



Mapping Global Research Trends on Job Insecurity: A Bibliometric Analysis of Labor Force Transformation

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Abstract–The available literature on job insecurity exists in various disciplines, using a variety of theoretical frameworks and indicators, thus giving rise to the need to systematically map the structure of knowledge and the direction of findings. This study aims to map the global development of research on job insecurity in the context of workforce transformation, especially due to digitalization, automation, organizational change, and psychological dynamics of workers. In addition, this study also identifies publication trends, key scientific actors, dominant countries, keyword relationships, as well as thematic clusters that make up the knowledge structure of this field. The method used is a bibliometric analysis based on Scopus data with the search keyword "job insecurity". Document selection was carried out using the PRISMA approach, for publication in 2016-2025, in the fields of business, management and accounting and psychology, types of article documents, and English-language journal sources. The data is analyzed using VOSviewer through network mapping and visualization. The results of the study show a significant increase in publications on job insecurity, with a peak in 2025 of 219 documents. This study is dominated by the fields of social sciences, management, and psychology. The United States, China, and the United Kingdom are the most prolific countries, while Jiang, De Witte, and Probst are among the lead authors. This study recommends that future researchers combine various methods for bibliometric research, such as using the B-SLR method, which is a bibliometric method combined with a systematic literature review.

Keywords: Job Insecurity; Job Satisfaction; Turnover Intention; Burnout; Bibliometrics

1. INTRODUCTION

The transformation of the global workforce is currently moving very fast, marked by the digitization of business processes, the adoption of artificial intelligence (AI), automation, and changes in work design that are increasingly flexible, so that organizations and workers alike face new uncertainties related to job sustainability and job roles (B.-J. Kim & Kim, 2024) (P. X. Wang et al., 2023). In this context, job insecurity is a central issue because it represents the perception of threats to job continuity (both job loss and declining job quality) experienced by workers in the midst of dynamic changes in the work environment (Darvishmotevali et al., 2024) (Hidayat et al., 2025).

In contrast to ideal risks such as expiring employment contracts, job insecurity is psychological and often arises when workers perceive that organizational and job market changes reduce their control over the future of their careers (De Angelis et al., 2021). From the point of view of occupational health and organizational behavior, it is important to pay attention to the increase in job insecurity because empirical evidence shows its association with work burnout, work-family conflicts, decreased performance, and deterioration of psychological well-being (M. L. Wang et al., 2024).

In particular, research during the pandemic shows that job insecurity can change dynamically following policy shocks and economic conditions, so understanding the trajectory and factors that moderate these changes becomes increasingly relevant for employment policies and HR management practices (El Khawli et al., 2022). The results show that job insecurity does not always increase linearly in the early phases of the job insecurity crisis, then decreases when there are signals of protection or stabilization, and this pattern suggests that macro contexts and policy responses can "set the rhythm" of perceived job insecurity (Azedi, 2023) (Osterman et al., 2022). Beyond the health crisis, the wave of automation and AI is also changing the source of job insecurity, as workers are not only worried about losing their jobs, but also worried that their jobs will be "broken down" into tasks that can be replaced by technology or switched to algorithm-based systems (B.-J. Kim et al., 2024) (Chung et al., 2025).

Recent research shows that AI-induced job insecurity can affect the dynamics of knowledge behavior in organizations, for example through a decrease in psychological safety which then encourages knowledge hiding practices which ultimately have the potential to weaken organizational learning when organizations actually need quick adaptation (B.-J. Kim & Kim, 2024) (D. Wang & Zhou, 2025). Other research confirms that psychological aspects such as self-efficacy in the use of AI can play a role as a resource that helps workers manage the pressures of job insecurity in the technological age, including in relation to symptoms of depression and mental health (Han et al., 2025). In addition, the design and presence of work technology can also trigger job insecurity through social mechanisms, for example when robots that are increasingly "human-like" encourage social comparison and make workers feel more replaceable (Ghani et al., 2022) (Pires, 2025) (Atallah et al., 2025).

Changes in post-pandemic work patterns including remote work and hybrid work models have also further strengthened job insecurity mapping, as flexibility can be a resource (Giovanis et al., 2026), but at the same time can give rise to blurred boundaries of homework, social isolation, and concerns about performance evaluation and job stability (Ribeiro et al., 2024) (Dong et al., 2025). Scientific reviews on remote work burnout place job insecurity as one of the important stressors that are intertwined with workload, organizational support, and emotional exhaustion, so that this



issue cannot be read solely as an employment contract issue, but as a cross-level phenomenon (individual, team, organization) (Costin et al., 2023) (Karakitsiou et al., 2025).

