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Occupational Stress Research: A Systematic and Bibliometric Review (2010-2023)

Dr. Nadia Nazir[1]
Assistant Professor, Department of Education, Muslim Youth University, Islamabad. nadia.nazir@myu.edu.pk
Dr. Nazir Haider Shah[2*]
Associate Professor, Institute of Education, University of Sargodha, Punjab, Pakistan. Corresponding Author Email: nazir.haider@uos.edu.pk

Abstract

The aim of this study was to conduct a bibliometric analysis of research on occupational stress by examining scholarly publications from diverse sources. The primary objective of this study was to investigate and identify previous quantitative and qualitative research studies on occupational stress, thereby providing a systematic overview of key themes, influential authors, and prominent journals within the field. To achieve this, Harzing's Publish or Perish database was utilized for data collection, covering a comprehensive period from 2010 to 2023. Following an extensive data extraction process, a total of 392 documents were selected as the research sample. The data was rigorously analyzed through seven specific research questions designed to uncover various dimensions of the scholarly output on occupational stress, including trends over time, geographic distribution, and collaboration networks. The findings of this bibliometric analysis contribute significantly to a deeper understanding of the scholarly landscape surrounding occupational stress. By highlighting the most influential works, prolific authors, and key journals, this study facilitates informed decision-making for researchers, practitioners, and policymakers. Furthermore, the analysis identifies critical gaps in the existing literature and suggests potential avenues for future research, thereby guiding the evolution of knowledge in the field of

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occupational stress. This comprehensive mapping of the intellectual landscape not only aids in recognizing the historical and current trends in occupational stress research but also underscores the areas that require further exploration. The findings are invaluable for developing effective interventions and policies to address occupational stress. Ultimately, this research aims to enhance the overall comprehension of occupational stress, benefiting academics, practitioners, policymakers, and organizations.

Keywords: Occupational Stress, Systematic, Bibliometric

Introduction

It is generally observed that every person, every organization and even every country in the world is facing a serious problem, and that is stress. Generally speaking, stress is a problem that creates a tense and inflexible environment for employees that not only produces tension, tension, and physical discomfort, but also leads to a decrease in their commitment, satisfaction, motivation, and job performance. Bhaga, 2010; (Asamoah-Appiah and Aggrey-Fynn 2017) stated that intense stress will affect employees' physical and mental health, eventually leading to employee burnout and reduced performance. In dynamic and complex work environments, stress is considered a potential source of various forms of aggression affecting employees and organizations (Ghafar & Mohamed 2016). Nevertheless, for employers occupational stress is nowadays a major challenge, it negatively affects organizational effectiveness, damaging employees psychologically and their health as well (Shenje and Wushe 2019).

Occupational stress is one of the areas that is widely discussed by various educators, researchers, psychiatrists, doctors and management gurus. They highlight the different sources and symptoms of stress faced by different professionals (Chaudhry 2013). As supported by Hsieh et al. (2004), occupational stress is defined as a situation in which an employee is unable to adapt to his or her job because the consequences of job demands do not match the employee's

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abilities, resources, or needs. Occupational stress has become one of the most popular topics in applied research in psychology, as well as in the wider social and medical fields (Vadivu 2017).

Occupational stress exists in all professions (Al-Hawajreh 2013) and the causes of work related stress come from both inside- and outside the organization (Ahmad and Darzi, 2008; (Arrman and Björk 2017). If when anybody remain in stressful situation for a long time and cannot cope with it and long-term exposure to stress could produce typical individualities like; ineffective behavior and overreaction, thereby increasing health risks (Jiang, Tao, Shi, Ning, Liu, 2018; Youssef, Mostafa, Ezzat, Yosef and Kassas, 2020). The workplace is where individuals spend most of their day, and as workplaces seek to increase demands, create greater responsibilities, and induce uncertainty, employees are increasingly at risk of stress (Liu, Chang, Fu, Wang and Wang, 2012; (Khalid, Pan et al. 2020). Moreover, as the occupational stress damage physically to employees, but also affect the mental health, containing intellectual ability and emotional state (intelligence, level of perception, and other psychological conditions) (Yi, Yang et al. 2022). The cost of training replacements and the additional burden placed on co-workers of absent or underperforming employees (Clarke and Cooper 2000; (Mohajan 2012).

