Trends in Work-Life Balance Research: A Bibliometric Analysis

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Abstract: **The needs of families and individuals working in organisations are important. Employers must create an environment that supports the changing mode of work and non-work life. Few studies have analysed work-life balance publications visually. This study provides comprehensive information on work-life balance, including countries, authors, references, and journals. Using the Web of Science as a data source, we extracted 825 articles published from 1990 to 2020. A bibliometric approach using VOSviewer software was used to analyse work-life balance quantitatively and visually. We observed that the USA is the most productive country followed by England and Canada in terms of publication. University of Western Ontario is the most productive institution followed by Erasmus University and then Griffith University. It was observed that researchers are mainly focused on 'gender', 'work-family conflict' 'performance' and 'job satisfaction' aspects. International Journal of Human Resource Management is the most appropriate journal for contributions, followed by Gender, Work and Organization and then Human Relations. This study informs researchers by providing insights into basic background knowledge about work-life balance and a framework for visual and quantitative research. Hence, narrowing the gap between work-life balance and bibliometric analysis. Our study shows how work-life balance research has emerged and evolved and proposes potential future research agenda.**

Keywords: **gender, job satisfaction, work engagement, work-family conflict, work-life balance.**

INTRODUCTION

Over the years, achieving work-life balance (WLB) has raised serious concern for families of working-class persons and homes. Work-life balance has become an important field in management science.

There has been a matured interest from scholars on the meaning of work-life balance, how to achieve it, its impacts and how organisations can create policies to promote it [1]. Few studies, if any, have been done in this field using visualised bibliometrics. Bibliometric studies have shown to be useful in different fields such as entrepreneurship [2], operations management [3], management [4], and innovation [5], [6] by assisting researchers to streams of research. Hence, we use a visualised bibliometric method to uncover the contribution of the research community and the most influential thematic work in work-life balance. This will provide comprehensive insights into how work-life balance has emerged. The needs of families and individuals working in organisations are important, employers must create an environment that supports the changing mode of work and non-work life. The term "work-life balance" suggests reducing work to have more time for non-work life such as caring for families [1]. Arguably, work-life balance supports an organisation strategic policy alignment with current trends. The massive presence of women, the growing rate of active elderly workers, workers with a long-standing health issue, single workers, and couples without children has motivated work research–life balance [7], [8]. This trend highlighted the significance of work-life balance, called for the re-examining of work-life balance to take into consideration contemporary developments in both work and life. Nowadays, work-life balance is treated as an important factor for both individual and organization success, and empirical studies affirmed that satisfactory work-life balance foster individuals and organizations' outcomes [9], [10].

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29

Indeed, work-life balance has emerged as an exclusive field of study; therefore, highlighting new potential future trends is timely. Work-life balance scholars and policymakers need to adopt a more holistic approach to contemporary life and contemporary work [1]. As work-life balance in practice and academia has become so important, an in-depth evaluation of the implications, hot topics and research directions of this concept is apt. This study employs a bibliometrics method through VOSviewer to give an overview of the studies in the field of work-life balance. VOSviewer provides comprehensive analytic information, such as countries, core authors, institutions, top journals, and reference on work-life balance. The analysis covers 825 articles, collected from the Web of Science database. Based on these results, future trends and research opportunities are proposed. This paper presents both basic background knowledge about work-life balance and a framework of visual research for the research community, hence narrowing the gap between work-life balance and bibliometric analysis. The present study will assist practitioners to understand whether their business challenge is connected to work-life balance. The paper is organised as follows: section 2 brief overview of the theory and literature on work-life balance is presented. Section 3 highlights the methodology used in this paper. Section 4 presents the results of the bibliometric analysis. Section 5 conclusions are drawn, and future research opportunities are presented.

LITERATURE REVIEW

Work-life balance affects women, men, families, and organisations. It has been acknowledged that WLB is an important issue for women, men, parents and non-parents, singles, and couples. This increasing consciousness of the need to balance "work" and "life" is important to both individual and organisational effectiveness. Although the concept of work-life balance may seem easy to comprehend, there is no consensus among scholars on the appropriate terminology to use, with some researchers using the term work-life interface instead [11]. There has also been debate about the meaning of "balance" creating additional confusion in the field [12]. Some scholars perceive balance as equal distribution of time, energy, and commitment to work and non-work roles [13]. Others opine that balance depends on an individual's circumstances [14]. From a subjectivist perspective, [9] submit that more attention should be paid to individuals' perception of their situation. Further, exchange-based theories, such as social exchange [15] and gift exchange [16] can explain employee responses to work-life policies and work-life balance. Work-life balance focuses on managing the pressures between paid employment and other issues such as family, community activities, voluntary work, pleasure, personal growth, and spare time [17]. Work-life balance is the extent to which an individual is satisfied with his or her work role and family life [13].

