

Mapping The Future: A Bibliometric Analysis of Organizational Commitment and Corporate Sustainability Trends

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Abstract:

Currently, an organization's commitment to corporate sustainability is needed. Therefore, companies need to pay attention to these two factors. This study aims to analyze and explain research trends from organizational commitment and corporate sustainability to raise awareness for the company and for future researchers to pay attention to these two factors. Bibliometric analysis will be used in this study, and the researcher also use Vosviewer to perform the analysis. The data used comes from the Scopus database with special keywords used and the selection of data to be analyzed based on the PRISMA framework so that systematics and transparency in data selection are carried out in a good procedural manner. The results of the study show that research related to organizational commitment and the Company's sustainability has been carried out quite a lot, which is shown by the existence of 204 publications related to organizational commitment and the Company's sustainability which have then gone through the process of selecting 150 articles that have been analyzed. Publications related to organizational commitment and corporate sustainability are most widely done in the area of social sciences, especially in sustainability journals (Switzerland), and the countries that have contributed the most in publications are Malaysia and Indonesia. This study recommends that companies can implement green human resource management in managing their human resources so that they can increase organizational commitments that support the company's sustainability, then future researchers can consider the keywords in network visualization for further research.

Keywords: Organizational Commitment, Sustainability, Corporate Sustainability, Bibliometric.

INTRODUCTION

Corporate sustainability has become an important issue faced by many organizations worldwide. In general, sustainability is understood as a holistic concept that focuses on balancing environmental, social, and economic aspects and has been defined in a variety of ways [1]. This sustainability also continues to grow in line with the challenges faced by the company in achieving it [2], [3]. Today, businesses are implementing sustainability in their strategies, as they see it as essential for long-term sustainability [4], [5]. However, achieving sustainability remains a major challenge for many organizations [6]. This shows that sustainability is not only understood as a concept but must also be implemented and practiced by individuals in the organization [7]. Corporate sustainability, or corporate sustainability, refers to the approach taken by companies to run their operations in a way that not only prioritizes financial returns but also considers the social and environmental impacts of their business activities [8]. In this context, it is important for companies to balance between short-term and long-term needs, given that temporal imbalances can be a major threat to sustainability itself [9]. Therefore, companies need to formulate good sustainability strategies and appropriate risk management, which can provide significant benefits to the company's competitiveness and value creation [10], [11]. Corporate sustainability is becoming an increasingly important goal for business leaders across industries, with a focus on sustainability issues in all their activities [12], [13]. Commitment to sustainability allows companies to better respond to changes and challenges, and create a balance that supports economic growth, social well-being, and environmental protection [14], [15], [16].

This approach not only fulfills the company's responsibility to the environment, but can also improve its reputation, customer loyalty, and competitiveness in the market [17], [18]. These sustainability practices are driven by the need to comply with existing regulations, but in recent years companies have increasingly focused on achieving more measurable sustainability goals through Environmental, Social, and

Governance (ESG) [19], [20]. To achieve successful sustainability, companies need to involve many parties and foster a high level of commitment within their organization [21]. Organizational commitment and sustainability are closely linked, where a high commitment from employees to sustainability can support the overall sustainability of the organization [22]. Employees who have a positive perception of the company's sustainability initiatives tend to show a higher level of organizational commitment, both in the form of affective (emotional) and normative commitment (responsibility) to the company [16], [23]. This research is important to understand more about the relationship between organizational commitment and sustainability, as well as how these two aspects can support each other in achieving the company's long-term goals. For this reason, bibliometric analysis plays a very important role in mapping existing research related to organizational commitment and corporate sustainability. Through this analysis, researchers can identify emerging research trends, see the linkages between relevant topics, and map the contributions that have been made by various researchers in this field. In addition, bibliometric analysis can also help reveal existing research gaps and provide direction for further research, so that it can contribute to the development of theory and practice in corporate sustainability that is more effective and sustainable in the future. By analyzing current trends through this approach, this research is expected to provide deeper insights into how organizations can design better and more sustainable sustainability strategies in the future.

