IMPACT OF ORGANISATIONAL CULTURE ON WORK-LIFE BALANCE A BIBLIOMETRIC ANALYSIS AND GROWTH IN RESEARCH

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Abstract - This paper focuses on bibliometric analysis of the impact of organisation culture on work-life balance. A bibliometric review is used to check the growth of particular research. Vos Viewer and Biblioshiny are used for analysis and graphical views. Total 444 documents are analyzed for this purpose. Data is analysed from Web of science database. The findings indicate a rise in the number of organizational culture, organizational commitment and work-life balance/work-life conflict publications. The growth of articles in the Journal of Vocational Behaviour is substantially growing. Using citation analysis, co-citation analysis, bibliographic coupling, co-citation analysis, and co-word analysis, the growth of the research is analyzed. This study helps to identify the author's performance based on citation as well as prestige. This research helps future researchers in identifying the new words, which can help in identifying variables.

Keywords: Work-life conflict, Organisational Commitment, Bibliometric analysis.

I INTRODUCTION

A significant part of the working population's life is the Work-life balance. Work-family imbalance occurs when work affects health by increasing Cholesterol level, body mass, job performance, and increased turnover intentions among employees. Work-family conflict occurs due to the division of labour. It is based on domestic task allocation, and more domestic tasks can create an imbalance between work and family life. Work-family imbalance depends on state family-friendly policies. Few studies give the responsibility of work-life balance to the supervisor. If a supervisor or co-workers are supportive, they can lead to speak in favour of family benefit policies and lead to work-life balance. A few studies relate the impact of work-life balance benefit policies like flexi-time on a senior lever career.

In today's scenario, when there is 24 hours service impact the work-life balance of employees. E-mail systems have affected the work-life balance of employees. When there is a shortage of staff due to recession or cost-cutting, it puts pressure on a few employees and can lead to work-life imbalance. Organizational support is one of the reasons for work to family enrichment. Workload imbalance and job satisfaction in work organizations affect the work-life balance of employees. If the employees are satisfied with the organisational climate can lead to high job satisfaction and commitment among employees. Organizational support is needed to reduce work-family conflict for expatriates also. They have to understand the mental well-being and health of their employee. The organization that provides parental leave to the father is treated very supportive, and employees who think their organisation is supportive have less worry during the leave period. A negative environment in an organisation can increase work-life conflict that can be time-based, behavior-based, and strain-based. Flexibility in work has a significant impact in balancing work-family conflict. The human resource department has a positive role in balancing work and family conflict. Through HR policies and programs, Indian women can achieve work-life balance by setting priorities in their work and personal life. There are different reasons for work-life imbalance, leading to job dissatisfaction and burnout, and intention to leave the organization.

This article aims to analyze the current literature and find out the most influencing author, journal, and documents with citation analysis. This research will be helpful to the future researcher to identify the most cited articles.

2. OBJECTIVES OF STUDY

The objective of study is to find out the growth in particular discipline i.e. work life balance through Web of Science Database and to find out most influential authors and journal for future researchers. Objectives of the study are achieved with the help of following methods through bibliometric analysis. Following are the main objectives of research which are further divided into sub objectives.

- Citation analysis,
- Bibliographic coupling
- Co-citation analysis
- Co-author
- Co-word analysis

3. RESEARCH METHODOLOGY AND INITIAL DATA STATISTICS

Reviews of literature are done to find out other researchers' work and identify the gap for future study. Different methods are used for literature reviews by scholars like Meta-analysis, conceptual paper, Reviewed paper, and bibliometric method. In the current study, literature reviews are done with the help of the bibliometric method. It is a scientific method to review existing literature with citation analysis, co-citation analysis, bibliographic coupling, co-word analysis, and co-author analysis. To achieve our research objective, we are using the SALSA method i.e., Search, Appraisal, Synthesis, and Analysis(Mumu et al., 2020).

3.1 Define the search terms and Database

Keywords like "Work-life balance", "Work-family conflict", Organizational commitment, Organisational supports, organisational culture, organisational policies, work-life stress, family-friendly policies, organizational supports are used to explore web of science. Organizational policies have an important impact on managing work-life balance; therefore, this term is included in the searching growth of articles on impact of organizational support on work-life balance. The database chosen for study is Web of Science