Arguably, an individual is said to have work-life balance if he or she is dedicated to work and non-work responsibility. [18] submits that WLB is the 'fit' between work-related roles and personal life of each individual. Flexible work schedules promote work-life balance and reduce work pressure [19], lower employee turnover and enhance employee engagement and satisfaction [20]; [21]. Recently, several changes have been made to working arrangements and the nature of employment relationships [1] and these changes are expected to continue [22], [23]. These changes include growth in zero-hours contracts and self-employment, full-time, permanent employment, in standard working time with a single employer. Work-life balance empowers personal life by maintaining complementary conditions and reducing intervention between work and life struggles [24] Women experience stress as they perform family-related roles along with their job responsibilities [25]. As such, organisations tend to employ fewer women with children, given their preference for work over family responsibilities [26].

METHODOLOGY

Bibliometrics is a statistical analysis of existing studies and is used for quantitative analysis of articles in a particular field [27]. Work-life balance is topical, and it is important to evaluate literature in this research domain because it is an ability to strike balance between career and personal life. The main information analysed using bibliometrics are authors, keywords, references, journals, countries, institutions, and the trends in a specific field [28]. Bibliometrics originated from the quantitative research of literature and widely used in academic research [29. This method could help scholars to explore the most recent developments and trend in a particular field [30]. Using the Web of Science's (WOS) database, we have analysed the studies published on work-life balance using bibliometrics. This database contains multidisciplinary and social sciences literature [31], hence, our justification for using it. The primary source of input data for VOSviewer version 1.6.15 is the Web of Science [32]. VOSviewer is useful in constructing, visualising and text mining bibliometric networks. The software is freely available online and was developed by Nees Jan van Eck and Ludo Waltman at Leiden University Centre for Science and Technology studies. We searched for the term: (work-life balance), refined by Web of Science Categories = (Business or Management and psychology applied) and Document Types = (Article), using Indexes = (Social Science Citation Index), language = (English). The search has been done during October 2020 and covers 1990 - 2020. The first search prompted 10,232 articles, the above-mentioned search criteria were set to restrict the sample to the main field and the nature of 'work-life balance'. This yielded a sample size of 825 articles. Thus, 825 articles have been analyzed in this study.

FINDINGS AND DISCCUSSIONS

The total of 825 publications was extracted from the Web of Science and shows 66 h-index, 22.66 average citations per item, 18,694 sums of times cited while 16,753 are without self-citations. The publication chart also was parallel from 1997 to 2004 and gradually increasing from 2005 upward. After checking the preliminary analysis results in Web of Science, we exported the text files generated in Web of Science to the VOSviewer software for bibliometric analysis. The VOSviewer was used to perform co-authorship, co-occurrence, citation, bibliographic coupling, and co-citation analysis. This study selected the literature that counts on work-life balance and used VOSViewer to conduct co-authorship, co-occurrence, citation, bibliographic coupling, and co-citation analysis. Each of the unit analysis is unique to give insight to the academic community and the society at large on work-life balance. Table 1 shows the citation of the work-life balance literature sources. Out of 156, the study selected the citations that are greater than 200 and this account for 23 sources. Among the 23 sources, the International Journal of Human Resource Management records 86 documents, 1953 citations and 429 as the total link strength. *IJHRM focuses* on any discipline that makes a contribution to theory and practice in human resource management, therefore providing a theoretical and practical framework for studying work-life balance. Also, Gender Work and Organization followed sequentially with 65 documents, 1830 citations and 217 as the total link strength. Journal of Business and Psychology had 13 documents, 545 citations and 53 total link strength but contrarily, Human Resource Management had a higher document of 20, fewer citations of 494 and higher total link strength of 113 than that of Journal of Business and Psychology. This indicates that Human Resource Management had a greater number of publications with two keywords occurrence than that of Journal of Business and Psychology.

