Work stress and organizational commitment: a bibliometric analysis and research Agenda.

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ABSTRACT.
The purpose of this in-depth study is to investigate and visualize trends in research on work stress and organizational commitment and to identify future challenges in this area. A search for articles dealing with work stress and organizational commitment was conducted in the Web of Science (WoS) database, the publisher-independent global citation database. A total of 1514 articles published between 1990 and 2023 from indexed journals were identified and analyzed using the bibliometric tool called bibliometrix and Vosviewer software. The objective of this paper is to conduct a bibliometric analysis on work stress and organizational commitment simultaneously, which provides a more holistic picture of this field through the analysis of the evolution of research topics in the field. This analysis shows that the first article published on this topic dates back to 1990. Based on the relationship between the two concepts, the most frequent keywords are: stress, organizational commitment, job satisfaction, performance, satisfaction and work. In addition, gaps are detected in the research on work stress. We argue that there is a need to engage in a more holistic effort to provide a better understanding that will ultimately help practitioners develop effective interventions and useful policies that take into account the many elements that drive the phenomenon.
KEYWORDS: Work stress, organizational commitment, Bibliometric, Vosviewer.

I. INTRODUCTION

Workplace stress has received abundant literature in several disciplinary fields such as management, psychology, sociology, and economics (Cassar et al., 2020). This can be explained by the heavy consequences of this phenomenon on the behavior, health, well-being, and commitment of employees, as well as on the performance of organizations (Bao et Zhong 2021; Yao et al. 2015; Podsakoff et Al, 2007). Hassard et al. 2018 estimated that work-related stress costs range from US\$ 221.13 million to US\$ 187 billion. Productivity-related losses account for the majority of the total cost of work-related stress, between 70-90%, while health care and medical costs constitute the remaining 30% and 10%. In its 2016 report, the ILO (International Labor Organization) gives us the global trends of work stress and its impact on employee outcomes. In this line, the ILO suggests that 20 to 25% of workers in developed and developing countries would be affected by work-related stress(ILO, 2016). These figures are worrying as more than a quarter of employees would be hyper-stressed. Organizational commitment is a concept considered a key factor in achieving organizational goals. This work investigates the research trends on the relationship between work stress and organizational commitment. Indeed, the debate on the existing relationship between work stress and organizational commitment is growing in the management science literature. Donthu et al. (2021) assert that bibliometric analysis is a popular and rigorous method for exploring and analyzing large volumes of scientific data. Searching the field in the WoS database, which is the world's most reliable database for citation indexing, yields 1514 documents dating from 1990 to March 2023.

Work stress

Work-related stress can be defined as an individual's reactions to characteristics of the work environment that appear emotionally and physically threatening (Jamal, 2005). Work-related stress occurs when individuals realize that the work demands placed upon them exceed their resources and challenge their ability to cope (Kinman et Jones, 2005). It was first used in science by the biologist and physicist Robert Hoocke in the 17th century in a law that stated that subjecting a spring to an external force (load) caused its tension (stress) and induced its elongation and deformation (strain) (Hooke, 1635). Another biological approach reports that stress is an organism's pre-configured reaction to environmental demands (Selye 1970). Selye specifies that this response is identical in all individuals facing an environmental threat deemed stressful.

The notion of stress was later used in psychology and referred to the interaction of the person with his environment (Lazarus et Folkman 1984). In a totally unconscious manner, the individual conducts an evaluation of the situation. The latter is considered stressful when the personal resources available are insufficient due to environmental demands. Therefore, tension can potentially occur through the transaction between the individual and the environment and therefore, through the transaction between the individual and the environment, tension can potentially occur, and stress is triggered (Lazarus & Folkman, 1984).

The concept of work-related stress appeared in the 1970s in management sciences. It covers all the negative psychological and physiological consequences resulting from an individual's perception of a work situation in which the professional constraints to which he or she must

respond exceed the resources at his or her disposal. Among the professional stress factors that can generate a high stressogenic potential environment, we can find role conflict, role overload, task ambiguity, lack of autonomy and non-participation in decisions, initiation of changes, tense and harmful interpersonal relations, poor communication, lack of social support, non-recognition of efforts made and pressure imposed by the imperative to perform. In addition, there are individual factors (age, gender, personality type, locus of control, etc.) and sociological factors (crisis situation, job insecurity, competitiveness, weakening of human contact, etc.)(Bajji & Lalaoui, 2021). Stress factors proliferate other factors and provide several behavioral and social pathologies (Selye, 1970).

Organizational Commitment

There are different definitions of organizational commitment. Meyer et Lynne Herscovisch (2001) define commitment as a force that binds an individual to a course of action relevant to one or more targets. Greenberg and Baron (2008) define organizational commitment as the degree to which employees identify with the organization in which they work, the degree of commitment they demonstrate, and whether they are willing to leave.Some authors view organizational commitment as a unidimensional construct (Becker, 1960 ; Mowday, Steers, et Porter 1979)and other authors (Allen et Meyer 1990 ; O'Reilly et Chatman 1986) view it as a multidimensional construct. Meyer et Allen (1991) three-component multidimensional model is the one that has dominated the literature. The three components of this model are affective, continuity, and normative. The affective component is characterized by a strong belief in and acceptance of the organization's goals and values, a willingness to put forth considerable effort for the benefit of the organization, and a strong desire to remain a member of the organization. The continuity component is defined as a "coherent course of action" based on the individual's recognition of the "costs" (or comparative advantages) associated with leaving the organization and the weakness of the work alternatives. The normative component reflects a sense of moral obligation to continue the employment relationship. It should be noted that commitment, particularly affective commitment, and the variables described as "correlates" such as job satisfaction, job involvement, and job commitment) are highly correlated. The strongest correlation is between affective commitment and overall job satisfaction. This may be due to the fact

that measures of overall satisfaction often include items relating to satisfaction with the organization itself or its management(Ko, Price, et Mueller 1997)(Meyer & Allen, 1997).