3.2 Initial search Result

| Search items(Web of science Core Collection)	Number of Articles
(("Work-life balance" OR "work-family conflict" OR "work-family committment")	4890
(("Work-life balance" OR "work-family conflict" OR "work-family committment" OR "work-life conflict"))	5015
(("Work-life balance" OR "work-family conflict" OR "work-family committment" OR "work-life conflict" OR "work-family enrichment"))	5108
(("Work-life balance" OR "work-family conflict" OR "work-family committment" OR "work-life conflict" OR "work-family enrichment") AND ("Organisation support" OR "Organsiation culture"))	04
(("Work-life balance" OR "work-family conflict" OR "work-family committment" OR "work-life conflict" OR "work-family enrichment") AND ("Organisational support" OR "Organsiational culture"))	14
(("Work-life balance" OR "work-family conflict" OR "work-family committment" OR "work-life conflict" OR "work-family enrichment") AND ("Organisational support" OR "Organsiational culture" OR "Organisational policies"))	18
(("Work-life balance" OR "work-family conflict" OR "work-family committment" OR "work-life conflict" OR "work-family enrichment" OR "work-life interface") AND ("Organisational support" OR "Organsiational culture" OR "Organisational policies" OR " family-friendly policies" OR "Organisational environment" OR "employer behaviour"))	81

(("Work-life balance" OR "work-family conflict" OR "work-family committment" OR "work-life conflict" OR "work-family enrichment" OR "work-life interface" OR "work-lfie stress") AND ("Organisational support" OR "Organsiational culture" OR "Organisational policies" OR " family-friendly policies" OR "Organisational environment" OR "employer behaviour" OR "supervisor support" OR "flexible hours"))	222
(("Work-life balance" OR "work-family conflict" OR "work-family committment" OR "work-life conflict" OR "work-family enrichment" OR "work-life interface" OR "work-lfie stress" OR "Work-family role") AND ("Organisational support" OR "Organsiational culture" OR "Organisational policies" OR " family-friendly policies" OR "Organisational environment" OR "employer behaviour" OR "supervisor support" OR "flexible hours" OR "Leave"))	492

3.3 Refinement of search results

| Search Keywords	Refinement results
TOPIC: (("Work-life balance" OR "work-family conflict" OR "work-family committment" OR "work-life conflict" OR "work-family enrichment" OR "work-life interface" OR "work-life stress" OR "Work-family role") AND ("Organisational support" OR "Organsiational culture" OR "Organisational policies" OR " family-friendly policies" OR "Organisational environment" OR "employer behaviour" OR "supervisor support" OR "flexible hours" OR "Leave"))	481(Only English language paper are included)
: ((("Work-life balance" OR "work-family conflict" OR "work-family committment" OR "work-life conflict" OR "work-family enrichment" OR "work-life interface" OR "work-lfie stress" OR "Work-family role") AND ("Organisational support" OR "Organsiational culture" OR "Organisational policies" OR " family-friendly policies" OR "Organisational environment" OR "employer behaviour" OR "supervisor support" OR "flexible hours" OR "Leave") NOT ("Fertility")))	468(Paper related to Fertility were excluded)
((("Work-life balance" OR "work-family conflict" OR "work-family committment" OR "work-life conflict" OR "work-family enrichment" OR "work-life interface" OR "work-lfie stress" OR "Work-family role") AND ("Organisational support" OR "Organsiational culture" OR "Organisational policies" OR " family-friendly policies" OR "Organisational environment" OR "employer behaviour" OR "supervisor support" OR "flexible hours" OR "Leave") NOT ("Fertility")))	444(Only Articles are included) (proceeding were excluded) Paper other than English language paper were excluded

