. In addition to JMO research articles, case studies, literature searches, and management development approaches, it includes original articles from disciplines such as

psychology, education, political science, sociology, statistics, and research design. This research tried to determine the publication issues of JMO, the most prominent themes, and the cooperation status between the contributors to JMO.

As a result of our analysis, we have yet to come across a publication that makes a bibliometric analysis of the JMO journal from the beginning to the present. To fill this gap in the literature, we found it necessary to analyze the performance, conceptual, intellectual, and social structure of JMO.

RQ1. What is the performance status of JMO?

RQ2. What is the conceptual structure of JMO?

RQ3. What is the intellectual structure of JMO?

RQ4. What is the social structure of JMO?

By answering the above research questions, we aimed to make a scientific field map of the performance status through measurement and classification since 2007, when JMO started to be indexed in WoS.

1. Materials and Methods

Bibliometric studies can be descriptive and evaluative (Mcburney & Novak, 2002; Osca-Lluch et al., 2009). Since this research is not a subject analysis but a journal analysis, it is descriptive research, not an evaluative study. This descriptive study aimed to see how the JMO showed a trend and evolutionary process in the period studied (Block & Fisch, 2020; Cobo et al., 2011a). In this research, we applied the procedures of performance analysis (Citation index), author analysis, institution analysis documents, and scientific field mapping (conceptual structure, intellectual structure, and social structure) to publications published in JMO (Ruhanen et al., 2015; Fahimnia et al., 2015; Yu et al.,2018).

We used VOSviewer, one of the software packages in which the VOS technique is used in data analysis, to visualize bibliometric networks (Van Eck & Waltman, 2009). In addition, we used the R-Bibliometrix application for thematic analysis in the research. We used BibExcel, Bibliometrix-R, and VOSviewer software for classification, visualization, relationship networks, and bibliometric analysis (Low & Siegel, 2019). The versatility of the VOS technique and the VOSviewer software allows for consistency in the algorithm and, thus, the comparison of results used in the calculation of different bibliometric analyses (Ayoko et al., 2022). We performed network analyses for the number of clusters that emerged in the data visualization, the frequency of occurrence, and the strengths of linkage and citation numbers between various units of analysis (Aria & Cuccurullo, 2017; Van Eck & Waltman, 2010).

1.1. Collection of Bibliometric Data

We collected the data required for the bibliometric analysis of JMO using the Web of Science database. JMO started its broadcasting life in 1995. It has published 104 issues from its first issue until 2021. The Journal has been indexed as a Social Science Citation Index (SSCI) in the Web of Science database since its thirteenth issue in 2007. In JMO's bibliometric analysis, we did performance analysis and visual mapping. In addition, we performed a compliance analysis of the articles published in the JMO with the Lotka law. We obtained the research data from the WoS database in January 2022.

2. Analysis and Findings

2.1.Descriptive statistics

It links descriptive information on the bibliometric analysis and practical directions for its application (Doleck & Lajoie, 2018; Utkarsh & Sonkar, 2020; Cobo et al., 2011b). We used the bibliometric method to provide accurate and reliable indicators (Harnad, 2008). The JMO is a periodical published since 1995, but the research covers 2007-2021, the year JMO began indexing on the Web of Science (WoS). JMO has published 780 documents in this process, and the annual average number of publications is 7.76. The average number of citations per document is 9,946, and the average yearly number per document is 1,244. The total number of references in the analyzed documents is 37143. A total wrote total of 780 papers by 1516 authors. The number of records with a single author is 161, and the number of records with multiple authors is 1355. The high number of multi-author documents means a robust social network among the authors. The number of papers per author is 0.515. The number of authors per document is 1.94. The average number of co-authors per document is 2.37. The inter-author collaboration index is 2.35. This number means that there is a reasonable degree of collaboration between authors. The Journal has an H-index of 34, a G-index of 50, and an M-index of 2,215. The language of the Journal is 100% English.

2.2.Bibliometric analysis

Two fundamental analyses are applied in bibliometric research: performance analysis and scientific field mapping. In performance analysis, measurement, classification, overview, sources, authors, and documents are searched. In scientific field mapping, besides analysis and visualization, networks of relationships between authors-studies-concepts-citations are extracted (Gaviria-Marin et al.,2019; Cobo et al., 2011a). The literature's conceptual, intellectual, and social structure and evolutionary dynamics to be examined in the research are revealed (Cobo et al., 2011a; Block & Fisch, 2020). Scientific field mapping is a combination

of two processes, "analysis" and "visualization" (Boyack & Klavans, 2014; Gutiérrez-Salcedo et al., 2018). Scientific field mapping is the visualization of the relationships and collaboration networks between scientific elements, and thus the map of the relevant literature can be revealed (Block & Fisch, 2020; Gutierrez-Salcedo et al., 2018). Scientific field mapping is done to reach the big picture of interactions between scientific actors (authors, studies, journals, concepts/words, universities, countries, citations) from different angles (Zupic & Cater, 2015; Sedighi, 2016;Vogel & Guttel, 2013). The following steps were followed in the analysis process of this bibliometric research.

2.2.1.JMO's performance analysis.

In bibliometric research, the performance of scientific items is evaluated through bibliometric indicators developed based on the number of studies and citations. In the performance analysis, quantity and quantity hands are determined, and citation analysis is performed to see the impact of these elements on the field. With the performance analysis, the "publication" and "citation" performances of researchers/authors, institutions, universities, countries, and journals are evaluated (Öztürk & Gürler, 2021). Performance analysis is a critical part of bibliometric research. However, the bibliometric investigation should not be completed at this stage and should be continued with scientific mapping (Cobo et al., 2011a; Block & Fisch, 2020).

*2.2.2.*General view of JMO.

Table 1

Document Types Published in JMO Between 2007 and 2021

Document Types	***Frequency***	***%***
Article	647	82,95
Editorial Material	61	7,82
Book Review	30	3,85
Review Article	22	2,82
Correction	9	1,15
Article; Early Access	5	0,64
Article; Proceedings Paper	4	0,51
Biographical-İtem	2	0,26

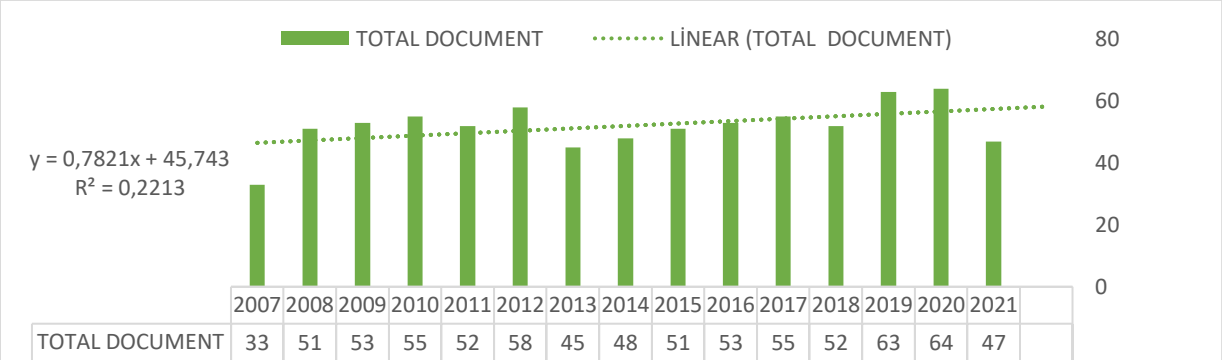
The types of articles published in JMO are shown in Table 1. The journal published 647 articles between 2007 and 2021, and these articles are editorial materials (61), book reviews (30), review articles, papers (4), and biographical (2) articles, respectively. These numbers show that the journal includes reports of different types and methods. However, it is seen that most (82.95%) research articles were published in the JMO journal.

2.2.2.1.The annual number of documents published in JMO.

The distribution of the number of documents in the JMO journal, first published in 1995 by years, is shown in Figure 1. The Journal regularly published two issues from 1995 to 2003; From 2003 to 2010, it posted 2, 3, 4, and 5 different frequencies per year. From 2010 to 2021, it published 5 or 6 issues per year. The number of documents in the JMO Journal, between 2007 and 2021, during the period when it started to be indexed in WOs (articles, book reviews, compilations, bibliography, etc.), the total number of documents by years is shown in Figure 1.