The mental health impacts of job insecurity are also increasingly evident in epidemiological evidence, including studies examining the relationship between job insecurity and depression through mediated pathways such as sleep disorders, thus strengthening the argument that job insecurity is not only a productivity issue, but also a public health issue (I.-H. Kim et al., 2021). Correspondingly, studies on the national working population show that aspects of job security and certain job characteristics correlate with levels of psychological distress and anxiety (M. L. Wang et al., 2024) (Pires, 2025), which indicates that organizational interventions and work policies have the potential to be a "leverage point" for improving welfare. In the services sector and industries that are prone to shocks, the distinction between quantitative job insecurity and qualitative job insecurity (the threat of deteriorating job quality) has proven to be relevant because both can relate to mental health and performance outputs differently, and can be influenced by employability and demographic factors (Urbanaviciute et al., 2021) (Alcover et al., 2022).

Although job insecurity research is growing rapidly, the existing literature is spread across various disciplines (psychology, management, occupational health, labor economics, and technology), using a variety of theoretical frameworks and indicators, thus giving rise to the need to systematically map the structure of knowledge and the direction of findings (Högnäs et al., 2022). This is where the bibliometric approach becomes important, because bibliometrics allows researchers to assess the performance of publications (e.g. the productivity of authors/journals/countries) as well as conduct science mapping to read the network of citations, common occurrences, keywords, and thematic clusters that make up the intellectual landscape of a field (Donthu et al., 2021) (Mukherjee et al., 2022).

The latest guidelines emphasize that robust bibliometric studies should not stop at descriptive lists, but rather need to demonstrate theoretical contributions and practical implications through the interpretation of clusters and thematic trends, so that mapping results can truly shed light on "where" research is moving and what "gaps" are still open (Lim et al., 2024) (Ismail et al., 2025). In addition, the development of the latest bibliometric practices encourages the synergy of tools and procedures, such as the merging and cleansing of data from Scopus and the Web of Science, as well as the complementary use of tools such as bibliometrix and VOSviewer, so that the mapping results are more reliable and can be replicated according to the standards of reputable journals (Lim et al., 2024) (Fotova Čiković et al., 2025).

Based on the urgency of workforce change and the complexity of the cross-disciplinary findings above, this study aims to (1) map the evolution of job insecurity publications in the era of workforce transformation, (2) identify key actors and sources of scientific influence, (3) extract dominant themes and growing themes, and (4) formulate relevant research agendas for organizations and policymakers. Therefore, the main contribution of this study is the availability of a measurable knowledge map about job insecurity in the workforce transformation space, so that researchers can sharpen the novelty of studies, and design evidence-based knowledge interventions, as well as policymakers can understand the direction of occupational psychosocial risks that arise along with the diffusion of technology and changes in work design.

The article must be prepared in a single-column layout on A4-sized paper. The margins are set as follows: Top 3 cm, Left 2.5 cm, Bottom 1.5 cm, and Right 1.5 cm. The manuscript should be written in Microsoft Word, single-spaced, using 10-pt Times New Roman, with a total length of 10 to 15 pages.

2. RESEARCH METHODS

2.1. Research Design

This research is a bibliometric research, where bibliometric research is a systematic study conducted on the scientific literature to identify, explore, analyze patterns, trends, and impacts in a specific field (Donthu et al., 2021) (Passas, 2024). Bibliometric research focuses on the analysis of publication metadata, such as keywords, authors, affiliations, citations, as well as relationships between topics in the scientific literature. Therefore, the object of the analysis is not individual respondents, but rather documents or articles obtained from specific databases. Bibliometric research also does not test the relationship between variables through statistical hypotheses, but maps the development of publications, collaboration patterns, knowledge structures, dominant themes, and research directions that have the potential to be developed in the future.

This research was conducted in January 2026, which relies more on quantitative indicators such as the number of citations, co-occurrence of keywords, citations per author, and keyword clusters by accessing documents from journals around the world used for research data sources, through searching the article database on the Scopus page (<https://www.scopus.com/>). This research focuses on mapping information dynamics about job insecurity or job insecurity, namely articles published in journals indexed by Scopus.