3.4 Initial statistics

The initial results or contribution related to work life balancing after using keyword (("Work-life balance" OR "work-family conflict" OR "work-family committment" OR "work-life stress")) shows 4912 total research papers. Figure 1 shows the highest count of total research paper is shown by Journal of vocational behaviour which are 108 total research papers. Journal of vocational behaviour contributed total 2.199% of 4912 articles, followed by international journal of human resource management with 99 articles, journal of health psychology with 66 articles.
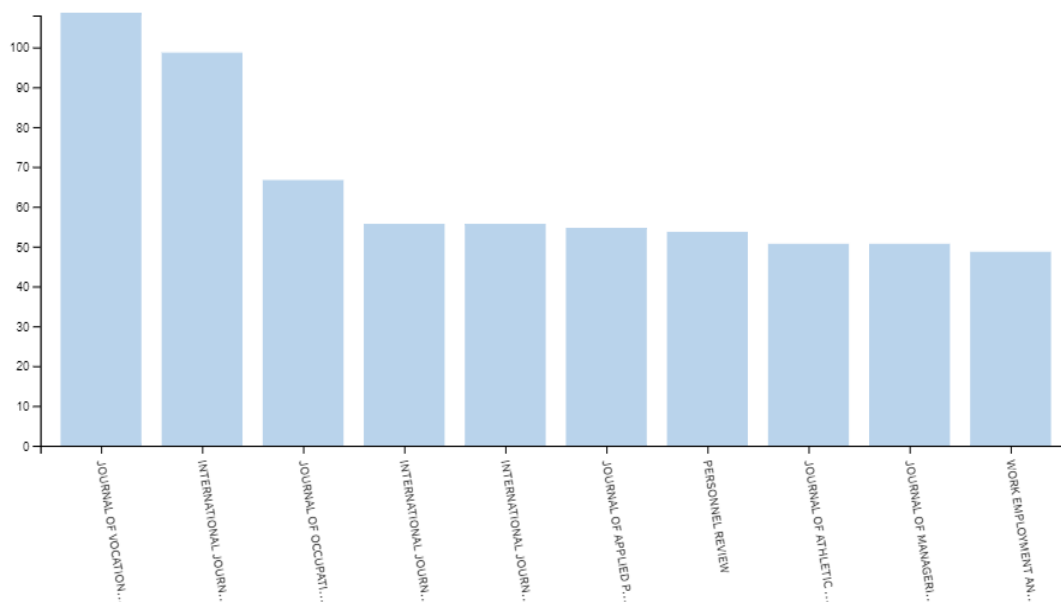
Author's productivity through Lotka's Law

Out of total authors 1123 authors contributed 1 documents which represents 0.888 proportions of total authors. 97 authors contributed 2 authors, 23 authors contributed 3 documents. 4 documents contributed 4 documents.5 authors contributed 5 documents each. 3 authors contributed 6 documents each. 3 authors also contributed 7 each. One author contributed 10 documents and another one author contributed 11 documents
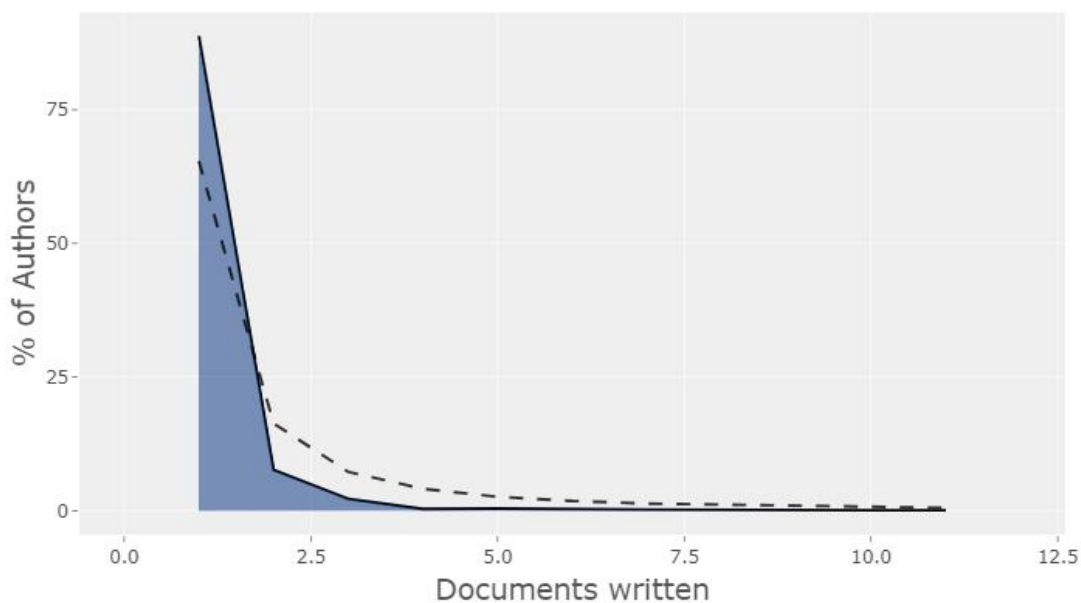
4. BIBLIOMETRIC ANALYSIS

Bibliometric analysis is used to analyze performance and science mapping(Zupic & Čater, 2015). Science mapping is used to find out the structure and dynamics of different research fields. Bibliometric analysis is a quantitative method to explore the growth of particular research. Different software packages are used for bibliometric analysis. Each software has its limitations and capabilities(Fahimnia et al., 2015). We are using Vos Viewer due to its graphical image of representing things and Biblioshiny for bibliometric

analysis. Vos viewer visualise the articles on the basis of distance(Iddy & Alon, 2019).Vos Viewer has a high degree of flexibility in modifying and adjusting data(Fahimnia et al., 2015).The bibliometric analysis includes citation analysis, Co-citation analysis, bibliographic coupling. In the following section, we will introduce