The objective of this article is to conduct a bibliometric review on work stress and organizational commitment simultaneously, which provides a more holistic picture of this field through the analysis of the evolution of research topics in the field. This article proposes a more recent bibliometric review (1124 documents retrieved from the WoS database dating from 1990 to 2023) to provide a rapid and comprehensive scientific mapping of studies on work stress and organizational commitment and thus adequately answer the following four research questions:
- What are the most relevant authors, journals, institutions, countries, and collaborations in the literature on work stress and organizational commitment?
- What are the most important research topics and dynamics around work stress and organizational commitment?
- What are the most relevant publications?
- What are the research directions for researchers and ideas for practitioners and managers?
To answer these research questions, we analyzed the 1514 publications on the field (from 1990 to March 2023) retrieved from the Web of Sciences database. The remainder of this article is structured as follows: Section 2 presents the research methodology. Section 3 presents our results. Section 4 discusses the discussion and research agenda. Section 5 presents the contributions and Section 6 discusses the limitations and conclusions.
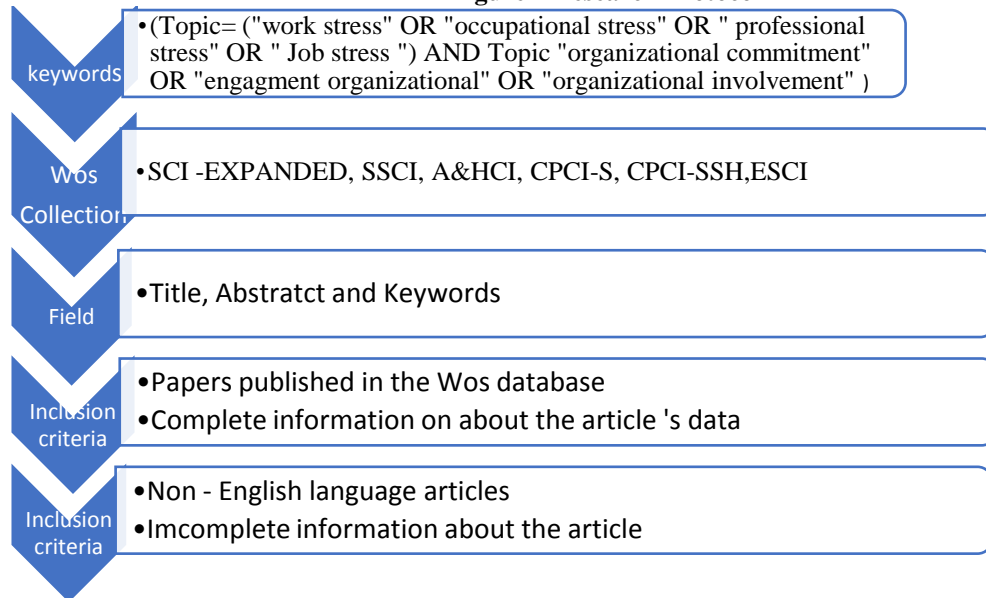
II. Methodology

Bibliometric analysis is a powerful approach to understanding the dynamics and behavior of a specific domain by providing different metrics (Beydoun et al.,2019; Mishra et al.,2018 ; Rey-Marti et al., 2016). In this regard, we followed good practices related to conducting a reliable bibliometric analysis (Beydoun et al.,2019 ; Chen & Xiao 2016). Given this, we first found one of the most reliable and important databases (Web of Science) (Clarivate2020 Analysis). In a second step, we carried out a search protocol (Fig.1). The search allowed us to obtain 1514 documents, the first of which seems to have been published in 1990. Third, for the analysis of the results, we used an Excel spreadsheet, the VOSviewer (Mishra et al.,2018), and Biblioshiny (Aria & Cuccurullo2017), which are specialized software applications to perform bibliometric analysis. Finally, we elected important

categories to show dynamics, trends, hot topics, and research directions in the field. Thus, variants of this related type of strategy have been successfully used by the recent literature (Fosso Wamba et Queiroz 2021 ; Cassar et al. 2020).

Figure 1 Research Protocol

keywords •(Topic= ("work stress" OR "occupational stress" OR " professional stress" OR " Job stress ") AND Topic "organizational commitment" OR "engagment organizational" OR "organizational involvement")

Wos Collection •SCI -EXPANDED, SSCI, A&HCI, CPCI-S, CPCI-SSH,ESCI

Field •Title, Abstratct and Keywords

Inclusion criteria •Papers published in the Wos database
•Complete information on about the article 's data

Inclusion criteria •Non - English language articles
•Imcomplete information about the article

III. Results

In the sections below, we will present and discuss the key findings from our bibliometric analysis.

3.1 Main documents in WoS dealing with work stress and organizational commitment.

Table 1 presents the main information about the documents retrieved from the WoS database. The table provides a series of interesting information. We can see that the first article published on this topic in the WoS database dates back to 1990. In total, 1514 documents from 3881 authors have been extracted. It is worth noting that out of these 1514 papers, only 10.10% (153) are written by a single author. Moreover, we can see a large number (2828) of keywords provided by the authors.

Table 1: Main information about the dataset

Description	Results
MAIN INFORMATION ABOUT DATA	
Timespan	1990 :2023
Sources (Journals, Books, etc)	672
Documents	1514
AnnualGrowth Rate %	7,82
Document Average Age	9,64
Average citations per doc	43,45
References	57530
DOCUMENT CONTENTS	
Keywords Plus (ID)	1973
Author's Keywords (DE)	2828

AUTHORS	
Authors	3881
Authors of single-authored docs	153
AUTHORS COLLABORATION	
Single-authored docs	165
Co-Authors per Doc	3,18
International co-authorships %	22,46

Table 2 also shows us important information about the dataset extracted from the WoS containing papers on this topic. The table provides a series of interesting information. For example, we can see that most of the documents are articles (1355, of which 1308 are articles and 47 are early access articles), representing 89,49 of all identified documents.

Table 2: Percentage according to the type of documents.

Description	Resultat	Documents total	Percentage
DOCUMENT TYPES			
article	1308	1514	86, 39%
article;earlyaccess	47	1514	3,10%
article;proceedingspaper	21	1514	1,38%
editorialmaterial	1	1514	0 ,06%
letter	1	1514	0,06%
meeting abstract	1	1514	0,06%
proceedingspaper	59	1514	3,89%
review	74	1514	4,88%
review;earlyaccess	2	1514	1,32%

3.2 Annual scientific production and key sources annual scientific production.

Figure 2 shows that the first published article on work stress and organizational commitment appeared in the WoS database in 1990, followed by 6 articles published in 1991, and 14 articles published in 1992 on the subject. In 2008 it experienced a jump in publications with 44 articles published and has not fallen below this number of articles per year until today. It also reached its peak number of publications in 2022, which was 129 published articles. By March 2023, the WOS database had already recorded 12 published papers which is already higher than the publications of some previous years.

