

## Job Security Research in Global Perspective: A Bibliometric Mapping

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**Abstract**—This study aims to conduct a comprehensive bibliometric mapping of the development of the global literature on job security in the period 2020 to 2025, including publication trend analysis and keyword mapping of themes, as well as network visualization. This research is bibliometric research, where bibliometric research is a systematic study conducted on the scientific literature to identify, explore, analyze patterns, trends, and impacts in certain fields. Search the article database on the Google Scholar page using Publish or Perish (PoP) software. The method of searching and selecting documents based on "keywords" using the search word "job security", then all documents are selected and exported into RIS format. The Bibliometric software used to extract metadata uses VOSviewer. The results of the keyword network map visualization analysis from this study succeeded in identifying seven main clusters that represent the direction, trends, and focus of research in the field of job security. The results of this study reveal that the study of job security is not only focused on the aspect of job certainty, but develops in a multidimensional direction involving psychological, organizational, economic, and overall employee welfare factors. The contribution of this research is theoretical in nature that will enrich the knowledge base on the future direction of job security research, and practically provide recommendations to employment policymakers and HR practitioners.

**Keywords:** Job Security; Job Satisfaction; Turnover Intention; Bibliometrics; Vosviewer

### 1. INTRODUCTION

Technological developments and automation since 2020 have raised concerns regarding job security, especially due to the integration of advanced technologies such as AI and robotics in the production line. Feedback from workers shows an increase in feelings of job insecurity due to this rapid change. Studies on which state that while AI and predictive management bring productivity gains, they can also lead to deskilling and create psychological stress on workers (Kassa & Worku, 2025). The manufacturing sector is also undergoing a significant digital transformation. The results of the study stated that digital innovation increases the absorption of the middle-high level of labor, but does not have a significant impact on the low-skilled workforce (Liu et al., 2024). The findings support the theory that technology does not completely eliminate jobs, but rather redefines roles and drives upskilling needs (Ersanlı et al., 2025).

In the context of Industry 4.0, a study states that increased work efficiency and flexibility, despite demanding more technical human resources (Elnadi & Abdallah, 2024). However, work stress and the fear of losing their jobs result in disincentives for careers in manufacturing, for example in Indonesia, where work stress has a significant impact on performance in the transformation process. The ethics of implementing AI and robotics in Construction–Engineering highlights the importance of considering aspects of job security when adopting new technologies (Liang et al., 2024). These structural changes gave rise to the term "modern deskilling", in which automation not only loses skilled jobs, but also reduces professional independence in digital and administrative jobs (Filippi et al., 2023).

Regarding organizational responses, a study stated that benevolent leadership during the Covid-19 pandemic was able to mitigate the negative impact of job insecurity on organizational commitment (Anand et al., 2023). This emphasizes the importance of managerial support and communication to maintain a sense of job security. Overall, trends over the past five years show that technology and automation are shifting the work landscape, bringing opportunities and risks. Job security has not lost much, but it is changing, human capital has become more important than ever, and organizational interventions (leadership, training, work policies) are key to transitioning workers to new roles in the digital economy.

Job security, or a sense of security in the sustainability of work, is a multidimensional concept that includes quantitative (sustainability of positions) and qualitative (sustainability of job features) aspects, as well as an individual's subjective perception of the stability of his work (Charkhabi et al., 2024) (Prado-Gascó et al., 2021). Job security is rooted in a feeling of "loss of control" over work, where employees feel threatened to their continuity of work (Cao et al., 2024) (Stankevičiūtė et al., 2021) (Muñoz Medina et al., 2022). Furthermore, some studies state that there is a difference between quantitative job insecurity (overall job loss) and qualitative job insecurity (loss of important job attributes such as career path and income) (Urbanaviciute et al., 2021) (Karatepe, 2022) (Klug et al., 2024). This concept is enriched by a cognitive framework and resources that highlight that perceptions of job threats can lead to psychological distress through the loss of individual resources such as financial security, social identity, and employment status (Anand et al., 2023) (An et al., 2023) (Elshaer, 2024).

Since the COVID-19 pandemic hit the world, global trends have shown a sharp increase in research related to job security (Lazarova et al., 2023). A systematic review found that concerns about health, economic impact, and organizational restructuring are major drivers of job insecurity, as well as affecting workers' mental health and well-being (Gupta & Dhar, 2024) (Graham et al., 2024). Furthermore, cross-sector research shows that the hospitality and informal services sectors have been hit the hardest, with job losses and increased psychological pressures (Yoo, 2023)

(Belloni et al., 2022). This is exacerbated by the global economic impact: the ILO notes that millions of workers are at risk of losing their jobs and global incomes declined dramatically in 2020-2021. Not only that, but technological developments such as automation and AI threaten repetitive work, which further narrows job security in many countries (Wang & Lu, 2025) (Wong, 2024). In the era of the gig economy and short-term contract jobs, this threat is not only objective, but also poses strong subjective pressure on workers, especially those with informal or contingent status (Kuhn et al., 2021).

Although empirical research related to the relationship between job security and stress, well-being, and productivity is increasingly emerging, there is still a shortcoming in the absence of a systematic global-scale bibliometric study in the 2020–2025 period. Recent statistics show that most bibliometric analysis is still limited to subtopics such as medical workforce burnout or post-COVID career adaptability (L. Yang et al., 2024) (Z. Yang et al., 2024). For example, the mapping of job insecurity research trends, but its scope is limited to psychology and regional databases (Zhafira & Widodo, 2024) (Tayefi Nasrabadi et al., 2024). Meanwhile, bibliometric studies on the handling of job security in the health profession have not revealed the collaboration network between countries and the evolution of the research theme more broadly. Thus, a study that maps trends, actors, themes, and patterns of collaboration across the international literature during the period 2020–2025 is needed to provide a comprehensive understanding of the dynamics of this topic globally.