Method of searching and selecting documents by keyword (Pulungan et al., 2026) By using the search word Job Insecurity, with the keyword search method flanked by a quotation mark (") becomes Job Insecurity. Keyword searches with quotation marks (") aim to narrow down the search and get the most relevant results, while excluding irrelevant data.

The VOSviewer software was chosen as the tool to analyze the datasets in this study (Bukar et al., 2023) (Liu et al., 2025). Whereas VOSviewer is a free software used to build and visualize bibliometric networks (Perianes-Rodriguez et al., 2016) (Du et al., 2024).



2.2. Identify the Research

The Scopus database was chosen because it provides advanced search and selection options to help researchers find relevant articles and track research trends. Scopus is widely recognized as having a wider, more comprehensive, and more diverse scope of peer-reviewed documents compared to the Web of Science (WoS) (Martín-Martín et al., 2018) (Pranckutė, 2021). So the researcher considers Scopus to be the most suitable database for this bibliometric research (Baas et al., 2020) (Hashem E et al., 2023). Meanwhile, document selection is carried out using the PRISMA approach (Haddaway et al., 2022).

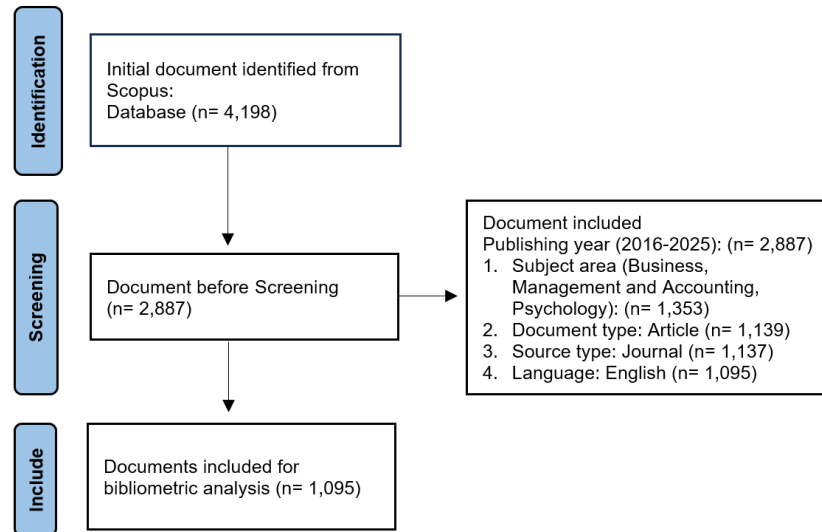


Figure 1. PRISMA method procedure identifying and selecting the documents

Figure 1 above shows that at the identification stage, a literature search was carried out through the Scopus database and resulted in 4,198 documents relevant to the research topic. This stage aims to capture as many potentially suitable publications as possible before further screening is carried out.

At the screening stage, documents are selected based on the inclusion criteria that have been set. The screening was carried out by considering the publication year 2016-2025, for the fields of study of Business, Management and Accounting and Psychology, the type of document in the form of articles, publication sources from scientific journals, and articles that use English. The application of this criterion aims to ensure that the selected documents have adequate relevance, academic quality, and up-to-dateness, and this process results in the number of documents that pass the selection to 1,095 documents.

Furthermore, at the inclusion stage, all documents that have gone through the screening process are then used in bibliometric analysis. The procedure of this PRISMA method has a structured and accountable literature selection process, so that the results of the analysis obtained reflect the development of research accurately and comprehensively in accordance with the objectives of the study.

After selection, all documents are exported in CSV format. The Bibliometric software used to extract the database uses VOSviewer, then the data is analyzed and explored as needed (Lim et al., 2024). The minimum criteria for keyword occurrence is 10 times, then keywords that are not related to the job security keyword are eliminated/not included in the analysis. Then the type of visualization that will be displayed to analyze the data of this research is network visualization.

3. RESULTS AND DISCUSSION

3.1. Development of Job Insecurity Research Publications

The results of searching and selecting article documents on the Scopus page with the keyword job insecurity resulted in the number of selected articles to 1,095 documents. The selection criteria consist of: publication year 2016 to 2025, Subject area Business, Management and Accounting and Psychology, Document type Article, Source type Journal, and Language English.