Figure 2 : Annualscientific production
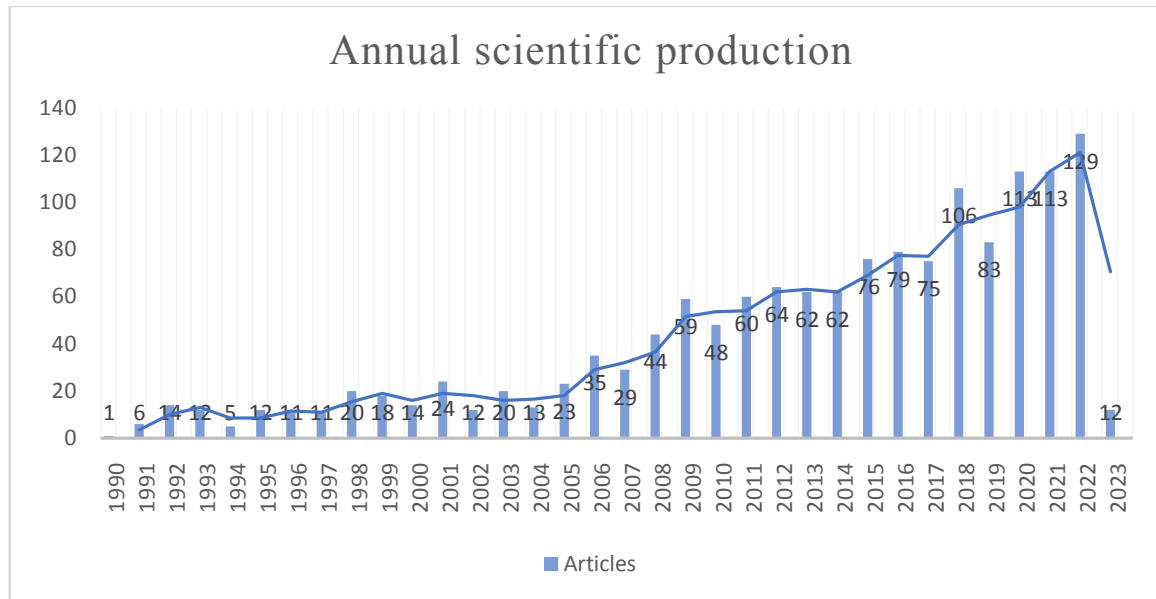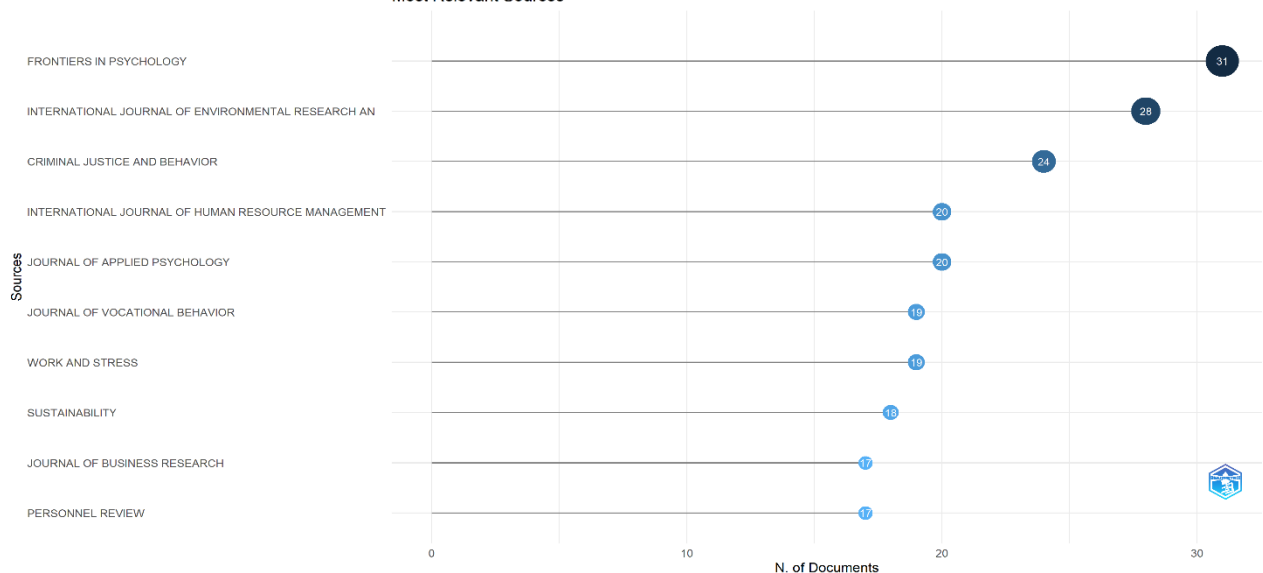
Annual scientific production

Figure 3 presents the top 10 most relevant sources and shows that Frontiers in psychology is the only ones to have reached 31 documents according to the Wos database. The International Journal of Environmental Research And Public Health is in second place with 28 papers, followed by Criminal Justice and Behavior who have 24 papers. International Journal of human resource Management and Journal of Applied Psychology ranks fourth and fifth with 20 published papers.

Figure 3 : Top 10 Most relevant sources

Most Relevant Sources

3.3 Top 10 scientific production and Most Cited Countries.

Table 3 shows the scientific production of countries on work stress and organizational commitment published in the WoS database. We can see that the United States leads with 1103 papers, followed by China with 374 papers, Canada with 211 papers, Australia with 186 papers, and the UK with 113 papers. The other five countries on this list have fewer than 110 relevant publications: South Korea (108), Turkey (101), Italy (100), India (94), and the Pakistan (90).