According to research by Sochaliya, Modi, Sharma, Singh, and Kartha (2021), 87% of respondents feel stressed due to work-related issues, and 79% believe that flexible working hours relieve tension. The study further concluded that all nurses experience mild to severe job stress and it is negatively related to nurses' job performance The results of the study of (Kiani, Rahimi Pordanjani and Mohamadzadeh Ebrahimi 2018) depict that perceived organizational support can change the relationship between occupational stress and workplace accidents, thereby reducing employees' risky behaviors and reducing occupational stress-induced accidents. In the study of (Siddiqui 2022) gender groups showed the

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effects of occupational stress. The purpose of the study by (Nguyen, Hoang and Nguyen 2020) was to demonstrate the effect of occupational stress on job performance and job satisfaction of bank loan officers, and the study found that occupational stress can have a negative effect on job performance and job satisfaction.

Many scholars believe that previous studies have overemphasized the debate on the concept of occupational stress, used meta-analysis methods to describe the characteristics of occupational stress in different organizational environments, and insufficiently explained the role of occupational stress as an important antecedent. A simplistic survey approach to assess respondent attitudes toward the characteristics of occupational stress neglects to measure the size and nature of the effects of the correlation between job performance and occupational stress (Ismail and Saudin 2014).

According to Moher, Liberati et al. (2009) a systematic review is an evaluation of a clearly framed question, using a methodical and explicit approach to select, identify and critically evaluate relevant studies, in order to collect and analyze information from the studies involved in the review (Kinya, Kihara and Mwanzia 2018). This study used bibliometric analysis, a term invented by Pritchard (1969) who argued that this may be applied to all studies aiming to measure the procedure of written communication (Rojas-Sánchez, Palos-Sánchez and Folgado-Fernández 2023) ; (Gokhale, Mulay et al. 2020). In modern years, interest in bibliometric analysis has grown significantly due to the multidisciplinary methods and variety of software programs (Ellili, 2022). Bibliometrics is a quantitative analysis method that uses different statistical tools and mathematical approaches to examine the interrelationship and effect of research publications within a specified field of research (Lee, Lee et al. 2020). Bibliometrics have been the main attention of many citation analysis since the late

1970s and 1980s, with a lot of criticisms of harmful or worthless incentives for citations (Taşkın and Al 2018).

Impact and assumed quality of an article is refer to the citation analysis, an institution or an author based on the number of times the work or author has been cited by others. Citation analysis emphases on the citing procedure of sources involved in scholarly communication (Yusuf and Owolabi 2017). The details include quality of sources, timeliness of citing sources, author's detail, medium and frequency of citing sources (Nkiko and Adetoro 2007).

A study based on systematic review conducted by Mehrad, Fernández-Castro and de Olmedo (2020) on the said variables. As for as the data concerned, it was collected from the databases of Web of Science, Google Scholar, Scopus, PsycINFO, Web of Knowledge and PsycARTICLES. 165 records were identified in these database and 15 records found in other sources. 149 records remained after thoroughly reviewing and removing duplicates. 117 of the said records were examined and 52 registers were excluded. Sixty-five full articles were selected for evaluation, 55 studies were ultimately left for inclusion in the synthesis after excluding 10 full articles. On the whole, leadership style (transactional and transformational leadership) and organizational support are considered to be two necessary organizational factors for achieving better results in the workplace.

The study of Ellili (2022) analyzed the works based on Environmental, Social and Governance (ESG) disclosures through a bibliometric investigation of documents published in the Scopus database. Bibliometric analysis enables scholars to point out the theoretical underpinnings of a particular research area, find out key results from prior studies, and identify upcoming research ideas. The analysis is based on bibliometric author citation analysis, co-citation analysis of bibliometric references, co-citation analysis of bibliometric papers, co-occurring keyword mapping analysis, co-citation analysis of bibliometric journals and ESG disclosure publications Trend and evolution analysis over the years, as well as

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qualitative content analysis. The study reviewed 161 documents on ESG disclosure published in the Scopus database. VOSviewer was used for bibliometric analysis, CiteSpace was used for evolutionary analysis, and Wordstat was used for content analysis. The study recognized four broad categories: corporate strategy, corporate social responsibility, environmental economics and financial performance. It also pointed out the growing number of citations and documents related to ESG disclosures.