Figure 1

Number of Documents by Years (2007-2021)



	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
TOTAL DOCUMENT	33	51	53	55	52	58	45	48	51	53	55	52	63	64	47

In this analysis covering after 2007, when it started to be published in the Web of Science (Wos) database, it is seen that there is no significant increase in the number of documents over the years, while the number of records increases in some years and decreases in some years. The Journal, which had 33 publications in 2007, reached the highest number by publishing 64 papers in 2020. In 2021, there is a decreasing trend compared to the previous year publishing 47 articles. This situation caused the R2 value to be realized at a low rate (R2 = 0.2213).

2.2.2.2.The course of references to JMO by years.

Citation-based analysis in a field help to identify developments in a particular area. These analysis provide the historical perspective of scientific progress and help define the main actors of the scientific field (Heradio et al., 2016). Citation analysis assumes that authors cite articles essential to developing their research. Citation analysis shows that articles with more citations are more effective than those with fewer citations (Chai & Xiao, 2012; Pilkington & Chai, 2008). Citation analysis provides information about the impact of the studies. In citation analysis, it is accepted that there is a positive relationship between the number of citations and the effect of the cited work (Osca-Lluch et al., 2009). It is assumed that highly cited studies have more impact on a research area than less-mentioned studies (Zupic & Cater, 2015).

Figure 2

Times Cited and Publications Over Time

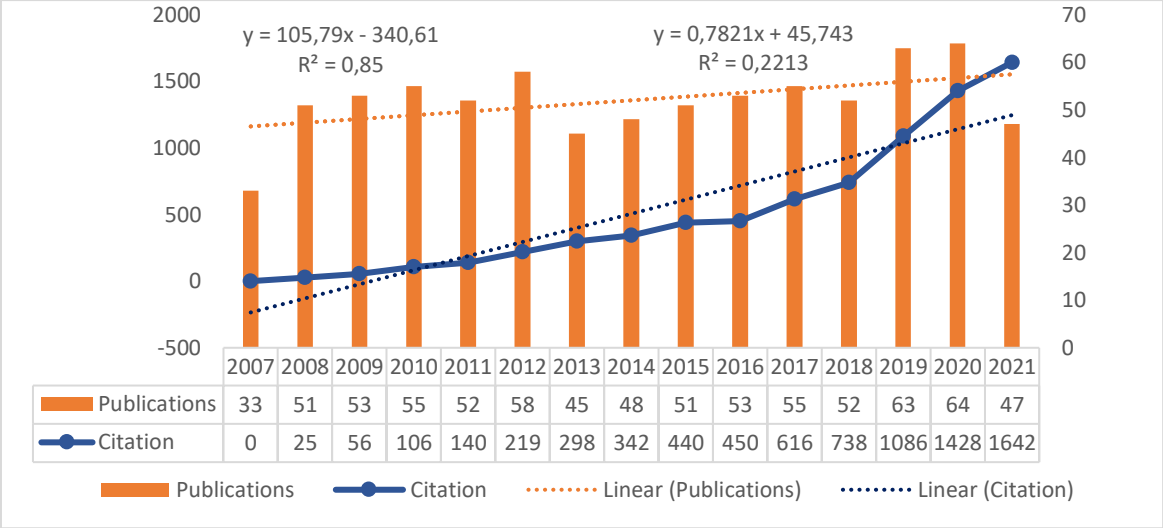


Figure 2 shows the number of documents and citations in the JMO journal by year. It is seen that the number of records in the Journal covering the years 2007-2021 does not show a regular increase (R^2= 0.2213). The number of documents, which was 33 in 2007, increased by 18 papers in 2008 and reached 51, and this increase continued until 2010. In 2011, three more articles decreased to 52 pieces. Although it increased again in 2012, there were fluctuations in the following years. Reaching the highest number of records in 2020, 64 papers were published that year. However, it decreased again in 2021, and 47 articles were in the Journal. Considering the citation numbers of the JMO journal, citations tended to increase continuously in the years mentioned. The Journal, which received 33 medals in 2007, increased the number of sources to 1642 in 2021. This situation contributed to the realization of R^2=0.85. This value means that the Journal significantly increases its visibility, frequency of following, and consideration.

2.2.2.3. The most prolific and most-cited authors in the JMO.

The primary function of citation is to link the citing and the cited document (Smith, 1981). One thousand five hundred sixteen authors contributed to the articles included in the analysis in the JMO journal. Of these, 161 have a single author, and 1355 have multiple authors. The author collaboration index in the Journal is 2,35. Table 2 shows the authors who contributed to the Journal with five or more documents.

Table 2

Authors Who Contributed the Most Documents to the JMO Journal

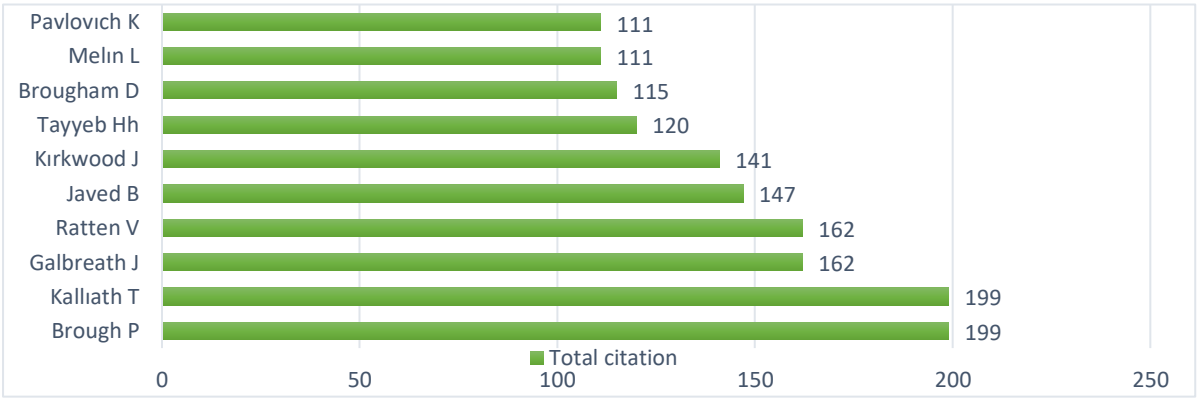
Authors	***Articles***	***University***	***Titr***	***Country***
Mckeown T	15	Monash University	Associate Professor	Australia
Hartel Cej	9	Monash University	Professor Dr.	Australia
Ayoko Ob	7	University of Queensland	Associate Professor	Australia
Galvın P	6	Edith Cowan University	Professor Dr.	Australia
Brunetto Y	5	Southern Cross University	Professor Dr.	Australia
Dadıch A	5	University of Western Sydney	Associate Professor	Australia
Huang Cy	5	Shu-Te University	Assistant Professor	Taiwan
O'shannassy T	5	RMIT University	Senior Lecturer	Australia
Pavlovıch K	5	University of Waikato	Professor Dr.	New Zealand
Qıan Jing	5	Beijing Normal University	Associate Professor	China,

In Table 2, the number of documents, institutions, titles, and countries of the ten most productive authors in JMO are listed, respectively. Mckeown T. is in first place in the analyzed year's range with 15 documents. Business and management are Mckeown's main areas of expertise. Hartel Cej is the second contributor to the journal with nine document issues. The author's main areas of work are Neurodiversity, organizational behavior, entrepreneurship, innovation, and leadership. Ayoko Ob is the third author to contribute to the journal with seven document issues and is also the editor-in-chief of the JMO journal. The researchers mentioned here work at universities in Australia. This shows that the journal is very well known in Australia, where it was founded. In addition, there is a high interest in the magazine from universities in China, New Zealand, and Taiwan. This shows the international

recognition of the journal. When the authors of 780 documents published in the JMO journal between 2007-2021 are examined, the top 10 most cited authors are shown in figure 3.

Figure 3

Most cited authors in the JMO journal



When the graph is examined, it is seen that the two authors with the highest number of citations, Paula Brough and Thomas Kalliath, are in the first place with 199 citations. J. Galbreath and V. Ratten share second place with 162 citations. B. Javed, J. Kırkwood, HH. Tayyeb and other authors follow. When the productivity of the authors in terms of the number of citations and documents is examined, it is seen that there is no connection between the number of citations and the number of documents.