Table 3: Country scientific production

Rank	Country	Frequency
1	USA	1103
2	CHINA	374
3	CANADA	211
4	AUSTRALIA	186
5	UK	113
6	SOUTH KOREA	108
7	TURKEY	101
8	ITALY	100
9	INDIA	94
10	PAKISTAN	90

Regarding the top 10 most cited countries, Table4 shows that the USA is at the top of the list with the highest total number of citations (27657), followed by Canada with 10249 citations, then China with 5387 citations, United Kingdom with a total number of citations that is 3397 and Netherlands which occupies the top 5 with a total number of citations of 2538. Based on the average number of citations per article, Canada occupies the first place (113.88), followed by Finland (110.86), the Netherlands (101.52), United Kingdom (67.94)andBelgium (64.75).

Table 4 : Top 10 Most cited countries

Rank	Country	Total Citations	Average Article Citations
1	USA	27657	61,46
2	CANADA	10249	113,88
3	CHINA	5387	32,07
4	UNITED KINGDOM	3397	67,94
5	NETHERLANDS	2538	101,52
6	AUSTRALIA	2136	27,74
7	FINLAND	1552	110,86
8	KOREA	1238	22,11
9	SWEDEN	828	31,85
10	BELGIUM	777	64,75

3.4 Top 10 Most global Cited Documents

The ranking of the top 10 most cited papers in the world is presented in Table 5. The paper by Meyer JP (2002) has the highest number of total citations (3123) according to the Wos database, followed by Lee Rt (1996) with 1768 citations. The third position is occupied by the study of HakanenJj, (2006) with 1354 citations, then the one of Humphrey Se (2007) with 1110 citations, and PodsakoffNp, (2007), which occupies the fifth place with 1055 citations. It can be seen that the second, third, and fourth studies are from the same journal, which is the Journal Of Applied Psychology.

Table 5: Top 10 Most global Cited Documents

Rank	Paper	Total Citations	TC per Year	Normalized TC
1	MEYER JP, 2002, J VOCAT BEHAV	3123	141,95	9,82
2	LEE RT, 1996, J APPL PSYCHOL	1768	63,14	5,99
3	HAKANEN JJ, 2006, J APPL	1354	75,22	12,26

	PSYCHOL			
4	HUMPHREY SE, 2007, J APPL PSYCHOL	1110	65,29	5,81
5	PODSAKOFF NP, 2007, J APPL PSYCHOL	1055	62,06	5,52
6	BAKKER AB, 2007, J EDUC PSYCHOL	957	56,29	5,01
7	LEE TW, 1994, ACAD MANAGE REV	780	26,00	3,40
8	LIDEN RC, 2008, LEADERSHIP QUART	741	46,31	7,13
9	AVEY JB, 2011, HUM RESOUR DEV Q	736	56,62	15,13
10	OSTROFF C, 1992, J APPL PSYCHOL	622	19,44	6,80

3.5 Top 10 Most relevant authors

Table 6 shows the ranking of the Top 10 most relevant authors based on the number of articles on work stress and organizational commitment published in the Wos database. It is noted that Lambert Eg is in the lead with 73 articles, Hogan Nl follows with 43articles,JIANG SH with 11articles, Sverke M in the fourth position with 10 articles, Vandenberghe Cin the fifth position with 10published articles, COOPER CLin the sixth position with 9 articles, Paoline EAin the seventh position with 9 articles, GRIFFIN MLin the eighth position with 8 articles, JAMAL Min the ninth position with 8 articles, and KIM Hwith 8 published articles. It is noted that from the sixth to the tenth position, the production of articles of each author is less than 10 articles.

Table 6 : Top 10 Most relevant authors

Rank	Authors	Articles	Articles Fractionalized
1	LAMBERT EG	73	21,57
2	HOGAN NL	43	11,63
3	JIANG SH	11	2,10
4	SVERKE M	10	2,93
5	VANDENBERGHE C	10	3,95
6	COOPER CL	9	2,83
7	PAOLINE EA	9	3,50
8	GRIFFIN ML	8	2,40
9	JAMAL M	8	4,83
10	KIM H	8	3,83

3.6 Top 10 Most relevant affiliations

Table 7 highlights the ranking of the 10 most relevant affiliations on this topic published in the WoS database. The affiliation that occupies the first place in this ranking is WAYNE STATE UNIV with 46 documents, followed by FERRIS STATE UNIVwith 45 documents (second place), UNIV NEVADAwith 32 documents (third place), UNIV TOLEDOin fourth place with 28 documents, UNIV MISSISSIPPIoccupies the fifth place with 24published documents. Looking at this ranking of the 10 most relevant affiliations, it is clear that African countries are not included. Yet, they face challenges such as non-performing organizations, employees who adopt attitudes, and behaviors of withdrawal that are counter-productive for the organizations.

Table 7 : Top10 Most relevant affiliations

Rank	Affiliation	Articles
1	WAYNE STATE UNIV	46
2	FERRIS STATE UNIV	45
3	UNIV NEVADA	32
4	UNIV TOLEDO	28
5	UNIV MISSISSIPPI	24
6	DEAKIN UNIV	21
7	ARIZONA STATE UNIV	19
8	NORTH WEST UNIV	18
9	STOCKHOLM UNIV	17
10	UNIV CENT FLORIDA	17

3.7 Most frequentword and TreeMap

Table 8 presents the Most frequent words on the topic according to the WoS database. The table highlights the most frequently used keywords by authors in their publications, the word with the highest number of occurrences isstress (569). It shows the importance of this concept in our field of study. Then, the second word with the highest number of occurrences is organizational commitment(524), followed by job-satisfaction with 486 occurrences, commitment with 368 occurrences, and performance with occurrences. All the words that occupy the first five positions illustrate the challenges faced by organizations today. With organizational commitment considered a key factor in achieving organizational performance goals, organizations are working to have employees who are increasingly engaged in their jobs.

Table8 : Most relevantwords

Rank	Words	Occurrences
1	stress	569
2	organizational commitment	524
3	job-satisfaction	486
4	commitment	368
5	performance	315
6	satisfaction	265
7	impact	256
8	work	255
9	burnout	251
10	antecedents	250

Figure 4 shows the most popular keywords. The size of the rectangles is a function of the frequency of the word. Thus, we can see that stress, organizational commitment, job-satisfaction,commitment, and performance are the most popular keywords. It should be noted that there is a great emergence of keywords such as work, satisfaction, impact, antecedents, burnout, model and turnover.