Keeping in view the citation analysis of the Undergraduate Honors Program of the Faculty of Agricultural Sciences, Landmark University, Omu-Alam, Kwara State, the study aims to understand the average number of citations per program in the College of Agriculture; to investigate the latest status of sources cited by students in the College; to examine the sources of materials cited by students in the College; to identify the sources of information cited most frequently by students; and to identify the sources of information cited by students in the College Highest and lowest citations for the course. The study employed a bibliometric approach, specially research projects submitted by graduates of the School of Agricultural Sciences, Landmark University, Omu-Alam, Kwara State based on the citation analysis. The research subjects are graduates of the College of Agriculture in 2015 and 2016. The analysis focuses on the projects submitted, the number of citations, and the average number of citations per project; the source of the cited material, how recent the citations were, and the highest and lowest citations for a single project. It was found that very few projects were submitted by students from various majors in the College of Agriculture. Considering the decline in enrollment in agriculture programs at Nigerian universities, this is not unique to Landmark Universities. The Animal Science program had the maximum number of submissions in 2015 but declined in 2016. The popularity of cited material was books with 5,756 citations or 43.7%. Journal ranks second with 4,604 citations (34.9%). Newspapers were the least cited

material, accounting for 0.1%. Recent (2016 and above) citations account for only 5%, while non-recent (2000 and below) citations account for 28.4%. Books are cited more than journals and internet/electronic resources

Another study conducted by (Piwowar-Sulej and Iqbal 2023) and the aim of study was to apply the rigor of systematic literature reviews to synthesize and critically examine the relationship between leadership styles and sustainable performance (SP). A manual in-depth review, network analysis, and bibliometric characterization of publications indexed in the Scopus database were conducted. There were 47 documents in the final sample. Transformational and sustainable leadership were the two most talked-about leadership philosophies. While the latter was mostly associated with environmental performance, the previous was primarily associated with general SP. The writers of 41 of the 47 papers included empirical research. The majority of earlier studies have employed resource-based view theory and upper echelon theory. This study summarizes the ways in which leadership affects SP (both directly and indirectly), and it shows that there was disagreement among the authors of the publications that were examined about the validity of their empirical findings. Future study opportunities are outlined, including variables, research subjects, and methods, as well as a comprehensive approach to SP and terminological clarity.

Research Questions

Previous studies have often overlooked adequately explaining the role of occupational stress as a significant precursor. This gap persists due to an emphasis on debating the concept of occupational stress, utilizing meta-analysis methods to describe its features across organizational settings, employing simple survey methods to gauge respondent attitudes toward these features, and neglecting to measure the effect size and nature of the correlation between occupational stress and job performance (Ismail and Saudin, 2014). Consequently, the primary aim of this study is to explore and identify previous quantitative and qualitative research

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studies on occupational stress. To achieve this objective, the following research questions were formulated:

RQ1: What are the key publication trends in terms of the number of articles published annually?

RQ2: What is the distribution of research on occupational stress across different countries?

RQ3: Which journals have published the most articles on occupational stress?

RQ4: Which Journals have received the highest number of citations in the field of occupational stress?

RQ5: Which authors have received the highest number of articles and citations in the field of occupational stress?

RQ6: Which co-authors contributed more in the field of occupational stress?

RQ7: What are the most frequently used keywords in the literature on occupational stress?

Methodology

The bibliometric analysis was selected as the primary methodology to align with the research objectives outlined by Donthu, Kumar et al. (2021). This approach facilitates the exploration of cumulative scientific knowledge and evolutionary nuances within the field under study. For instance, Donthu and Kumar's work emphasizes the importance of understanding the historical context and trajectory of research within a particular domain, which can be achieved through bibliometric analysis. The competitive environment within academia, influenced by factors such as the proliferation of journals and the pressure to "publish or perish," serves as a critical backdrop for the study. Civera, Lehmann et al. (2020) and Van Dalen (2021) have extensively discussed this phenomenon, highlighting its implications for researchers' behavior and scholarly output. By acknowledging and contextualizing these dynamics, the study aims to provide a comprehensive understanding of the research landscape. Harzing's "Publish and Perish" software

emerges as a valuable instrument for assessing the impact of research through citation analysis. This software enables researchers to analyze citation patterns, identify influential works, and measure research impact metrics such as h-index and citation counts. By leveraging this tool, the study aims to gain insights into the citation patterns and influence of the selected documents within the scholarly community.

Harzing's Publish or Perish database was chosen as the primary data source due to its extensive coverage of scholarly literature and user-friendly interface for data retrieval. This database provides access to a diverse range of publications, including journal articles, conference papers, and book chapters, spanning multiple disciplines and research domains. By leveraging this comprehensive dataset, the study aims to conduct a thorough analysis of the research landscape. The study obtains a dataset comprising 500 documents from Harzing's database, covering the period from 2010 to 2024. Initially available in RIS format, these documents represent a diverse range of research outputs within the field under investigation.