1) LITERATURE REVIEW

Organizational commitment is a key element in organizational behavior that reflects employees' psychological attachment to their organization [24]. Then, in the year of 90, three main components of organizational commitment: affective commitment, continuous commitment, and normative commitment [25]. Affective commitment is concerned with an employee's emotional attachment to the organization, while continuous commitment involves the perception of the costs associated with leaving the organization. Normative commitment reflects a sense of obligation to remain in the organization. In the context of corporate sustainability, organizational commitment can play an important role in encouraging employees to participate in sustainability initiatives proposed by the company [26], [27]. Then, organizational commitment is an employee's feeling to the organization they work for [28]. This commitment reflects the extent to which employees feel they have a close relationship with the organization and how much effort they put into achieving the goals that the organization has. Regarding sustainability, there has been a Triple Bottom Line (TBL) theory introduced by John Elkington in 1997 covering three main aspects, namely profit, people, and planet, which focuses on economic, social, and environmental performance as the basis for a company's success. In essence, this concept emphasizes that businesses not only need to focus on financial benefits but also must consider their social and environmental impacts in order to achieve long-term sustainability. The Triple Bottom Line is an initial model that invites companies to integrate social and environmental responsibility into their business strategies [29]. Corporate sustainability is not only beneficial for the environment and society, but also for the sustainability of the business itself. By managing resources on an ongoing basis, companies can ensure operational continuity and profitability in the future. In this modern era, where sustainability is the key to long-term success, corporate sustainability is a complex but very important challenge for every company [30], [31].

The concepts of sustainability and corporate sustainability are explained in depth, highlighting the importance of integration between economic, social, and environmental aspects in business practices. Sustainability, in general, refers to the ability to meet current needs without sacrificing the ability of future generations to meet their needs. In this context, sustainability focuses not only on short-term profits but also on the long-term impact of business decisions on society and the environment. Meanwhile, corporate sustainability is the application of sustainability principles in the context of an organization or company. This includes the company's ability to continue operating taking into account the impact of its activities on its financial, social, and environmental capital. Corporate sustainability emphasizes the importance of creating long-term value for stakeholders by managing risk and capitalizing on opportunities arising from sustainability trends [32], [33], [34].

2) METHODS

In this study, we used a quantitative approach with bibliometric analysis to map research trends related to organizational commitment and corporate sustainability. Bibliometric analysis is a method used to measure and analyze scientific publications in a particular field. This method involves collecting data from

various literature sources, such as journals, conferences, and articles, to evaluate publication patterns, collaborations between authors, and the development of topics over time [35], [36]. Using bibliometric analysis, researchers can identify trends, relationships, and strengths in the existing literature, as well as provide insight into how a research field is evolving. The data used in this study was obtained from the Scopus database using keywords TITLE-ABS-KEY ("organizational commitment") dan TITLE-ABS-KEY ("corporate sustainability"). Using these keywords, we can collect relevant articles that discuss both concepts simultaneously. Once the data is collected, the analysis is carried out using the VOSviewer software, which allows for effective network visualization and bibliometric analysis. VOSviewer helps in identifying relationships between authors, institutions, and keywords that frequently appear in related literature, thus providing a clear picture of existing research trends [37], [38], [39]. To ensure that the data used in the analysis is relevant and of high quality, we apply the PRISMA framework method. This method helps in determining inclusion and exclusion criteria, as well as ensuring that the data selection process is carried out systematically [40]. With this approach, the study aims to provide in-depth insights into how organizational commitment and corporate sustainability in the context of academic research. The results of this analysis are expected to contribute to the development of theory and practice in the field of human resource management and sustainability, as well as open up opportunities for further research in the future. The following Figure 1 is the flow of data selection based on the Prisma framework in this study.