Figure 4 TreeMapbased on the abstracts
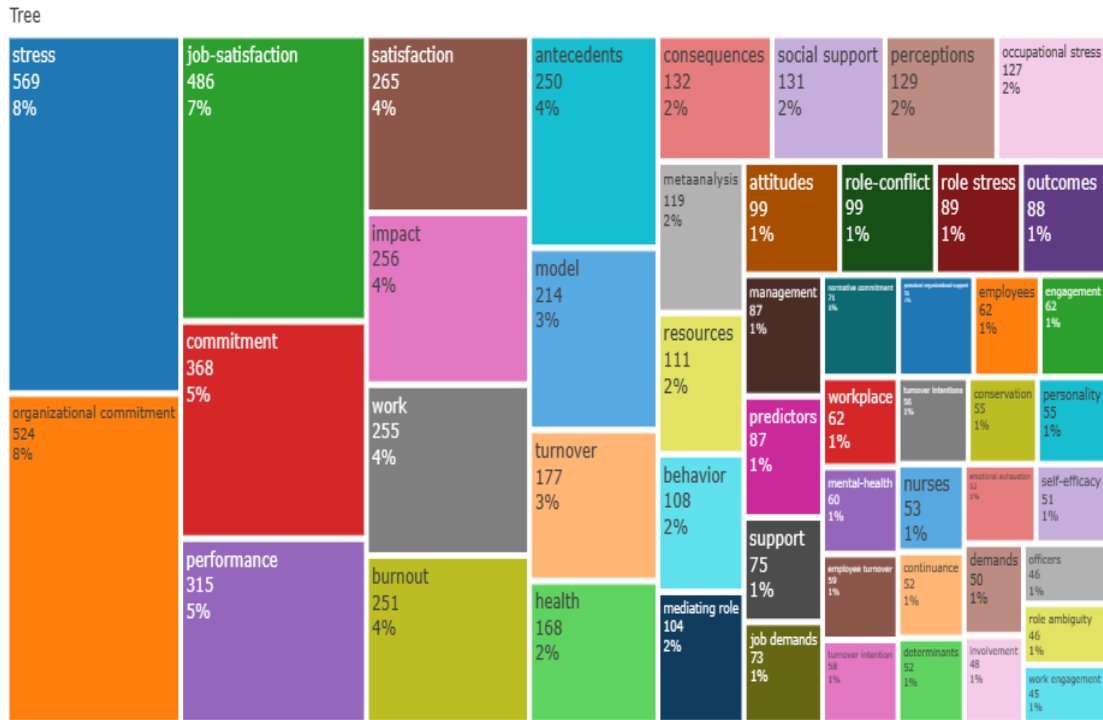
3.8 trends topics and thematic map

Figure 5 shows the global trends of the most frequent keywords from 1990 to 2023. We can observe a variety of topics such as sex-differences in 1998; meta-analysis in 1999; health , antecedents and work in 2014; perceptions, satisfaction, and organizational commitment in 2015; commitment, job-satisfaction, stress in 2016; supervisor support, leave, perceived organizational support in 2017; turnover intentions, engagement, job demands in 2018; turnover intention ,mediating role, resources in 2019;climate, moderating role, conservation in 2020; abusive supervision, supervisor, challenge in 2021; and corporate social-responsibility in 2022

Fig. 5 trends topics
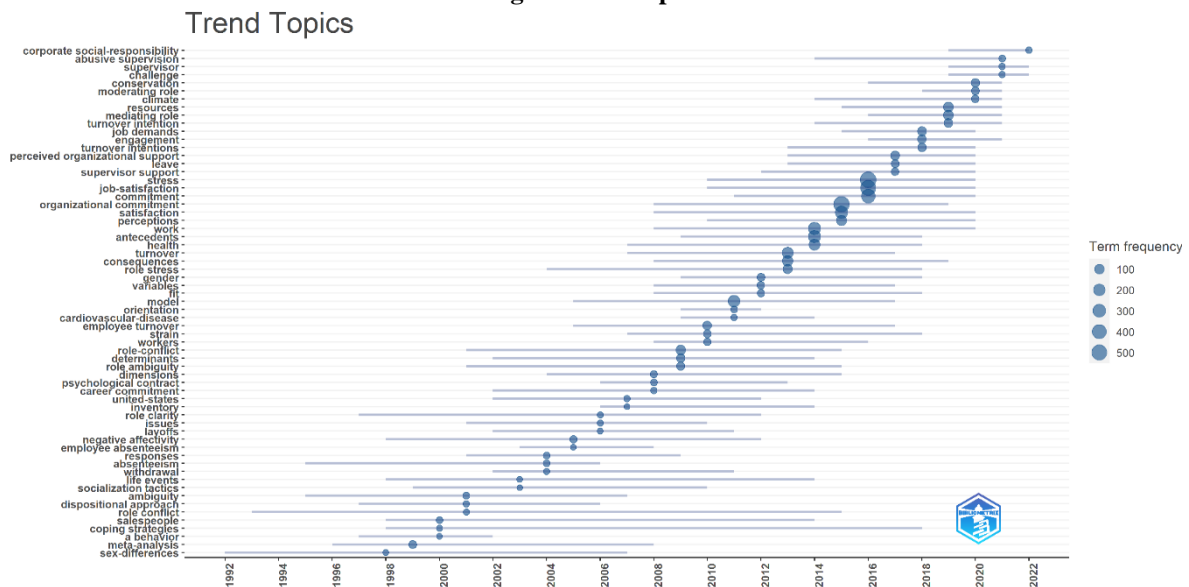
Figure 6 shows the thematic map (Cobo et al. 2011). This thematic map discloses four types of themes to be defined according to the quadrant in which they fall. Themes in the upper right quadrant are called driving themes. They are characterized by both high centrality and density. This means that they are developed for the research domain and seem important for this purpose. In our case, these driving themes contain "predictors", "mental-health", and ''nurses''. The themes in the upper left quadrant are highly developed and isolated or niche themes. They have well-developed internal links (high density) but less important external links. As a result, their importance to the domain is limited (low centrality). In our case, "emotional labor", "self-esteem", "people", "effort-reward imbalance", "cardiovascular-disease", "risk", are

clearly identified as niche themes. The themes in the lower left quadrant are called emerging or declining themes. Their centrality and density are low, reflecting their low and marginal level of development. In this study, "role-conflict" "role stress" and "role ambiguity" are defined as emerging or declining themes. In the lower right quadrant, the themes are rather basic and cross-cutting, characterized by a high degree of centrality and low density. These themes are important to a research area and generally concern general topics cross-cutting to the field's different research areas. "stress", "job-satisfaction",''commitment'' ''Organizational commitment",''work'' and "antecedents" are considered as core themes in this study.