Table 1. Development of article documents with the keyword job insecurity on the Scopus page

No	Year of Publication	Number of Documents	Percentage
1.	2016	55	5.02%
2.	2017	60	5.48%
3.	2018	55	5.02%
4.	2019	68	6.21%



No	Year of Publication	Number of Documents	Percentage
5.	2020	103	9.41%
6.	2021	95	8.68%
7.	2022	150	13.70%
8.	2023	133	12.15%
9.	2024	157	14.34%
10.	2025	219	20.00%
Total Documents		1.095	100%

The publication of articles with the keyword job insecurity in Scopus as seen in table 1 has a tendency to increase during the period 2016-2025. In 2016-2018, the number of documents was still relatively stable, namely 55-60 articles, with a percentage of around 5%. The increase began to be seen in 2019 and intensified in 2020, when the number of articles reached 103 documents. This increase can be attributed to the increasing academic attention to job insecurity, especially due to economic changes, digitalization, and the impact of the pandemic on the world of work. In 2022, there was a significant spike of 150 documents, then decreased slightly in 2023 to 133 documents. However, the trend is increasing again in 2024 with 157 documents and reaching a peak in 2025 of 219 documents or 20% of the total publications. In general, this data confirms that the issue of job insecurity is increasingly relevant and an important concern in employment studies, organizational psychology, and human resource management.

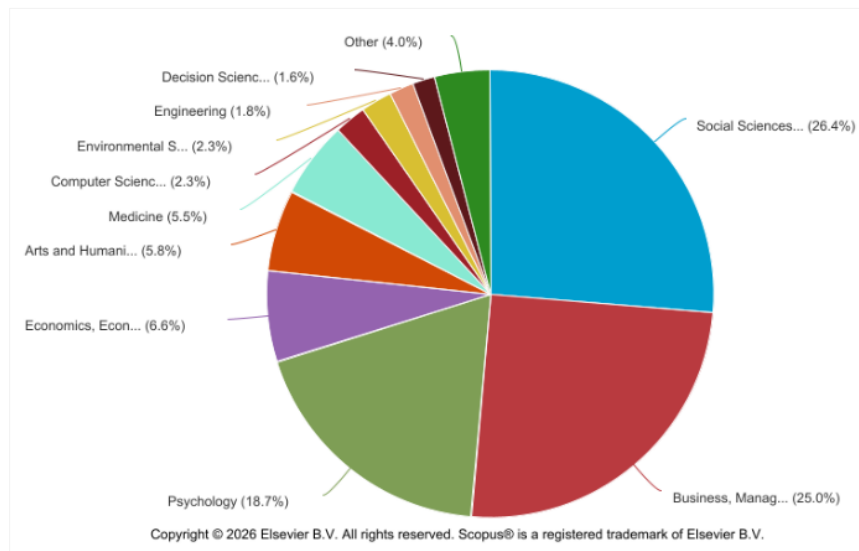


Figure 2. Documents by Subject Area

The distribution of documents by subject area in Figure 2 with the topic of job insecurity in Scopus shows a strong dominance in the field of social and managerial sciences. Social Sciences (26.4%) were the largest contributors, followed by Business, Management and Accounting (25%) and Psychology (18.7%). This confirms that the study of job insecurity is very closely related to organizational behavior, working conditions, and psychological aspects of workers. The fields of Economics (6.6%) and Arts and Humanities (5.8%) also contributed, showing a multidisciplinary approach. Meanwhile, Medicine (5.5%) and Computer Science (2.3%) indicated the expansion of the study to the aspects of occupational health and data analysis. The contribution of Environmental Science (2.3%), Engineering (1.8%), and Decision Sciences (1.6%) is relatively small but shows the potential for cross-field integration. Overall, this pattern shows that job insecurity research is still dominated by social sciences, but is starting to develop into a broader interdisciplinary realm. These findings also point to opportunities for cross-disciplinary collaborative research that are increasingly important in the future in the development of the theory and practice of today's global modern organizations.

