



Mapping the Knowledge Structure and Research Trends of Organisational Embeddedness and Turnover Intention: A Bibliometric and Visualisation Analysis (2010–2025)

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ABSTRACT

Employee retention has become a key concern in organisational management and human resource policy discussions because turnover affects workforce stability, service continuity and institutional capacity. Yet research on why employees remain attached to organisations and how this attachment relates to turnover intention remains fragmented across management, psychology, healthcare, hospitality and public-sector studies. This review maps the knowledge structure of research connecting organisational embeddedness and turnover intention between 2010 and 2025. Using 42 Scopus-indexed peer-reviewed publications, the study combines descriptive bibliometric indicators, metadata harmonisation and keyword co-occurrence visualisation. The results show a small but identifiable research domain, with journal-based publication, concentrated citation influence and recurring themes around job embeddedness, organisational fit, social ties, perceived sacrifice, job satisfaction, trust and work-related shocks. The field is shaped mainly by job embeddedness theory, conservation of resources theory and social exchange theory, but empirical designs remain dominated by cross-sectional surveys. The review identifies three future directions: stronger longitudinal and multilevel designs, closer attention to digital and hybrid work contexts, and more explicit cross-cultural and sectoral comparisons. By clarifying how organisational embeddedness has been studied as a retention mechanism, the article offers a basis for more cumulative research on employee mobility and context-sensitive retention practice.

Keywords: Organisational Embeddedness, Turnover Intention, Bibliometrics, Scopus Database, VOSviewer

JEL Classifications: M54, J63, J28 & M12

1. INTRODUCTION

Voluntary employee turnover has long been treated as a central problem in organisational research because it links individual career decisions with organisational continuity, workforce planning and service quality (Mobley, 1977; Hom et al., 2017; Griffeth et al., 2000). For the purposes of this review, turnover intention is important not simply as an attitudinal outcome, but as a research site where theories of attachment, resources, work relationships and mobility intersect. A clearer mapping of this literature can advance organisational retention research

and broader social-scientific debates on workforce stability by improving understanding of retention mechanisms that support decent-work objectives.

Job embeddedness theory shifts attention from why employees leave to why they stay. It distinguishes between attachment to the organisation and attachment to the wider community, with organisational embeddedness referring to employees' fit with the organisation, links to people and activities within it, and perceived sacrifices associated with leaving (Mitchell et al., 2001). Turnover intention, by contrast, captures an employee's conscious

willingness to leave voluntarily and is widely used as a proximal indicator of withdrawal and eventual turnover (Mobley, 1977; Tett and Meyer, 1993; Griffeth et al., 2000). The relationship between these constructs is theoretically important because it connects retention to social ties, resource loss, perceived fit and work-related shocks rather than to job dissatisfaction alone.

Although organisational embeddedness (OE) and turnover intention (TI) have both generated substantial empirical interest, their intersection remains difficult to read cumulatively. Studies appear across different sectors and disciplinary outlets, use overlapping but inconsistently labelled constructs, and often treat embeddedness as a moderator, mediator or contextual mechanism rather than as the focal object of synthesis (Singh, 2019; Jiang and Li, 2025). Existing reviews have largely examined job embeddedness or turnover intention separately, leaving limited understanding of how the organisational embeddedness–turnover intention relationship has developed as a distinct research domain. Bibliometric approaches offer a useful means of addressing this gap by mapping knowledge structures, identifying influential contributions and tracing thematic development over time (Donthu et al., 2021).

To address these gaps, the present study conducts a bibliometric and visual analysis of international research on organisational embeddedness and turnover intention. The data for this study were exclusively retrieved from the Scopus database, without applying any publication date restrictions, to capture the full scope and evolution of the literature. The final corpus ($n=42$) reflects the specifically indexed OE–TI intersection under the stated query and inclusion criteria, enabling a focused mapping of its intellectual and thematic structure. The resulting knowledge map identifies the intellectual foundations of OE–TI research, maps the major thematic clusters and emerging research fronts, and reveals collaboration patterns within the field. By clarifying the knowledge structure of this literature, the study provides directions for future theoretical development and evidence-informed retention research.

2. LITERATURE REVIEW

Job Embeddedness has two domains (organisational/on-the-job; community/off-the-job). This paper focuses on organisational (on-the-job) embeddedness (fit/links/sacrifice in the organisation), stems from the Job Embeddedness Theory developed by Mitchell et al. (2001). This theory marked a pivotal shift in turnover research by moving the focus from understanding why employees leave to exploring why they stay. OE complements traditional quit-decision models by shifting the focus from why employees leave to the organisational and social forces that encourage them to remain. Building on this framework, Job Embeddedness comprises organisational and community domains, each structured around the dimensions of fit, links and sacrifice.

Voluntary turnover is commonly conceptualised as a four-stage process encompassing cognition, intention, behaviour and eventual separation (Mobley, 1977; Hom et al., 2017). Among these stages, turnover intention has been widely recognised as the most immediate psychological precursor to actual resignation

(Tett and Meyer, 1993). However, not all turnover intentions translate into actual departure, a phenomenon often referred to as the intention-behaviour gap in turnover research (Lee and Mitchell, 1994). OE offers an important explanation for this gap, as strong organisational ties, perceived fit and potential sacrifices may anchor employees within the organisation even when intentions to leave exist. Consequently, understanding how embeddedness shapes the relationship between turnover intention and actual withdrawal has emerged as a recurring theme in OE–TI research.

A substantial body of research indicates that turnover intention reflects the combined influence of job and organisational conditions as well as individual resources or strain experienced by employees (Treuren, 2019; Orie and Semeijn, 2022; Nguyen et al., 2023; Abet et al., 2024; Ampofo and Karatepe, 2024). Within this framework, OE has emerged as a key construct in turnover research. By strengthening employees' attachment to the organisation, increasing perceived switching costs, and preserving valuable work-related resources, embeddedness reduces employees' propensity to leave. Empirical studies consistently show that OE functions not only as a direct negative predictor of turnover intention but also as a mediating (Purba et al., 2016; Dechawatanapaisal, 2017; Self et al., 2022; Sheidaee et al., 2022) or moderating (Treuren, 2019; Awan et al., 2021) variable that mitigates the adverse effects of workplace stressors, value misalignment and psychological strain (Dechawatanapaisal, 2018; Fasbender et al., 2019; Yang et al., 2021).

The investigation of OE–TI relationships has been predominantly underpinned by three main theories: Social Exchange Theory, Conservation of Resources Theory, and Push–Pull Theory. These perspectives highlight different mechanisms underlying employees' decisions to remain or leave, including reciprocal exchange relationships (Akgunduz and Sanli, 2017), the preservation of valuable work-related resources (Jolly and Self, 2020; Kiazad et al., 2024) and the balance between push and pull forces in turnover decisions (Fan et al., 2024; Prommegger et al., 2024). Empirical studies on OE–TI span a wide range of occupational settings, particularly high-turnover service industries and high-stress professions. For example, prior research has examined law enforcement personnel, nurses, hospitality employees and international assignments (Johnson et al., 2010; Self and Gordon, 2019; Sperber and Linder, 2024; Sender and Eberly, 2025). In addition, studies have been conducted across diverse geographical contexts, including both developed and emerging economies such as Belgium (Verbruggen and Van Emmerik, 2020), Pakistan (Shah et al., 2020), the United States and Trinidad (Windeler et al., 2015; Singh, 2021). Taken together, this broad distribution across occupations and regions suggests that OE–TI research has evolved across multiple disciplinary and contextual settings, resulting in a fragmented body of literature. This fragmentation highlights the need for bibliometric mapping to systematically identify the intellectual foundations, thematic clusters and emerging directions of OE–TI research.