TABLE 1: SOURCES CITATION OF WORK-LIFE BALANCE

Rank	source	documents	citations	total link strength
1	International Journal of Human Resource Management	86	1953	429
2	Gender Work and Organization	65	1830	217
3	Human relations	28	1093	180
4	Journal of Applied Psychology	8	960	120
5	Journal of Managerial Psychology	28	639	123
6	Personnel Review	47	603	223
7	Journal of Organizational Behavior	9	551	47
8	Journal of Business and Psychology	13	545	53
9	Human Resource Management	20	494	113
10	New Technology Work and Employment	20	490	67
11	Journal of Nursing Management	21	450	15
12	Academy of Management Journal	3	387	34
13	Academy of Management Executive	3	385	19
14	Asia Pacific Journal of Human Resources	17	384	75
15	Journal of Business Venturing	3	383	3
16	Organization	11	373	32
17	International Journal of Contemporary Hospitality Management	14	349	36
18	Human Resource Management Review	3	342	90
19	Harvard Business Review	10	268	4
20	Journal of Management & Organization	13	257	77
21	Personnel Psychology	3	225	29
22	International Journal of Manpower	18	212	51
23	Journal of Business Ethics	12	206	26

Note: We selected citations of sources that are greater than 200.

TABLE 2:
ORGANISATION CITATION OF WORK-LIFE BALANCE

Rank	organization	documents	citations	total link strength
1	University of Western Ontario	8	649	155
2	Erasmus University	15	558	112
3	Griffith University	21	512	220
4	National University of Singapore	5	460	112
5	Cranfield University	7	440	106
6	Bowling Green State University	2	438	50
7	Fairfield University	2	438	50
8	Penn State University	7	409	95
9	Hong Kong Baptist University	3	402	120
10	London School of Economics	4	400	160
11	Illinois State University	3	370	43
12	Monash University	15	363	156
13	Xavier Labor Relat Institute	1	361	96
14	University of British Columbia	2	351	12
15	Drexel University	3	334	61
16	University of Cincinnati	1	332	43
17	St Josephs University	1	306	45
18	University of Leeds	12	294	105
19	EADA	1	291	69
20	Suny College Brockport	1	291	69
21	University of Hartford	1	291	69
22	University of Utrecht	10	289	77
23	University of Lancaster	8	285	103
24	University of Oxford	6	280	111
25	University of Connecticut	4	277	35
26	University of Southern California	5	276	21
27	Utah State University	5	273	34
28	Middlesex University	11	259	219
29	Boston College	3	245	125
30	Australian National University	9	244	166
31	Stanford University	4	231	30
32	Wake Forest University	2	231	121
33	Rensselaer Polytech Institute	2	223	46
34	University of North Carolina	6	206	27
35	Auckland University Technology	11	203	50
36	Cuny	3	203	85

Note: We selected citations of organisation that are greater than 200.

Table 2 shows the organisation citation of work-life balance. Out of 852 organisations, the study presented citations of organisations that are greater than 200 citations which accounts for 36 organisations. The University of Western Ontario, Canada had 8 documents, 649 citations and 155 total link strength. It was closely followed by Erasmus University, the Netherlands with 15 documents, 558 citations and 112 total link strength.

The Griffith University, Australia had 21 documents, 512 citations and 220 total link strength. Griffith University had higher documents than Erasmus University but lesser citations and higher total link strength. it should be noted that almost 50% of the institutions are from the USA, 6 from the UK, 3 from Australia and 2 from Canada

TABLE 3:
DOCUMENT CITATIONS OF WORK-LIFE BALANCE

Rank	document	citations	links
1	Aryee (2005)	361	38
2	Cliff (1998)	350	3
3	Mainiero (2005)	337	18
4	Kreiner (2009)	332	25
5	Parasuraman (2001)	306	20
6	Mcnall (2010)	291	21
7	Beauregard (2009a)	262	48
8	Valcour (2007)	229	41
9	Kelliher (2010)	212	23
10	Lewis (2007)	199	54
11	Smithson (2005)	180	40
12	Carlson (2009)	174	29
13	Krajewska (2008)	161	0
14	Hill (1998)	159	7
15	Macky (2008)	148	8
16	Emslie (2009)	146	24
17	Perrons (2003)	146	15
18	Golden (2006)	125	9
19	Fleetwood (2007)	122	32
20	Merilainen (2004)	118	7
21	Higgins (2000)	118	9
22	Cogin (2012)	115	2
23	Vera (2005)	113	1
24	Russell (2009)	112	19
25	Kalliath (2008)	109	23
26	Vuontisjarvi (2006)	108	0
27	Dickmann (2008)	107	1
28	Dempsey (2010)	105	2
29	Watts (2009)	105	15
30	Hart (2014)	102	0
31	Lub (2012)	102	8
32	Lyness (2005)	102	20
33	Sullivan (2009)	101	9
34	de cieri (2005)	101	36

The study selected 34 document citations out of 790 as indicated in Table 3. Aryee publication in 2005 had 361 citations and 38 links and closely followed by Cliff in 1998 with 350 citations and 3 links. Aryee analyses the direction of work-family balance (work-family vs. family-work) and type of impact (conflict vs. facilitation). Among the selected documents, the year 2005 seems to be more productive than other years concerning citations. In 2005, six documents account for 1,194 citations. Although the year of publication is important, Table 3 shows that the quality of the document, visibility counts. For instance, Aryee has published his paper seven years (2005) after the publication of [33] and Aryee commands more citations and network than Cliff.