2.2.2.4.Most cited articles in the JMO.

Citation analysis by bibliometric researchers aims to see the efficiency of individuals, institutions, or countries and the trends of publications in a certain period. Citation analysis is used to evaluate the impact of authors, journals, and articles because it identifies critical essays in the research field (Mulet-Forteza et al., 2018). Table 3 shows the 20 most cited articles published in the JMO journal from 2007 to 2021.

Table 3

Most Cited Articles In Th JMO

Rank	***Title***	***Authors***	***Number of citations***	***Citation per year (rank)***
1	Work-life balance: A review of the meaning of the balance construct	Kalliath, T Brough, P	154	10.27
2	Are there gender-related influences on corporate sustainability? A study of women on boards of director	Galbreath, J	144	12
3	Is entrepreneurship the answer to achieving work-family balance?	Kirkwood, J Tootell, B	105	7
4	Coping with entrepreneurial failure	Singh, S Corner, P Pavlovich, K	101	6,31
5	Impact of inclusive leadership on innovative work behavior: The role of psychological safety	Javed, B Naqvi, SMMM Khan, AK Arjoon, S Tayyeb, HH	86	21,5 (1)
6	Smart Technology, Artificial Intelligence, Robotics, and Algorithms (STARA): Employees' perceptions of our future workplace	Brougham, D Haar, J	83	16,6 (2)
7	Qualitative research on family businesses: The relevance and usefulness of the interpretive Approach	Nordqvist, M Hall, A Melin, L	81	5,79
8	Salient stakeholder voices: Family business and green innovation adoption	Huang, YC Ding, HB Kao, MR	77	5,5
9	Corporate governance, corporate social responsibility, and corporate performance	Huang, CJ	74	5,69
10	Emotional intelligence in teams: Development and initial validation of the short version of the Workgroup Emotional Intelligence Profile (WEIP-S)	Jordan, PJ Lawrence, SA	71	5,07

The article titled "Work-life balance: A review of the meaning of the balance construct" by Thomas Khaliah and Paula Brough in the JMO journal is the most cited. The article, published in 2008, was written on conceptualizing work-life balance. The report received 154 citations, and the annual average number of sources is 10.27. Is Jeremy Galbreat's "Are there gender-related influences on corporate sustainability? She received an article titled "A Study of Women on Boards of Directors." This article, published in 2011, questions whether there is a link between women on boards and corporate sustainability. This article received 144 citations, with an annual average of 12 citations. Jodyanne Kirkwood and Beth Tootell's "Is entrepreneurship the answer to achieving work-family balance?" His article was published in 2008 and received 105 citations. The annual average number of citations is seven. When the articles with the highest annual average number of citations are examined, the research article titled "Impact of inclusive leadership on innovative work behavior: The role of psychological safety," written by Javed, Bashara, et al. in 2017 is the most cited article on average annually. The annual average number of citations for this article is 21.5. This is followed by the article "Smart Technology, Artificial Intelligence, Robotics, and Algorithms (STARA): Employees' perceptions of our future workplace" by David Brougham and Jarrod Hear (2018) and "Dynamic capabilities as" by David J Teece (2018) (workable) management systems theory".The annual average number of citations of these articles is 16.6 and 12.8, respectively.

2.2.2.5.Most Prolific Universities/Institutions in JMO.

The 780 documents examined were produced by researchers from 651 different institutions. The university that contributes the most documents is "Griffith University." Queensland University with 28 papers, Queensland Technology University with 24 documents, Monash University with 23 records, Auckland Technology University and Massey University with 20 articles, Macquarie University and RMIT University with 15 copies, Waikato University with 14 documents, Deakin University with 13 documents are following. Table 4 shows the documents and citations of the most productive institutions in the JMO journal.

Table 4

Most Productive Universities/Institutions

Rank	*Universities/Institutions*	*Documents*	*Citations*	*Total Link Strength*	*Country*
1	Griffith Univ	38	569	59	Australia
2	Univ Queensland	28	237	42	Australia
3	Queensland Univ Technol	24	233	29	Australia
4	Monash Univ	23	164	17	Australia
5	Auckland Univ Technol	20	315	25	New Zealand
6	Massey Univ	20	299	24	New Zealand
7	Macquarie Univ	15	227	22	Australia
8	RMIT Univ	15	97	53	Australia
9	Univ Waikato	14	191	11	New Zealand
10	Deakin Univ	13	62	20	Australia

The most productive institution, Griffith University, also contributed to the JMO with the most citations (569). Auckland Technology University (315), Australian National University (314), Massey University (299), and Queensland University (233) are the first five institutions to contribute to the JMO journal with their citation numbers, respectively. What is noteworthy here is that the ten most productive universities are located in New Zealand and Australia. The fact that the journal's founding center is here has a vital role in this..

2.2.2.6.Most productive countries in JMO.

The 780 documents reviewed were written by contributing researchers from 43 different countries. Table 5 shows the top 20 countries that contributed to the Journal according to the number of articles and the total number of citations. The most active country was Australia, with 241 documents. This country was followed by China (109), the USA (84), New Zealand (69), and Spain (42), respectively.

Table 5

Most Productive Countries

Rank	***Country***	***Number of Documents***	***Total Citations***
1	Australia	241	2228
2	China	109	1075
3	USA	84	866
4	New Zealand	69	728
5	Spain	42	519
6	South Korea	33	223
7	UK	25	324
8	Canada	18	175
9	Netherlands	14	109
10	Turkey	13	183

When the total number of citations of the countries is examined, Australia is the country that contributes the most with 241 documents and the country that contributes the most with 2228 citations. China is some of the most productive countries contributing to the JMO journal with 1075 citations, the USA with 866 citations, New Zealand with 728 citations, and Spain with 519 citations. The fact that Australia ranks first among the documents published in the JMO shows that the journal has received more attention from its social circle. It is understood that researchers from different continents have recently published in the journal. This situation was evaluated as the journal's international recognition in management and organization.

2.2.2.7.Compliance analysis of articles published in JMO with Lotka law.

Lotka's law is a law that measures the contributions of authors in a particular field and the quantitative distribution of their publications based on scientific productivity. According to Lotka's law, the number of authors with two studies is approximately one-fourth of the number of authors with one study, the number of authors with three studies is about one in 9 of the number of authors with one study..., and the number of authors with n studies is approximately 2nd of the number of authors with one study ($1/n^2$). (Rowlands, 2005). The document numbers of the authors contributing to the JMO journal are shown in Table 6.

Table 6

The Number of Documents Contributed by Authors to the JMO Journal

Documents written	***Number of Authors***	***Proportion of Authors***
1	1309	86,3
2	136	9
3	42	2,8
4	19	1,3
5	6	0,4
6	1	0,1
7	1	0,1
9	1	0,1
15	1	0,1

The rate of authors contributing one article to the JMO journal is 86.3%, the rate of contributors with two articles is 9%, the rate of contributors with three articles is 2.8%, the rate of contributors with four articles is 1.3%, the rate of contributors with five articles is It is 0.4%. The rate of contributors with six, seven, nine, and fifteen articles is 0.1%. As a result of the analysis to determine author productivity/productivity, the author productivity in the JMO journal does not comply with Lotka's law. These rates show that the Journal does not comply

with Lotka's law. As a result of the literature research, it has been seen that most of the journals in the field of social sciences do not comply with these laws.

2.3.JMO's Conceptual Structure Analysis

Conceptual structure analyses allow one to understand the topics covered by the studies carried out in a field and determine the most intense and current issues (Aria et al., 2020; Oliveira, 2018). Thus, by examining the most frequently used keywords in the articles published in JMO, the clustering and co-occurrence of these words, and the thematic evolutionary structure, we aimed to determine what kind of evolutionary process the research field showed conceptual design was formed in this process.

2.3.1.Most frequently used keywords in articles published in JMO.