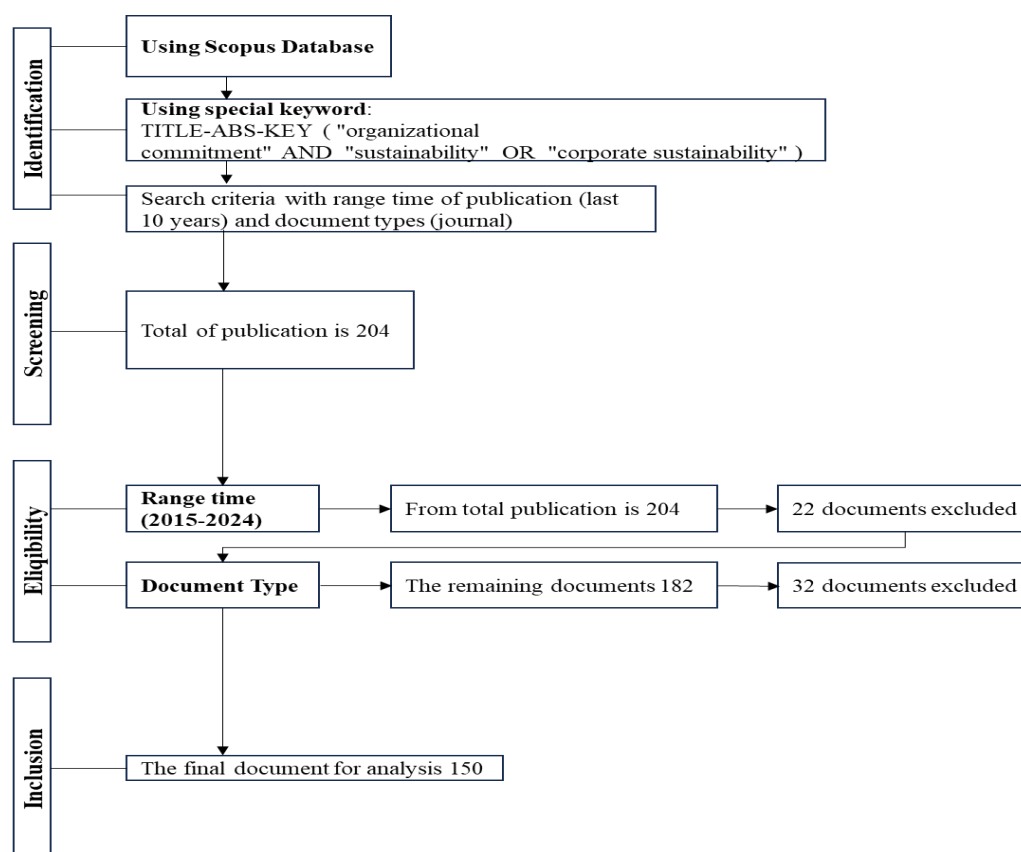


Figure 1 Data Selection Flow Based on the Prisma Framework

Based on the flow in Figure 1, the data in this study was obtained through the Scopus database, which was then selected with keywords TITLE-ABS-KEY ("organizational commitment" AND "sustainability" OR "corporate sustainability"), From these keywords, they are then re-selected according to the data criteria to be used, namely publications that have existed for the last 10 years, starting from 2015 to 2024. Furthermore, the selection again based on the type of document, namely the article, so that the total publications that will be used in the bibliometric analysis of this research are 150 documents out of 204 existing documents. The questions in this study are as follows:

1. How is the development trend of organizational commitment and corporate sustainability publications?
2. What are the subject areas in the publication of organizational commitment and corporate sustainability?

3. What journals have the highest number of publications and citations?
4. Who are the authors with the most number of publications and citations?
5. Which affiliates have the most publications and citations?
6. Which countries have contributed the most to publications and citations?
7. What keywords are related to organizational commitment and corporate sustainability?

4) RESULTS

Bibliometric analysis has been carried out in this study so that it is described as follows:

a) Development of Organizational Commitment and Corporate Sustainability Publications

Over the past 10 years, starting from 2015 to 2024, the development of publications related to organizational commitment and corporate sustainability has experienced the highest increase in 2024 with a total of 43 publications and experienced a stagnant number in 2016, 2017, 2020, and also 2021 as shown in Figure 2 below.