4.1Citation analysis,

4.2Bibliographic coupling

4.3Co-citation analysis

4.4 Co-author

4.5. Co-word analysis

4.1 Citation analysis

Citation analysis is used to identify most cited authors or journals in area of particular research. The article which is cited more is considered important. This is assumed that articles with more citation are important. The limitation of this method is that the oldest articles have more citation in comparisons to newer articles. Citation analysis is divided into following parts:
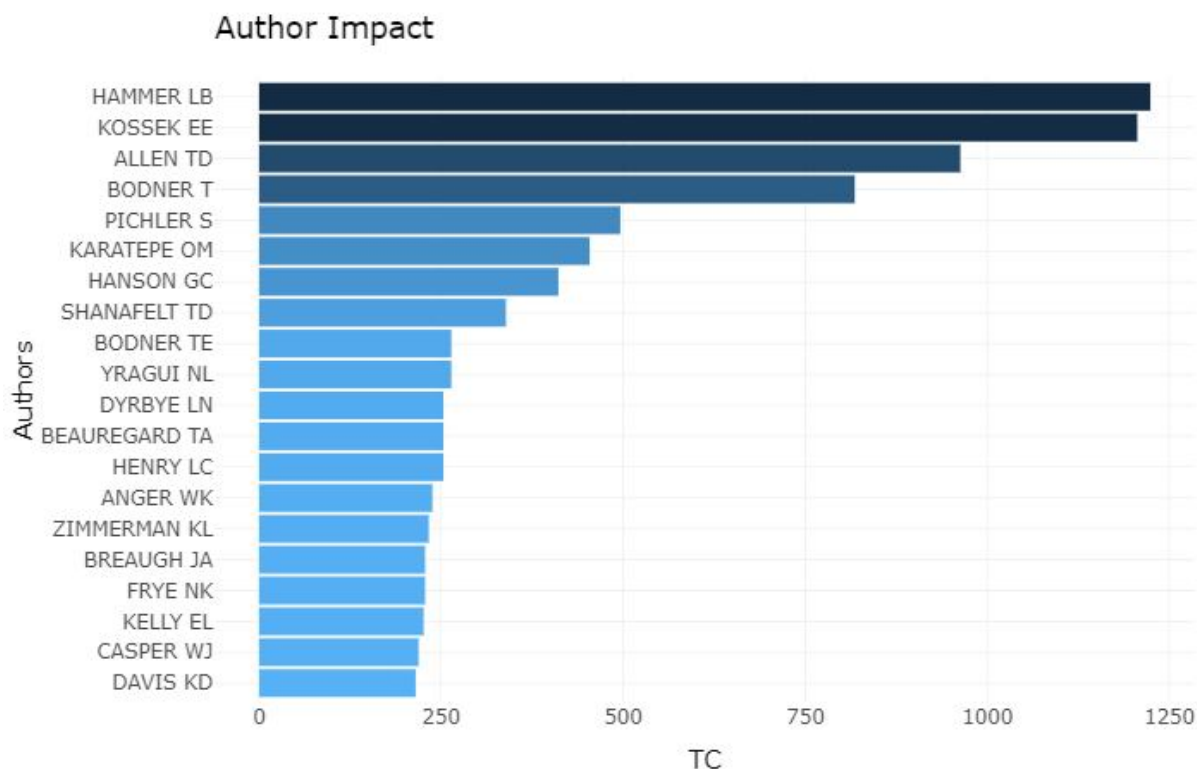
4.1(a)To find out Author influence

4.1(b)To find out most influential documents

4.1©To identify most influential journals

4.1(a) Author influence

The most influencial author is Hammer LB with total citation is 1224.H- index of author is 7, g_index is 7, m_index is 0.583 and followed by Kossek EE with h_index 6, g_index is 7, m_index is 0.500 and total citation is 1206


Author Impact

4.1(b) Most influential documents (Most cited documents)

Most cited global paper is Allend Td, 2001, journal of vocational behaviour with total citations is 821 and total citation per year is 41.050 with total link strength is 75, followed by KOSSE,EE, 2011 with total citation 457 and total citation per year is 45.700 and total link strength is 47. Out of 444 items in network all are not connected with each other. The largest set of items which are connected is 287 items