Figure 6 :Thematicmap
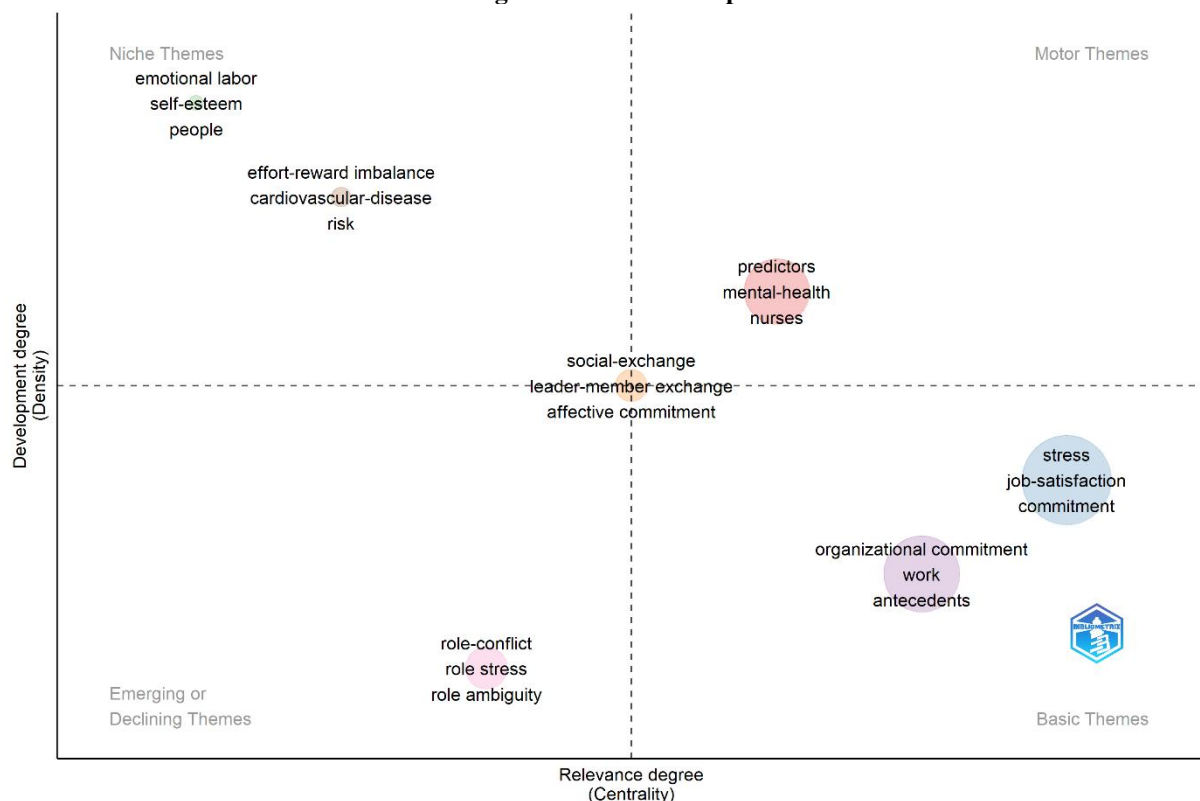
3.9 Cluster classification
In figure 7, we can see a cluster study allowing us to identify subjects with similar characteristics. We have identified 6 clusters during the period 1990-2023. The first (red) cluster is composed of 61 items and is dominated by items such as "stress", "commitment", "work", "health", "consequences". The second (green) cluster, which

is composed of 56 items, is a varied cluster dominated by items such as "job-satisfaction", "performance", "mediating role ", "role stress". In the third cluster (Blue) composed of 52 items we have a predominance of the items"burnout", "model", "turnover". The fourth cluster (yellow), (44 items) is dominated by, "organizational commitment", "job satisfaction", " correctional

staff", "officer", "job stress". The fifth cluster (purple), consisting of 19 items, is dominated by items such as "perceptions ", "procedural justice". The sixth cluster (light Blue),consisting of 16 items

we have a predominance of the items ''satisfaction'',''socialsupport'', ''role stress''.