To ensure the relevance and representativeness of the sample, stringent criteria was applied to refine the initial dataset to 392 documents. These criteria include topical relevance to the research objectives, publication quality, and alignment with the study's focus areas. By applying these criteria, the study aims to select a sample that is both comprehensive and focused, allowing for in-depth analysis and interpretation. The study adopted a mixed-methods approach, combining qualitative and quantitative analysis techniques. Qualitative methods, such as content analysis, are utilized to extract meaningful insights from the literature, including emerging themes, research trends, and conceptual frameworks. Quantitative methods, including citation analysis and bibliometric indicators, were employed to quantify the impact and visibility of the selected documents within the scholarly community. By integrating these complementary

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approaches, the study aimed to provide a comprehensive understanding of the research landscape and its evolution over time. The data extraction, sample selection, and analysis phases were conducted over a period from March 25, 2023, to May 4, 2023. This timeline ensures the timely completion of sample procedures and results, maintaining the relevance and currency of the study findings. Additionally, the study adhered to ethical guidelines and best practices in research conduct, ensuring the integrity and validity of the findings.

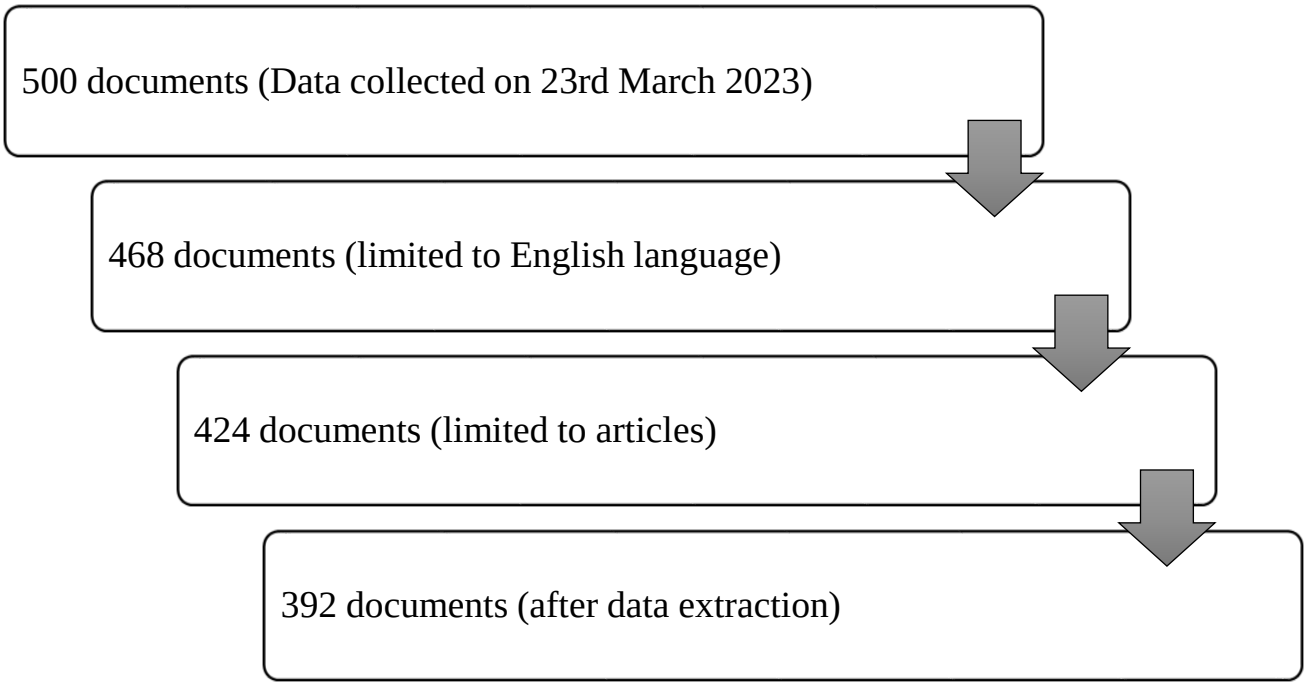

Fig. 1 Procedure For Sample Selection

Results

Quantitative Analysis

After the extraction of articles 392 articles were selected for the review taken from 2010 to 2024. The first article was published in 2010 written by Sirajunisa and Panchanatham and it had 28 citations whereas latest article was published in 2023 by Buchbinder, Browne, Jenkins, berlinger and Buchbinder and it contained 4 citation.