In response to these challenges, bibliometric analysis has emerged as a useful method for mapping the intellectual structure of a field, detecting thematic trends and visualising collaborative

networks. As illustrated in Table 1, a growing number of bibliometric studies have focused on either job embeddedness or turnover intention. Mumu et al. (2021) conducted a bibliometric review from the perspective of work–family conflict, drawing upon 146 articles indexed in the Scopus database. This review systematically unveiled the evolution of core research themes, methodological developments and theoretical frameworks related to job satisfaction and turnover intention. Arici et al. (2023) focusing on 64 studies within the hospitality and tourism sector, emphasised that job embeddedness is a more effective employee retention mechanism than traditional attitudinal constructs. They also recommended integrating person–organisation fit theory and Herzberg’s two-factor theory to strengthen the theoretical basis of this field.

Fan et al. (2023) conducted a bibliometric analysis of 315 articles from the Web of Science Core Collection to explore the current landscape and emerging trends relating to job embeddedness and affective commitment. Using VOSviewer and CiteSpace for visual mapping, they identified the need for further theoretical exploration of the relationship between JE and psychological constructs. Similarly, Xue et al. (2023) conducted a comprehensive review of 1,572 publications related to job embeddedness from the Scopus database. They categorised the research methodologies, scholarly collaboration networks and theoretical streams involved. Their

findings revealed significant deficiencies in terms of knowledge structuring, systematisation and theoretical integration within the field. In response to emerging challenges in the digital era, Dimri et al. (2025) analysed 890 publications to investigate the impact of artificial intelligence (AI) and machine learning (ML) on JE research. They emphasised the need for more empirical studies to address the application of AI in human resource management, particularly with regard to developing ethical frameworks that ensure fairness and transparency in the implementation of technology.

While these studies differ in their thematic scope and analytical approach, they all consistently relied on Scopus or Web of Science as data sources, employing visualisation tools such as VOSviewer and CiteSpace to conduct keyword co-occurrence mapping and thematic evolution studies. Nevertheless, the existing literature highlights three significant limitations. Firstly, most studies conceptualise job embeddedness as a unidimensional construct, lacking nuanced investigation into its structural dimensions, particularly organisational embeddedness. Secondly, systematic bibliometric reviews and visual analyses examining the direct relationship between organisational embeddedness and turnover intention are notably absent. Thirdly, limited integration with career psychology or career construction theory restricts theoretical development and interdisciplinary discussion. These

Table 1: Previous bibliometric studies related to job embeddedness or turnover intention

Author	Objective	Data source and years cover	TDE	Bibliometric attributes examined
Mumu et al., 2021	Exploring work-family conflict focusing on job satisfaction and intention to quit.	Scopus 1994–2020	146	• Most relevant authors and their productivity • Quadrant analysis of most impactful sources • Co-authorship analysis based on countries • Co-occurrence network • Bibliometric coupling of documents • Thematic map analysis • Trend topic over the years • Three-fields plot
Arici et al., 2023	Analysis of job embeddedness research in hospitality and tourism literature.	Scopus 2001–2021	64	• Annual scientific production • Co-citation Analysis • Keyword co-occurrence • Bibliographic Coupling Analysis • Thematic evolutionary analysis
Fan et al., 2023	Identify the general situation and trends in the field of job embeddedness and affective commitment.	Web of Science Core Collection 1998–2022	315	• Publications and citations • Countries and institutions • Author analysis; Analysis of core journals • Co-citation analysis of references • Most co-cited articles analysis • Keywords analysis;
Xue et al., 2023	Provide general information on the trends of the studies on job embeddedness.	Scopus 1993–2020	1,572	• Year wise publication • Methods and theories • Output by countries/regions • Authors’ bibliographic coupling • Collaboration among countries and regions • Most productive universities • Leading journals • Most productive authors • Most cited publication;
Dimri et al., 2025	Exploring the role of artificial intelligence and machine learning on job embeddedness.	Scopus 2001–2023	890	• Year-wise publication analysis • Country distribution analysis • Author contribution analysis • Keyword frequency analysis • Co-authorship network analysis

*Source: Author’s compilation from bibliometric studies indexed in google scholar up to 29 July 2025. TDE: Total documents examined

gaps motivate six research questions outlined in Section 3 and guide the bibliometric and visualisation strategy.

3. RESEARCH QUESTIONS

This paper presents a bibliometric and visualisation-based review of international research on Organisational Embeddedness (OE) and Turnover intention (TI), aiming to map the global knowledge structure, thematic evolution and emerging research fronts in the field. Guided by this objective, the study is framed around six core research questions that systematically explore the current landscape, key contributors, influential publications and evolving themes within OE–TI scholarship:

- RQ1: What is the descriptive profile of the corpus and the overall developmental trajectory of research on organisational embeddedness and turnover intention?
- RQ2: How have publication and citation dynamics evolved over time, and what temporal bursts or shifts can be observed in the OE–TI discourse?
- RQ3: Which academic journals and publication venues serve as central platforms for the dissemination of influential research in this field?
- RQ4: What are the most highly cited or seminal publications that have shaped the theoretical and empirical landscape of this research area?
- RQ5: Who are the most prolific and influential contributors (authors, institutions and countries) to this domain of OE–TI studies?
- RQ6: What dominant research themes, theoretical frameworks and conceptual clusters characterize the knowledge structure of studies on organizational embeddedness and turnover intentions?

RQ1 and RQ2 were examined through descriptive and temporal performance analyses to identify the overall development of the OE–TI research corpus. RQ3 and RQ4 were addressed using source and citation analyses to identify influential journals and seminal publications. RQ5 was investigated through co-authorship analysis to reveal collaboration patterns among authors, institutions and countries. Finally, RQ6 was explored using co-word analysis and keyword clustering, supported by VOSviewer visualisation, to identify dominant research themes and conceptual structures within the OE–TI literature. By addressing these questions, the study aims to uncover the intellectual foundations, thematic patterns and collaborative networks underpinning this field. Through bibliometric mapping and keyword co-occurrence analysis, it seeks to illuminate the past and present contours of research, while pointing toward emergent frontiers. Ultimately, this endeavour contributes to a deeper, evidence-based understanding of how organisational embeddedness influences employee turnover intention, offering a strategic compass for future theoretical development and practical application in organisational behaviour and human resource management.

4. METHODS

This study employed data from Scopus, current as of 29 July 2025, and analysed Scopus-indexed documents written in English.

Scopus was deliberately selected as the sole data source due to its recognised academic authority, rigorous quality control and extensive disciplinary coverage across the social sciences, psychology and management domains (Chadegani et al., 2013). These features make it an ideal platform for bibliometric research on organisational behaviour topics such as Organisational Embeddedness (OE) and Turnover intention (TI). Bibliometric analysis was adopted as the core method because it enables systematic, large-scale mapping of scholarly landscapes, providing insights into publication patterns, intellectual structures and emerging research trends. Unlike traditional systematic literature reviews (SLRs), which typically examine specific hypotheses or conceptual frameworks, bibliometric approaches adopt a broader perspective. They allow for the identification of prolific authors, leading journals, key institutions, citation networks and thematic clusters. This makes bibliometric analysis particularly suitable for tracing the evolution of interdisciplinary and conceptually fragmented fields such as OE–TI research.

The keyword set was developed through a three-step process. First, pilot searches in Scopus and Google Scholar were conducted to identify frequently used terms in the OE–TI literature. Second, thesaurus terms and database indexing keywords were reviewed to capture linguistic and conceptual variations. Third, established expressions from prior studies on job embeddedness and turnover were cross-checked to minimise omissions. A refined search string was developed systematically from the core constructs of organisational embeddedness and turnover intention, incorporating synonyms, singular and plural forms, and both British and American spellings. After automated filtering and manual screening against inclusion and exclusion criteria, including title–abstract–keyword relevance and removal of duplicates, 42 publications were retained.

