

Visualizing the Research Landscape of Perceived Organizational Support: A Bibliometric Study

¹Deepa Bagdi, ²Nitika

^{1,2}Research Scholar, Institute-Institute of Management Studies and Research (IMSAR).

Abstract: This bibliometric study maps the research landscape of Perceived Organizational Support from 1986 to 2024. A corpus of 2,321 documents retrieved from Scopus was analyzed using performance analysis and science mapping techniques via Biblioshiny and VOSviewer. Findings reveal a sustained surge in scholarly output from 7 publications in 1986 to a peak of 202 in 2024 with nearly 86% (1,990 articles) published between 2006 and 2024, reflecting a strong upward trend ($R^2 = 0.894$). Citation analysis recorded the highest average citations in 1986 (AC: 1,093.3) and peak total citations in 2002 (TC: 10,693), alongside an h-index of 41, g-index of 80, and i-10 index of 1,507. Frontiers in Psychology emerged as the most productive outlet (165 articles), while the Journal of Applied Psychology demonstrated the highest citation impact (TC: 31,633). Eisenberger et al. remained the most influential work (TC: 6,073), followed by Rhoades and Eisenberger with the highest citation density (CD: 198.52). The study illuminates the intellectual and social structure of POS research, identifies emerging frontiers such as green perceived organizational support, and offers directions for future inquiry.

Keywords: Perceived Organizational Support, Bibliometric Analysis, Performance Analysis, Publication Trends, Citation Analysis

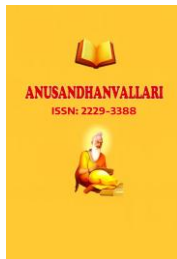
1. Introduction

It is a reality that in a world where talent is the greatest competitive edge, Perceived Organizational Support (POS) has become a crucial tenet of organizational psychology and HR approach. This is a ground breaking idea based on the fact that the current employees, who are now considered invaluable strategic assets, are demanding more than a pay check. They want their employers to truly appreciate their efforts and to put in place an investment in their holistic well-being (Riggle et al., 2009). This psychological contract is essentially what the concept of POS records: it quantifies the level of trust that employees have in their organization's genuine devotion to their work and its personal and professional interest in their well-being (Alcover et al., 2018; Eisenberger et al., 1986a; Rhoades & Eisenberger, 2002a). Current studies revealed a fallacy that POS is non-automated; it is designed by purposeful organizational decisions. The results all lead to four pillars, and it has been confirmed through research that fair treatment, strong leadership support, ideal HR ethics, and psychologically safe work environments are the main levers that POS moves across the organizational landscape (Arnéguy et al., 2020; Kurtessis et al., 2017). The most recent evidence points out the growing significance of ethical leadership (Tan et al., 2019) and organizational justice as the pillars of this process (DeConinck, 2010; DeConinck & Johnson, 2009). Organisational returns are high when organisations invest strategically in these enabling conditions, which enhances organisational commitment, high levels of job satisfaction, high levels of employee engagement, and a statistically lower rate of turnover (Eisenberger et al., 2020; Tian & Guo, 2023). The protective usefulness of high POS is also very persuasive, high POS prohibits deviant workplace actions and antisocial actions by triggering social reciprocity and augmenting the emotional adaptive abilities of employees. At the individual level, powerful POS stimulates psychological resilience, proactive work input, and the psychological welfare placed it at the center of organizational performance and the long-term employee health in the present post-pandemic environment (Zhao & Huang, 2022). These can be followed to the origins of Organizational Support Theory (OST) and Social Exchange Theory (SET) that form an elaborate explanatory

model. OST confirms the presence of holistic organizational beliefs in employees founded on three key contributions: fair treatment, benevolent behaviour, and employer-employee emotional support (Eisenberger et al., 2001, 2020). The reciprocity mechanism is then illuminated in SET: when employees feel that they are heavily supported by the organization, they develop a sense of obligation based on the reciprocity norm to pay it back by being loyal, committed and even performing better towards organizational goals, and they have the legitimate expectation of receiving recognition and reward (Eisenberger et al., 1986a). Thus, there is a start of a reciprocal exchange dynamic: when organizational support is generous, employee reciprocalization comes into action in terms of constructive, performance-amplifying behaviour (Eisenberger et al., 2001). POS satisfies socio-emotional needs enhancing organizational identification, mental health and genuine devotion to organizational prosperity (Edwards & Peccei, 2010; Eisenberger & Stinglhamber, 2011). Most importantly, POS is not automatic based on official policies, but it is subjectively experienced and constructed individually (Jaiswal & Dhar, 2016). The organizational behavior is interpreted by employees with specific psychological prisms, i.e., employees in the same organization have different POS levels due to unique interactions and experiences of relations (Deniz & Kocabaş, 2024). POS is shown to have incredible power in both, employee and organizational outcomes. There is strong research consensus that high POS employees enjoy better job satisfaction, better production, better organization citizenship and much reduced turnover intentions (Rhoades & Eisenberger, 2002a; Riggle et al., 2009). These perks also translate to the well-being of the employees: robust POS cuts down burnout, enhances work-family balance, and decreases absenteeism and lateness (Eisenberger et al., 2020; Kurtessis et al., 2017; Rich et al., 2010). Also, high POS makes the organization more committed (both affective and continuance) and increases job involvement and engagement (Rhoades & Eisenberger, 2002a; Tian & Guo, 2023). In addition to conventional POS studies, Green Perceived Organization Support (GPOS) has become an important new frontier that expresses the perception of employees that their organization genuinely cares about the importance of their ecological contribution and seriousness about their ecological values. New research confirms that GPOS is one of the drivers of pro-environmental organizational behaviors, green performance improvement, and organizational sustainability. Therefore, the combination of POS and GPOS is regarded as the essential organizational support systems that contribute to the establishment of the facilitation of employee well-being, development of productive workplace behaviours, and the implementation of strategic organizational success. Greens and organizational support are still fundamental research areas in organizational behavior that are often more crucial as organizations meet the needs of human well-being and the challenge of environmental sustainability (Imran & Aldaas, 2020; Karatepe & Aga, 2016; Zhao & Huang, 2022).