Keyword co-occurrence analysis is based on the assumption that the researcher and keywords adequately represent the themes of an article and that their co-occurrence is a sign of patterns and trends in any discipline (Comerio and Strozzi 2019). co-occurrence analysis helps identify major recurring themes in any literature. Table 7 shows the 20 most frequently used keywords in the JMO journal. The most commonly used keywords were "leadership" 35 times, "Australia" 24 times, "innovation" 22 times, "corporate governance" 20 times, "job satisfaction" 16 times, "entrepreneurship" 16 times, and "sustainability" 15 times. New Zealand". Besides, "gender," "firm performance," "corporate social responsibility," "performance," "organizational culture," "creativity," and "human resource management" are the 20 most frequently used keywords. All of these keywords are in line with the journal's general policy. In addition, the frequent use of the keywords Australia and New Zealand, with the social environment of the journal in Australia, it is understood that it initially attracted the attention of researchers from its immediate environment and then from other parts of the world.

Table 7

Frequencies of the Most Used Keywords in the Journal

Rank	**Keyword**	**Frequency**	**Rank**	**Keyword**	**Frequency**
1	Leadership	35	***11***	Corporate social responsibility	12
2	Australia	24	***12***	Performance	12
3	Innovation	22	***13***	Organizational culture	11
4	Corporate governance	20	***14***	Board of directors	10
5	Job satisfaction	19	***15***	Motivation	10
6	Entrepreneurship	16	***16***	Human resource management	10
7	New Zealand	15	***17***	Psychological Contract	9
8	Sustainability	15	***18***	Creativity	9
9	Gender	14	***19***	Organizational performance	9
10	Firm performance	13	***20***	Commitment	9

The five most frequently used keywords in the JMO journal are "leadership," "Australia," "innovation," "corporate governance," and "job satisfaction." Critical concepts in Figure 8 were obtained from the keyword tree analysis of the keywords created by the authors contributing to the 780 documents examined. Keywords give preliminary information about the subject, content, and scope of the related study.

2.3.2.Keyword clustering and co-occurrence map of articles published in JMO.

The co-occurrence method also refers to a mapping based on matching words based on keywords. It is seen that the VOS technique gives more satisfactory results with the co-occurrence method than multidimensional scaling (Van Eck et al., 2010; Sedighi, 2016). In bibliometric analysis, the coexistence of two keywords in different articles in a particular field is accepted as an indicator of the connection between those words and their co-occurrence. Common word analysis can be done based on titles, keywords, or summaries of documents. It is seen that terms close to each other in the network map have a high co-occurrence value or vice versa; words far away have a low co-occurrence. The size of the circle in the network map indicates that the concept is more important and meaningful (Shah et al., 2020). In this research, we conducted analyses by keywords, if keywords fully reflect the content of a study rather than titles and abstracts. At this stage, we determined the general trend of the field by measuring the strength of the relationship between common-word analysis and words. We analyzed with Bibliometrix-R and the VOSviewer program to reveal the conceptual structure of the articles published in the Journal. As mentioned above, 2314 keywords were used in the Journal. Keywords used at least three times were included in the analysis. According to this threshold value, 202 out of 2304 keywords were used thrice. The co-occurrence map of the keywords is shown in Figure 4.

Figure 4

Co-Occurrence Map of Keywords Used in the JMO Journal

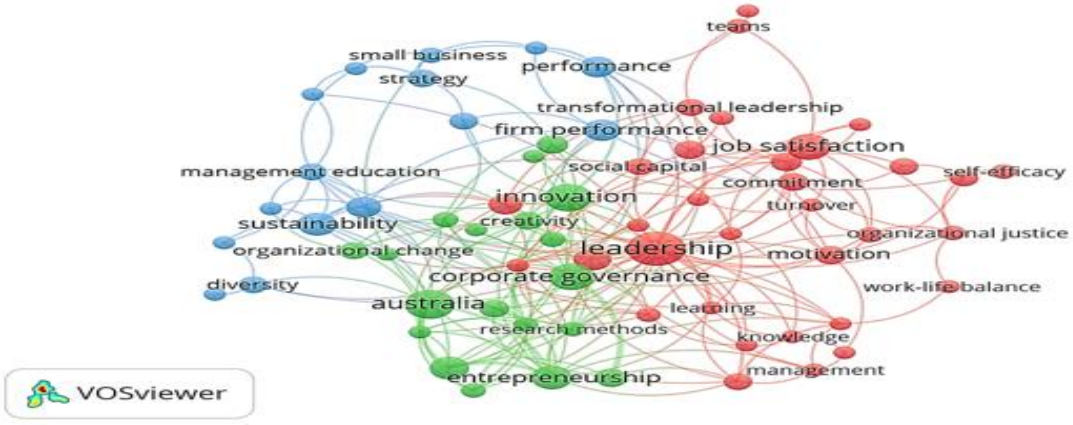


Figure 4 shows the co-occurrence map of the keywords used for five or more. As a result of the analyses, three main clusters emerged, shown in blue, green, and red. There are 15 keywords in the blue-colored cluster, and these keywords are words "business education," "case studies," "diversity," "ethics, identity," "management education," "small business," and "strategy," "sustainability," and "corporate social responsibility." There are 33 keywords in the red cluster, some of which are "job performance," "job satisfaction," "knowledge," "leadership," "management," "organizational behavior," "organizational culture," and "self-efficacy." There are 19 keywords in the green-colored cluster, and some of these keywords are the words "Australia," "research method," "China," "innovation," "New Zealand," "scale development," and "qualitative methods," and "resource-based view."

2.3.4.Thematic evolutionary structure of articles published in JMO.

Visualizing the development in the field using thematic evolution analysis allows one to make future inferences about the direction of this development and the trends in the area (Cobo et al., 2011a). Each node in the thematic diagram represents a topic; the node's size is proportional to the keywords included in the theme. The connections between the nodes express the evolutionary aspect of the concepts discussed (Seyhan, 2021).

This study analyzed thematic changes in keywords over the years using the Bibliometrix R program. For the analysis of the keywords of 780 documents published between 2007-2021, 2007-2012, 2013-2017, and 2018-2021 periods were created, and the changes in the keywords within these periods are presented in Figure 5.

Figure 5

Thematic Evolution of JMO

The thematic evolution map shows that the themes in JMO are becoming increasingly diversified as time goes on. While "dynamic capabilities" was the most frequently used keyword between 2017-2012, it is seen that this concept is the least preferred in the 2018-2021 period. The keywords "innovation" and "Australia" continued to be used in the following two

periods, albeit with a lessening effect. The keyword "job satisfaction" was used in the subsequent periods and became the most frequently used popular word in 2018–2021. "Organizational performance" and "firm performance" were the most commonly used keywords between 2013 and 2017. This concept continued to enjoy popularity in the following period. Organizational commitment perceived organizational support, and conservation of research theory keywords are among the keywords researchers focused on in 2018–2021. With thematic evolution analysis, it is possible to follow the changing trend in the subjects studied in a journal. It can be said that the subjects studied in JMO by periods are general subjects of management and organization. It is seen that there is no significant differentiation in the study areas of the journal by period. Therefore it focuses on the fundamental issues in the field of management and organization instead of focusing on current topics.

2.4.Analysis of JMO's Intellectual Structure

The intellectual structure of a research field shows the networks of relationships between bibliometric items. A co-attribution analysis is performed to determine the academic system. Co-citation analysis shows the frequency with which two studies are cited and the frequency with which two different units of analysis (study, author, and Journal) are mentioned in the same survey. Co-citation analysis determines the intensity and strength of relationships among co-cited authors, studies, and journals. Conclusions about the performances of scientific actors can be drawn from performance analysis; however, no information about their relationship, interaction, or cooperation can be obtained (Öztürk, 2021).