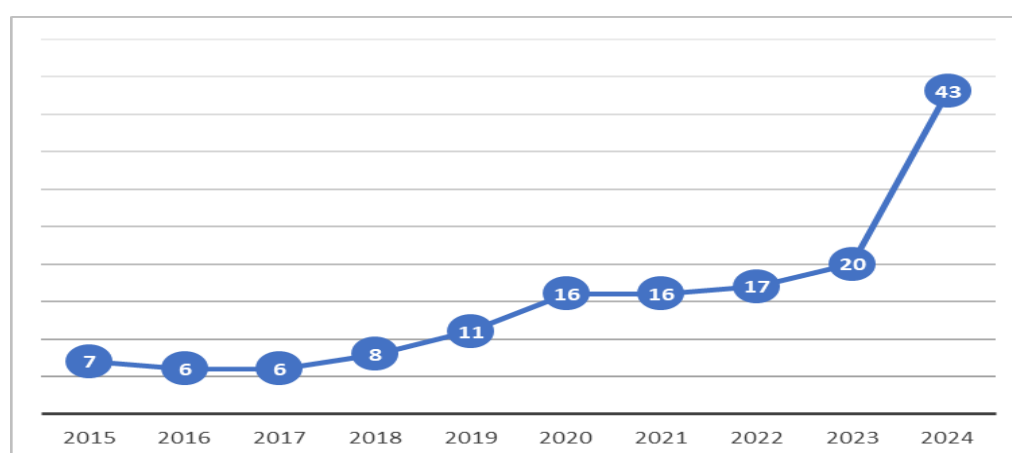


Figure 2 Number of publications in the last 10 years

b) Subject Areas in Organizational Commitment and Corporate Sustainability Publications

Figure 3 is some of the subject areas with the most publications related to Organizational Commitment and Corporate Sustainability.

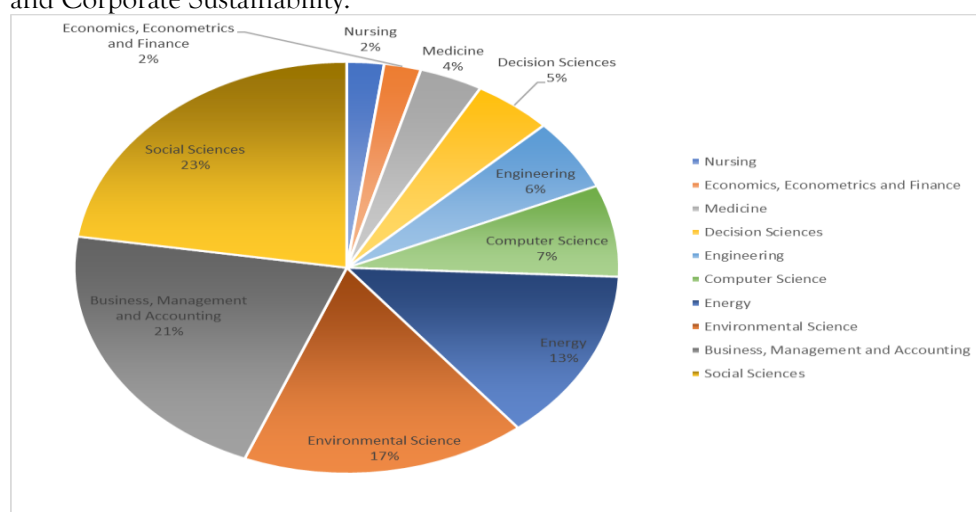


Figure 3 10 Most Topic Areas Related to Organizational Commitment and Corporate Sustainability