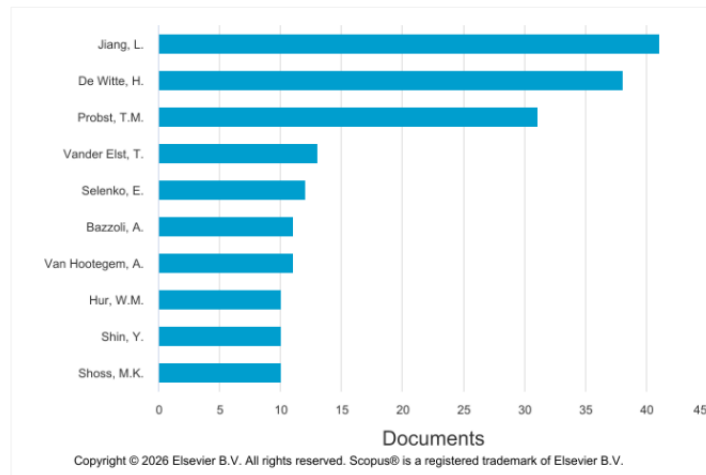


Figure 3. Productivity Graph Author

Figure 3 above shows the distribution of publications with a clear pattern of productivity inequality, where only a few authors are very dominant. Jiang, L. became the highest contributor with the most number of documents, followed by De Witte, H. and Probst, T.M., who also showed high and consistent productivity. This group can be considered as core authors who play a major role in the development of job insecurity research. Meanwhile, other authors such as Vander Elst, Selenko, Bazzoli, Van Hootegem, Hur, Shin, and Shoss have a relatively lower number of publications and tend to be at medium to low levels of contribution. This pattern indicates a concentration of scientific production in some of the main researchers, in accordance with the principles of Lotka's Law in bibliometrics. In addition, the dominance of European writers (especially De Witte and Probst) shows the strong tradition of research in the field of work and organizational psychology. Overall, the field is developing through the collaboration of a stable and influential core network of researchers.

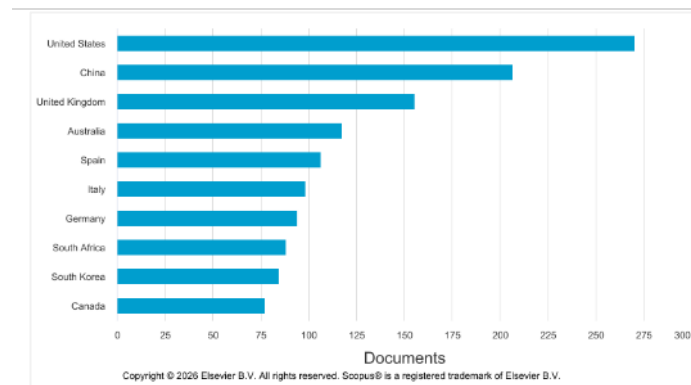


Figure 4.1. Documents by country or territory

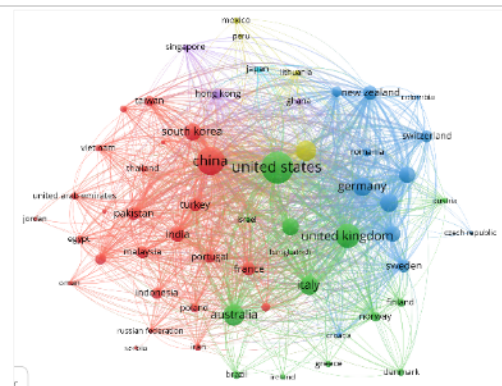


Figure 4.2. Country collaboration network

Distribution of documents in figure 4.1. shows that the United States is the country with the highest contribution to job insecurity research, followed by China and the United Kingdom. These three countries serve as major centers of knowledge production and demonstrate strong dominance in global research. European countries such as Germany, Italy, Spain, and Canada also made significant contributions, although lower than the top three. Meanwhile, Australia, South Korea, and South Africa showed intermediate involvement. This pattern indicates that job insecurity research is global but is still concentrated in developed countries with high research capacity, journal access, and strong academic networks.

While the network map in figure 4.2. demonstrate a dense international collaboration structure in job insecurity research. The United States, China, and the United Kingdom are the most widely connected central nodes, signaling their role as global collaboration hubs. Colored clusters indicate the presence of regional clusters, such as Europe (Germany, Italy, Sweden), Asia (China, South Korea, Taiwan), as well as mixed networks connecting different regions. The very close connections between countries indicate that the intensity of cross-border collaboration is quite high. However, some developing countries are still on the fringes of the network, demonstrating the limitations of international contribution and access to collaboration in research production.