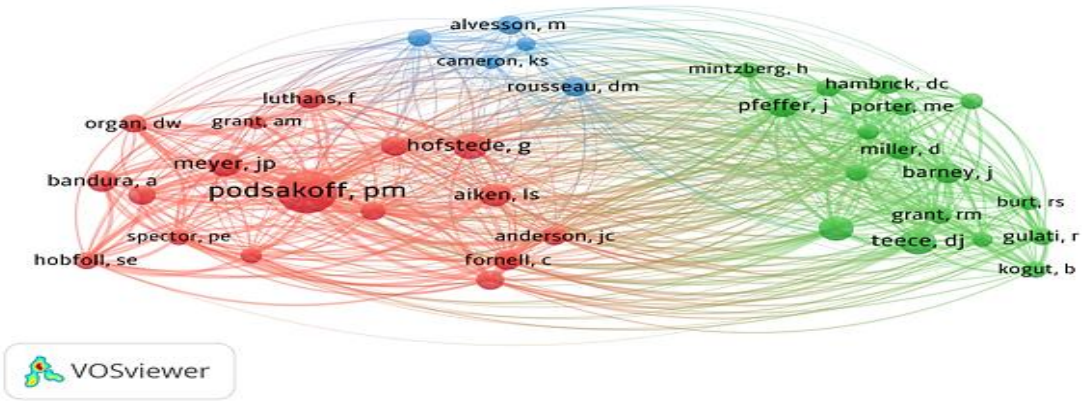
For this reason, it is necessary to reach the big picture of the interactions between authors, studies, journals, concepts, universities, countries, and citations with scientific field mapping (Van Eck & Waltman, 2014; Block & Fisch, 2020). Analysis units were made to determine the intellectual structure of this research. Relationship analysis: For this purpose, co-citation analysis was performed to determine the links between publications, authors, and sources based on a sample of 780 documents. Co-citation analysis: It can be done at author, magazine, and source levels (Di Guardo & Harrigan, 2012; Shiau et al., 2017; Díez-Martín et al., 2021).

2.4.1.JMO's author-level co-citation analysis.

When the minimum threshold value is determined as 20 and 40 citations to conduct co-citation analysis at the author level, 206 and 39 author thresholds are passed out of 23425 authors in the references. A total of 23425 authors in the relations of 780 documents were included in the analysis, with 39 authors exceeding the 40 thresholds. The visual map of the co-citation analysis at the author level via the VOSviewer program is presented in Figure 6.

Figure 6

Visual map of co-citation analysis at the author level



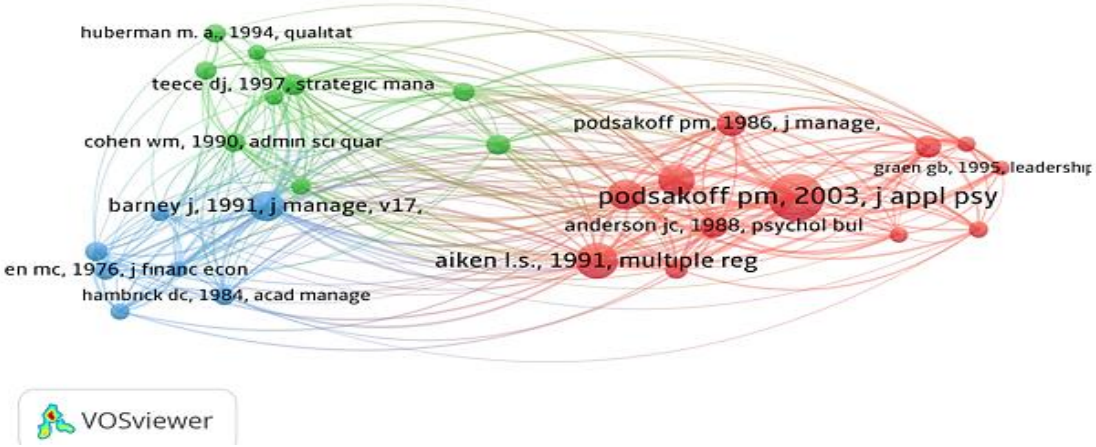
In co-citation analysis at the author level, the size of the circles indicates the total citation strength. 23425 authors cited articles published by JMO journal between 2007-2021. Authors with at least 40 citations were considered. The map includes three clusters and 39 authors. The first cluster (red cluster) has 17 authors; the most cited author in this cluster is "Philip Michael Podsakoff." This author has been cited 194 times, and the total link strength is 1024. Podsakoff is a professor of management and continues his studies at the University of Florida. His main areas of study include organizational behavior, leadership, and research methods. The author has 170,800 citations on Google Scholar and has an H-index of 78. In the second cluster (green cluster), there are 17 authors, and the most mentioned in this cluster is "David John Teece." This author has been cited 94 times and has a total link strength of 459. Teece, who works at Berkeley University, has an H-index of 120. The author's main work areas include strategic management, intellectual capital management, innovation, antitrust policies, intellectual property, and corporate governance. Dr. Teece is a prolific researcher with eight honorary doctorates. There are five authors in the third cluster (blue cluster), and the most mentioned in this cluster is "Denise Rousseau." This author has been cited 63 times and has a total link strength of 161. Rousseau has 100,486 citations in Google Scholar, and his H-index is 108. Rousseau's main areas of study are organizational behavior and human resources. The researcher holds honorary doctorates from the Athens University of Economics and Business and the Tallinn Institute of Technology.

2.4.2.Publication-level co-citation analysis.

One of the co-citation analyses is the publication-level co-citation analysis. Co-citation analysis allows the density of relationships among co-cited authors, studies, and journals to be determined (Zupic & Cater, 2015). We set a minimum of 20 citations to conduct co-citation analysis at the publication level. Of the 37143 references, 28 exceed the specified threshold.

Figure 7

Visual map of publication-level co-citation analysis



In the publication-level co-citation analysis, the size of the circles in the figure shows the total citation strength of the studies. Articles published by JMO magazine between 2007-2021 were cited from 37143 publications. Sources with at least 20 citations were considered. In Figure 13, there are three clusters in the network map of the most frequently cited publications in the articles in the reference list of the JMO journal listed on the Web of Science. The total number of nodes in the red cluster is 12, the total number of nodes in the green group is 9, and the total number of nodes in the blue set is 7. The source with the most substantial number of nodes in the cluster in red is Philip.M. It has been determined in a study named "Common method biases in behavioral research: a critical review of the literature and recommended remedies" by Podsakoff et al. (Total link strength = 274, number of citations = 104). This study was published in the Journal of Applied Psychology in 2003. It has been determined that the source with the most substantial number of nodes in the green cluster is the study named "Dynamic capabilities and strategic management," written by David J. Teece et al. in 1997 (Total link strength =110, number of citations =34). This study has been published in the Strategic Management Journal. It has been determined that the source with the most substantial number of nodes in the blue-colored cluster is the study titled "Firm Resources and Sustained Competitive Advantage" by J. Barney. Total link strength = 135, number of citations = 55). This study was published in the

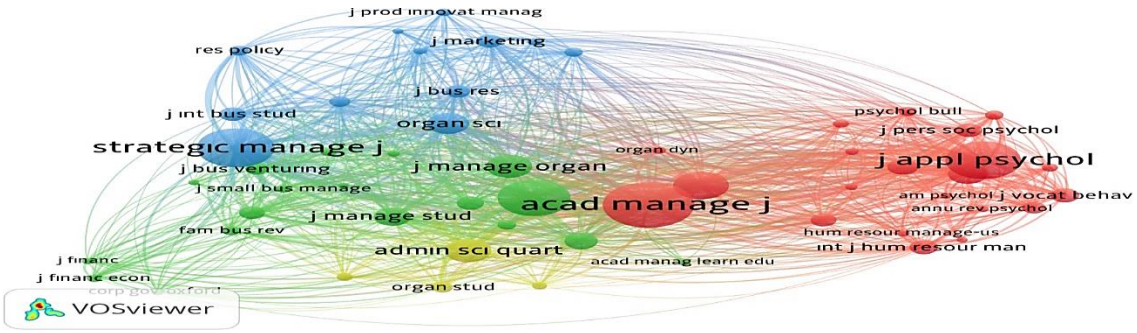
Journal of Management in 1991. The study examines the link between firm resources and sustainable competitive advantage.

2.4.3.Source-level co-citation analysis.

The default threshold value is given as 20 citations in the VOSviewer program to perform co-citation analysis at the source level. When analyzed in this way, there are 272 matches from 12157 sources. This situation causes many visual maps and, therefore, complex images. In our study, we chose filtering of 100 or more citations and made a visual map of 55 sources that stood out among 12157 sources.

Figure 8

Visual map of source-level co-citation analysis



In the source-level co-citation analysis, the size of the circles in Figure 8 indicates the total citation strength of the studies. Articles published by the JMO journal between 2007 and 2021 were cited from 12157 sources. Sources with at least 100 citations were considered. The map contains 55 citation sources in 4 clusters. The first cluster (red) includes 22 references, and the most prominent and cited is "The Academy of Management Journal" in this cluster. This Journal has been cited 1927 times and has a total link strength of 78688. The second cluster (green) has 19 references and is the most cited "Academy of Management Review" resource in this cluster. This resource has been mentioned 1403 times, and the total link strength is 55051. In the third cluster (blue), there are 12 references, and the most cited is "Strategic Management Journal." This resource has been mentioned 1559 times and has a total link strength of 66810.