Based on Figure 3, it is known that the subject area of Social Sciences has the highest number of publications, namely 72 or 23%, then Business, Management and Accounting as many as 68 publications or equivalent to 21%, other subjects are Environmental Science with 54 publications or with the largest number of publications 17%, then Energy with 43 or 13%, Computer Science as much as 23 or 7%, Engineering with 18 publications or 6%, then Decision Sciences with 15 or 5%, then Medicine with 12 publications or equivalent to 4% of its contribution, Nursing as many as 7 publications or 2%, and finally

from the subject area Economics, Econometrics and Finance as many as 7 publications or 2% of its contribution in publications.

c) Journal with the Most Number of Publications and Citations

The following is Table 1 which contains some of the journals that have contributed the most over the past 10 years related to Organizational Commitment and Corporate Sustainability.

Table 1 10 Journals With the Most Publications and Citations

No.	Journal	Total Publication	Total Citation
1	Journal of cleaner production	7	713
2	Sustainability (switzerland)	29	345
3	Business strategy and the environment	2	289
4	Human relations	1	88
5	International journal of hospitality management	1	72
6	American journal of health promotion	1	42
7	Journla of management and governance	1	42
8	Building and environment	1	36
9	Human resource management review	1	36
10	Journal of organizational change management	2	31

This data shows the contribution of 10 scientific journals to a given research based on the number of publications and citations. Journal of Cleaner Production became the most influential with 7 publications and 713 citations, followed by Sustainability (Switzerland) with 29 publications and 345 citations, although the number of publications was larger. Journals such as Business Strategy and the Environment (2 publications, 289 citations) and Human Relations (1 publication, 88 citations) also showed high quality even though the number of publications was smaller. Other journals, such as the International Journal of Hospitality Management, the American Journal of Health Promotion, and Building and Environment, recorded 1 publication each with significant citations (72, 42, and 36). The Journal of Organizational Change Management, on the other hand, has 2 publications and has a relatively low number of citations (31 citations), which shows a more limited influence than other journals.

d) Author with the Most Number of Publications and Citations

The following is Table 2, which shows who are the authors who have contributed the most and whose publications have the most citations during the period from 2015 to 2024.

Table 2 10 Authors with the Most Publications and Cites

No.	Author	Total Publication	Total Citation
1	Cantele, Silvia	2	261
2	Bottorff, Joan I.	2	51
3	Eliyana, Anis	2	23
4	Malik, Muhammad Imran	2	20
5	Saleem, Farida	2	20
6	Andreyev, Jervoise	2	7
7	Gee, Caroline	2	7
8	Jarkovská, Martina	2	7
9	Jarkovská, Petra	2	7
10	Mugiono, Mugiono	2	7

This data identifies the contributions of 10 authors to a particular study based on the number of publications and citations received. Silvia Cantele stands out as the most influential author with 2 publications that obtained 261 citations, demonstrating the high quality of her work. Joan I. Bottorff followed with 2 publications and 51 citations, while Anis Eliyana produced 23 citations from the same

number of publications. Other authors, such as Muhammad Imran Malik and Farida Saleem, each have 2 publications with 20 citations. Authors such as Jervoise Andreyev, Caroline Gee, Martina Jarkovská, Petra Jarkovská, and Mugiono each recorded 2 publications with 7 citations, showing a more limited contribution than other authors.

e) Affiliations with the Most Number of Publications and Citations

Several affiliates have contributed the most over the past 10 years with publications related to organizational commitment and corporate sustainability, as shown in Figure 4.