Metadata extracted from these studies included document type, source title, author names and affiliations, year of publication, citation counts, subject categories and author keywords. Analytical tools employed were OpenRefine for data cleaning and author disambiguation. For the keyword co-occurrence analysis, conducted with VOSviewer 1.6.20, a threshold of three was first applied to capture the core structure, followed by a threshold of two to broaden coverage and balance focus with diversity. These tools supported the construction of visual knowledge maps to reveal the structural, temporal and thematic characteristics of the OE–TI research domain. To ensure reproducibility, the full dataset and scripts are openly accessible through the Open Science Framework (OSF) at <https://osf.io/54vs9>.

4.1. Search Strategy

The review adopted the modified Preferred Reporting Items for Systematic Reviews and Meta-Analyses (PRISMA) guidelines for conducting systematic research reviews (Page et al., 2021). The search string TITLE-ABS-KEY ([“Organisational Embeddedness” OR “Organizational Embeddedness” OR “On-the-job Embeddedness”) AND (“Turnover intention” OR “Turnover intentions” OR “Intent to leave” OR “Intentions to leave” OR “Intention to quit” OR “Intentions to quit” OR “Intention to resign” OR “Resignation intention” OR “Voluntary turnover” OR “Retention”]) was entered into the Scopus search

engine. A total of 1,209 documents were initially retrieved from the Scopus database (Figure 1). Of these, 1,142 were automatically excluded by system filters, which removed records whose titles, abstracts, or author keywords were not directly relevant to the research topic. Editorials, magazine articles, and book chapters were also excluded at this stage. The remaining 67 documents underwent manual screening, during which a further 25 were excluded for either not directly examining the relationship between organisational embeddedness and turnover intention, or for being conference proceedings available only in abstract form without full-text access. Consequently, 42 publications were retained for final analysis.

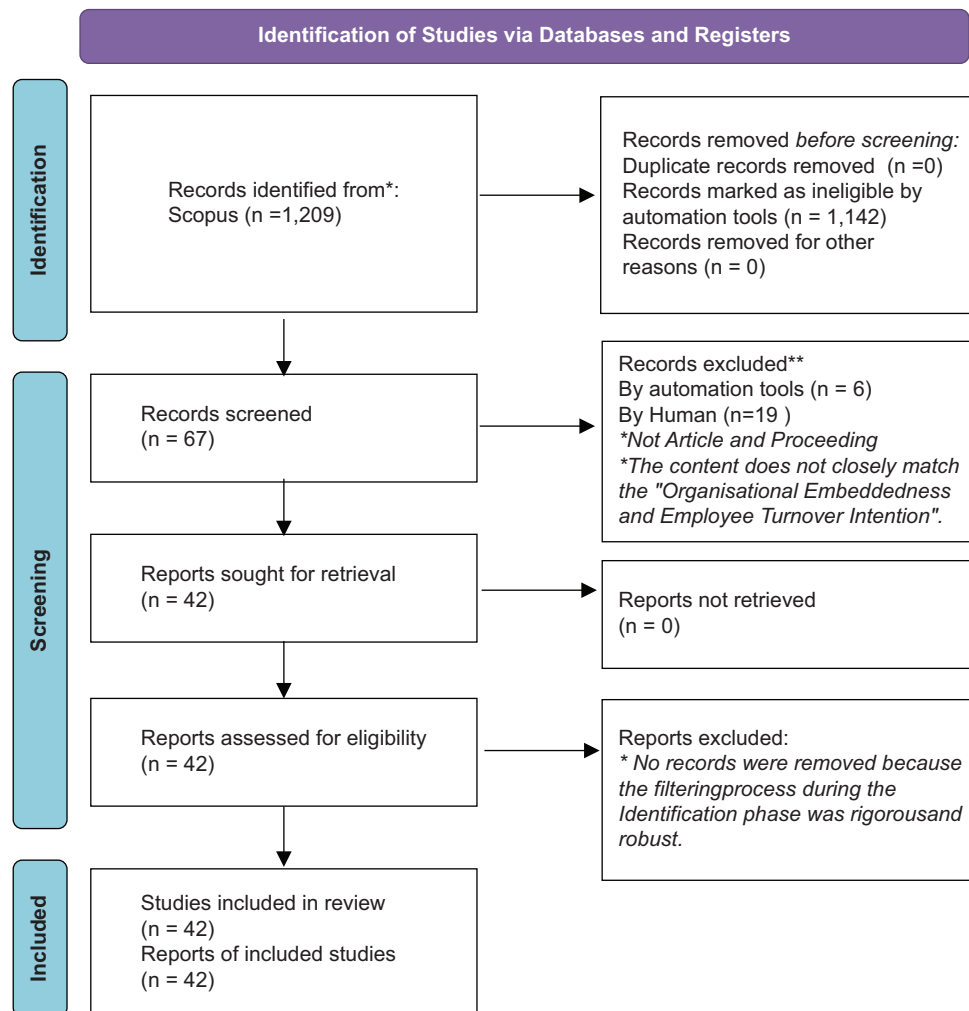
This review focused exclusively on primary studies that explicitly examined the relationship between organisational embeddedness and turnover intention, thereby ensuring conceptual precision and analytical relevance. Eligible studies were required to be written in English, indexed in Scopus, peer-reviewed, and to adopt empirical methodologies that placed this relationship at the core of their research objectives. Exclusion criteria comprised review articles, non-English or non-peer-reviewed publications, editorials, magazine articles, book chapters, conference abstracts without full texts, duplicate records, and records with incomplete metadata.

This rigorous and structured screening process ensured that the final set of articles was of high quality and thematically coherent, providing a robust foundation for the subsequent bibliometric analysis.

4.2. Data Cleaning and Harmonisation

Data cleaning and harmonisation play pivotal roles in bibliometric analysis, which is critical for the accuracy and reliability of outcomes. This research utilised OpenRefine and BiblioMagika® (Ahmi, 2024), two tools specifically developed for refining and aligning disorganised data, including author names, affiliations, keywords and other key bibliographic details. These tools were instrumental in achieving data precision and consistency, especially considering the diversity of research outputs and the potential discrepancies in the dataset. The data cleaning procedure began with exporting the Scopus dataset in CSV format. Subsequently, the relevant records in the CSV dataset were cross-checked against the original Scopus document pages to verify the accuracy of author names, institutional affiliations and other bibliographic information. Entries containing ambiguities or inconsistencies were marked within the CSV file. For example, when different variants of the same author name or abbreviated forms of institutional names were identified (e.g., “Marion B.

Figure 1: Flow diagram of the search strategy (Page et al., 2021)



*Source: Compiled by the author, with data available up to 29 July 2025

Eberly” and “Marion Eberly”, or “KIIT” and “Kalinga Institute of Industrial Technology”), these records were flagged for standardisation. Based on this identification process, OpenRefine’s clustering algorithms were applied to harmonise variants of author names and institutional affiliations by merging different forms into a single standardised representation. In addition, synonymous keywords were consolidated to improve analytical consistency; for instance, “turnover intention” and “turnover intentions” were merged into a single keyword. Throughout the process, no new metadata were created, and all corrections were strictly based on information available in the original Scopus records.

In parallel, BiblioMagika® was deployed for advanced bibliometric assessments, including the calculation of Total Publications (TP), Number of Contributing Authors (NCA), Number of Cited Publications (NCP), Total Citations (TC), Citations per Publication (C/P), Citations per Cited Publication (C/CP), Citations per Author (C/A), Authors per Publication (A/P), Citations per Year (C/Y), Citable Year, h-index, g-index, m-index, and citation sums within the h-Core. These indicators were generated for multiple categories, including year, source titles, authors, institutions and countries. Moreover, BiblioMagika® facilitated the identification of missing data, enabling manual completion where necessary, and supported the broader harmonisation process.