Chijioke Nwachukwu, Sunday Olaleye, Hieu Minh Vu and Paul Njoku

TABLE 4:
COUNTRY CITATION OF WORK-LIFE BALANCE

Rank	country	documents	citations	total link strength
1	USA	223	6309	864
2	England	157	3892	893
3	Canada	59	1925	366
4	Australia	103	1715	545
5	Netherlands	39	986	213
6	Spain	55	881	427
7	Peoples R China	43	874	276
8	India	21	660	172
9	Germany	36	655	181
10	New Zealand	32	576	145
11	Scotland	17	513	116
12	Singapore	6	469	69
13	Ireland	13	387	122
14	Finland	17	355	65
15	France	20	352	120
16	Belgium	12	305	49
17	Turkey	11	241	82
18	Switzerland	14	224	67
19	Sweden	14	207	28
20	Wales	8	198	37
21	South Korea	13	195	49
22	Greece	6	172	8
23	Taiwan	10	172	44
24	Israel	10	168	41
25	Denmark	14	166	34
26	Italy	14	146	74
27	Norway	11	141	52
28	South Africa	11	88	26
29	Austria	8	82	32
30	Cyprus	8	74	84
31	North Ireland	1	68	8
32	Iceland	2	58	6
33	Portugal	8	57	22
34	U Arab Emirates	7	54	33
35	Brazil	5	47	19
36	Chile	7	46	44
37	Nigeria	6	45	39
38	Lebanon	3	41	37
39	Japan	4	37	13
40	Pakistan	10	35	34
41	Slovenia	4	32	23
42	Mexico	4	31	12
43	Czech republic	3	25	4
44	Poland	5	23	13
45	Malaysia	7	21	34
46	Hungary	2	19	8
47	Lithuania	2	19	5
48	Argentina	2	13	1
49	Thailand	4	13	1
50	Colombia	2	12	11
51	Egypt	1	12	4
52	Malawi	1	12	1
53	Serbia	1	12	1
54	Russia	4	11	11
55	Iran	1	9	9
56	Morocco	2	8	6
57	Romania	2	8	10
58	Oman	4	5	21
59	Ukraine	1	5	0
60	Vietnam	1	5	1
61	Namibia	1	4	1
62	Slovakia	1	3	2
63	Philippines	2	2	7
64	Bolivia	1	1	0
65	Ghana	1	1	2

Table 4 shows the country citation of work-life balance and indicate that one country is more productive than the others. This may be due to the availability of research funding and the needs to investigate the work-life balance phenomenon. United States of America (USA) top the lists with 223 documents, 6309 citations and 864 total link strengths. In term of ranking, England is the second productive country in the context of work-life balance with 157 documents, 3892 citations and 893 total link strengths. The difference between USA documents and English is 17%. Canada had a smaller document (59) in comparison with Australia (103) and higher citations than Canada. It is possible to state that work-life balance research is not fully developed in most of the countries, despite the importance of this phenomenon. This indicator is showing the difference between the quantity and the quality.

TABLE 5:
AUTHOR'S KEYWORDS OCCURRENCES OF WORK-LIFE BALANCE

Rank	keyword	occurrences	total link strength
1	Work-life balance	190	584
2	Gender	78	237
3	Job satisfaction	51	185
4	Work-family conflict	37	124
5	Human resource management	26	98
6	Flexibility	22	101
7	Work-family balance	22	55
8	Quantitative	21	90
9	Women	21	68
10	Careers	16	53
11	Family	16	46
12	Work	16	56
13	Work-family enrichment	16	60
14	Work-life conflict	16	51
15	Australia	13	49
16	Career development	13	39
17	Qualitative research	13	45
18	Well-being	13	49
19	Flexible work arrangements	12	54
20	Organizational culture	11	36
21	Qualitative	11	52
22	Telework	11	38
23	Work-life balance (wlb)	11	42
24	Entrepreneurship	10	37
25	Older workers	10	46
26	Organizational commitment	10	32
27	Retention	10	30
28	Work intensification	10	50
29	Discourse	9	33
30	Employee engagement	9	30
31	Employees	9	28

Table 5 indicates the author's keywords occurrences of work-life balance. This shows that the search strings the study employed is on point as work-life balance top the list with 190 frequency and 584 total link strengths. Apart from the topic words "work-life balance", the most emerging word is "gender", followed by "job satisfaction', and "work-family conflict". Further, Table 5 shows the composition of work-life balance and the direction of different research perspectives on work-life balance.