1.2 Rationale of the study

Even though POS has gained a significant scholarly interest recently, it lacks a unified and systematized overview of its theoretical framework. Several of the current studies have included systematic literature research (Eisenberger et al., 2020; Hngoi et al., 2023; Prakosa et al., 2020; Prysmakova & Lallatin, 2023; Rhoades & Eisenberger, 2002a) or meta-analyses, which frequently focus on antecedents and consequences (Ahmed et al., 2015; Hong et al., 2024; Kurtessis et al., 2017(Kurtessis et al., 2017); POS has been a topic of bibliometric studies, but it has hardly been examined as an independent field of scholarship (Arora & Arora, 2024; Francis et al., 2022; Pringgabayu et al., 2023). Despite the large number of empirical studies available on this topic, there is still a lack of proper review and concise interpretation of global trends, gaps in studies, and future prospects. Based on this, significant gaps in knowledge regarding the intellectual foundations, emerging topics, and social processes that influence the studies of POS are still present. The current paper tries to respond to that by performing the f specialized bibliometric review dedicated to POS. Unlike the previous studies, which do not have an interdisciplinary outlook or reflect a temporal evolution of the field, the study acts as an extensive mapping of the trends in publication of POS, influential publications, its collaborative networks, and thematic clusters. The study provides a more comprehensive perspective on the field as it targets both the intellectual



organization (major theories, concepts, and knowledge flows) and the social organization (author collaborations, and institutions). The work not only summarizes the previous hard work but it also reveals the prevailing topics, and new frontiers of research which shows the future direction of the research. It is a reaction to the basic need of an integrated framework that can assist scholars, practitioners, and policy makers in dealing with the role of POS, which is becoming more important in the current workplace.

1. What are the annual publication and citation trends in POS research?
2. What are the most influential articles and journals in this field?