Through the combined use of OpenRefine and BiblioMagika®, the dataset was cleaned, standardised and rendered consistent. This process improved the accuracy and clarity of the data, ensuring the integrity of the bibliometric analysis and providing a solid basis for research on organisational embeddedness and turnover intention.

4.3. Data Analysis

Analyses were aligned with RQ1–RQ6. The authors’ strategy involved charting the current state of research in Organisational Embeddedness and Turnover intention, focusing on aspects such as document type, source type, languages, subject areas and citation metrics. The authors showcased the findings based on various criteria, including annual publication volume, contributions from top authors, leading institutions, prominent countries, and influential source titles. This approach helped spotlight the major contributors and prevailing trends within the discipline. To offer a detailed evaluation of the publications’ impact and significance, the authors applied bibliometric indicators such as total publications, number of cited papers, total citations, citations per publication, citations per cited publication, h-index, g-index, m-index, and the total citation count within the h-core. Moreover, to elucidate the principal themes and concepts prevalent in this area, the authors employed keyword clustering technique to visualise the authors’ keywords. These visualisations enabled us to discern clusters of related topics, reveal underlying patterns and explore the links among different research subfields.

4.4. Tools

The study employed a range of specialised tools to ensure the rigour of the bibliometric analysis, with each tool selected for its specific contribution to data accuracy, consistency and interpretability. BiblioMagika® was used for the initial cleaning and organisation of the Scopus dataset, enabling efficient sorting and structuring

of the data, and generating key bibliometric indicators, including the h-index, g-index, total citations, and citations per publication. OpenRefine was subsequently used to standardise bibliographic metadata by harmonising variants in author names, institutional affiliations and keywords. Finally, VOSviewer version 1.6.20 on Mac was used for keyword clustering, which generated visual maps illustrating thematic groupings within the OE–TI research field. The use of these tools enabled the dataset to be cleaned, standardised and visualised systematically. This provided a dependable foundation for the bibliometric analysis that followed.

5. RESULTS

The results analyse the current state of research on organisational embeddedness and Turnover Intention. The subsections are organised to answer RQ1–RQ6 sequentially and to synthesise the field’s status, structure and frontiers.

5.1. Current State of Research

To address RQ1, which seeks to map the current state of research on organisational embeddedness and turnover intention, this section reports the overall composition and citation characteristics of the dataset, including document type, source type, language, subject areas and aggregate citation metrics. The sample comprises English-language, peer-reviewed journal articles and conference papers indexed in Scopus, conference abstracts without full texts are excluded.

The dataset consists of 42 English-language publications, predominantly journal articles with only three conference papers. Disciplinary coverage is concentrated in Business, Management and Accounting, followed by Psychology and Social Sciences, with limited contributions from other fields. According to Table 2, across sixteen citable years from 2010 to 2025, one hundred and twenty-seven scholars contributed, with an average of 3.02 authors per paper, indicating small-team collaboration. Of the forty-two papers, thirty-four have been cited, yielding a total of 1,267 citations; citations per paper average 30.17 and increase to 37.26 among cited papers, while annual citations amount to 84.47. At the individual level, authors receive an average of 9.98 citations.

Table 2: Citation metrics

Main information	Data
Publication years	2010–2025
Total Publications	42
Citable years	16
Number of contributing authors	127
Number of cited papers	34
Total citations	1,267
Citation per paper	30.17
Citation per cited paper	37.26
Citation per year	84.47
Citation per author	9.98
Authors per paper	3.02
Citation sum within h-Core	1.264
h-index	21
g-index	35
m-index	1.313

*Source: Generated by the author(s) using BiblioMagika® (Ahmi, 2024), with data current up to 29 July 2025

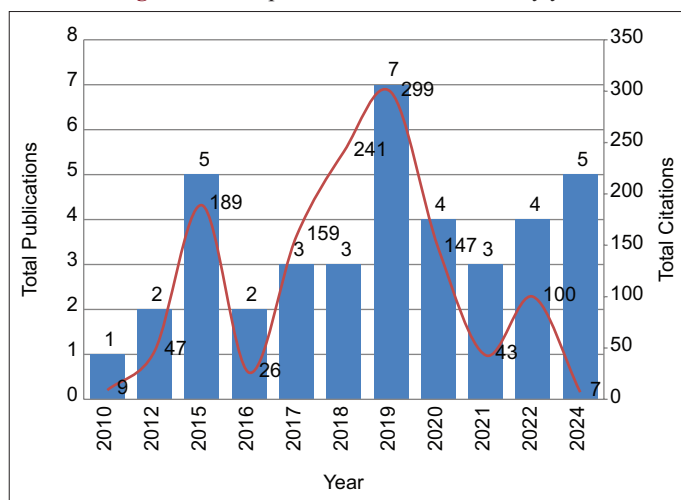
The citation sum within the h-core reached 1,264, accounting for nearly all citations, highlighting the field's reliance on a concentrated body of influential literature. With an h-index of 21, at least 21 publications in the dataset have received 21 or more citations. Furthermore, the g-index of 35 suggests the presence of highly cited papers that substantially raise the citation threshold (Egghe, 2006). The m-index of 1.313, though moderate, demonstrates stable growth in scholarly impact over the years (Hirsch, 2005).

5.2. Publication Trends

To address RQ 2, the authors began by tracing the developmental trajectory of this dynamic field. Figure 2 displays the field's temporal pattern as “slow emergence → dual-peak growth → gradual stabilisation”. The trajectories of annual publications and citations show a notable alignment, with bursts of scholarly output and impact occurring at distinct points. The years 2015 and 2019 stand out as twin peaks in both productivity and citation activity, while 2018 demonstrates a unique case of disproportionately high citation impact despite low publication volume. In contrast, the periods between 2010 and 2012 and again in 2021 reflect relative stagnation. Although the number of publications rebounded in 2024, low citation counts indicate a delay in scholarly recognition. The data for 2025 remains inconclusive, as citation accumulation is likely still in progress.

Across the 16 years under review, a total of 42 publications were identified across 16 citable years. During the initial phase (2010-2014), scholarly activity was limited, with fewer than two publications per year and low citation counts (e.g., 9 in 2010 and 47 in 2012). The h-index remained between 1 and 2, suggesting limited visibility. In 2015, the field experienced its first notable surge: five publications generated 189 citations, averaging 37.80 citations per paper. The g-index rose to 5, suggesting the emergence of influential theoretical or review contributions that boosted the field's prominence.

Figure 2: Total publications and citations by year



*Source: Generated by the author(s) using BiblioMagika® (Ahmi, 2024). The year 2025 was excluded because data were available only until 29 July 2025

5.3. Publications by Source Titles

To address RQ3, “Which academic journals and publication platforms are the central outlets for disseminating influential research in this field?” This subsection identifies the source titles and their associated publishers based on publication output and citation indicators.

Research on organisational embeddedness and turnover intention has been disseminated through a range of academic journals. The most prolific outlet was the *International Journal of Contemporary Hospitality Management* (3 publications), followed by the *Journal of Vocational Behavior*, the *International Journal of Human Resource Management*, and *Frontiers in Psychology* (each with 2 publications). Additional contributions appeared in high-impact journals such as the *Journal of Applied Psychology* and the *Journal of Management*. Overall, the distribution of publications shows concentration in human resource management, applied psychology, and hospitality studies, with further presence in nursing management, engineering, and information systems.

Among the five most active journals publishing at least two articles, clear differences are observed in research output and citation counts. The *International Journal of Contemporary Hospitality Management* published three papers, totaling 213 citations (71/paper) and achieving h- and g-indices of 3. The *Journal of Vocational Behavior* published two articles with a combined 66 citations, while the *International Journal of Human Resource Management* published two articles with 37 citations. The *International Journal of Human Resources Development and Management* published two articles with a total of 10 citations. *Frontiers in Psychology* published two articles with 62 citations, averaging 31 citations per paper, and showed the highest number of collaborative authors (17).