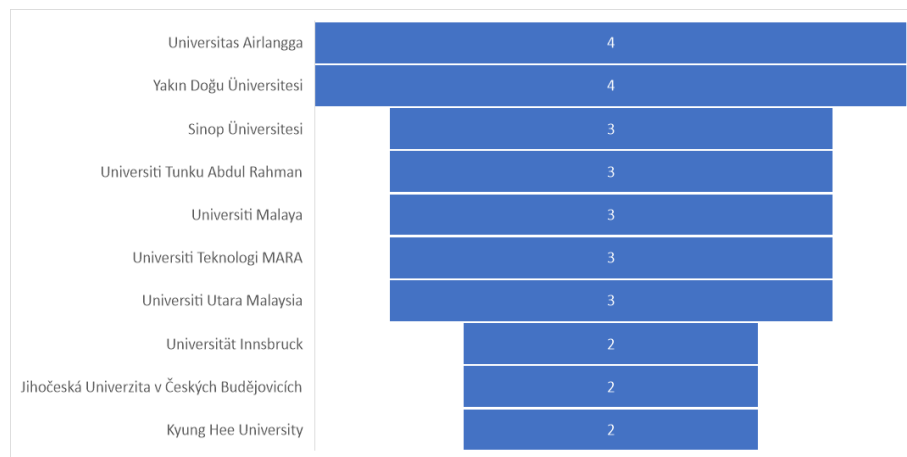


Figure 4 10 Affiliates With The Most Publications

This data reflects the contribution of "university" affiliations in research based on the number of publications, where Universitas Airlangga and Yakın Doğu Üniversitesi occupy the top position with 4 publications each, showing the active role of both institutions in producing research. In the next position, there are Sinop Üniversitesi, Universiti Tunku Abdul Rahman, Universiti Malaya, Universiti Teknologi MARA, and Universiti Utara Malaysia, each with 3 publications, reflecting the significant contribution of these institutions in supporting academic research. Meanwhile, Universität Innsbruck, Jihočeská Univerzita v Českých Budějovicích, and Kyung Hee University contributed 2 publications each, demonstrating their participation in the research albeit on a smaller scale.

f) Countries That Have Contributed the Most Publications and Citations

The countries with the highest number of contributions over the last 10 years, starting from 2015 to 2024, are shown in the following table.

Table 3 10 Countries with the Most Publications and Cites

No.	Country	Total Publication	Total Citation
1	United States	14	403
2	Pakistan	10	303
3	Malaysia	19	270
4	United Kingdom	9	229
5	Indonesia	19	217
6	China	11	169
7	Spain	10	158
8	Turkey	9	125
9	South Korea	9	83
10	Australia	10	75

This data shows countries' contributions to publications and citations in a particular study. The United States stands out with 14 publications that resulted in 403 citations, reflecting the high quality and impact of the country's research. Pakistan recorded 10 publications with 303 citations, indicating a high citation ratio. Malaysia and Indonesia had the highest number of publications, 19 publications, respectively, with

270 and 217 citations, indicating the active role of both countries in producing research, although the impact was lower than that of the United States. The UK with 9 publications and 229 citations shows a significant influence on each of its publications. Furthermore, the countries of China (11 publications, 169 citations) and Spain (10 publications, 158 citations) also actively contributed, followed by Turkey (9 publications, 125 citations) and South Korea (9 publications, 83 citations). Australia closed the list with 10 publications and 75 citations, indicating a more limited contribution than other countries.

g) Keywords That are Related to Organizational Commitment and Corporate Sustainability

The following are the results of network visualization using the help of Vosviewer with the minimum criterion of a number of co-occurrences author keyword is 3, so that 36 keywords are obtained that are interconnected, as shown in Figure 5.