Figure 7 : Cluster classification
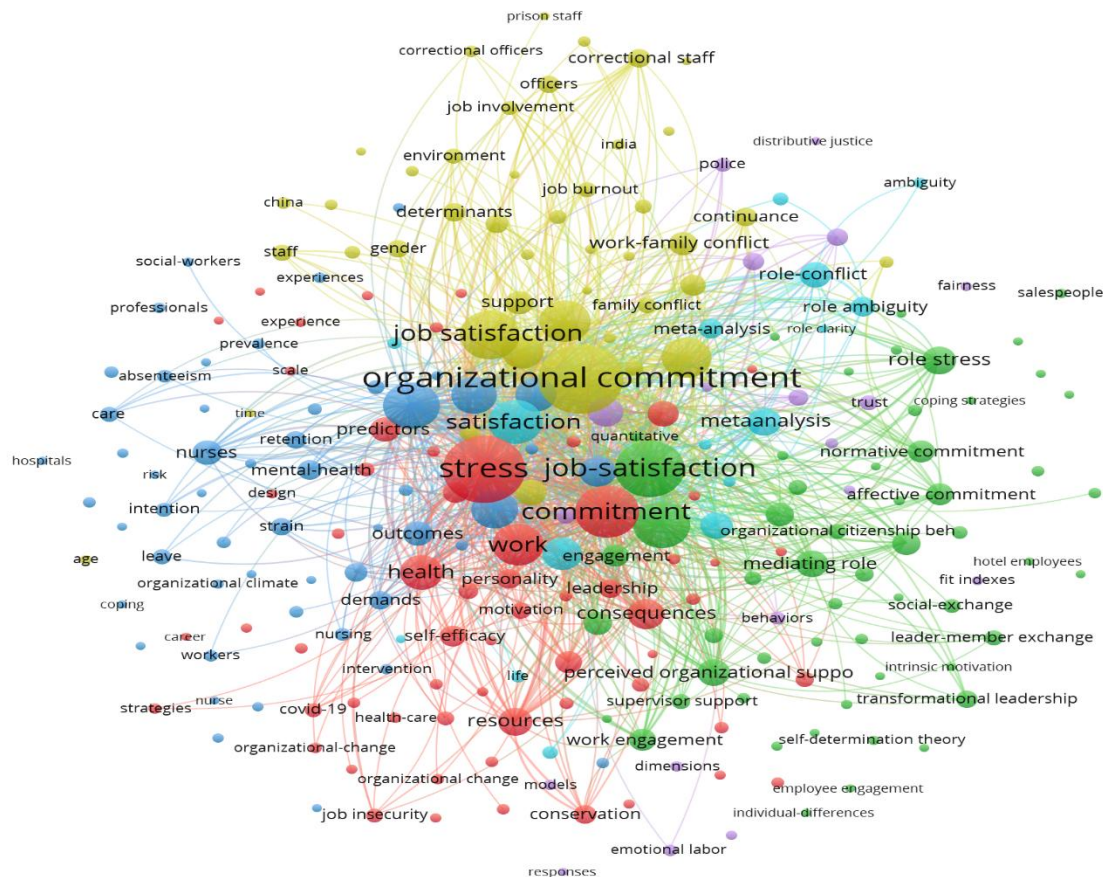
3.10: Conceptual structure Map

Figure 8 shows us the conceptual structure map. It represents the co-word analysis that was performed using word co-occurrences from the bibliometric data of work stress and organizational commitment extracted from the WoS database.

Using multiple correspondence analysis (MCA), we were able to identify four groups of documents communicating similar concepts. (Fig. 8). Thus, we can observe that the first cluster,

generally, deals with themes related to role stress (role ambiguity, role stress, role conflict) while the second cluster deals with themes "consequences" "impact"and "turnover ". the third cluster deals with themes ''conservation'', ''resources''and '', job demands''. The fourth cluster deals with themes related to ''meta-analysis'', ''involvement''and ''antecedents''

Fig. 8 : Conceptual structure map

Conceptual Structure Map - method: MCA
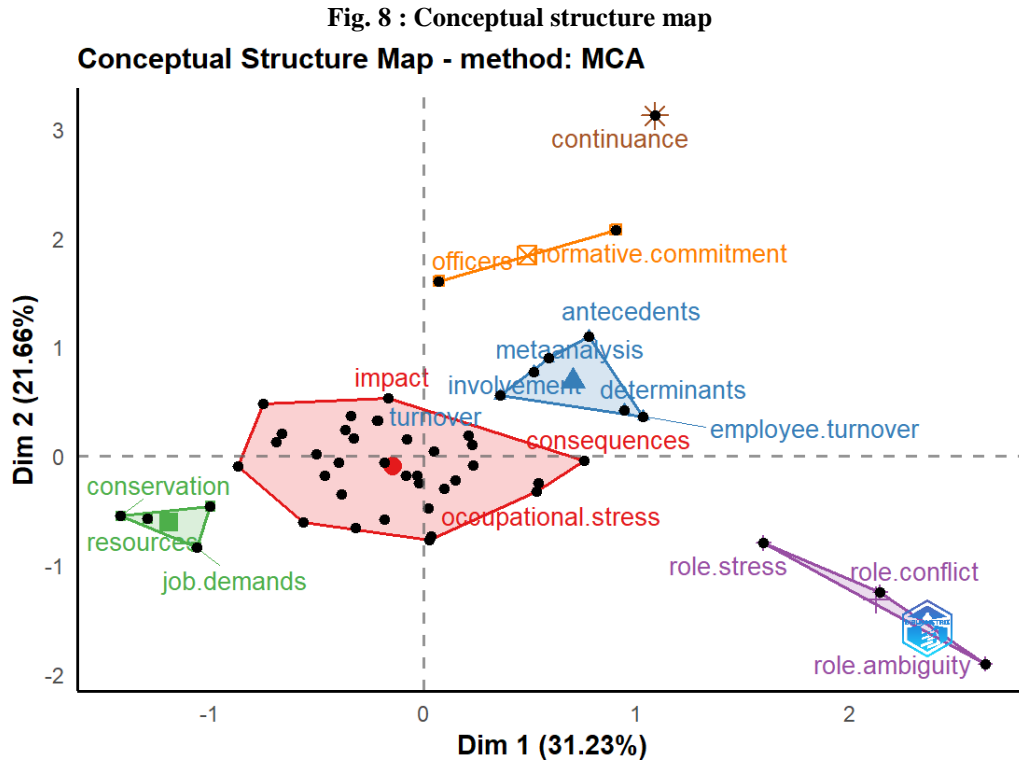
3.12 Country Collaboration Map

Figure 9 and Table 9 show some key collaborations between countries. There is a high level of collaboration between Australia researchers and researchers from other countries worldwide. On the other hand, we observe that African countries have very few collaborations.