From the perspective of publication platforms, these journals are issued by several well-established publishers. The *International Journal of Contemporary Hospitality Management* is published by Emerald Publishing, the *Journal of Vocational Behavior* by Elsevier, the *International Journal of Human Resource Management* by Taylor and Francis, the *International Journal of Human Resources Development and Management* by Inderscience, and *Frontiers in Psychology* by Frontiers Media SA. Together, these outlets and their respective publishers constitute the primary academic channels through which research on organisational embeddedness and turnover intention has been disseminated.

5.4. Highly Cited Documents

To address the fourth research question, Table 3 presents the ten most highly cited core publications in the field of organisational embeddedness and turnover intention. This highlights the most influential contributions to the academic development of this area. Topping the list is the 2018 study by Afsar, Shahjehan, and Shah, published in the *International Journal of Contemporary Hospitality Management*. Using data from 343 frontline hotel employees in Thailand, the study employed partial least squares structural equation modelling to reveal that on-the-job embeddedness fully mediates the effects of high-performance work practices and trust in supervisor on turnover intention, and turnover intention

Table 3: Top 10 highly cited articles

No.	Author (s)	Title	Source title	TC	TC%	C/Y
1	Afsar et al. (2018)	Frontline employees' high-performance work practices, trust in supervisor, job-embeddedness and turnover intention in hospitality industry	International Journal of Contemporary Hospitality Management	125	9.87	15.63
2	Fasbender et al. (2019)	Job satisfaction, job stress and nurses' turnover intention: The moderating roles of on-the-job and off-the-job embeddedness	Journal of Advanced Nursing	117	9.23	16.71
3	Peltokorpi et al. (2015)	Organizational embeddedness, turnover intention, and voluntary turnover: The moderating effects of employee demographic characteristics and value orientations	Journal of Organizational Behavior	113	8.92	10.27
4	Hussain and Deery (2018)	Why do self-initiated expatriates quit their jobs: The role of job embeddedness and shocks in explaining turnover intention	International Business Review	81	6.39	10.13
5	Eberly et al. (2017)	Staying after the storm: How transformational leadership relates to follower turnover intention in extreme contexts	Journal of Vocational Behavior	66	5.21	7.33
6	Ampofo and Karatepe (2022)	The effects of on-the-job embeddedness and its sub-dimensions on small-sized hotel employees' organizational commitment, work engagement and turnover intention	International Journal of Contemporary Hospitality Management	63	4.97	15.75
7	Porter et al. (2019)	On-the-job and off-the-job embeddedness differentially influence relationships between informal job search and turnover	Journal of Applied Psychology	56	4.42	8.00
8	Wu et al. (2017)	Employee well-being and turnover intention: Evidence from a developing country with Muslim culture	Career Development International	52	4.10	5.78
9	Yang et al. (2020)	Unfolding deconstructive effects of negative shocks on psychological contract violation, organizational cynicism, and turnover intention	International Journal of Hospitality Management	50	3.95	8.33
10	Coetzer et al. (2019)	Does job embeddedness predict turnover intention in SMEs?	International Journal of Productivity and Performance Management	49	3.87	7.00

*Source: Generated by the author(s) using BiblioMagika® (Ahmi, 2024), with data current up to 29 July 2025. TC: Total Citations. C/Y: Average citations By Year. TC%: Article's total citations relative to the dataset total (n=1,267)

positively affects the actual voluntary turnover (Afsar et al., 2018). The article has received 125 citations to date, averaging 15.63/year, reflecting its enduring academic influence.

The second most cited article, authored by Fasbender, Van der Heijden, and Grimshaw, was published in the Journal of Advanced Nursing in 2019. It examined the interplay between job satisfaction, job stress, and nurses' turnover intention, while also testing the moderating effects of both on-the-job and off-the-job embeddedness (Fasbender et al., 2019). With 117 citations and an annual average of 16.71 citations, the study has achieved notable recognition for its theoretical and methodological contributions to understanding job embeddedness and occupational stress.

Ranked third is the article by Peltokorpi, Allen, and Froese, published in 2015 in the Journal of Organisational Behaviour. With 113 citations, this longitudinal study of 643 full-time employees in Japan found that gender and risk aversion moderated the link between organisational embeddedness and turnover intention, which subsequently predicted voluntary turnover (Peltokorpi et al., 2015), thereby broadening the explanatory framework for individual differences in turnover behaviour.

Other noteworthy contributions include the study by Hussain and Deery in the International Business Review, which found that on-the-job embeddedness and shocks significantly predicted turnover intention among 204 self-initiated expatriates in the UAE and has since garnered 81 citations (Hussain and Deery, 2018). Additionally, the work by Eberly and colleagues, published in the Journal of Vocational Behavior, found that transformational leadership under extreme conditions indirectly reduced turnover intention by increasing followers' on-the-job embeddedness,

and has been cited 66 times (Eberly et al., 2017). Further highly cited articles have investigated employee embeddedness in small and medium-sized enterprises (Coetzer et al., 2019), breaches of psychological contracts (Yang et al., 2020), and industry-specific cases across healthcare (Fasbender et al., 2019; Porter et al., 2019) and media (Wu et al., 2017) sectors.

A particularly notable recent contribution is the 2022 study by Ampofo and Karatepe, which focused on organisational embeddedness among employees in small-sized hotels (Ampofo and Karatepe, 2022). Despite its recent publication, the article has already garnered 63 citations, with an annual average of 15.75, ranking sixth in overall impact and demonstrating substantial and rapid academic uptake.

5.5. Publications by Authors

As part of addressing RQ5 on the most productive and influential contributors in the field of organisational embeddedness and turnover intention, this subsection reports the publication output and citation performance of individual authors.

Table 4 shows that Yang Chunjiang, Timothy T. Self, and Riann Singh are the most productive authors, each contributing three documents, representing 7.14% of the total output, with three cited publications. Yang recorded 77 citations, accounting for 6.08% of all citations. Self received 73 citations with an h-index of 3, a g-index of 3, and an m-index of 0.429, while Singh received 31 citations with a citation share of 2.45%.

Several other authors produced two documents each, accounting for 4.76% of total publications. Dechawata Napaisal received 76 citations with the highest average citations per publication

Table 4: Most productive authors that published at least two (2) documents

Full name	Current affiliation	Country	TP	TP%	NCP	TC	TC%	C/P	C/CP	h	g	m
Yang, Chunjiang	Yanshan University	China	3	7.14	3	77	6.08	25.67	25.67	2	3	0.286
Self, Timothy T.	University of Nevada	United States	3	7.14	3	73	5.76	24.33	24.33	3	3	0.429
Singh, Riann	Yanshan University	China	3	7.14	3	31	2.45	10.33	10.33	2	3	0.200
Dechawatanapaisal, Decha	Northern Kentucky University	United States	2	4.76	2	76	6.00	38.00	38.00	2	2	0.222
Ampofo, Emmanuel Twumasi	Open Universiteit	Netherlands	2	4.76	2	70	5.52	35.00	35.00	2	2	0.500
Karatepe, Osman M.	Open Universiteit	Netherlands	2	4.76	2	70	5.52	35.00	35.00	2	2	0.500
Eberly, Marion B.	Monash University	Australia	2	4.76	1	66	5.21	33.00	66.00	1	2	0.111
Chen, Yashuo	Yanshan University	China	2	4.76	2	52	4.10	26.00	26.00	2	2	0.333
Gordon, Susan	Purdue University	United States	2	4.76	2	37	2.92	18.50	18.50	2	2	0.286

Source: Generated by the author(s) using BiblioMagika (Ahmi, 2024), with data current up to 29 July 2025. TP: Total number of publications, NCP: Number of cited publications, TC: Total citations; C/P=average citations per publication; C/CP=average citations per cited publication; h=h-index; g=g-index; m=m-index. TP%: Proportion of total publications (n=42); TC%: Proportion of total citations (n=1,267)

at 38. Ampofo Emmanuel Twumasi and Osman M. Karatepe each obtained 70 citations and shared the highest m-index value of 0.500. Marion B. Eberly recorded 66 citations with one cited document and achieved the highest citation rate per cited publication at 66. Chen Yashuo obtained 52 citations, and Susan Gordon received 37 citations.