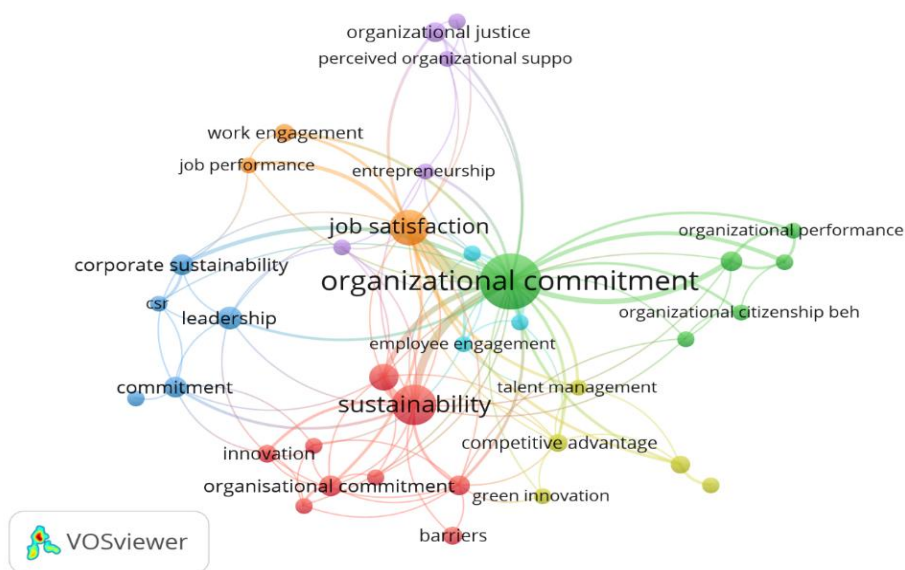


Figure 5 Network Visualization From Co-Occurrences Author Keywords related to Organizational Commitment and Corporate Sustainability

Then it is also known that there are 7 clusters as shown in the following table:

Table 3 Number of Clusters and Keywords Related to Organizational Commitment and Corporate Sustainability

No.	Cluster	Keyword	No.	Cluster	Keyword
1	1	Corporate social responsibility	19	3	Leadership
2		Barriers	20		Sustainable development
3		Environmental performance	21	4	Competitive advantage
4		Human capital	22		Green innovation
5		Human resource management	23		Organizational commitment
6		Innovation	24		PLS-SEM
7		Organisational commitment	25	5	Talent management
8		Stakeholder theory	26		Affective organizational
9		Sustainability	27		Entrepreneurship
10	2	Green human resource management	28	5	Organizational justice
11		Organizational citizenship	29		Perceived organizational support
12		Organizational commitment	30		Performance
13		Organizational culture	31	6	Employee engagement
14		Organizational performance	32		Green HRM

15		Transformational leaders	33		Turnover intention
16	3	Commitment	34	7	Job performance
17		Corporate sustainability	35		Job satisfaction
18		CSR	36		Work engagement

The results of the network visualization grouped 36 keywords into 7 clusters, each reflecting the main theme in the study.

1. Cluster 1 focuses on major issues such as corporate social responsibility, barriers, environmental performance, human capital, human resource management, innovation, organisational commitment, stakeholder theory, and sustainability. This theme illustrates the relationship between corporate social responsibility, human resource management, and sustainability.

2. Cluster 2 highlights the role of green human resource management, organizational citizenship, organizational commitment, organizational culture, organizational performance, and transformational leaders. This cluster associates green-based management with organizational culture and transformational leadership to improve organizational performance.

3. Cluster 3 raises keywords such as commitment, corporate sustainability, CSR, leadership, and sustainable development. The focus is on corporate commitment and sustainability supported by effective leadership.

4. Cluster 4 includes competitive advantage, green innovation, organizational commitment, PLS-SEM, and talent management. The cluster highlights green innovation strategies and talent management to achieve competitive advantage.

5. Cluster 5 focuses on the psychological aspects of the organization through keywords such as affective organizational, entrepreneurship, organizational justice, perceived organizational support, and performance. This theme highlights the importance of justice, organizational support, and entrepreneurship in driving performance.

6. Cluster 6 emphasizes employee engagement and retention through keywords such as employee engagement, green HRM, and turnover intention. This cluster connects green-based management with employee engagement and intention to stay in the organization.

7. Cluster 7 includes keywords such as job performance, job satisfaction, and work engagement. The focus is on the relationship between performance, job satisfaction, and employee engagement.

The above keywords provide insight into the main themes and relationships between various concepts in the research, with a strong emphasis on sustainability, innovation, and human resource management. This is useful for identifying research trends and areas that can be explored further.