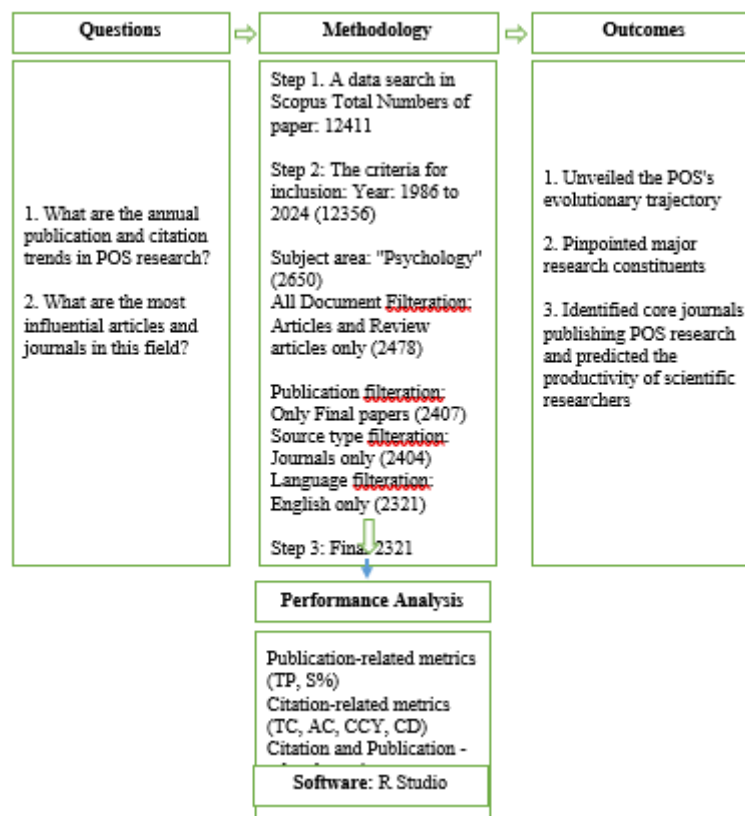
2. Methodology

2.1 Bibliography Data Collection

Following suggestions by (Donthu et al., 2021a), Scopus was selected because it offers a greater number of articles in interdisciplinary coverage in comparison to Web of science, which enables the compilation of large numbers of articles in reputable sources in a developing research field. The search query "Perceived organi*ational support" OR "organi*ational support" OR "perceived support" was systematically applied to Article Title, Abstract, and Keywords in Scopus. The investigation included peer-reviewed journal articles and reviews within the Psychology category spanning 1986–2024 39 years of study, excluding conference materials, book chapters and grey literature. Data retrieval commenced on August 11, 2024. Following rigorous deduplication and meticulous screening of abstracts and full documents, a corpus of 2,321 articles was established for bibliometric examination. Figure 1 presents the research design.

2.2 Performance Analysis

Bibliometrics and scientometrics studies also play an essential role in investigating the history and dynamics of scientific fields by giving knowledge maps and registering scholarly growth, particularly through large-scale scholarly information in the fields of science and technology (Salinas-Ríos & García López, 2022). The surge in the use of scientometrics is now widely used at all levels, including individuals and institutions, and journals, to measure and manage the output of research (Baca et al., 2023). It is applicable across fields such as construction, agriculture, artificial intelligence, and medicine (Guo et al., 2023; Kamali et al., 2020; Li et al., 2022; Martinez Villanueva et al., 2022). Performance evaluation and science mapping are the two main methods of analysis. The analysis and mapping in this work were carried out using Biblioshiny (Aria & Cuccurullo, 2017) and VOS Viewer (Van Eck & Waltman, 2014). Scopus and WoS continue to be standard sources of data because they cover a wide range of academics (Waltman, 2016). Reviews of science maps are utilized to map intellectual landscapes, assess scientific developments, and detect the novelties in the specified fields of research. The bibliometric data were obtained out of Scopus and included the numbers of publications, the time-related publication trends, as well as the productivity of a country, scientist, journal, and research topic.



Source: Author's own creation

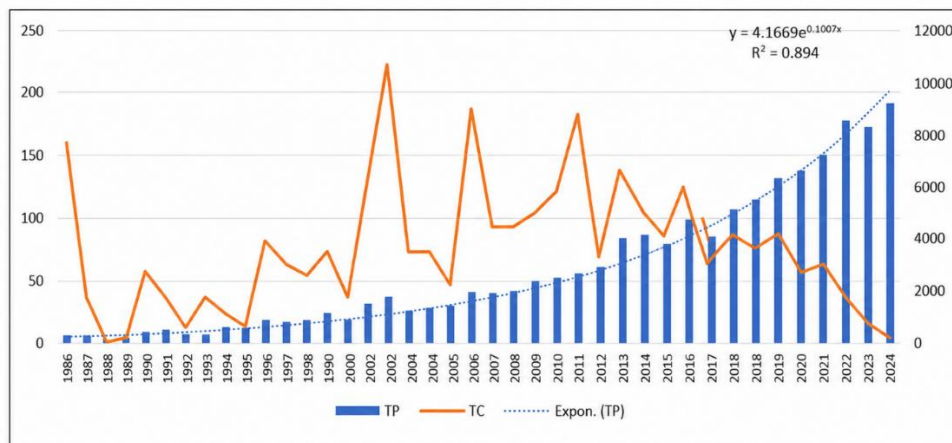
Figure 1. Bibliography Data Collection

3. Results and discussion

3.1 Performance analysis

3.1.1 Publication trend analysis.

The chronological publication trends, annual volume and influence (RQ1) of POS research from 1986 to 2024 are depicted in Figure 2. From seven articles in 1986 to 202 in 2024, the number of publications has grown; the rectangular bars reflect the total publications (2321). Annual citations or influence are shown by the "zigzag" line. There were limited publications from 1976 to 2000. In 2024, the total publications peaked at 202. Conversely, the trend equation in Figure 2 indicates significant growth in this field. With a regression coefficient of 0.100 and a strong determination coefficient (R^2 : 0.894), the model fits excellently and reflects remarkable yearly growth. POS research has surged considerably. The widening definitions and manifestations of POS reflect increasing employee stress and evolving workplace complexities. From 2006 to 2024, almost 86% of the 2321 articles (1990) were published. These figures indicate a growing trend in citations related to this topic over time.



Source: Author's own creation

Figure 2. Chronological Publication Trends.