Overall, the highest values of each indicator were distributed across different authors. Yang Chunjiang, Self Timothy T., and Singh Riann each reached a total publication count (TP), number of cited publications (NCP), and g-index of three. Yang Chunjiang also recorded the highest total citations (TC) with 77, accounting for 6.08% of all citations (TC%). The leading average citations per publication (C/P) was by Dechawata Napaisal with 38.00, while Eberly Marion B. achieved the highest average citations per cited publication (C/CP) at 66.00. The highest h-index of 3 was held by Self Timothy T., and the highest m-index of 0.500 was jointly held by Ampofo Emmanuel Twumasi and Karatepe Osman M.

5.6. Publications by Institutions

The preceding subsection has reported on the contributions of leading authors, whereas the present section focuses on institutions. Using indicators such as total publications, total citations, h-index, g-index, and m-index, the analysis outlines the research output and scholarly impact of universities and research institutes in this field. The research output and impact of institutions are commonly assessed through multiple indicators. The number of publications reflects the overall scale of research, whilst the total number of citations indicates the cumulative influence of scholarly work. The h-index requires an institution to have at least h publications, each cited no fewer than h times; it balances quantity with citation level and highlights the stability and continuity of research output. In contrast, the g-index places greater emphasis on highly cited publications and captures the clustering effect of influential contributions. In summary, the h-index reflects sustained and balanced performance, whereas the g-index highlights concentration and prominence, with each indicator illustrating institutional performance from a different perspective.

With regard to the most productive institutions, the top five are Yanshan University, the University of the West Indies, the University of Nevada, the Pennsylvania State University, and the University of Washington. Among them, Yanshan University

records the largest output with four publications, accounting for 9.52%, NCA 9, with a total of 79 citations, an average of 19.75 citations per publication, an h-index of 2, a g-index of 4, and an m-index of 0.286. The University of the West Indies and the University of Nevada each produced three publications, whilst the Pennsylvania State University and the University of Washington both produced two. Technical University of Munich and Central Michigan University also published two papers each, although neither received citations.

In terms of total citations, Asian Institute of Technology, Hazara University, and University of Peshawar each achieved 125 citations with a single publication, representing the highest values. Justus-Liebig-University Giessen, Oxford Health NHS Foundation Trust, and Radboud University each recorded 117 citations from a single publication. For the g-index, Yanshan University ranked highest with a value of 4. University of Nevada and the University of the West Indies both achieved 3, while the University of Washington, Chulalongkorn University, Kwame Nkrumah University of Science and Technology, Purdue University, Eastern Mediterranean University, Southern Illinois University Edwardsville, and the Pennsylvania State University each recorded 2.

The institutional analysis reveals a concentrated distribution of research efforts. The subsequent subsection turns to the national level, further examining research productivity and impact across countries to provide a comprehensive response to RQ5.

5.7. Publications by Countries

At the national level of research output, the United States holds the leading position across multiple indicators, with 16 publications, 41 co-authors (NCA), 12 co-authored publications (NCP), 450 citations (TC), an H-index of 10, a G-index of 16, and an M-index of 0.625. China follows, ranking second with nine publications, 26 co-authors (NCA) and 7 co-authored publications (NCP), and an H-index of 5, a G-index of 9, and an M-index of 0.556. Australia ranks third with 6 publications and 133 citations (TC), followed by an H-index of 4 and a G-index of 6, while both the Netherlands and Germany produced 4 publications each. Germany records the second-highest total citations (TC=230) and the highest citations per cited publication (CCP), at 115. Among countries represented by a single publication, Japan achieves the highest citations per publication (C/P), at 113, whereas the United Arab Emirates records the highest citations per cited publication (CCP), at 81.

The overall geographical distribution of national contributions is further illustrated in Figure 3.

Thus, RQ5 has been fully addressed through the analyses of authors, institutions and countries.

5.8. Co-Occurrence Analysis

The final RQ is: “What pivotal research themes underpin the development and evolution of organisational embeddedness and turnover intention?” To address this, a co-occurrence analysis was conducted to identify the major themes, map their interconnections, and capture the field’s structural composition. The co-occurrence network was first generated with a threshold of three to highlight the core structure and subsequently lowered to two to broaden the coverage. To provide both perspectives, the main figure presented in this section (Figure 4) is based on the threshold of two, which reveals peripheral and emerging themes, while the more compact threshold of three result is provided in the OSF repository for comparison.

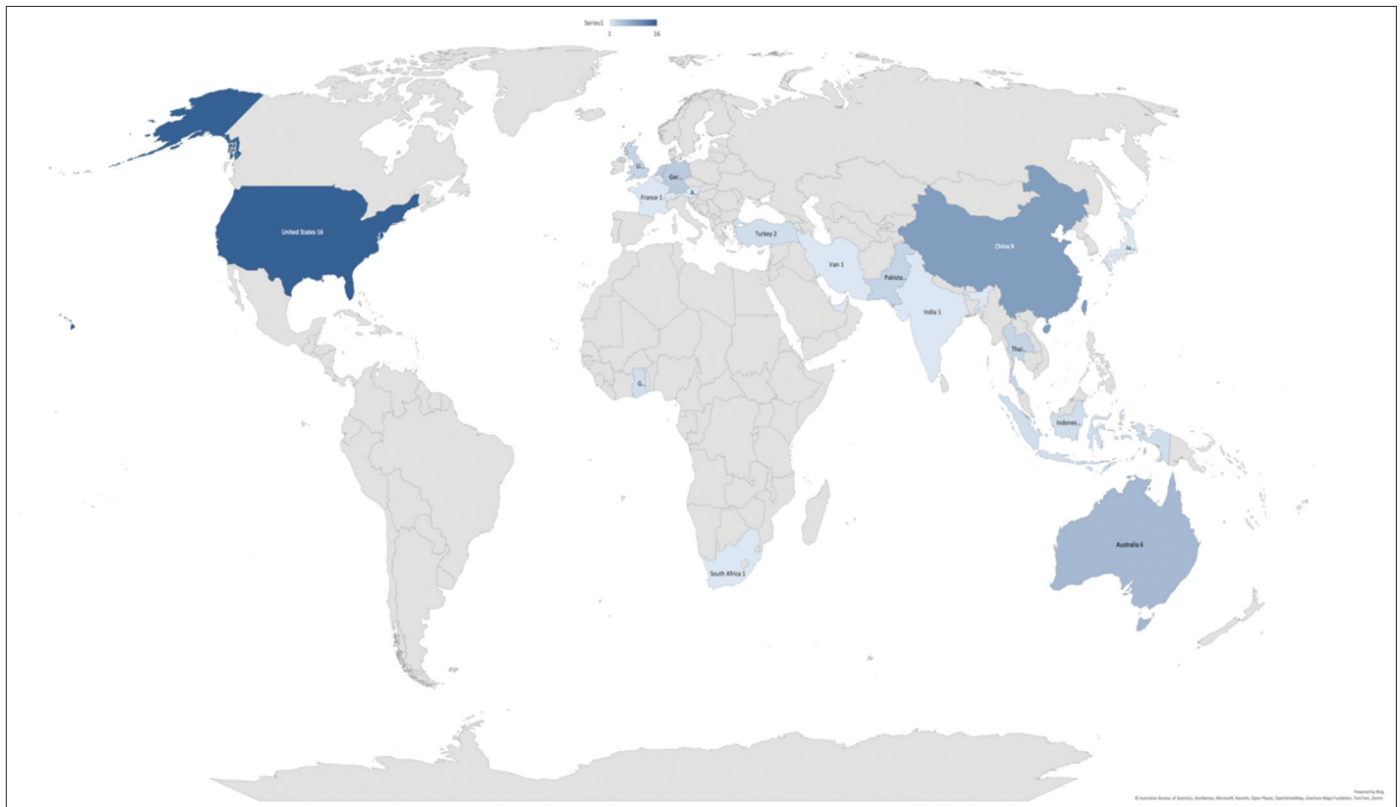
At the threshold of three, the network is organised into four clusters. The red cluster is centred on job embeddedness and incorporates three sets of terms: turnover outcomes such as employee turnover and retention; work experience terms including work engagement and work–family balance; and a theoretical element represented by conservation of resources theory. The green cluster is organised around organisational embeddedness and turnover intentions, and includes community