5) DISCUSSION

In many studies, organizational commitment is considered one of the important factors that support a company's long-term sustainability. This is because high commitment will encourage employees to be more involved in achieving the company's sustainable goals, including in terms of resource management and reducing environmental impact [41], [42]. On the other hand, corporate sustainability is concerned with a company's ability to manage its activities in a way that supports long-term sustainability. Companies committed to sustainability practices tend to attract employees who are highly committed to those goals. Employees who see that their company prioritizes sustainability not only feel proud to contribute but also feel more emotionally and professionally connected to the company. This creates a positive synergy where employee commitment supports sustainability initiatives, and conversely, sustainability initiatives reinforce those commitments [43], [44].

This linkage is increasingly important in green human resource management, which is one of the important themes in related clusters such as green human resource management. Environmentally friendly human resource practices for companies that support sustainability can have a direct impact on strengthening organizational commitments. Employees who see their company actively engaging in environmental sustainability can be more likely to demonstrate a higher level of commitment to the organization's goals. In this case, sustainability is not only seen from an environmental perspective but also as an integral part of the company's strategy to create a stronger relationship between employees and the organization. Looking at 36 keywords in 7 clusters, several research opportunities can dig deeper into the relationship between organizational commitment and corporate sustainability:

1. The Impact of Green Human Resource Management to Organizational Commitment: Cluster 2 highlights green HRM and organizational culture, further research can explore how sustainability-focused

human resource policies can increase employee commitment to the company. This research can measure how green-based initiatives affect employee engagement and retention.

2. The Role of Corporate Social Responsibility in Increasing Organizational Commitment: CSR, listed in cluster 3, is an area with great research potential. Research can examine how effective CSR implementation can strengthen organizational commitment, especially in sustainability-oriented companies.

3. The Relationship between Organizational Commitment and Competitive Advantage through Green Innovation: In cluster 4, there is green innovation and competitive advantage. Further research can explore how an organization's commitment to supporting sustainability can be a key driving factor in creating a competitive advantage through green innovation.

4. The Impact of Transformational Leadership on Organizational Commitment and Corporate Sustainability: Focusing on transformational leaders in cluster 2, this study can look at how transformational leadership styles affect employee commitment to support the company's long-term sustainability.

5. The Effect of Perceived Organizational Support on Organizational Commitment in the Context of Sustainability: As part of cluster 5, perceived organizational support can be used as a research topic to see how workplace support affects an organization's commitment to sustainability initiatives and how this relates to overall organizational performance.

This research opportunity could lead to further studies to better understand the interaction between organizational commitment and sustainability, as well as how these two aspects reinforce each other in the context of future organizations.

6) CONCLUSION

In this study, bibliometric analysis showed a significant increase in the number of publications related to organizational commitment and corporate sustainability from 2015 to 2024, with the highest peak recorded in 2024 with a total of 43 publications. Then the subject area that discussed the most topics was the social science area, with a contribution of 23%. Furthermore, the journal that contributed the most was sustainability (Switzerland) with a total of 29 publications and the journal with the most citations was the journal of cleaner production, which was 713 citations. The author with the most citations in his publications is Silvia Cantele with 261 citations in 2 publications. In addition, it is also known that the affiliates with the most publications are Airlangga University and Yakın Doğu Üniversitesi, which occupy the top position with four publications each. Furthermore, the countries with the highest number of publications are Malaysia and Indonesia, which have 19 publications, but the United States has the highest number of citations at 403. In the network visualization, 36 keywords related to organizational commitment and corporate sustainability are produced so that these keywords can be used as a reference for researchers in developing further research related to organizational commitment and corporate sustainability. Based on the results of the analysis, several research clusters offer opportunities for further exploration. For example, the topic of green human resource management is an interesting area for a company to implement and can also be researched more deeply. As a recommendation, it is important to conduct follow-up research that explores the relationship between sustainability-focused human resource policies and employee commitment. In addition, international collaboration between institutions from countries with high contributions to publications can strengthen research in this area.

7) Acknowledgement

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8) Data Availability:

The Data That Support The Findings Of This Study Are Available From Scopus Database.

9) Conflict Of Interest

The Authors Declare That There Is No Conflict Of Interest.

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