3.1.2 Citation structure

POS research has seen a rise in its amount and relevance. The annual trends in POS publications and citation profiles (RQ1) are presented in Table 1. In 1986, we recorded the highest average citation (AC: 1093.3), and in 2002, we had the most total citations (TC: 10693). The h-index measures the cumulative impact of a publication. This indicates both production and impact (Hirsch & G Buena-Casal, 2014). The h-index peaked at 41 in 2016, meaning 41 papers received at least 41 citations each. The g-index, which adjusts the h-index by accounting for the total citations across an author's work, is 80 (Egghe & Rousseau, 2019). The m-index, reflecting the annual h-index from an author's first publication year, reached its highest value of 12 in 2024. The m-quotient is calculated by dividing the h-index by the years since the initial publication (Bornmann L et al., 2008). The i-10 index for the POS papers is 1507, indicating that 1507 papers have at least ten citations each.

3.1.3 Most Prominent and Active Journals

Identifying the leading and most impactful outlets is essential for POS research (RQ2). Table 2 displays detailed bibliometric features of the top 10 journals, which include 593 articles, accounting for 25.54% of the total publications. The leading journal in productivity is "Frontiers in Psychology" from "Frontiers Media S.A.," with 165 publications and an m-index of 2.17. Ranking second, the "Journal of Applied Psychology" represents 52.58% of the POS research output and is highly influential, with metrics including (TC: 31,633), and top ranked (AC:585.80), (h:45), (g:54), and Journal Citation Indicator (JCI: 2.14). It also scores top marks for SNIP (3.331), SJR (6.803), and Cite Score (11.7). published by the American Psychological Association (APA), it was established in 1917 as a monthly, international, peer-reviewed academic journal. The "Journal of Organizational Behavior," published by Wiley-Blackwell (John Wiley & Sons), boasts the highest impact factor of 11.4. Compared to the impact factor, the Journal Citation Indicator (JCI) provides more precise comparisons of academic influence across interdisciplinary journals. Many journals on this list are highly regarded, earning "A*" or "A" ratings from the Australian Business Deans Council (ABDC).

3.1.4 Highly Cited Work

Which POS research studies have made the most significant impact (RQ2)? To measure an article's influence in the research domain, we employ three quantitative metrics: citation density (CD) and citation count. These metrics guide researchers and organizations in determining the popularity and academic value of a work. The

ten most frequently cited articles in the POS research area, which have had substantial influence, are presented in Table 3, “Perceived Organizational Support”, they also introduced the concept of POS and created the Survey. About the Scale Originally a 36-item scale, later shortened to 8-item and 16-item versions for practical use and found that employees who sense strong organizational support tend to be more committed, perform better, and are less likely to withdraw (Eisenberger et al., 1986b). This article has the top-most citations (TC:1813) in Google Scholar 18000 and Citation Current Year (CCY) 434 for. This piece has a significant impact on the work. Second, “Perceived organizational support: A review of the literature”, the meta-analytic research by Rhoades & Eisenberger, (2002) shows that POS is strengthened by fairness, supervisor backing, and rewards from the organization, which subsequently increase employees’ job satisfaction, positive affect, commitment, and job performance and lessen withdrawal tendencies via organizational support theory. With the highest CD score of 198.52. This paper has the topmost citations (TC:4566), in Google Scholar (TC:13598) and Citation Current Year (CCY) 302 for. A total of seven publications appeared in the “Journal of Applied Psychology,” which is an A+ journal listed in ABDC.

Table 1. Citation Structure

Year	TP	AC	TC	h	g	m	ACPY	≥100	≥50	≥25	≥15	≥10
1986	7	1093.3	7653	6	7	0.15	27.33	5	5	6	6	6
1987	4	414.8	1659	4	4	0.11	10.37	2	3	4	4	4
1988	3	30.3	91	3	3	0.08	0.76	nil	1	1	1	2
1989	1	186.0	186	1	1	0.03	4.65	1	1	1	1	1
1990	9	286.0	2574	8	9	0.23	7.15	5	5	6	8	8
1991	11	153.1	1684	11	11	0.32	3.83	6	11	11	11	11
1992	6	87.0	522	5	6	0.15	2.18	2	4	5	6	6
1993	6	270.3	1622	5	6	0.16	6.76	4	4	4	4	5
1994	17	63.2	1074	14	17	0.45	1.58	3	6	13	13	15
1995	13	47.5	617	11	13	0.37	1.19	1	7	11	11	11
1996	19	202.0	3838	15	19	0.52	5.05	9	12	15	15	17
1997	19	157.8	2998	17	19	0.61	3.94	8	10	15	18	18
1998	19	132.7	2521	15	19	0.56	3.32	4	11	14	15	19
1999	25	135.0	3376	21	25	0.81	3.38	10	15	21	21	23
2000	19	97.2	1846	17	19	0.68	2.43	6	8	15	18	18
2001	33	184.2	6078	26	33	1.08	4.60	11	16	26	28	29
2002	39	274.2	10693	28	39	1.22	6.85	15	23	31	34	34
2003	24	141.0	3385	21	24	0.95	3.53	12	14	21	22	23
2004	29	117.1	3397	22	29	1.05	2.93	11	18	22	25	56
2005	28	78.8	2207	24	28	1.20	1.97	6	19	24	28	28