embeddedness, personality traits, and the regional label Trinidad. The blue cluster covers situational, attitudinal, and occupational dimensions, represented by on-the-job shocks, job satisfaction, and information technology professionals. The yellow cluster is smaller in scale and consists of perceived trust and voluntary turnover.

At the threshold of two, the network expands into six clusters. The red cluster continues to group job embeddedness with turnover outcomes, work experience terms, and conservation of resources theory. The green cluster brings together organisational embeddedness, coworker support, personality traits, and Trinidad. The blue cluster combines on-the-job shocks, gender differences, and community embeddedness. The light blue cluster consists of voluntary turnover, high-performance work practices, commitment-based human resource practices, and perceived trust. The purple cluster groups turnover intentions, occupational embeddedness, knowledge employees, and Thailand. The yellow cluster associates job satisfaction with information technology professionals.

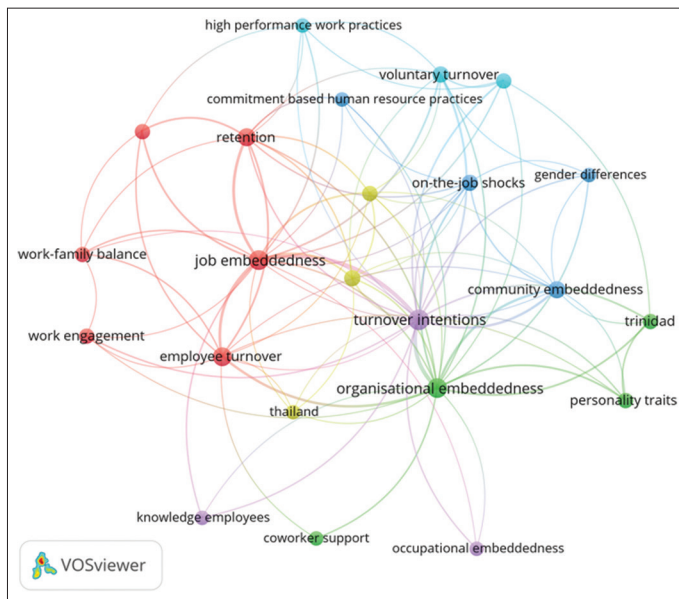
The above co-occurrence analysis depicts the central clusters captured at the higher threshold as well as the broader thematic extensions revealed at the lower threshold, thereby directly addressing RQ6. The next chapter integrates the findings from all research questions and discusses their overall trends and implications.

Figure 3: Visualisation of global distribution on organisational embeddedness and turnover intention



*Source: Data generated with BiblioMagika® (Ahmi, 2024) and visualised in Microsoft Excel, with coverage up to 29 July 2025

Figure 4: Co-occurrence network of the author's keywords with at least two occurrences



*Source: Generated by the author(s) using VOSviewer 1.6.20 (Mac).
Data are current as of 29 July 2025, with the threshold set at two

6. DISCUSSION

Between 2010 and 2025, this field developed a clearer trajectory and knowledge base. The overall trend shows steady growth in publications, a concentration of academic influence, broader research themes, and greater refinement in theory and method. This reflects the maturity of accumulated scholarship while also showing how external environments and practical challenges have shaped research agendas.

Of the 42 English-language publications retrieved, three were conference papers (7.14%), showing that dissemination relies heavily on journals. Peer review strengthens influence and methodological rigour, but over-reliance may limit new perspectives and delay feedback. Most studies fall within business, management, and accounting, followed by psychology and the social sciences, leaving scope for more interdisciplinary expansion. In citation terms, 34 publications were cited (80.95%), totaling 1,267 citations (TC). This equals 30.17 citations per paper (CPP) and 37.26 per cited paper (CPP_cited). The annual average was about 84.47 citations (AC), pointing to steady, long-term accumulation rather than short bursts of influence. A total of 127 authors contributed, averaging only 0.33 publications each (PPA), showing few sustained high producers. However, the average of 9.98 citations per author (CPA) indicates that impact is concentrated in a small number of core works. The indices confirm this concentration. The h-index is 21, the g-index of 35, and the g/h ratio is about 1.67, suggesting that a few highly cited papers raised the field's benchmark (Egghe, 2006). The m-index is 1.313, showing that influence has built up steadily over time (Hirsch, 2005). Overall, the field appears journal-driven, led by small research teams, broad in scope yet centred on a core, and growing at a steady pace. To reduce reliance on a few key papers, future research should strengthen collaboration across institutions and

countries, promote data sharing, and test measurement equivalence in diverse settings to improve external validity.

In terms of temporal trajectory, the field shows a pattern of “slow start – dual peaks – return to stability”. From 2010 to 2014, influenced by the aftermath of the financial crisis and the dominance of traditional turnover antecedent research, both volume and impact were limited. In 2015, the rise of the sharing economy reshaped employment structures, driving the first growth peak, with a small number of highly cited papers facilitating wider diffusion. In 2018-2019, digitalisation, automation, and artificial intelligence intensified concerns about skill obsolescence and career stability, leading to a second peak. Although publication numbers were modest, the impact was significant. In 2020-2021, the COVID-19 pandemic shifted research towards remote work, mental health, and occupational stress. Data collection was constrained and output declined. In 2024, publication numbers recovered, but citation impact remains delayed, with 2025 data still accumulating. Overall, the development of this field reflects both the accumulation of academic work and the combined effects of economic fluctuations, labour market changes, and major external events.

At the journal and publishing platform level, research outputs are concentrated in a few core journals with relatively high citation efficiency. The International Journal of Contemporary Hospitality Management leads in both publications and citations, highlighting the focus on hospitality and service contexts. The Journal of Vocational Behavior and Frontiers in Psychology show strong average citation performance, reflecting theoretical development and interdisciplinary value. The International Journal of Human Resource Management and the International Journal of Human Resources Development and Management are comparatively weaker. Notably, Frontiers in Psychology features larger author teams, indicating a rise in inter-institutional and large-scale collaboration. Dissemination occurs mainly through traditional publishers (Emerald, Elsevier, Taylor and Francis) and newer digital platforms (Frontiers Media). Thematic coverage has expanded from human resource management and applied psychology to sectors such as hospitality, nursing, engineering, and information systems. Future progress requires stronger interdisciplinary collaboration and more applied research in emerging industries, thereby broadening theoretical boundaries and enhancing practical value.