There are four sources in the fourth cluster (yellow), and the most cited source in this cluster is the "Administrative Science Quarterly." This resource has been mentioned 760 times, and the meeting link strength is 33390. When we look closely at the journals that stand out in typical citation analysis, the "Academy of Management Journal," founded in 1958, has published 3,828 publications. To date, 241,811 references have been made to the journal. The average number of citations per document is 161.58. The H-index of the journal is 397. As of 2021, the impact

factor of the journal is 10,979. “Academy of Management Review” is a peer-reviewed journal established in 1976 and published in the field of management and strategy. According to the Journal Citation Reports, the journal's 2021 impact factor is 13,865. It is third among 226 journals in the management category and fourth among 155 journals in the field of "business.” is ranked. The H-index of the journal is 357. Strategic Management Journal, founded in 1980, is one of the world's leading journals for strategic management research. The journal publishes 13 issues per year. The H-index of the journal is 345. He has a total of 3,209 publications on a Web of Science. “Administrative Science Quarterly” is in and indexed in SCOPUS and Social Sciences Citation Index, among other databases. According to the Journal Citation Reports, the 2019 impact factor is 8,304. The H-index of the journal is 317.

2.5.JMO's Social Structure Analysis

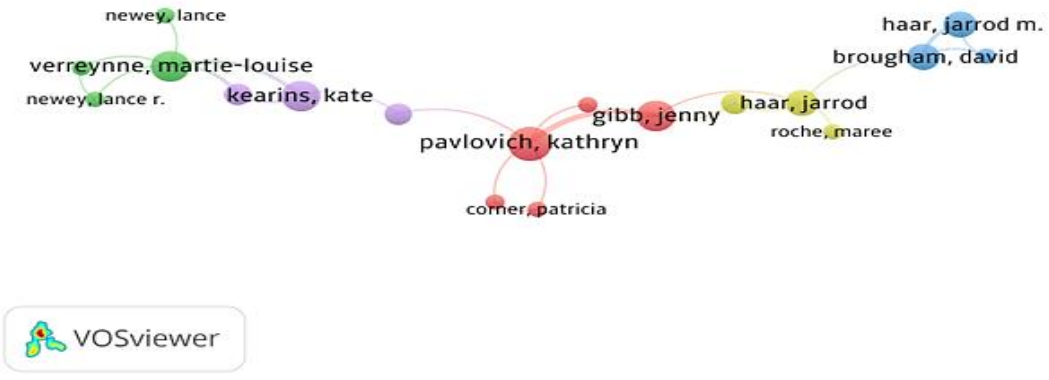
Social network analysis shows relationship networks for studies in the related field. Social networks reflect the relationships between actors (authors, institutions, countries). Social network analysis analyzes institutions, individuals, groups, or any related structure and produces information by making inferences about the individual or group. The actors (actor/node) in the social network mechanism are expressed as nodes, and the relations between these actors are also explained by ties (edge/link). Social structure analysis; reflects collaboration between authors, institutions, and countries (Jiang et al., 2019; Martino & Spoto, 2006). In social structure analysis, the network size shows the number of actors in that network.

2.5.1.Collaboration analysis of authors at JMO.

Figure 9 shows the strength of the links between the authors who collaborated the most. In the mapping process, which represents the analysis of co-authorship according to the authors, the minimum number of citations to the authors' publication was determined as five.

Figure 9

Co-authorship by author



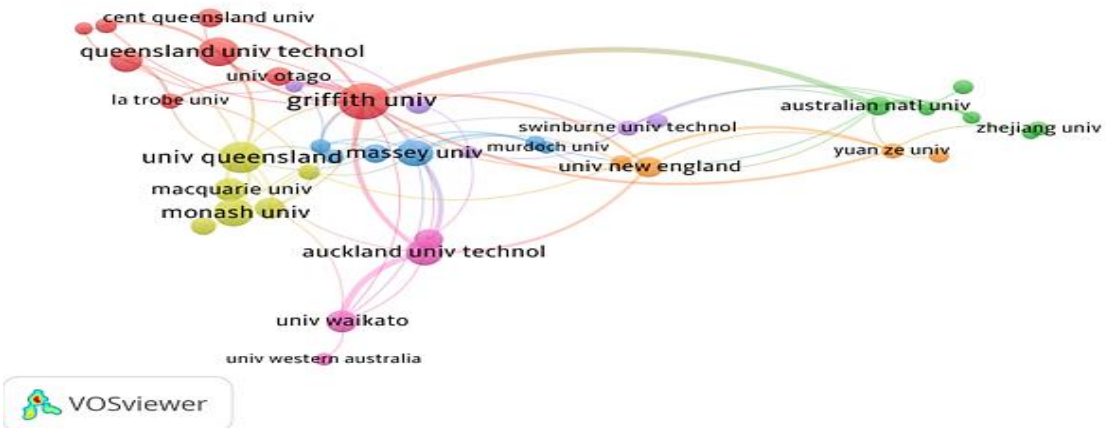
As a result of the analysis using document weighting as a visualization scale, 18 authors were represented in five different clusters with different colors. Pavlovich Kathryn (5 publications), Verynne Martie (4 publications), Brougham David (3 publications), Hear Jarrod (3 publications), and Kearins Kate are the co-authors

2.5.2.Analysis of collaboration among institutions publishing in JMO.

Figure 10 shows the strength of the links among the institutions that collaborated the most. According to the institutions, the threshold value in the mapping process of the co-authorship analysis was set at five. 39 out of 651 universities were included in the study by exceeding the threshold value. In the visualization performed with document weighting, 38 universities are shown in 7 different clusters with different colors. Griffith University (38 broadcasts, red nodes), Australian National University (10 broadcasts, green nodes), Massey University (10 broadcasts, blue nodes), Queensland University (28 broadcasts, yellow nodes), Sydney Technol University (9 broadcasts, purple nodes) Auckland Technol University (20 publications, pink knot) and New England University (12 periodicals, orange knot) stand out as universities with more excellent collaboration networks in the JMO journal.

Figure 10

Co-authorship by organization



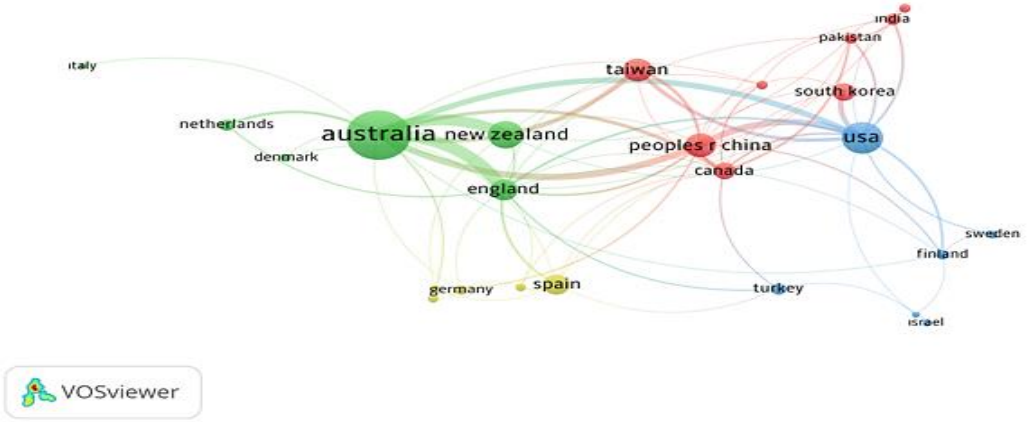
2.5.3.Analysis of collaboration among countries publishing in JMO

Figure 11 represents the co-authorship analysis by country; the lowest document threshold per country was determined as five during the mapping process. 25 out of 48 countries were included in the study, exceeding the threshold. In the visualization performed with document weighting, 25 countries were represented in four clusters with different colors. In this context, further collaboration networks and other collaborations in the JMO journal with China (65 documents, red nodes), Australia (267 documents, green nodes), the United States (113

documents, blue nodes), and Spain (47 documents, yellow nodes) come to the fore as countries with deeper ties with countries.