2006	44	202.4	8905	35	44	1.84	5.06	21	31	39	41	42
2007	44	97.8	4303	30	44	1.67	2.44	16	25	31	33	39
2008	46	94.4	4342	31	46	1.82	2.36	16	23	31	38	39
2009	51	95.4	4863	38	51	2.38	2.38	15	32	43	48	49
2010	53	106.4	5638	33	53	2.20	2.66	18	26	40	47	49
2011	54	160.0	8640	30	54	2.14	4.00	13	24	35	43	49
2012	65	45.9	2983	30	54	2.31	1.15	10	19	33	47	53
2013	85	75.8	6443	39	80	3.25	1.90	22	34	50	65	70
2014	86	57.6	4956	40	70	3.64	1.44	17	30	52	68	72
2015	78	49.0	3819	36	16	3.60	1.22	9	23	45	57	71
2016	109	53.1	5793	41	76	4.56	1.33	17	33	64	79	88
2017	85	34.8	2958	30	54	3.75	0.87	7	18	39	57	66
2018	106	37.5	3977	32	63	4.57	0.94	7	21	43	70	70
2019	114	30.1	3427	33	58	5.50	0.75	3	17	47	71	84
2020	133	30.2	4020	32	63	6.40	0.76	5	12	42	62	87
2021	135	19.2	2593	26	50	6.50	0.48	3	14	31	53	72
2022	199	14.5	2883	28	53	9.33	0.36	1	8	36	68	97
2023	177	8.4	1481	18	38	9.00	0.21	1	1	8	30	56
2024	202	3.4	693	12	26	12.00	0.09	nil	nil	3	8	18

Notes: TP: Total publications; TC: Total citations; AC: Average citations; ACPY: Average citations per year; $\geq$: Number of publications cited equal to or greater than specific threshold level; h: h-index; g: g-index; m: m-index. The values presented in bold indicate the highest values within the respective categories.

TABLE 2. LEADING JOURNALS

Rank	Journal	PUBLISHER	TP	S%	TC	AC	H	G	M	JCI	CS	SNIP	SJR	Q	IF	ABDC
1	FIP	Frontiers Media S.A.	165	5.06	3044	18.45	26	55	2.17	0.97	5.7	1.213	0.872	Q2	2.9	NIL
2	PV	Emerald Group Publishing Ltd. Springer	62	3.80	2289	36.92	29	47	1.26	1.2	4	1.696	1.366	Q2	4.2	A
3	CP	Science+Business Media (Springer)	59	1.21	728	12.34	16	27	0.80	0.97	5.4	1.223	1.024	Q2	2.6	NIL
4	JOAP	Psychological Association (APA)	54	52.58	31633	585.80	45	54	1.15	2.1	12	3.331	6.8	Q1	6.1	A*
5	JOMP	Emerald Group Publishing Ltd. Elsevier /	53	9.10	5477	103.34	29	53	0.97	0.79	4.9	0.971	1.135	Q1	2.7	B
6	JOVB	Academic Press Wiley-Blackwell (John Wiley & Sons)	51	7.80	4690	91.96	35	51	1.09	1.79	8.1	2.409	2.793	Q1	5.2	A*
7	JOOB		49	13.78	8290	169.18	35	49	1.06	1.38	11.4	2.765	3.862	Q1	6.8	A*
8	CAYSR	Elsevier Ltd. Scientific Journal	38	1.66	1001	26.34	18	31	0.67	1.1	2.4	1.142	0.862	NIL	2.14	NIL
9	SBAP	Publishers Ltd. Wiley Online	33	0.71	429	13.00	10	20	0.38	0.36	1.3	0.392	0.367	Q4	0.8	NIL
10	JOASP	Library	29	4.29	2578	88.90	22	29	0.65	0.85	4.7	1.12	1.018	Q2	2.3	B

Notes: FIP: Frontiers in Psychology; PV: Personnel Review; CP: Current Psychology; JOAP: Journal of Applied Psychology; JOMP: Journal of Management Psychology; JOVB: Journal of Vocational Behaviour; JOOB: Journal of Organizational Behaviour; CAYSR: Children and Youth Services Review; SBAP: Social Behavior and Personality; JOASP: Journal of Applied Social Psychology; S%: Share in corpus; IF: Impact factor; JCI: Journal citation indicator; Q: Quadrant; CS: CiteScore; SNIP: Source normalized impact per paper; SJR: SCImago journal rank; ABDC: Australian Business Dean Council journal rank. The values displayed in bold and italic indicate the highest value within each respective category.