Most Cited Documents
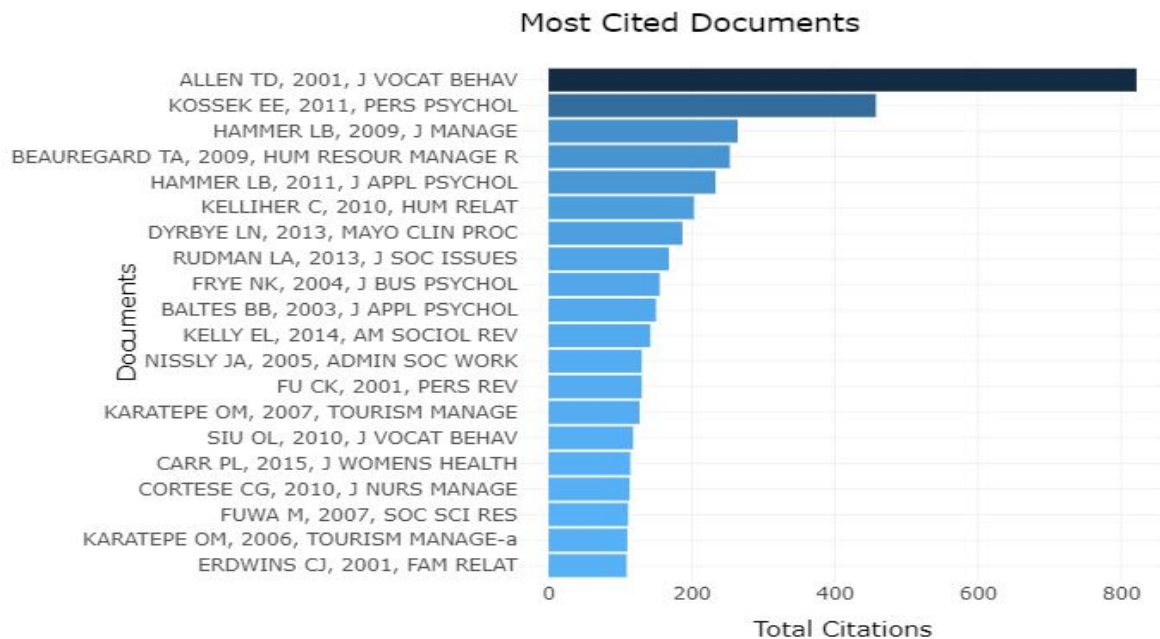
Visualization with the help of Vosviewer

Out of 444 documents, the documents with minimum citation is 50 is selected. 65 meet the threshold of 50 minimum citation out of 444 documents. allen have total citation is 821 and total link strength is 20 followed by Kelly(2004) with total link strength is 7 with total citation is 142. The largest set of connected items are 36 out of 65.Kossek is number one if normalization citation is used with normalised citation is 8.14 and followed by Kelly with normalisation citation 0f 7.10.
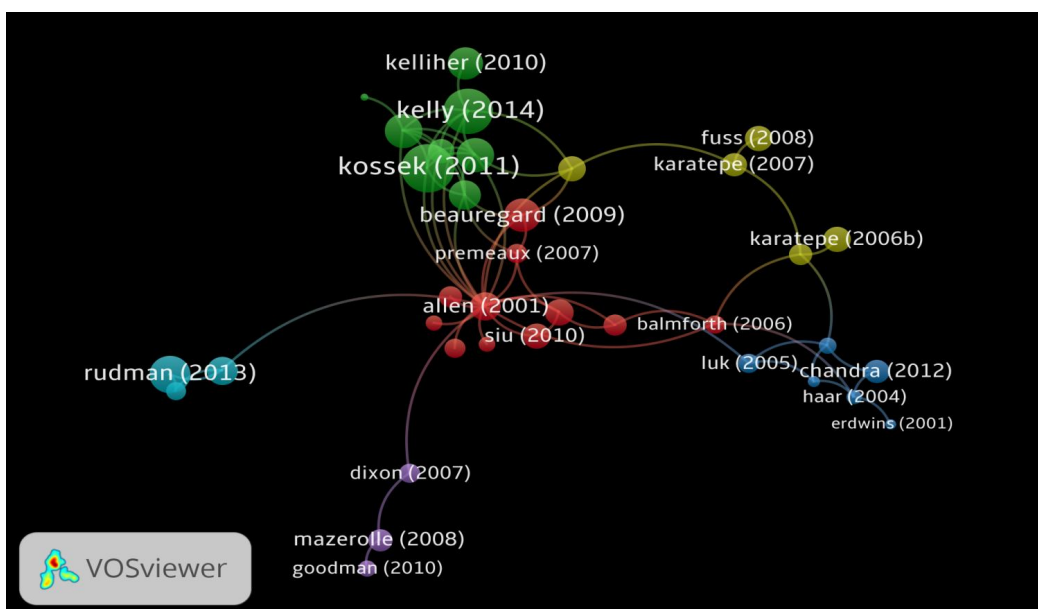
4.1© Most influential journal