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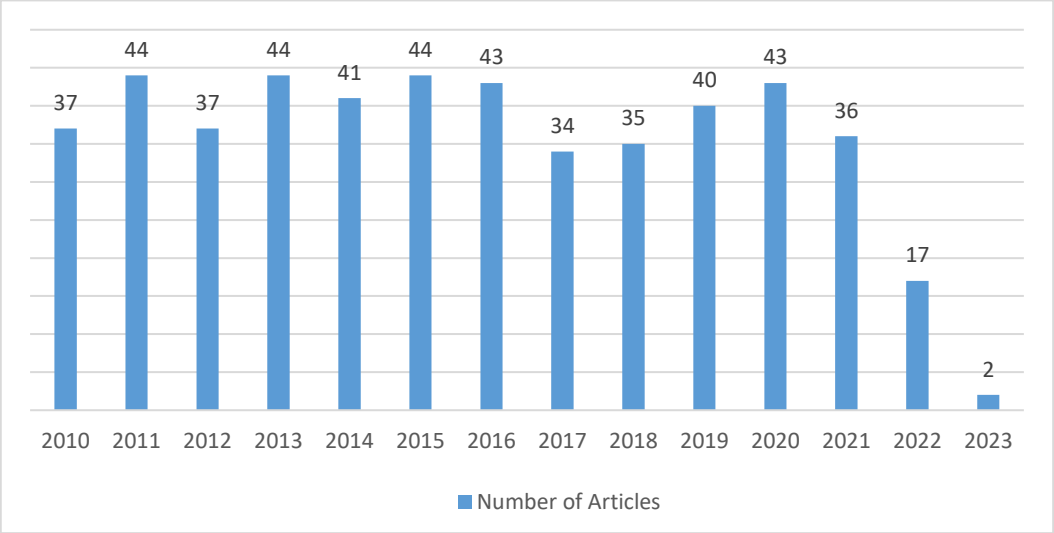

Fig. 2 Number Of Articles From 2010 To 2024

According to Fig 2, 44 papers were published in 2011, 2013 and 2015 which is higher rate of publishing with respect to other years but in 2022, 17 papers were published on occupational stress that was the lowest rate as compared to all other years.

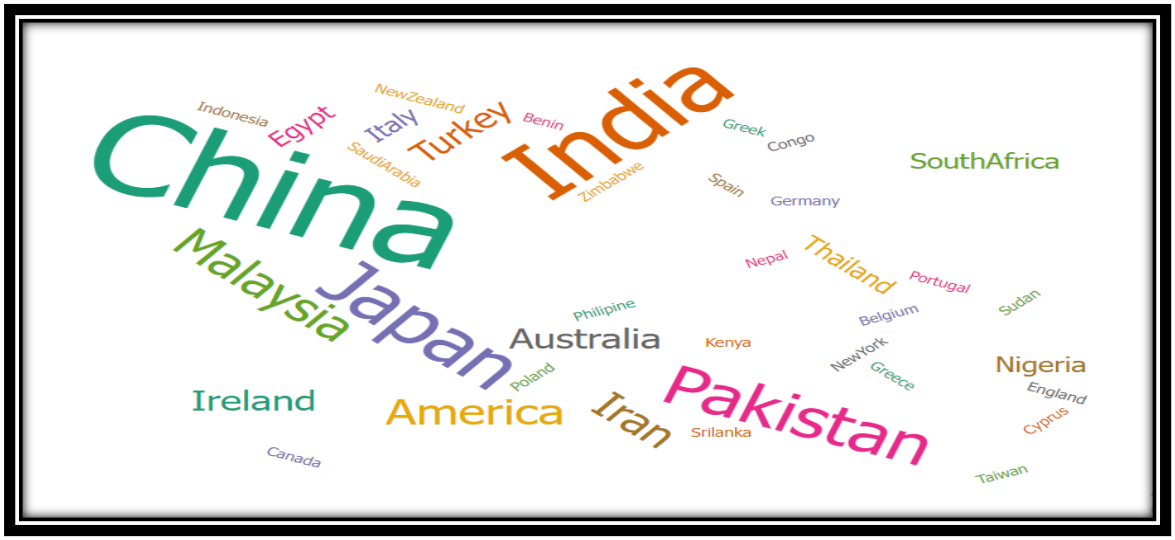

Fig. 3 Countries Represented In Research Studies

Fig 3 has shown the names of countries that represented in research studies of Occupational Stress. Worsift tool was used to represent the names of most productive countries of research studies. China represented in 23 articles, India

represented in 18, Japan represented in 15 and Pakistan represented in 13 research papers.