Overall, the two visuals show that job insecurity research at Scopus is dominated by developed countries with the United States, China, and the United Kingdom as the main actors in both the number of publications and collaboration networks. This distribution confirms the existence of a global gap in knowledge production, where developing countries are still less dominant in scientific contributions. On the other hand, the extensive collaboration network shows that there

is a fairly good cross-regional academic integration. This indicates that the topic of job insecurity has become a global issue, but it is still influenced by the country's research strength with a more established and stable academic infrastructure.

3.2. Results of Job Insecurity Research Mapping by Co-occurrence

After the dataset is saved in CSV type, it is then analyzed using the Vosviewer application by selecting the "Create a map based on bibliographic data" data option, then selecting the "Read data from bibliographic database files" option, and uploading the dataset file to the "Scopus files" section. Next in the section "Choose type of analysis and counting method", type of analysis: Co-occurrence, All keywords, full counting. The minimum number of occurrences on a job insecurity term is 10, resulting in 178 documents that have a keyword relationship, then keywords that are not related to the keyword "job insecurity" are eliminated by removing the checkmark on each unrelated keyword.

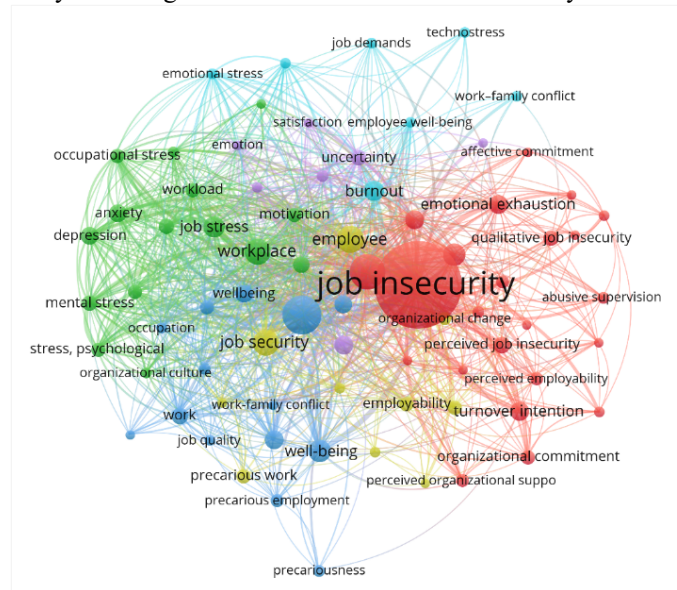


Figure 5. Network Visualization by Co-occurrence

The bibliometric map in figure 5 shows a map of the co-occurrence network that illustrates the relationship of concepts in job insecurity research. This shows that the concept is the main axis that connects various other variables in the study. The network that has been formed seems very dense, indicating that the issue of job insecurity does not stand alone, but has a broad conceptual connection with various psychological, organizational, and working conditions. The more connecting lines that lead to a term, the stronger the relationship in the literature analyzed, so that it can be understood that this topic is a very interdisciplinary and rich subject of study.

If you look deeper, many terms related to individual psychological conditions appear close to the core of the problem, such as burnout, emotional exhaustion, anxiety, depression, and job stress. This linkage indicates that job insecurity not only has an impact on cognitive aspects related to job perception, but also has direct implications on the mental and emotional state of workers (Pires, 2025). In addition, terms such as well-being and employee well-being indicate that there is a welfare dimension that is also affected. This suggests that job insecurity tends to be related to a decrease in the quality of psychological health, increased emotional pressure, and reduced work motivation. The close relationship between these variables shows that uncertainty in work is a significant stressor factor in the modern work environment.

On the other hand, there is also a strong relationship with organizational variables and work consequences, such as turnover intention, organizational commitment, perceived employability, and organizational change (Hngoi et al., 2023). This shows that job insecurity not only impacts individuals, but also on the stability of the organization as a whole, including the potential for increased employee desire to leave work. In addition, factors such as technostress, work-family conflict, and job demands enrich the understanding that job insecurity often arises in the context of organizational change and high work demands. Thus, this map indicates that job insecurity is a key variable that bridges work pressure, individual psychological conditions, and organizational dynamics, making it a central issue in the study of human resource management and modern work psychology.

3.3. Results of Job Insecurity Research Mapping by Cluster

The results of the research mapping based on clusters form a very complex and multidimensional knowledge structure. Figure 5 above also presents a map of the keyword network that shows the close relationship between terms that often appear in the academic literature for the period 2016-2025, with a total of 6 clusters formed.