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International Journal of Applied Engineering & Technology

33

Some studies focus on gender, work-family conflict, human resource management, work flexibility, work-family balance and many more. From the result, it is possible to state work-life balance research is mature in organisational discipline and that there are no new branches that form another direction beside the extant ones. Thus, it is safe to say that the research trend will be relatively stable in the future, focusing on "gender", "job satisfaction" and "work-family conflict".

TABLE 6:
DESCRIPTIVE STATISTICS OF WORK-LIFE BALANCE

No.	Item	Results
1	All keywords	7462
2	Authors Keywords	2631
3	Authors Documents	1331
4	Country Documents	1117
5	Organisation Documents	1478
6	Source Documents	813
7	Cited Authors	14307
8	Cited Sources	31425
9	Co-authors Citation	23922
10	Co-authors Organisation Citation	34972

Table 6 summaries the values of all the unit analysis frequencies. All keywords had 7462, authors keywords 2631, authors documents 1331, country documents 1117, organisation documents 1478, source documents 813, cited authors 14307, cited sources 31425, co-authors citation 23922 and co-authors organisation citation 34972. This descriptive statistic gives an overview of the work-life balance literature.

As for VOSviewer Analysis Results in Maps, below Figures shows the VOSviewer maps of co-authorship-authors, co-authorship-organisations, co-authorship-country, all keywords co-occurrence, authors keywords, citation-documents, citation-sources, citation-authors, citation-organisation, citation-countries, bibliographic coupling-documents, bibliographic coupling-sources, bibliographic coupling-authors, bibliographic coupling-organisations, bibliographic coupling-countries, co-citation-cited references, co-citation-cited sources, and co-citation-cited authors. Figure 1 shows the map for co-authorship. There is a record of 1819 authors. All the authors have the credit of one document but when the threshold was increased to 5, only 11 authors meet the threshold of documents. This indicates that only 11 authors published at least 5 articles. For citation at one threshold, only 1616 authors meet the threshold but at 5 thresholds, 1224 out of 1819 authors meet the threshold. For the unit analysis for co-authorship, the threshold of one was employed. 1000 items in the co-authorship network were not connected. The largest connected items consist of only 70 items. The 70 items had 10 clusters, 134 links and 151 total link strengths. The first cluster had 10 items while the last cluster had only two items.

Each cluster is represented with a unique colour for easy identification. In this co-authorship analysis, we have more non-connected items than the connected items.
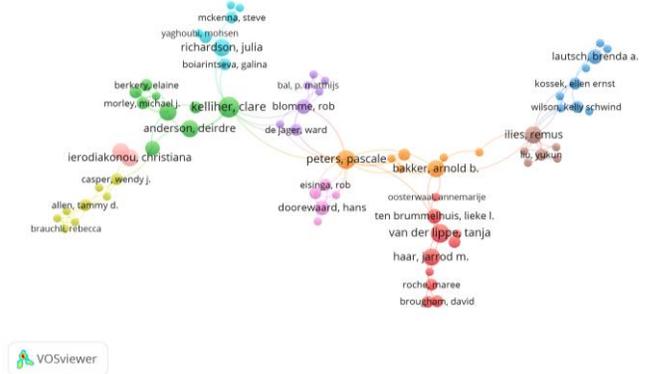

Fig 1: CO-AUTHORSHIP

Figure 2 shows the co-authorship of the organisations. All the organisations fulfil the criteria of one document but at five thresholds, only 59 organisations meet the criteria. For citation at one threshold, only 773 organisations meet the set criteria but at five thresholds, only 559 out of 853 aligns to the thresholds. Out of 773 items, only 439 items were connected. The co-authorship analysis forms 33 clusters. Clusters one had 23 items while cluster 33 had only two items. Most of the organisations are densely clustered.
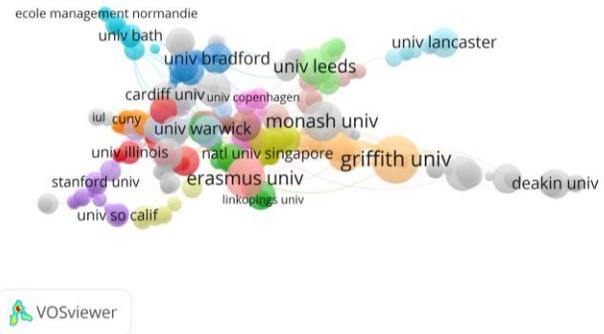

Fig 2: CO-AUTHORSHIP (ORGANISATIONS)

In Figure 3, we have co-authorship countries. The 65 countries had at least one document at one threshold but at the five thresholds, it reduces to 38. At one threshold, 65 countries fulfil the threshold of one but at five thresholds, only 60 countries conform. 62 items were connected. The connected items had 12 clusters. The first cluster had 13 items and the last with 2 items. Some of the items are international and intercontinental clustered. It can also be observed from Figure 3 that American, English and Australian institutions are important and are widely connected through the network.