TABLE 3. TOP CITED ARTICLES

Rank	Title	Year	Authors	Journal	N	TC	CD	CCY	CGS
1	Perceived organizational support.	1986	Eisenberger, Robert, Huntington, Robin, Hutchison, Steven, Sowa, Debra	JOAP	8	6073	155.72	434	18000
2	Perceived organizational support: A review of the literature.	2002	Rhoades, Linda, Eisenberger, Robert	JOAP	4	4566	198.52	302	13598
3	Antecedents and consequences of employee engagement	2006	Alan M. Saks	JOMP	1	3195	168.16	250	11474
4	Mechanisms Linking Social Ties and Support to Physical and Mental Health	2011	Peggy A. Thoits Eisenberger, Robert, Armeli, Stephen, Rexwinkel, Barbara, Lynch, Patrick	JOHASB	1	2846	203.29	267	5344
5	Reciprocal of perceived organizational support.	2001	D. Rhoades, Linda Robert Eisenberger, Peter Fasolo, and Valerie Davis-	JOAP	10	2006	83.58	112	5467
6	Perceived organizational support and employee diligence, commitment, and innovation.	1990	LaMastro	JOAP	3	1872	53.49	59	6330
7	Perceived Supervisor Support: Contributions to Perceived Organizational Support and Employee Retention	2002	Robert Eisenberger, Florence Stinghamer and Christian Vandenberghe, Ivan L. Sucharski and Linda Rhoades	JOAP	5	1810	78.70	131	5237
8	Affective commitment to the organization: The contribution of perceived organizational support.	2001	Rhoades, Linda, Eisenberger, Robert, Armeli, Stephen Fabio Sabogal, Gerardo Marin, Regina Otero-Sabogal, Barbara Vanoss Marin, Eliseo J. Perez-	JOAP	6	1469	61.21	67	4020
9	Hispanic Familism and Acculturation: What Changes and What Doesn't? Social exchange in organizations: Perceived organizational support, leader-member exchange, and employee reciprocity.	1987	Stable	HIOBS	5	1411	37.13	44	3037
10	Notes: JOAP: Journal of Applied Psychology; JOMP: Journal of Managerial Psychology; JOHASB: Journal of Health and Social Behaviour; HIOBS: Hispanic Journal of Behavioural Sciences; N: Number of author(s); CCY: Citation in current year (2024); CD: Citation density measured as TC divided by the number of years since publication of the document; CGS: Citation count on Google Scholar; CWoS: Citation Count on Web of Science; FWCI: Field-weighted citation impact. The values displayed in bold and italic indicate the highest value within each respective category.	1996	Randall P. Settoon and Nathan Bennett Louisiana State University Robert C. Liden	JOAP	3	1368	47.17	46	33760

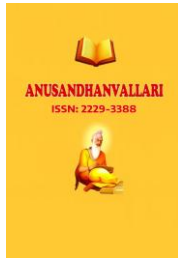
Limitations & Future Directions

These findings must, however, be interpreted in light of certain limitations: the analysis is restricted to a single database, potentially underrepresenting Web of Science-indexed and other literature, and is limited to English-language articles and reviews within the Psychology category spanning 1986–2024, excluding conference papers, book chapters, and grey literature; moreover, average citations decline sharply in recent years (e.g., AC: 3.4 in 2024) due to the temporal lag before newer publications accumulate citations, and citation-based metrics inherently favor older, established works. Future research should therefore explore **green perceived organizational support** as an emerging frontier linking POS with pro-environmental behavior and organizational sustainability, extend coverage into management, HR, health services, and sustainability domains, deepen thematic pillars such as ethical leadership, organizational justice, and psychologically safe work environments, examine POS and long-term employee well-being through longitudinal and cross-cultural studies in the post-pandemic context, and develop integrated practical frameworks to guide scholars, practitioners, and policymakers.

References:

- [1] Alcover, C., Chambel, M. J., Fernández, J. J., & Rodríguez, F. (2018). Perceived organizational support-burnout-satisfaction relationship in workers with disabilities: The moderation of family support. *Scandinavian Journal of Psychology*, 59(4), 451–461. <https://doi.org/10.1111/sjop.12448>
- [2] Aria, M., & Cuccurullo, C. (2017). bibliometrix : An R-tool for comprehensive science mapping analysis. *Journal of Informetrics*, 11(4), 959–975. <https://doi.org/10.1016/j.joi.2017.08.007>
- [3] Arnéguy, E., Ohana, M., & Stinglhamber, F. (2020). Overall justice, perceived organizational support and readiness for change: the moderating role of perceived organizational competence. *Journal of Organizational Change Management*, 33(5), 765–777. <https://doi.org/10.1108/JOCM-12-2019-0373>
- [4] Arora, S., & Arora, N. (2024). A Bibliometric Analysis of Organizational Citizenship Behavior, Employee Retention, Performance, and Perceived Organizational Support (pp. 248–262). <https://doi.org/10.4018/979-8-3693-1942-0.ch014>
- [5] Baca, D., Monroy, R., Castillo, M., Elkhazraji, A., Farooq, A., & Ahmad, R. (2023). Dioxins and plastic waste: A scientometric analysis and systematic literature review of the detection methods. *Environmental Advances*, 13, 100439. <https://doi.org/10.1016/j.envadv.2023.100439>
- [6] Bornmann L, Mutz R, Neuhaus C, & Daniel H D. (2008). Citation counts for research evaluation: standards of good practice for analyzing bibliometric data and presenting and interpreting results. *Ethics in Science and Environmental Politics*, 8(1). <https://doi.org/10.3354/esep00084>
- [7] DeConinck, J. B. (2010). The effect of organizational justice, perceived organizational support, and perceived supervisor support on marketing employees' level of trust. *Journal of Business Research*, 63(12), 1349–1355. <https://doi.org/10.1016/j.jbusres.2010.01.003>
- [8] DeConinck, J. B., & Johnson, J. T. (2009). The Effects of Perceived Supervisor Support, Perceived Organizational Support, and Organizational Justice on Turnover among Salespeople. *Journal of Personal Selling & Sales Management*, 29(4), 333–350. <https://doi.org/10.2753/PSS0885-3134290403>
- [9] Deniz, Ü., & Kocabaş, C. (2024). Understanding the Relationship Between Perceived Organizational Support and Psychological Well-Being: Perspectives of Turkish Faculty Members. *Higher Learning Research Communications*, 14(1). <https://doi.org/10.18870/hlrc.v14i1.1441>
- [10] Donthu, N., Kumar, S., Mukherjee, D., Pandey, N., & Lim, W. M. (2021b). How to conduct a bibliometric analysis: An overview and guidelines? *Journal of Business Research*, 133, 285–296. <https://doi.org/10.1016/J.JBUSRES.2021.04.070>
- [11] Edwards, M. R., & Peccei, R. (2010). Perceived Organizational Support, Organizational Identification, and Employee Outcomes. *Journal of Personnel Psychology*, 9(1), 17–26. <https://doi.org/10.1027/1866-5888/a000007>
- [12] Egghe, L., & Rousseau, R. (2019). Infinite sequences and their h-type indices. *Journal of Informetrics*, 13(1), 291–298. <https://doi.org/10.1016/J.JOI.2019.01.005>
- [13] Eisenberger, R., & Stinglhamber, F. (2011). The supportive organization. In *Perceived organizational support: Fostering enthusiastic and productive employees*. (pp. 9–24). American Psychological Association. <https://doi.org/10.1037/12318-001>
- [14] Eisenberger, R., Armeli, S., Rexwinkel, B., Lynch, P. D., & Rhoades, L. (2001). Reciprocation of perceived organizational support. *Journal of Applied Psychology*, 86(1), 42–51. <https://doi.org/10.1037/0021-9010.86.1.42>
- [15] Eisenberger, R., Huntington, R., Hutchison, S., & Sowa, D. (1986a). Perceived organizational support. *Journal of Applied Psychology*, 71(3), 500–507. <https://doi.org/10.1037/0021-9010.71.3.500>
- [16] Eisenberger, R., Rhoades Shanock, L., & Wen, X. (2020). Perceived Organizational Support: Why Caring About Employees Counts. *Annual Review of Organizational Psychology and Organizational Behavior*, 7(1), 101–124. <https://doi.org/10.1146/annurev-orgpsych-012119-044917>