Highly cited research has shifted focus from “whether organisational embeddedness is effective” to “why it is effective and under what conditions it is more effective”. When supervisory trust and high-performance HR practices enhance on-the-job embeddedness, turnover intention decreases significantly (Afsar et al., 2018). Organisational embeddedness not only influences turnover intention but also predicts actual turnover (Peltokorpi et al., 2015). Cross-national and cross-industry evidence indicates that the mechanism is generally applicable across contexts such as hospitality, nursing, and expatriate settings. However, contextual heterogeneity is evident: in high-stress environments, community ties can sometimes suppress turnover intention more effectively than workplace relationships (Fasbender et al., 2019). Overall,

organisational embeddedness is shaped by managerial practices, leadership styles, individual characteristics, and external shocks (Eberly et al., 2017; Porter et al., 2019; Ampofo and Karatepe, 2022). Methodologically, research has begun to use longitudinal surveys and multilevel analysis to capture this process more accurately (Peltokorpi et al., 2015).

Research output and impact show a pattern of both concentration and dispersion at the levels of authors, institutions, and countries. At the author level, there are no long-term dominant contributors. Yang Chunjiang, Timothy T. Self and Riann Singh each published three papers, but influence is often reflected in “fewer but higher quality” works or in more recent rapid increases. For example, Yang received 77 total citations, Dechawatanapaisal, Decha, averaged 38 citations per paper, and Eberly, Marion B., gained 66 citations from a single article. Ampofo, Emmanuel Twumasi, and Karatepe, Osman M. both recorded an m-index of 0.500, showing fast-growing influence in recent years. At the institutional level, the top five universities, including Yanshan University, the University of the West Indies, the University of Nevada, Pennsylvania State University, and the University of Washington, together contributed about one-third of the total output. Yanshan University produced 4 papers with 79 citations, reflecting steady accumulation, while the Asian Institute of Technology, Hazara University, and the University of Peshawar each achieved over 100 citations from a single paper, highlighting the “one-hit” phenomenon. At the national level, the United States leads with 16 papers and 450 citations. China follows with nine papers and a high proportion of collaborative work, while Australia occupies a middle position. Germany and the Netherlands both produced four papers, but Germany achieved an average of 115 citations per paper, indicating “fewer but higher quality” papers. Japan and the United Arab Emirates each published only one paper, yet received 113 and 81 citations, respectively, also reflecting high impact. Overall, the United States and China dominate through scale, while countries such as Germany and Japan stand out through efficiency or highly cited single contributions. Future assessments of academic influence should therefore combine publication volume, citation performance, and temporal trends to provide a more balanced view of the research landscape.

Co-occurrence analysis further shows that organisational embeddedness is the central mechanism in turnover research, shaped by four main factors: resource availability, relationship quality, event shocks and institutional practices. When the threshold is set at three, the network displays a stable core structure, indicating that organisational embeddedness is closely linked to turnover and retention, and aligns with the resource-based logic, suggesting that the core mechanism is relatively mature. When the threshold is reduced to two, peripheral themes emerge, such as gender, occupational differences, and country- or industry-specific labels. These indicate that the mechanism varies across groups and contexts, offering more specific intervention entry points. This implies that turnover management requires a multi-dimensional approach rather than reliance on a single measure. Future research design could adopt multi-wave longitudinal tracking, event sampling, and multilevel models to capture the strength of shocks and cross-level interactions. Analytical tools such as configurational indices,

qualitative comparative analysis (QCA), and structural equation modelling (SEM) may be employed to test equivalent pathways among different combinations of human resource practices, thereby providing stronger explanations and interventions for employee mobility. Future studies should compare occupational and regional groups and include hard indicators such as actual turnover, internal mobility, and remote or hybrid work, to improve external validity. Given the continuing transformation driven by digitalisation, flexible employment, and the platform economy, their structural impacts on embeddedness and mobility warrant further exploration.

In summary, over the past 16 years, this field has achieved progress in volume, impact and thematic development, but remains marked by high concentration and limited collaboration. Future breakthroughs are likely to depend on strengthening inter-institutional and cross-regional cooperation, expanding research in emerging industry contexts, and enhancing the external validity of theories, thereby providing more forward-looking support for turnover management and policy practice.

7. CONCLUSION AND LIMITATIONS

This study systematically mapped the intellectual structure and global research landscape of organisational embeddedness (OE) and turnover intention (TI), addressing the objectives set out in the introduction. First, by identifying leading contributors, institutions, and countries, it showed that OE–TI research is both concentrated and globally dispersed, reflecting consolidation alongside diversification. Second, the co-occurrence analysis identified three thematic domains: a structural–retention domain that frames OE as a mechanism for employee attachment and turnover; a social–psychological domain that highlights the role of trust, social ties, personality traits, and demographic factors; and an applied–sectoral domain that situates research in specific occupational and industry contexts. Third, the temporal analysis revealed phased growth with distinct peaks of influence, shaped by both academic accumulation and external shocks such as digitalisation and the COVID-19 pandemic. Together, these findings provide a comprehensive picture of the field’s evolution, current position, and potential future directions.

This study makes contributions in three respects. Theoretically, through bibliometric and co-occurrence analysis, it shows that organisational embeddedness influences turnover intention via structural, relational and contextual mechanisms, extending the debate from whether OE is effective to why and under what conditions it is effective, and providing integrative evidence for resource-conservation and attachment logics. Practically, the findings indicate that interventions should rely on bundled HR practices and supervisory trust, targeting the dimensions of organisational fit, internal links, and perceived sacrifice, while adapting job design, performance management, and internal mobility pathways to digital and hybrid contexts. Hard indicators such as actual turnover and internal mobility are recommended for evaluation to strengthen external validity. Methodologically, the study demonstrates the utility of combining bibliometrics, visual co-occurrence mapping, and temporal analysis to capture intellectual structures and developmental patterns, offering

a replicable framework and candidate variables for future longitudinal, multilevel, and cross-regional investigations.

Building on the present findings, future research should advance along four interlinked lines. First, adopt multi-wave longitudinal designs with event sampling, and use multilevel models to capture individual–team–organisation dynamics and possible non-linear thresholds. Second, strengthen measurement by testing invariance of the three OE dimensions (fit, links, sacrifice) across occupations, sectors, and regions, and include hard outcomes such as actual turnover, internal mobility, post-promotion retention, and time-to-exit together with the proportion of remote or hybrid work to enhance external validity. Third, combine configurational analyses (e.g., QCA) with causal inference (quasi-experiments, panel or difference-in-differences), structural equation modelling, and mixed-method approaches to identify equifinal pathways and to test mediation and moderation, including the roles of high-performance HR practices, supervisory trust, job stress, and perceived skill obsolescence. Fourth, the scope should be extended to digital platforms, algorithmic management, high-tech and dynamic sectors, as well as under-represented regions. In addition, career development and cross-cultural frameworks should be integrated to explain OE–TI relations across diverse labour markets. Across all lines, use preregistration, data sharing and reproducible workflows to improve robustness and generalisability and to generate evidence for context-sensitive retention strategies.

While this bibliometric and visual analysis provides valuable insights into the intellectual landscape of organisational embeddedness and turnover intention research, several limitations must be acknowledged. First, the study relied solely on the Scopus database, which, although comprehensive, may omit relevant works indexed in other repositories such as Web of Science, PsycINFO, or regional databases. This may affect the completeness of the dataset, particularly for regionally published or non-English studies.

Second, the bibliometric approach relies on citation-based indicators and co-occurrence mapping. These methods are effective for identifying intellectual structures but cannot fully capture theoretical contributions, methodological innovations, or contextual insights within individual articles. Future work would benefit from combining bibliometric techniques with qualitative synthesis to address these gaps.

Third, the study analysed a relatively modest corpus of 42 publications across 16 years, reflecting that the field remains at an early stage compared to more established areas of organisational research. This limitation suggests the need for future investigations to broaden the evidence base through longitudinal, cross-national, and multi-level studies, especially in emerging contexts such as digital employment, hybrid work, and vocational identity transitions.

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