Figure 11

Co-authorship by country



3. Conclusion

JMO has been publishing regularly since 1995 and indexed in the Web of Science database since 2007. In this study, the publication policy and performance of the journal in terms of various quantitative parameters were analyzed by the bibliometric method. Over the years, the magazine has continued its publication life as an essential management and organization platform. It was understood that the first question of the JMO's performance status, which was asked for the analysis of the journal in terms of various parameters, was made by the ten most productive researchers whose analysis results were most cited. The impact levels of the contributing countries and institutions were examined to determine the performance analysis of the journal in the period. The study showed that the journal showed a constantly increasing trend in terms of publication and citations. While the journal initially focused on the publications of Australian and New Zealand researchers, it was understood that over time it spread its publication range all over the world.The second research question (RQ-2) is the conceptual structure of JMO. To answer this question, the thematic evolution map of the most frequently used keywords and keywords in the articles published in JMO was examined. It has been determined that "leadership" is the first among the keywords used. Looking at the other keywords, it is seen that the journal focuses on the concepts of management and strategy within the framework of its general editorial policy. In the thematic evolution of the journal, it was determined that there was no significant change in the keywords as of the examined periods.

The third question of the research (RQ-3) is what is the intellectual structure of JMO. The purpose of asking this question is to reveal the academic structure of the JMO. A co-citation

analysis was conducted to determine the intellectual structure of the journal. Co-citation analysis was handled within the framework of the author, source, and journal. When viewed within the scope of the author, it is seen that researchers such as Philip Michael Podsakoff, David John Teece", and Denise Rousseau stand out. The expected points of these authors are that they publish in significant numbers and quality in primary areas for management and organization, such as organizational behavior, strategic management, and human resources. Journals that stand out in co-citation analysis within the scope of the journal are the Academy of Management Journal", "Administrative Science Quarterly," "Academy of Management Review" and "Strategic Management Journal. These journals have been published for a long time and are followed with interest by researchers in the field of management organization. Are magazines.Research the fourth question (RQ-4), what is the social structure of the JMO? It was asked in the form. The answers to this question, which aims to reveal the social network of JMO, are social structure analysis; It shows that there is a cooperation between authors, institutions, and countries. The results of the study made in this context have determined that the universities based in Australia are the link with the most cooperation among the institutions to which the researchers who publish articles in the journal belong. It is seen that there is strong cooperation between countries and among authors. It has been determined that there is strong cooperation between Australia and the USA. There is also a strong collaboration between Australian-England-New Zealand researchers. China has an important place in social network analysis and the USA and Australia in this cooperation.

3.1.Limitations and Directions for Future Research

Apart from these research recommendations, it is a retrospective study with some limitations. Recent citations may change over time in the influence of authors, institutions, and countries. This study presents an overall bibliometric review of the Journal and marks its 15-year evolutionary journey. In addition, it should be taken into account that the study only followed a strategy based on bibliometric analysis. Bibliographic match analyses were excluded due to word limitations in the analyses performed via VOSviewer and Bibliometrix-R programs. Qualitative research designs, such as thematic analysis, and quantitative research designs, such as meta-analysis, should be used for more comprehensive research. In addition, future studies may provide an ontological framework for the qualitative evaluation of the Journal, considering the impact analysis of the Journal's articles. Such future studies will contribute to comprehensive analyses of JMO's performance over the years.

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Genişletilmiş Özet

Bilimsel bir alanın veya disiplinin gelişmesinde yapılan yayınların önemli bir payı vardır. Söz konusu yayınların genel görünümünü, son dönemde incelenen konuların trendini ve alanın evrimsel yapısını görmek özellikle araştırmacılar için büyük önem taşımaktadır. Bilimin gelişmesinde önemli role sahip olan bilimsel yayınları niceliksel olarak tespit etmek amacıyla geliştirilen yöntemlerden biri de bibliyometrik yöntemidir (Zupic and Carter, 2015; Laengle *et al.,* 2017; Rehn and Kronman, 2008).

Bu bibliyometrik çalışmada JMO dergisinin WoS veri tabanında indekslenmeye başladığı 2007 yılından 2021 yılına kadar gelişim seyrinin incelenmesi amaçlanmıştır. Yaptığımız inceleme sonucunda başlangıçtan bugüne JMO dergisinin bibliyometrik analizini yapan bir yayına rastlanmamıştır. Literatürdeki söz konusu boşluğu doldurmak amacıyla JMO'nun performans analizini, kavramsal, entelektüel ve sosyal yapısı analizini yapmayı gerekli görülmüştür. Araştırmanın literatürdeki boşluğun doldurulmasına, alandaki etkisini görmeye ve yayın politikasının ne olması gerektiğine ilişkin önemli veri sağlayacağını düşünüyoruz. Bu amaçla araştırmada aşağıdaki soruları cevaplamak amaçlanmıştır.

RQ1. JMO'nun performans durumu nasıldır?

RQ2. JMO'nun kavramsal yapısı nasıldır?

RQ3. JMO'nun entelektüel yapısı nasıldır?

RQ4. JMO'nun sosyal yapısı nasıldır?

Alanında öncü bir dergi olarak JMO dergisinin kapsamlı bibliyometrik analiz ve görselleştirmesini yapmak bundan sonraki yayın politikasının belirlenmesi ve araştırmacıların yönetim ve organizasyon alanının ne yönde bir evrimsel süreç gösterdiğini görmek bakımından önemli bir işlev görecektir. Bibliyometrik araştırmalar tanımlayıcı ve betimleyici nitelikte olabileceği gibi, değerlendirici nitelikte de olabilir (Mcburney and Novak, 2002; Osca-Lluch *et al.,* 2009). Bu araştırma bir konu analizi olmayıp, dergi analizi olduğu için araştırmayı değerlendirici değil, tanımlayıcı ve betimleyici bir araştırmadır. Bu tanımlayıcı ve betimleyici araştırmada JMO'nun incelenen dönemde nasıl bir eğilim gösterdiğini ve evrimsel süreç

geçirdiğini görmek amaçlanmıştır (Block and Fisch, 2020; Cobo *et al.,* 2011a). Bu araştırmada JMO'da yayınlanan yayınların performans analizini (*atıf analizi* (Citation index), yazar analizi, kurum analizi, genel bakış analizi, belgeler) ve bilimsel alan haritalaması (kavramsal yapı, entelektüel yapı ve sosyal yapı) prosedürleri uygulanmıştır (Ruhanen *et al.,* 2015; Fahimnia *et al.,* 2015; Liu *et al*., 2015; Perianes-Rodriguez *et al.,*2016; Yu *et al.,*2018). Verilerin analizinde VOS tekniğinin kullanıldığı yazılımlardan biri olan VOSviewer bibliyometrik ağların görselleştirilmesi amacıyla kullanılmıştır (Van Eck and Waltman, 2009). Ayrıca araştırmada tematik analiz için R-Bibliometrix uygulamasından yararlanılmıştır. Araştırmada sınıflandırma, görselleştirme, ilişki ağları ve bibliyometrik analizler için BibExcel, Bibliometrix-R ve VOSviewer yazılımları kullanılmıştır (Low and Siegel, 2019). VOS tekniğinin ve VOSviewer yazılımının çok yönlülüğü, algoritmada tutarlılığa ve dolayısıyla farklı bibliyometrik analizlerin hesaplanmasında kullanılan sonuçların karşılaştırılmasına olanak tanımaktadır (Ayoko *et al.,* 2022). Veri görselleştirmede ortaya çıkan kümelerin sayısı, oluşum sıklığı ve çeşitli analiz birimleri arasındaki bağlantı güçleri ve alıntı sayıları için ağ analizleri yapılmıştır (Aria and Cuccurullo, 2017; Moral-Muñoz *et al.,* 2020; Van Eck and Waltman, 2010).