Figure 9: Country Collaboration Map
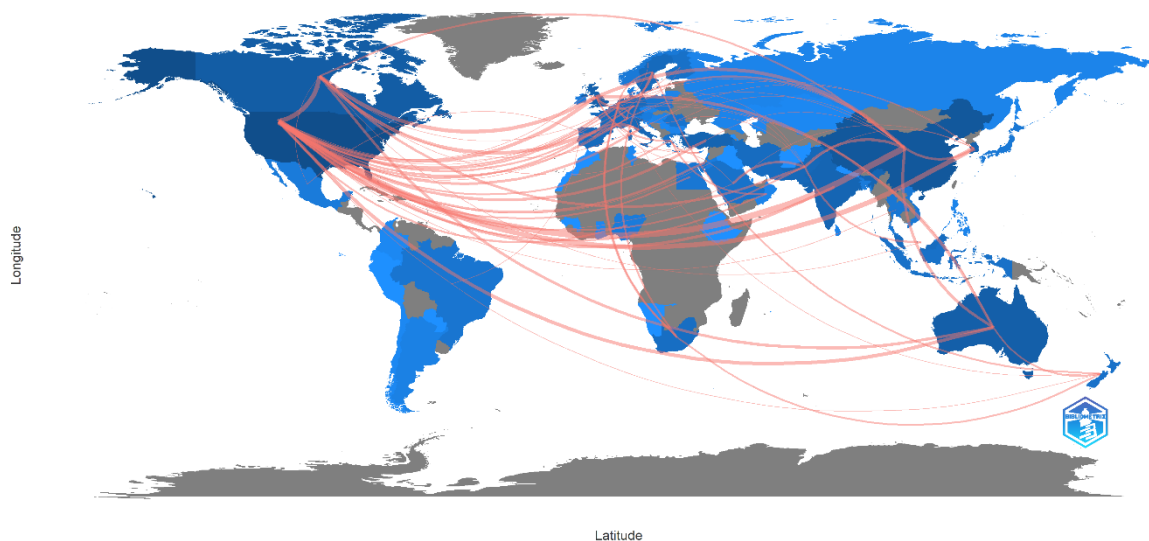

Country Collaboration Map

Table9 : World collaboration map

Rank	From	To	Frequency
1	AUSTRALIA	AUSTRIA	1
2	AUSTRALIA	BRAZIL	1
3	AUSTRALIA	FRANCE	1
4	AUSTRALIA	GERMANY	2
5	AUSTRALIA	GUINEA	1
6	AUSTRALIA	INDIA	1
7	AUSTRALIA	INDONESIA	1
8	AUSTRALIA	IRELAND	1
9	AUSTRALIA	KAZAKHSTAN	1
10	AUSTRALIA	NETHERLANDS	2

IV.   Discussion and Research Agenda

We start from the idea that this work does not intend to conduct an in-depth and systematic literature review. The methodology used leads us to see how the themes related to work stress and organizational commitment have developed over time and to detect which topics are led in the literature. Thus, the WoS database allowed us to obtain 1514 documents published in the field. The analysis focused on the following points:
- What are the most relevant authors, journals, institutions, countries, and collaborations in the work stress and organizational commitment literature?
- What are the most important research topics and dynamics around work stress and organizational commitment?
- What are the most relevant publications?
- What are the research directions for researchers and ideas for practitioners and managers?

The results show that the five most influential authors are respectively:LambertEg,HoganNl,Jiang NL ,Sverke M and Vandenberghe C. Regarding the five most influential journals, we have Frontiers in psychology , International Journal of Environmental Research And Public Health, Criminal Justice And Behavior, International Journal of human resource Management and Journal Of Applied Psychology. Public. Regarding the five most productive institutions in terms of publications on the field, we have Wayne State University, Ferris State University, University Nevada, University Toledo, and University Mississippi. We have the most cited countries on the field:Usa, Canada, China, Netherlands, United Kingdom. We can see in figure 7, a cluster study allows us to identify subjects with similar characteristics. We have identified 6 clusters during the period 1990-2023. The first (red) cluster is composed of 61 items and is dominated by items such as "stress", "commitment", "work", "health", "consequences". The second (green) cluster, which is composed of 56 items, is a varied cluster dominated by items such as "job-satisfaction", "performance", "mediating role ", "role stress". In the third cluster (Blue) composed of 52 items we have a predominance of the items"burnout", "model", "turnover". The fourth cluster (yellow), (44 items) is dominated by, "organizational commitment", "job satisfaction", " correctional staff", "officer", "job stress". The fifth cluster (purple), consisting of 19 items, is dominated by items such as "perceptions ", "procedural justice». The sixth cluster (light Blue), consisting of 16 items we have a predominance of the items ''satisfaction'', ''social support'', ''role stress''.A thematic classification is being developed to help us identify specific driving themes ("predictors", "mental-health", and ''nurses''.), niche themes ("emotional labor", "self-esteem", "people", "effort-reward imbalance", "cardiovascular-disease", "risk"), emerging or declining themes ("role-conflict" "role stress" and "role ambiguity"), and basic and transversal themes ("stress", "job-satisfaction",''commitment'' ''Organizational commitment», «work" and "antecedents"). We also found that the vast majority of research in this area is published in English and that the majority of highly cited research comes from the Western world. This means that researchers are likely to follow general theoretical trends without asking more difficult questions, such as exploring how the

phenomenon is interpreted in different cultures and how people relate to work stress in terms of specific norms and values (Cassar et al., 2020). Such perspectives will actually enrich our understanding of the extent to which the process is socially interpreted and reveal how higher-level factors such as culture and values influence responses to work stress while helping us understand the universality of the stress process.

V. Contributions

Our work provides important information for managers, practitioners, academics, and policymakers involved in issues of work stress and organizational commitment. By carefully reviewing the literature, we have identified the dynamics of the field over time. In terms of contributions to practice, our analysis showed that few of the twenty most relevant affiliations on the topic are from developing countries. Yet, according to the ILO report (2016) they are also prone to work-related stress. Therefore, it would be interesting for these countries to focus on this area to achieve the objectives of their professional organizations and improve the well-being of employees. Our results show that the interest of researchers in this topic is growing (Fig. 2), and the need for more work in this area is emerging, especially in Latin American and African countries. In addition, identifying clusters allows researchers to gain powerful insights into the most promising areas in the field of work stress and organizational commitment.

VI. Limitations and Conclusions

This bibliometric analysis of 1514 published papers was to investigate trends in research on work stress and organizational commitment and highlight some areas that may require further research to gain a more holistic understanding suitable for better practice. This search was conducted in the Web of Science (WoS) database and covers the period from 1990 to March 2023. A total of 1514 documents were collected and analyzed using the bibliometric tool called bibliometrix and the Vosviewer software. Nevertheless, this research has some main limitations. First, we used a single WoS (Web of Science) database to perform the keyword search. Since we used keywords, we cannot guarantee that we covered all published documents. The second limitation is that we used a traditional bibliometric approach as the primary method to analyze the literature. Therefore, to address these limitations, future studies could combine different databases

(WoS and Scopus), different types of literature reviews with bibliometrics, and incorporate other keywords. The third limitation is a natural bias towards older publications, as they might tend to have more citations than newer ones that may be more relevant to the line of inquiry.

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