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International Journal of Applied Engineering & Technology

34

Chijioke Nwachukwu, Sunday Olaleye, Hieu Minh Vu and Paul Njoku
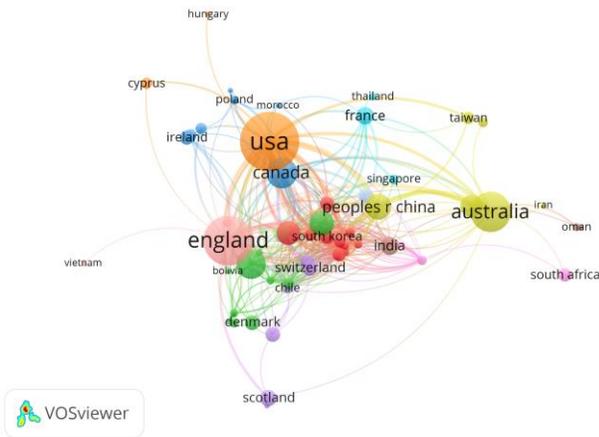
Fig 3: CO-AUTHORSHIP (COUNTRIES)

Figure 4 shows the co-occurrence of all keywords. In all, there are 3372 keywords. At 5 thresholds, only 313 meet the thresholds. The study utilizes one threshold, and it accounts for 17 clusters. The first clusters had 117 items and the last with 18 items. Work-life balance has the biggest node, and all the keywords are densely clustered except adapt-abilities scale, core self-evaluations and female managers that stood alone.
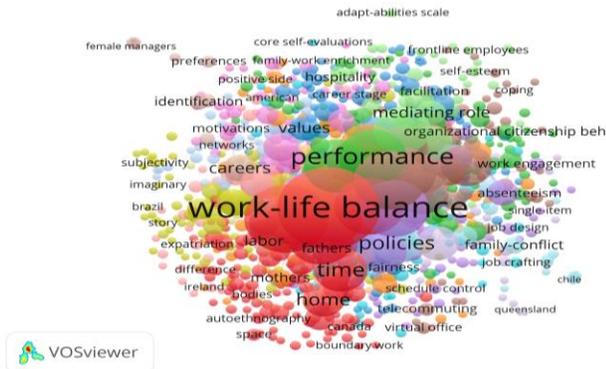
Fig 4: ALL KEYWORDS

Figure 5 shows the authors keywords. There are 2265 keywords at one threshold but at five thresholds only 107 keywords align. The study used one threshold and only 959 keywords were connected. The connected keywords form 42 clusters. The first cluster had 51 items while the last cluster had only one item. Consistent with all keywords, work-life balance was central in authors keywords clustered with flexible time, work-life management, stress, work-to-life conflict, telework and institutional pressures.
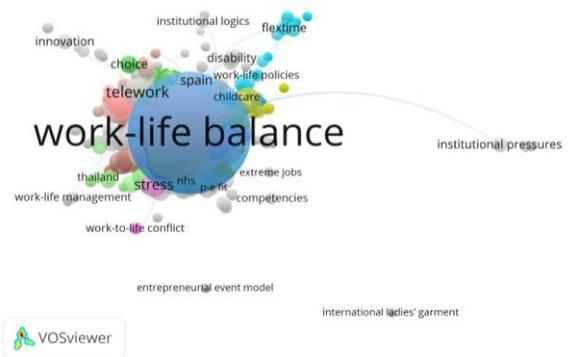
Fig 5: AUTHORS KEYWORDS

Concerning documents citation in Figure 6, out of 825 documents, 723 meet the thresholds of one. 544 items related to 30 clusters. The first cluster with 41 items and the last with 6 items. The document citations map is densely clustered, but [34] was a standalone cluster.
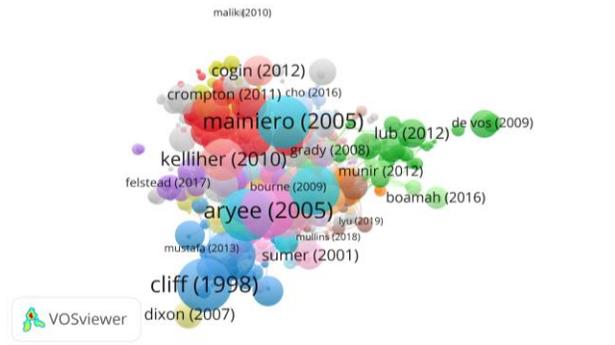

Fig 6: DOCUMENT CITATIONS

As shown in figure 7, regarding the source's citation, out of 157 sources, 146 meets the thresholds of one, only 109 were connected among the 146 sources. Some of the journals are focal while others are just supportive.

