Bibliometric Insights into Human Resource Analytics: Analyzing the Growth and Impact of Research

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ABSTRACT

Literature on human resource analytics (HRA) reveals that the application of HRA varies based on the business environment, country perspective, and overall management style of a business. The literature also signifies that HRA application in modern business has been increasing not only in the number of companies but also in the scope of use. To summarize the HRA literature, this study reviews the existing HRA literature using citation-based novel bibliometric methods. A total of 227 published articles from the Scopus database are examined. This study examines the performance in the growth of publications, authors, countries, institutions, and sources, along with co-occurrence keywords and co-authorship citation networks. Content analysis revealed five research streams: HRA and organizational performance, HRA adoption, tools and technologies, risks, and challenges, and HRA and well-being. Despite HRA's growth, the findings of this study suggest that challenges persist in several areas such as HR competencies, leadership, data quality, ethical consideration, and technology integration. Future research directions are also given.

Keywords: Human resource analytics (HRA); bibliometric analysis; content analysis.

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