The synthesis of this job insecurity research cluster shows that the construct develops as a multidimensional phenomenon that bridges individual psychological aspects, organizational dynamics, and structural conditions of the job market. In general, all clusters lead to one core problem, namely uncertainty and perceived threats to work sustainability,



which then spill over into various behavioral, emotional, and organizational consequences. Thus, job insecurity cannot be understood solely as a psychological condition, but rather as the result of complex interactions between individuals, organizations, and the broader work environment.

In the first cluster, the main focus lies on the organizational dimension and work behavior. Variables such as organizational commitment, job satisfaction, work engagement, and turnover intention show that job insecurity plays an important role as a predictor in reducing employees' psychological attachment to the organization. The presence of abusive supervision, perceived organizational support, and job embeddedness shows that the quality of the relationship between employees and the organization is a determining factor in strengthening or weakening the impact of job insecurity. In addition, the separation between quantitative and qualitative job insecurity confirms that uncertainty is not only related to job loss, but also to the decline in the quality of the job itself. This cluster clearly illustrates that job insecurity has a direct consequence on the stability of work behavior and organizational loyalty.

The second cluster emphasizes the psychological impact in the form of anxiety, depression, stress, workload, and work-life balance, which shows that work pressure is an important mediator in the emergence of mental health disorders. The third cluster shifts the focus to the macro level, where precarious employment, job market, and working conditions show that job insecurity is also influenced by the structure of the labor market and the quality of the work itself. The fourth cluster highlights aspects of organizational transition such as downsizing, organizational change, and leadership which show that organizational change is the main trigger for the emergence of insecurity. The fifth cluster shows the dimensions of individual perception and emotional responses such as uncertainty, perception, and physiological stress, which emphasizes the subjective nature of job insecurity. Meanwhile, the sixth cluster emphasizes clinical and well-being consequences such as burnout, technostress, and employee well-being, which shows an escalation of impacts to the level of occupational health.

Integratively, all of these clusters show that job insecurity is a central construct that connects three levels of analysis: individual (psychological and physiological), organizational (work behavior and human resource management), and macro work systems (labor market and working conditions) (Sora et al., 2023). Inter-cluster relationships show a multi-layered pattern of causality, where job uncertainty stemming from organizational changes and labor market conditions will be perceived by individuals as threats, triggering psychological stress responses, leading to a decrease in well-being and work performance and increased turnover intention. Thus, this synthesis confirms that job insecurity is a central construct that is ecological, dynamic, and highly determined by multi-level interactions in the modern world of work.

4. CONCLUSION

The results of this study show that the study of job insecurity developed very dynamically during the period 2016-2025, with a consistent increase in publications and reached its peak in the last year of observation. This confirms that job insecurity has become a strategic issue in the transformation of the global workforce, especially in the midst of digitalization, organizational change, and job market uncertainty. The scientific structure that has been formed shows that this research is multidisciplinary, dominated by social sciences, management, and psychology, but has begun to penetrate the fields of health, technology, and labor studies.

However, there are some limitations in the bibliometric approach. First, the analysis relies heavily on the Scopus database so it has the potential to ignore literature from other databases such as the Web of Science or non-journal sources. Second, this approach is quantitative-descriptive so that it does not delve into the substantive context and methodological quality of each study. Third, the existence of keyword bias and selection thresholds can cause some relevant themes to not be identified optimally.

Based on these findings, further research is recommended to combine various methods, such as using the B-SLR method, which is the Bibliometric method combined with the Systematic Literature Review, where B-SLR is a structured framework to conduct a systematic literature review based on bibliometric analysis, this framework can be adapted to various research objectives, both to review the existing literature, develop theories, and map the direction future research, as well as connecting various topics (Marzi et al., 2025).

To be of concern to the next researcher that the term job insecurity is also closely related to employee retention (Anand et al., 2023), turnover intention (Gunawan et al., 2024), and has an impact on job satisfaction (Falatah et al., 2021) (Hidayat, 2015), because turnover intention is a phenomenon that often occurs in an industry (Syamsir & Hidayat, 2020). Therefore, the industry needs to take several ways to increase employee job satisfaction (Putri & Hidayat, 2022), one of which is by providing a sense of security for employees' work, in the hope that industrial goals will be achieved.

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