- [17] Francis, B. R., Ahmad, R. bin, & Abdullah, S. M. binti. (2022). A 59 Years (1962-2021) Bibliometric Analysis of Organizational Support Research Articles. *International Journal of Academic Research in Business and Social Sciences*, 12(1). <https://doi.org/10.6007/IJARBSS/v12-i1/12056>
- [18] Guo, S.-B., Du, S., Cai, K.-Y., Cai, H.-J., Huang, W.-J., & Tian, X.-P. (2023). A scientometrics and visualization analysis of oxidative stress modulator Nrf2 in cancer profiles its characteristics and reveals its association with immune response. *Heliyon*, 9(6), e17075. <https://doi.org/10.1016/j.heliyon.2023.e17075>
- [19] Hirsch, J., & G Buella-Casal. (2014). The meaning of the h-index. Elsevier.
- [20] Hngoi, C. L., Abdullah, N.-A., Wan Sulaiman, W. S., & Zaidy Nor, N. I. (2023). Relationship between job involvement, perceived organizational support, and organizational commitment with job insecurity: A systematic literature review. *Frontiers in Psychology*, 13. <https://doi.org/10.3389/fpsyg.2022.1066734>
- [21] Imran, R., & Aldaas, R. E. (2020). Entrepreneurial leadership: a missing link between perceived organizational support and organizational performance. *World Journal of Entrepreneurship, Management and Sustainable Development*, 16(4), 377–388. <https://doi.org/10.1108/WJEMSD-10-2019-0077>
- [22] Jaiswal, D., & Dhar, R. L. (2016). Impact of perceived organizational support, psychological empowerment and leader member exchange on commitment and its subsequent impact on service quality. *International Journal of Productivity and Performance Management*, 65(1), 58–79. <https://doi.org/10.1108/IJPPM-03-2014-0043>
- [23] Kamali, M., Jahaninafard, D., Mostafaie, A., Davarazar, M., Gomes, A. P. D., Tarelho, L. A. C., Dewil, R., & Aminabhavi, T. M. (2020). Scientometric analysis and scientific trends on biochar application as soil amendment. *Chemical Engineering Journal*, 395, 125128. <https://doi.org/10.1016/j.ccej.2020.125128>
- [24] Karatepe, O. M., & Aga, M. (2016). The effects of organization mission fulfillment and perceived organizational support on job performance. *International Journal of Bank Marketing*, 34(3), 368–387. <https://doi.org/10.1108/IJBM-12-2014-0171>
- [25] Kurtessis, J. N., Eisenberger, R., Ford, M. T., Buffardi, L. C., Stewart, K. A., & Adis, C. S. (2017). Perceived Organizational Support: A Meta-Analytic Evaluation of Organizational Support Theory. *Journal of Management*, 43(6), 1854–1884. <https://doi.org/10.1177/0149206315575554>
- [26] Li, Y., Guo, J., Sun, S., Li, J., Wang, S., & Zhang, C. (2022). Air quality forecasting with artificial intelligence techniques: A scientometric and content analysis. *Environmental Modelling & Software*, 149, 105329. <https://doi.org/10.1016/j.envsoft.2022.105329>
- [27] Martinez Villanueva, E., Cardenas Castañeda, J. A., & Ahmad, R. (2022). Scientometric Analysis for Cross-Laminated Timber in the Context of Construction 4.0. *Automation*, 3(3), 439–470. <https://doi.org/10.3390/automation3030023>
- [28] Prakosa, M. M., Dewanti, N., & Purwanza, S. W. (2020). The Impact of Perceived Organizational Support (POS) for Increasing the Intention to Stay: A Systematic Review. *Jurnal Ners*, 14(3), 301–304. <https://doi.org/10.20473/jn.v14i3.17151>
- [29] Pringgabayu, D., Disman, D., & Eeng Ahman. (2023). Science Mapping of Perceived Organizational Support: A Bibliometric Analysis Approach. *Jurnal Ilmu Administrasi: Media Pengembangan Ilmu Dan Praktek Administrasi*, 20(2), 218–236. <https://doi.org/10.31113/jia.v20i2.947>
- [30] Prysmakova, P., & Lallatin, N. (2023). Perceived organizational support in public and nonprofit organizations: Systematic review and directions for future research. *International Review of Administrative Sciences*, 89(2), 467–483. <https://doi.org/10.1177/00208523211033822>
- [31] Rhoades, L., & Eisenberger, R. (2002a). Perceived organizational support: A review of the literature. *Journal of Applied Psychology*, 87(4), 698–714. <https://doi.org/10.1037/0021-9010.87.4.698>
- [32] Rhoades, L., Eisenberger, R., & Armeli, S. (2001). Affective commitment to the organization: The contribution of perceived organizational support. *Journal of Applied Psychology*, 86(5), 825–836. <https://doi.org/10.1037/0021-9010.86.5.825>



-
- [33] Rich, B. L., Lepine, J. A., & Crawford, E. R. (2010). Job Engagement: Antecedents and Effects on Job Performance. *Academy of Management Journal*, 53(3), 617–635. <https://doi.org/10.5465/amj.2010.51468988>
- [34] Riggle, R. J., Edmondson, D. R., & Hansen, J. D. (2009). A meta-analysis of the relationship between perceived organizational support and job outcomes: 20 years of research. *Journal of Business Research*, 62(10), 1027–1030. <https://doi.org/10.1016/j.jbusres.2008.05.003>
- [35] Salinas-Ríos, K., & García López, A. J. (2022). Bibliometrics, a useful tool within the field of research. *Journal of Basic and Applied Psychology Research*, 3(6), 9–16. <https://doi.org/10.29057/jbapr.v3i6.6829>
- [36] Tian, X., & Guo, Y. (2023). The Effect of Deviant Workplace Behavior on Job Performance: The Mediating Role of Organizational Shame and Moderating Role of Perceived Organizational Support. *Behavioral Sciences*, 13(7), 561. <https://doi.org/10.3390/bs13070561>
- [37] Van Eck, N. J., & Waltman, L. (2014). Visualizing Bibliometric Networks. In *Measuring Scholarly Impact* (pp. 285–320). Springer International Publishing. https://doi.org/10.1007/978-3-319-10377-8_13
- [38] Waltman, L. (2016). A review of the literature on citation impact indicators. *Journal of Informetrics*, 10(2), 365–391. <https://doi.org/10.1016/j.joi.2016.02.007>
- [39] Zhao, W., & Huang, L. (2022). The impact of green transformational leadership, green HRM, green innovation and organizational support on the sustainable business performance: evidence from China. *Economic Research-Ekonomska Istraživanja*, 35(1), 6121–6141. <https://doi.org/10.1080/1331677X.2022.2047086>