Source Impact

Most influential journal with normalized citation

Out of 226 items only 151 items are connected. Initially journal of vocational behaviour with have total link strength is 127 and documents are 15 but normalized citation of journal of applied psychology is 18.71 and on average it is 2.19. While journal of vocational behaviour has normalized citation is 15.01 and on average it is -0.06

4.2 Bibliographic coupling

Bibliographic coupling is used to connect the number of documents, authors, or journals based on the number of cited references publications. All 444documents with or without citation are selected for calculating total strength with other documents. Shockley(2017) with total link strength is 400 and citation is 45. Shokeley have connected documents are 438, and total links are 301, and total link strength is 400
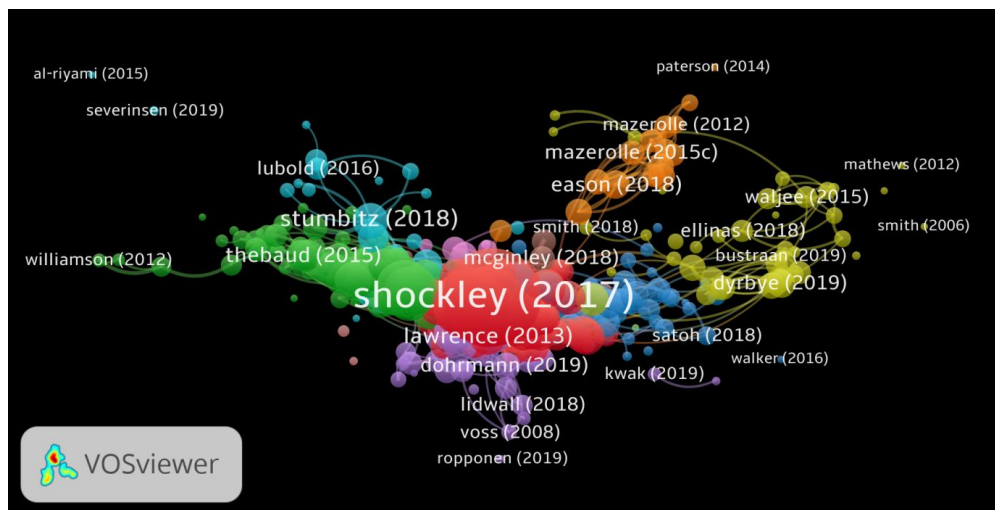
4.3. Co-citation analysis

This analysis is used to measure similarity between documents. More there is similarity more documents are related to each other. Co-citation analysis can be done on the basis of documents where similarity between documents are checked and on the basis of author and journal co-citation is done. Co-citation analysis includes identification of reference papers and find out similarity between pairs of reference papers using co-citation counts(Liu, 2013)
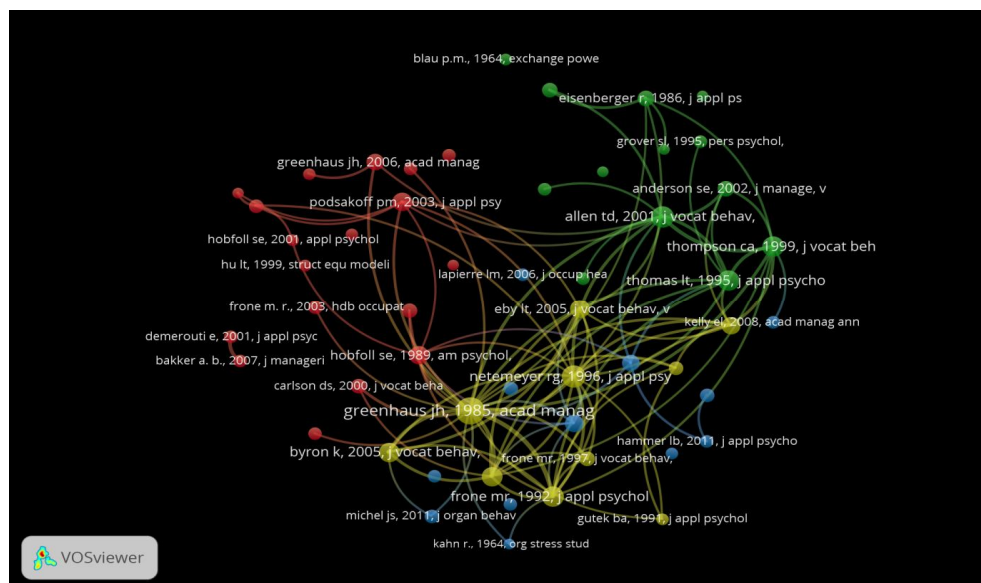
4.3(a) To analyse the connection between different documents on the basis of references

4.3(b) To analyze the strength of relationship of documents on the basis of author

4.3 © Co-citation analyses on the basis of page rank

4.3(a)To analyse the connection between different documents on the bases of references

Here Co-citation analysis is done with references shared between different documents with fractional counting methods. Out of the total of 18236 cited references, 53 meet the threshold of the minimum number of citations of cited reference is 20.53l documents are taken to check co-citation analysis network and greehaus jh, 1985 have total citations 112 and total link strength is 108.. The largest sets of connected items are 18125 items out of 18236.