Fig 7: SOURCE CITATIONS

As shown in Figure 8, among 1819 authors, only 1616 meets the thresholds of one. This indicates that 1616 authors had at least one citation. Majority of the authors clustered closely except Malik, Fatima, Chuang, Aichia and Berry, John.
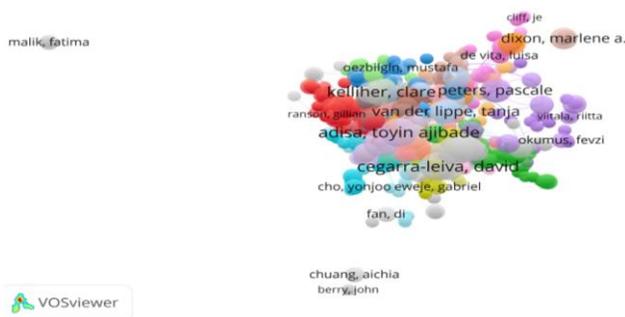
Fig 8: AUTHORS CITATION

Figure 9 shows the mapping of organisation citations. Out of 853, 773 meet the thresholds of one. 620 items were connected among 773 organisations.
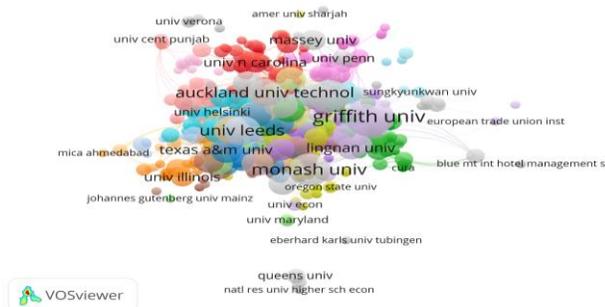

Fig 9: ORGANISATION CITATION

In Figure 10, we have 65 countries and all the 65 meet the threshold of one. 63 countries were connected. Namibia clustered alone while Argentina and Vietnam link with Spain. Other countries are densely clustered except Slovakia, Greece, Thailand, Philippines, Czech Republic, and Iran.
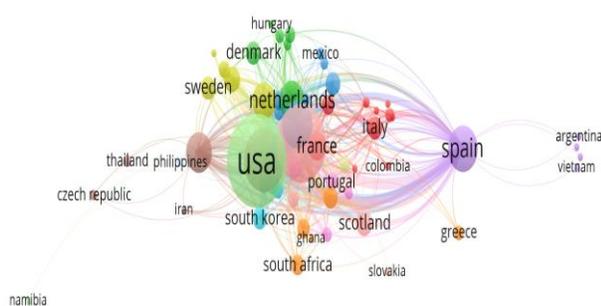
Fig 10: COUNTRIES CITATION

Bibliographic coupling analysis shows the similarity relationship between documents, sources, authors, organization, and country.

Figures 11 – 15 reveals their mapping and connection. Figure 11 shows 825 documents and 683 connection, but the mapping pattern is different from the earlier document discussed. [35]-[39] are outside the dense clusters. In Figure 12, we have Omega-International Journal of Management Science and International Journal of Consumer Studies outside the linked clusters. Figure 13 shows the bibliographic coupling for the authors and how they linked with one another. Figure 16 shows the clusters of cited references, Figure 17 shows the mapping of the cited sources while Figure 18 shows the cited authors.
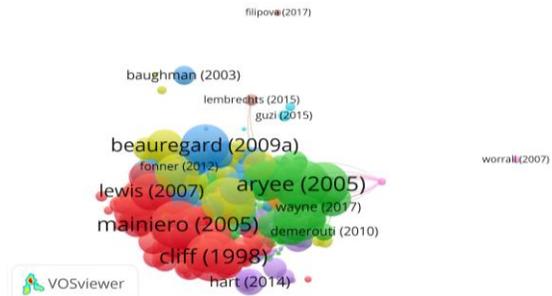

Fig 11: BIBLIOGRAPHIC COUPLING (DOCUMENTS)


Fig 12: BIBLIOGRAPHIC COUPLING (SOURCES)