Qualitative Analysis

Table 1: Most Fecund Journals In The Sample (n=392)

Journal Names	No. of Articles	% of Articles
International Journal of Environmental Research and Public Health	11	2.8%
BMC Public Health	09	2.3%
Work	05	1.3%
Journal of Occupational Health	04	1.0%
Frontiers in Public Health	04	1.0%
Journal of Occupational Health Psychology	04	1.0%
PLoS ONE	04	1.0%
Frontier in Psychiatry	03	0.7%
Workplace Health & Safety	03	0.7%
International Journal of Stress Management	02	0.5%

Table 1 shows the most productive journals in the sample of 392 research papers. It reveals that International Journal of Environmental Research and Public health published 11 articles that contained 2.8% of sample, BMC Public Health published 09 articles which enclosed 2.3% of sample, Work published 05 articles and contain 1.3%, Journal of Occupational Health, Frontiers in Public Health, Journal of Occupational Health Psychology and PLoS ONE published 04 articles and consisted of 1.0% of sample, Frontier in Psychiatry and Workplace Health & Safety published 03 articles that contained 0.7% of sample as well as International Journal of Stress Management published 02 articles consisted 0.5% of sample.

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Table 2: *Most productive Citations of the Journals in the Sample (N=392)*

Journal Names	No. of Citations	% of Citations
International Journals of Environment Research and Public Health	1079	26%
Journal of Occupational Health Psychology	668	16%
BMC Public Health	514	12%
Journal of Occupational Health	359	9%
PLoS ONE	339	8%
Frontiers in Psychiatry	334	8%
Work	326	8%
Workplace Health & Safety	241	5%
International Journal of Stress Management	157	4%
Frontiers in Public Health	130	3%

Table 2 indicates the most productive citations of the journal in the sample of 392 articles. It shows that International Journals of Environment Research and Public Health contained 1079 (26%) citations, Journal of Occupational Health Psychology consisted 668(16%) citations, BMC Public Health contained 514 (12%) citations, Journal of Occupational Health contained 359 (9%) citations, PLoS ONE consisted 339 (8%), Frontiers in Psychiatry contained 334 (8%), Work contained 326 (8%)citations, Workplace Health & Safety contained 241 (5%), International Journal of Stress Management consisted 157 (4%) citations and Frontiers in Public Health 130 (3%) citations in a journal.

Table 3: Most Fecund Authors in the Sample (N=392)

Authors	No. of articles	No. of citations
Ll, X	03	213
Wang, Y	04	509
Zhang, Y	04	222

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Liu, I	04	574
Wang, J	05	446
Wu, H	07	810
Wang, I	10	1,030

Table 3 shows the most productive authors in the sample of 392 articles. It indicates that Ll, X wrote 03 articles having 213 citations, Wang, Y wrote 04 articles having 509 citations, Zhang, Y wrote 04 articles having 222 citations, Liu, I wrote 04 articles having 574 citations, Wang, J wrote 05 articles having 446 citations, Wu, H wrote 07 articles having 810 citations and Wang, I wrote 10 articles having 1030 citations from the sample.

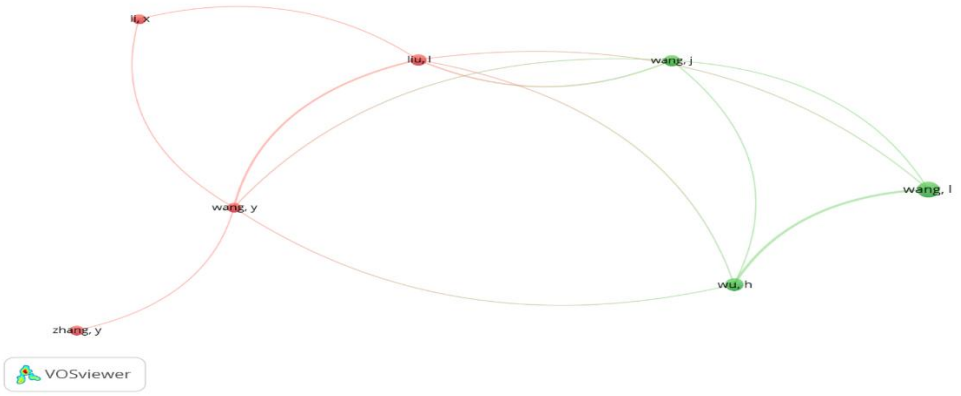

FIG 4 VISUALIZATION OF CO-AUTHORS

Figure 4 shows relationships of co-authors in the sample of 392 publications. This figure was analyzed by using VOSviewer based on number of citations in a sample. The large connections is between Zhang, Wang, Li and Liu whereas small relationship is between Wu, Wang, I and Wang, J.