4.3(b)To analyze the strength of relationship of documents on the basis of author

Minimum number of citation of an author is taken as 20. Out of total 11963 authors, 137 meet the threshold. Greenhaus, jh have total link strength is higher i.e. 262.84
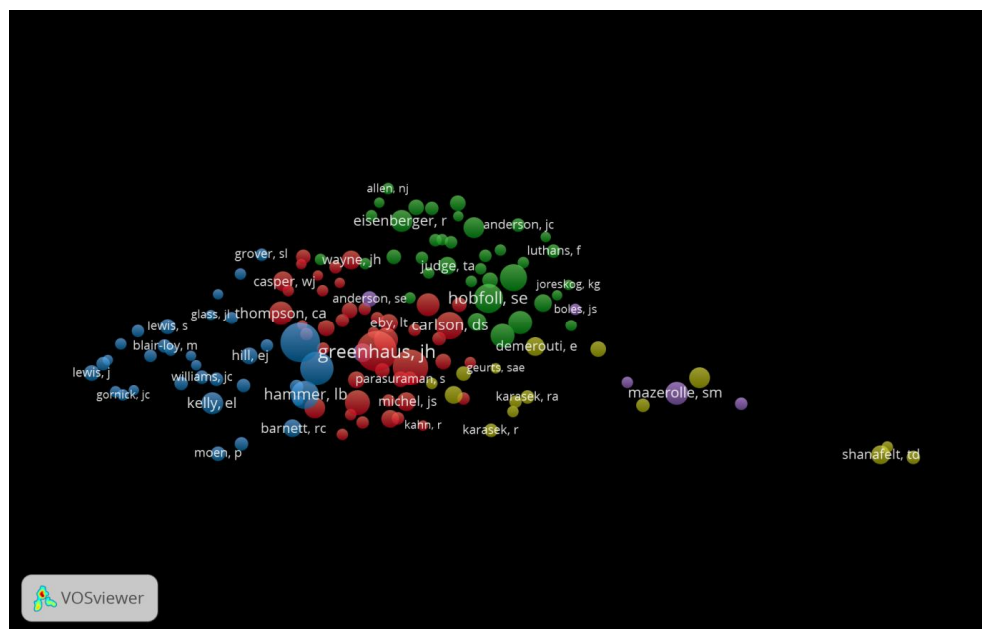
4.3 ©Co-citation analysis on the basis of page rank

PageRank algorithm is a good measure to determine the top papers in a given co-citation cluster. For Co-citation analysis page rank gives more weight to papers that are co-cited with different papers and co-cited with highly co-cited papers (Ding et al., 2009; Yan and Ding, 2011). It is a method used to measure both popularity and prestige. Prestige here means number of times a paper is cited by highly cited papers. Popularity is measured with the number of citations.(Fahimnia et al., 2015)Greenhaus jh 1985-1 is top in all paper with reference to prestige and popularity.

Author	Page Rank
greenhaus jh 1985-1	0.049950489
allen td 2001	0.038807467
netemeyer rg 1996	0.036456271
thompson ca 1999	0.032727439
thomas lt 1995	0.03227034
byron k 2005	0.031422761
frone mr 1992-1	0.030664177
eby lt 2005	0.029721457
grandey aa 1999	0.0294154
hobfoll se 1989	0.027963487

4.4Co-authorship

Co-authorship is used to check the collaborations between different authors. Co-authorship is used to check the social structure and to check whether co-authorship articles are more cited.