Fig 13: BIBLIOGRAPHIC COUPLING (AUTHORS)

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International Journal of Applied Engineering & Technology

36
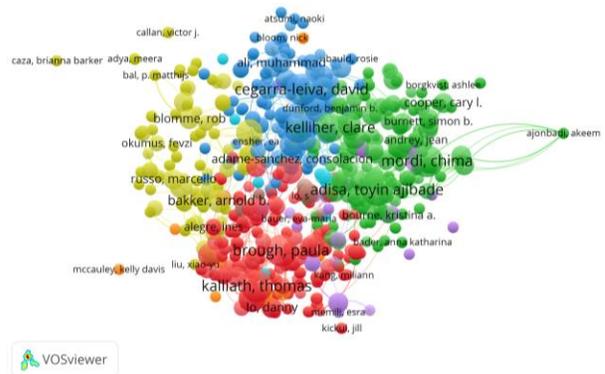
Fig 14: BIBLIOGRAPHIC COUPLING (ORGANISATION)


**Fig 15: BIBLIOGRAPHIC COUPLING (COUNTRY)**

FIGURE 16: CITED REFERENCES


Fig 17: CITED SOURCES
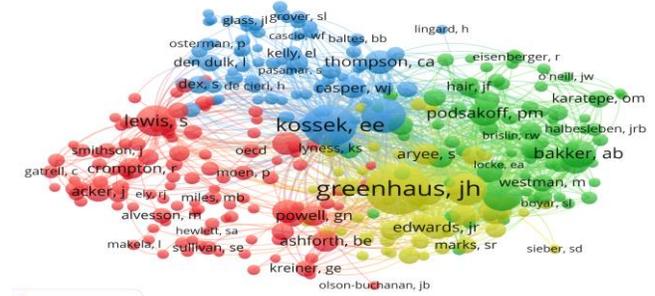
Fig 18: CITED AUTHORS

CONCLUSIONS

This paper begins with a review of theory and literature on work-life balance. Based on 825 articles published between 1990 -2020, significant insights emerged, and a systematic overview of work-life balance was presented. The study uncovers the key authors, journals, countries, institutions, keywords, and references, as highlighted in the tables and figures above. Furthermore, we contend that gender, job satisfaction, satisfaction, work-family conflict, virtual office, telecommuting and work engagement may become future research areas on work-life balance research. This study has employed a method supported by VOSViewer to conduct in-depth and quantitative analyses of an interesting topic. Indeed, this paper can be used as a reference for examining a new field briefly and quickly. In this context, work-life balance was used as an example, which makes a methodological contribution. This method has the advantage of showing how a field is emerging, productive authors and critical papers visually. Furthermore, reference analysis by VOSViewer can minimise the issue with literature reading and point scholars to appropriate papers to review. The present study has some limitations. Though our data cover the most important papers on work-life balance, the Web of Science database is not comprehensive, and some important articles were not included. More so, we focused on articles published in Journals with impact factor, hence, the number of articles for analysis is reduced. Information in Web of Science and VOSViewer is a short introduction to the papers, thus, we may not have access to some important details in the full paper. Finally, the present paper focuses on one topic, work-life balance. Therefore, future studies can examine the intersection of two fields, for instance, work-life balance and employee engagement using the same methodology. Nonetheless, our study informs the scientific community and practice on the emerging trends and importance of work-life balance.
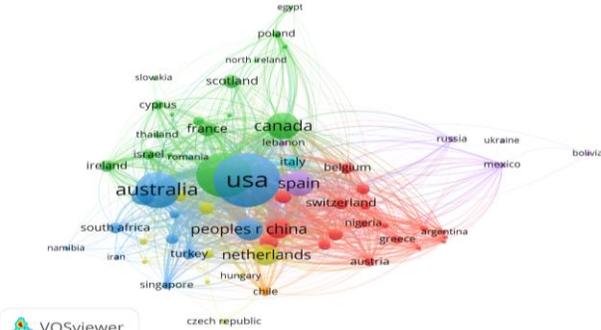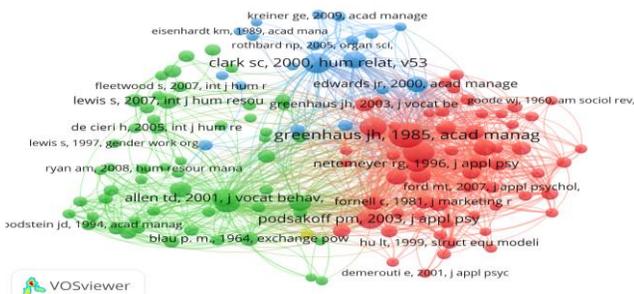
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