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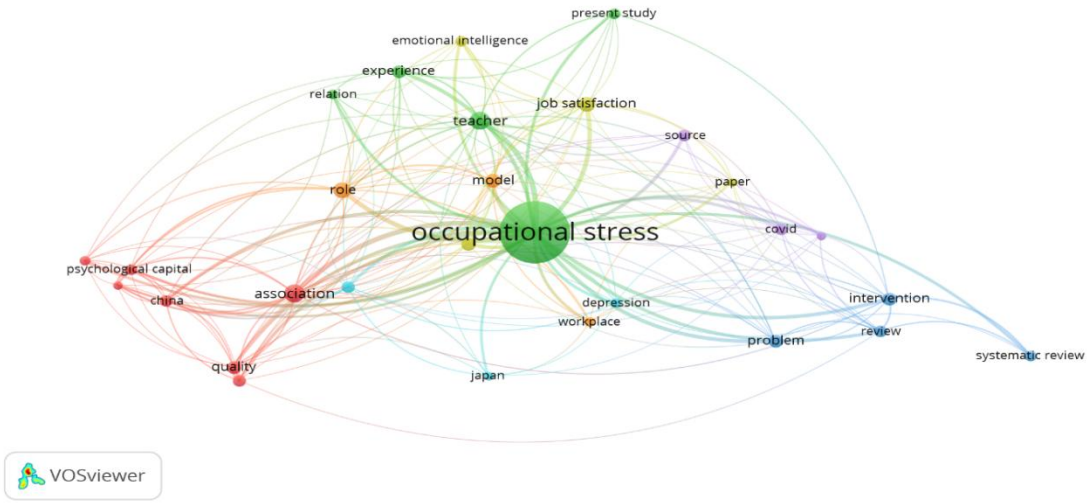

Fig: 5 Visualization Of Keywords

Fig 5 shows the visualization of keywords in the sample of 392 publications. This figure was analyzed by using VOSviewer that presented connection between the keywords used in articles in red, green and blue color. In red color 6 keywords are shown such as association, psychological capital, quality etc. Moreover in green 6 keywords are shown such as job satisfaction, emotional intelligence, relation, and teacher etc. whereas blue color indicates 10 keywords such as depression, workplace, problem etc.

Discussion

RQ1: What are the key publication trends in terms of the number of articles published annually?

The analysis of publication trends from 2010 to 2023 reveals interesting patterns in the field of occupational stress, as depicted in Fig. 2. Peaks in publication output were observed in 2011, 2013, and 2015, with a notable rise in 2022. These fluctuations may reflect shifts in research priorities, emerging trends, or major events influencing the field. For instance, heightened interest in 2011 could be attributed to significant research funding or the emergence of new methodologies

(Lizarelli, Bessi et al., 2016). Conversely, the dip in publication output in 2016 might signify a temporary decline in research activity or a shift in focus towards other areas. The resurgence in 2022 could indicate renewed interest in the topic, perhaps driven by advances in technology or changes in societal attitudes towards workplace stress.

RQ2: What is the distribution of research on occupational stress across different countries?

The Fig. 3 illustrates the distribution of research on occupational stress across different countries, with China, India, and Japan occupying the top positions. This aligns with findings from Sidhu, Singh et al., which identified the United States as a prominent contributor to job stress research. However, other studies, such as Lizarelli, Bessi et al. (2016), have highlighted the significant contributions from countries like China, India, Brazil, Iran, Malaysia, and Turkey in fields like statistical process control. The variation in country-wise contributions underscores the global nature of research on occupational stress and highlights the need for international collaboration to address common challenges and advance knowledge in the field.

RQ3: Which journals have published the most articles on occupational stress?