JMO, 1995 yılından beri yayınlanan süreli bir yayındır, ancak araştırma JMO'nun Web of Science (WoS)'da indekslenmeye başladığı yıl olan 2007-2021 dönemini kapsamaktadır. JMO bu süreçte 780 doküman yayınlamıştır ve yıllık ortalama yayın sayısı 7,76'dır. Doküman başına ortalama alıntı sayısı 9,946, doküman başına yıllık ortalama alıntı 1,244'tür. Analiz edilen dokümanlarda toplam referans sayısı 37143'tür. 780 doküman, toplam 1516 yazar tarafından yazılmıştır. Tek yazarlı doküman sayısı 161, çok yazarlı doküman sayısı ise, 1355'tir. Çok yazarlı doküman sayısının fazla olması yazarlar arasında sosyal ağın güçlü olduğu anlamına gelmektedir. Yazar başına doküman sayısı 0,515'tir. Doküman başına yazarların sayısı ise 1,94'tür. Doküman başına ortak yazarların sayısı ise 2,37'dir. Yazarlar arası iş birliği endeksi 2,35'tir. Bu sayı yazarlar arası iş birliğinin iyi derece olduğu anlamına gelmektedir. Derginin H-indeksi 34, G-indeksi 50, M-indeksi, 2,215'tir. Derginin dili %100 İngilizcedir.

Dergiye yapılan atıf sayılarının 2007- 2021 yılları arasında sürekli arttığı gözlemlenmiştir. 2007 yılında 33 atıf alan dergi 2021 yılına gelindiğinde atıf sayısını 1642'ye çıkarmıştır. İncelenen dönemlerde söz konusu derginin atıf sayılarındaki artış eğilimi derginin alanında başarılı olduğuna ve tanınırlığına işaret etmektedir. JMO'ya bir makale ile katkıda bulunan yazarların oranı %86,3, iki makale ile katkıda bulunanların oranı %9, üç makale ile katkıda bulunanların oranı %2,8'dir. Bu oranlar derginin Lotka yasasına uyum sağlamadığını göstermektedir. Sosyal bilimler alanında yayın hayatını sürdüren çoğu derginin bu yasalara uymadığı yapılan literatür

araştırması sonucunda görülmüştür. Bahsedilen yasalara uygunluk daha çok spesifik bir alana ilişkin yayın yapan dergiler için söz konusu olmaktadır. Dergi makalelerinin kalitesini ve etkisini ölçmenin bir yolu, temel güvenilir bir gösterge olarak alıntı gibi zengin bibliyometrik göstergeler koleksiyonunun kullanılmasıdır (Harnad, 2008). Bununla birlikte, atıf yapmanın, bir makalenin alıntılanması için geçen süre gibi çeşitli sınırlamaları vardır (Mas-Bleda *et al.,* 2014).

Anahtar kavram ve eş oluşum ve kümeleme haritaları göz önüne alındığında JMO dergisinin; leadership, Australia, job satisfaction, innovation, corporate governance, konularına odaklandığını göstermektedir. Derginin genel yönünü, yayınlanmış çeşitli konuları ve yeni çalışmalarla ele alınabilecek boşlukları anlamak için anahtar kelime analizinin sonucunu oldukça önem taşımaktadır. Anahtar kelimelerin tematik evrimi ise dergide çalışılan konuların yıllara göre nasıl bir yöne evrildiğini göstermesi bakımından önemlidir. Dergide *"Job satisfaction"* anahtar kelimesi tüm dönemlerde kullanılmış 2018-2021 döneminde en sık kullanılan popüler kelime olmuştur. *Organizational commitment, perceived organizational support* anahtar kelimeleri son yıllarda ortaya çıkan ve popüler olan anahtar kelimelerdendir. *JMO'da* Thomas Kalliath ve Paula Brough'un "Work-life balance: A review of the meaning of the balance construct" başlıklı araştırma makalesi en fazla alıntı yapılan makaledir. 2008 yılında yayınlanan makale iş-yaşam dengesinin kavramsallaştırılması üzerine kaleme alınmıştır. Makale 154 atıf almış ve yıllık ortalama atıf sayısı 10,27'dir. Dergiye 15 doküman sayısı ile Mckeown T., en fazla katkı sağlayan yazardır. Hartel C., dokuz dokümanla, Ayoko O., yedi dokümanla, Galvin P., altı dokümanla, katkı sağlamıştır. Dergide en fazla atıf sayısına sahip iki yazarın Paula Brough ve Thomas Kalliath'ın 199 atıf ile ilk sırada yer aldığı görülmektedir. J. Galbreath ve V. Ratten ise 162 atıf ile ikinciliği paylaşmaktadır. En üretken kurum olan Griffith Üniversitesi aynı zamanda en çok atıf sayısı (569) ile JMO dergisine katkı sağlamıştır. Sırasıyla Auckland Technolog Üniversitesi (315), Australion National Üniversitesi (314), Massey Üniversitesi (299) ve Queensland Üniversitesi (233) atıf sayıları ile JMO dergisine katkı sağlayan ilk beş kurum içerisindedir. Dergide en üretken ülke 241 dokümanla Avusturalya olmuştur. Bu ülkeyi sırasıyla China 109, USA 84, New Zealand 69, Spain 42 dokümanla takip etmektedir. Derginin çok sayıda ülkeden/üniversiteden araştırmacılar tarafından takip edildiği ve yönetim ve organizasyon alanına önemli katkı sunduğu söylenebilir.

JMO dergisinin entelektüel yapısını belirlemek için ortak-atıf analizleri yapılmıştır. Bu analizler kaynak, yazar ve yayın düzeyinde yapılmaktadır. Analizler neticesinde yazarların kullandığı kaynaklar içerisinde hem bağlantı gücü hem de atıf sayısı ile "*Academy of*

Management Journal" JMO yazarları tarafından kullanılan önemli kaynakların başında gelmiştir. Bu kaynak 1927 kez alıntılanmış ve toplam bağlantı gücü 78688'dir. Bunu sırasıyla takip eden diğer kaynaklardan ilk 5'i *Strategic Management Journal, Journal of Applied Psychology, Academy of Management Review, Journal of Management, Administrative Science Quarterly* şeklindedir. Yazarlar bağlamında ortak atıf analizi sonucunda hem bağlantı gücü hem de atıf sayısı ile "*Philip Michael Podsakoff"* önemli yazarların başında gelmektedir. Bu yazarın 194 alıntılanma sayısı ve 1024 bağlantı gücüne sahiptir. Bunu sırasıyla *David John Teece, Gerard H. Hofstede, Shaker A. Zahra, John P. Meyer, Jeffrey Pfeffer, Leona S. Aiken ve Albert Bandura takip etmektedir*. Yayınlar bağlamında ortak-atıf analizi neticesinde ise en çok alıntı kaynağın Philip.M. Podsakoff ve arkadaşları tarafından kaleme alınan "Common method biases in behavioral research: a critical review of the literature and recommended remedies" adlı yayını öne çıkmaktadır. Bu yayın 104 kez alıntılanmış ve toplam bağlantı gücü 274'dür.

Bu araştırmanın birkaç sınırlılığı bulunmaktadır. İlk olarak, bu çalışmanın sonuçları, belirli bir zamanda ve WoS veri tabanından elde edilen verilere dayandırılmıştır. Alıntılardaki son eğilimler yazarların, kurumların ve ülkelerin etki düzeyinde zaman içinde değişim gösterebilir. Bu çalışma derginin genel bir bibliyometrik incelemesini sunmakta ve 15 yıllık evrimsel yolculuğuna işaret etmektedir. Ayrıca çalışmanın sadece bibliyometrik analize dayalı bir strateji izlendiği dikkate alınması gerekir. Vosviewer ve Bibliometrix-R programları aracılığı ile gerçekleştirilen analizlerde bibliyografik eşleşme analizleri kelime sınırlamasından dolayı kapsam dışı bırakılmıştır. Daha kapsamlı araştırmalar için meta-analiz gibi nicel araştırma desenlerinin yanı sıra tematik analiz gibi nitel araştırma desenlerinden de yararlanılması gerekir. Bu analizler alanın ne yönde evrildiğine yönelik farklı perspektifler sunabilecektir. Ayrıca derginin makalelerinin etki analizleri ışığında derginin nitel değerlendirmesi için ontolojik bir çerçeve sağlamak için gelecekte çalışmalar yapılabilir. Gelecekteki bu tür çalışmalar, JMO'nun yıllar içindeki performansının kapsayıcı analizlerine değerli bir katkı sağlayacaktır.