To check co-authorship between authors, the documents which have more than 3 authors are ignored. Fractional counting method is used to count. Minimum number of documents of an author is taken as one and those authors who have no citation are also taken to check co-authorship. Out of 532 authors are taken

to check co-authorship link. Mazerolle, Stephanie m. have total link strength is 9 with number of citations are 5 and minimum number of documents are 5. Out of 532 items only 9 are connected at wider scale. Weights are based on normalized citation. Karatepe, osman p. have normalised citation is 11.91 and average normalised citation is 1.49 and total links are 6

4.5 Co-word analysis
Co-word analysis states that repeated use of different words in particular field shows the importance of terms in particular discipline(Baldwin et al., 2003)

Following two objectives are discussed here

4.5(a) To find out Co-occurrence of the most common keywords

4.5(b) To analyze the growth of key-words in the field of work-life balance (Word-trend analysis)

4.5(a) To find out Co-occurrence of the most common keywords
It is used to identify most common key work used in particular research. Out of 1029 keywords, 42 meet the threshold of minimum number of occurrence of keyword is 20. Work-family conflict occurrence is 79 followed by job-satisfaction with 74

4.5(b) Word-trend analysis

With the help of Biblioshiny, the evolution of new work related to work-life balance was checked. Job satisfaction has highest frequency of occurrence i.e. 74 in the year 2017. Frequency of work like employed parents, variables was 7 in 2010 and in 2011 new word like parents, part-time an 2012 was the year of words like organization, family-friendly policies, facilitation, personality, normative commitment. Year 2016 was related to perceived organizational support with total frequency of 23 and culture was introduced in the year 2016 followed by role ambiguity in the year 2020 with frequency of 5
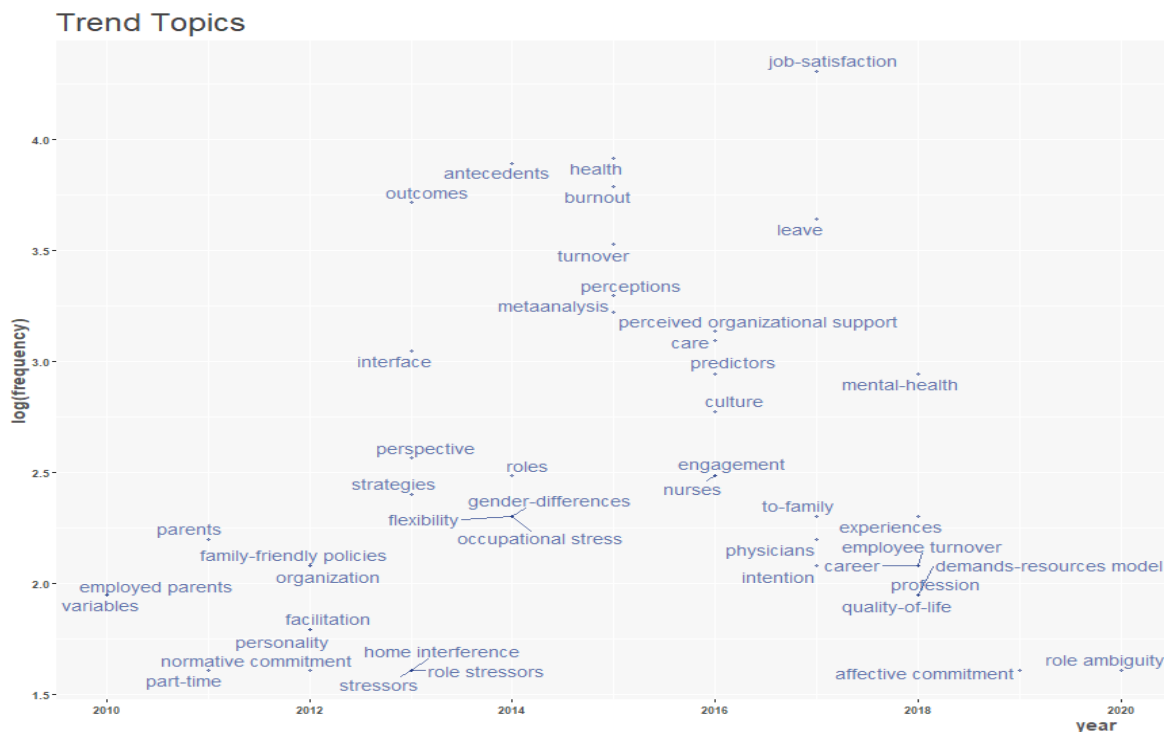
5. CONCLUSIONS AND DIRECTIONS FOR FUTURE RESEARCH

This paper has given a detailed scientific structure of work-life balance, work-life conflict, and organisational commitment. Our findings show that the most influential journal is the Journal of Vocational Behaviour. Greenhaus jh author is at number one on the basis of prestige and citation analysis. Many authors are referring articles of particular author. Through Bibliographic coupling we proved most of references includes Shockley(2017) articles.

There are many papers written of this particular research area. Through the bibliometric analysis, influential authors and publications are identified. This study allows researchers to determine the most significant papers that they should consider for further research.

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