Table 1 presents the journals that have published the highest number of articles on occupational stress. Notably, the International Journal of Environmental Research and Public Health emerges as the leading publisher, followed by BMC Public Health and Work. This distribution mirrors findings in related fields, such as ecosystem services research (Zhang et al., 2019), where journals like PNAS and Ecological Economics dominate publication output. The dominance of specific journals in publishing research on occupational stress reflects their reputation, editorial policies, and focus on topics relevant to the field. Researchers may prioritize these journals for disseminating their work, given their wide readership and impact within the scientific community.

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RQ4: Which Journals have received the highest number of citations in the field of occupational stress?

The contribution of citations to journals in the field of occupational stress is outlined in Table 2. Journals like the International Journal of Environmental Research and Public Health and the Journal of Occupational Health Psychology receive significant citation counts, indicating their influence and impact in the field. Similar trends are observed in other domains, such as environmental studies (Ellili, 2022), where journals like Business Strategy and Environment garner high citation rates. The citation counts reflect the perceived quality and relevance of articles published in these journals, as well as their contribution to advancing knowledge and understanding in the field of occupational stress. Researchers may cite these journals as authoritative sources of information, contributing to their prominence and impact within the academic community.

RQ5: Which authors have received the highest number of articles and citations in the field of occupational stress?

Table 3 highlights the authors who have contributed the most articles and received the highest citations in the field of occupational stress. Noteworthy authors include Ll, X, Wang, Y, and Zhang, Y, whose prolific output and citation counts underscore their influence and contribution to the literature. Comparable analyses in other disciplines, such as ophthalmology (Fu, Mao et al., 2023), and across diverse scientific domains (Aristovnik, Ravšelj and Umek, 2020), have identified similarly influential authors. The prominence of these authors reflects their expertise, productivity, and impact within the field of occupational stress. Their work shapes research agendas, influences scholarly discourse, and contributes to advancing knowledge and understanding of workplace stressors and their implications for employee health and well-being.

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RQ6: Which co-authors contributed more in the field of occupational stress?

Table 3 highlights the authors who have contributed the most articles and received the Fig. 4 visualizes the contribution of co-authors in the field of occupational stress, depicting both strong and weak collaborative relationships. Notably, authors such as Zhang, Wang, Li, and Liu exhibit significant collaborative ties, indicating fruitful research partnerships. Similar co-authorship networks have been observed in related studies, underscoring the importance of collaboration in scientific research. Collaborative efforts facilitate knowledge exchange, interdisciplinary perspectives, and the pooling of resources and expertise, leading to more robust research outcomes and innovative solutions to complex problems in the field of occupational stress. By fostering collaboration among researchers from diverse backgrounds and institutions, these networks contribute to advancing knowledge and driving positive change in workplace environments.

RQ7: What are the most frequently used keywords in the literature on occupational stress?

The final network of keywords, as depicted in Fig. 5, reveals clusters of terms commonly used in the literature on occupational stress. These clusters provide insights into the key themes and concepts shaping research in the field. Comparable keyword analyses in other domains, such as financial performance and environmental economics (Ellili, 2022), and ecosystem services (Zhang, Estoque et al., 2019), have identified similar patterns of keyword clustering, highlighting recurring themes across disciplines. The identification of frequently used keywords reflects the core concepts, theoretical frameworks, and research priorities in the field of occupational stress. Researchers can use these keywords to navigate the literature, identify relevant studies, and uncover emerging trends and research gaps. By leveraging these insights, researchers can contribute to advancing knowledge and understanding of occupational stress and its implications for employee health, well-being, and organizational performance.

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Conclusions

This study conducted a bibliometric analysis of occupational stress, offering valuable insights into current research trends and key themes in the field. It identified a significant growth in research on occupational stress over the analyzed period, pinpointed the journals with the highest publication rates on the topic, and investigated whether certain articles or authors garnered disproportionately high citation counts. Utilizing the Publish or Perish software, 392 articles spanning from 2010 to 2024 were retrieved, predominantly from academic journals. The study explored a multitude of related research on occupational stress, including highly cited publications, providing a comprehensive overview of the subject. The findings of this analysis hold considerable importance for future researchers, offering a fresh perspective for further inquiries. To enhance the depth and breadth of future research, several recommendations are proposed. Firstly, broadening the scope of data collection by incorporating information from various databases such as Google Scholar or Web of Science would enrich the research landscape. Secondly, to ensure comprehensive coverage, future studies could encompass all available publishing sources and document types. Lastly, leveraging additional analytical tools, such as text analysis, would enable researchers to delve deeper into the textual content, thereby enhancing the understanding of occupational stress research.

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