Based on the gap above, this study seeks to answer several main questions, such as: (1) how the trend and evolution of the number of global publications on job security during 2020–2025, (2) which journals, authors, and countries are the most productive as seen from the GS (Google Scholar) Rank. The main objective of this study is to conduct a comprehensive bibliometric mapping of the development of the global literature on job security during this period, including publication trend analysis and keyword mapping of themes, as well as network visualization. The contribution of this research is theoretical: enriching the knowledge base on the future direction of job security research, and practical: providing recommendations to employment policymakers and HR practitioners regarding strategies for mitigating job insecurity in a global context.

## 2. RESEARCH METHODS

This research is/is bibliometric research, where bibliometric research is a systematic study conducted on the scientific literature to identify, explore, analyze patterns, trends, and impacts in certain fields (Donthu et al., 2021). VOSviewer is a free software used to build and visualize bibliometric networks (Perianes-Rodriguez et al., 2016). This research will be conducted in 2025, which relies more on quantitative indicators such as the number of citations, GS Rank and journal impact factors by accessing documents from journals around the world that are used for research data sources.

This research focuses on mapping information dynamics about job security, namely articles published in journals indexed by Google Scholar from 2020 to 2025. Because the search for article databases on the Google Scholar page uses Publish or Perish (PoP) software, and the feature to select documents (such as journal articles, procedural articles, review articles, books) in PoP is not available, the document search in this case is conducted only based on keywords.

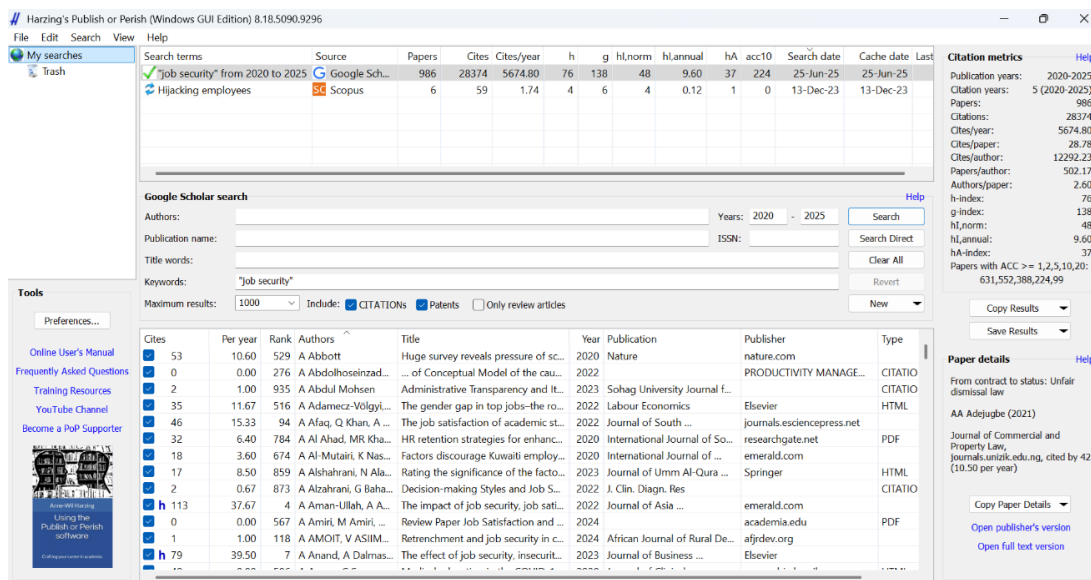


Figure 1. Article search method via Publish or Perish

After searching and selecting documents based on keywords using the search word "job security", then all documents are selected and exported to RIS/RefManager format. Bibliometric software used to extract metadata using VOSviewer software (Lim et al., 2024), VOSviewer is used to visualize bibliometric data in RIS format (Gandasari et al., 2024).

The type of analysis carried out on the search results documents using Publish or Perish (PoP) is based on: year of publication of the article (2020 to 2025), number of documents per year, GS Rank, number of citations per article, number of citations per author, number of citations per year, keyword visualization, and keyword cluster visualization. The minimum criteria for keyword occurrence is 10 times, then keywords that are not related to "job security" are eliminated/not included in the analysis. Then the types of visualization that will be displayed to analyze the data of this research are network visualization and overlay visualization.

### 3. RESULTS AND DISCUSSION

#### 3.1 Result

##### 3.1.1 Development of Job Security Research Publications

The results of the search for documents with the keyword "job security" on the Google Scholar page through Publish or Perish obtained 986 documents. Of the total documents indexed by Google Scholar, namely 986 documents, only 925 documents have a year of publication. Meanwhile, as many as 61 documents do not have a year of issue.

**Table 1.** Progress of documents with the keyword "job security" on the Google Scholar page

No	Year of publication	Number of documents	Percentage
1.	2020	211	22.8
2.	2021	217	23.5
3.	2022	152	16.4
4.	2023	164	17.7
5.	2024	132	14.3
6.	2025	49	5.3
Total Documents		925	

From table 1, it can be explained that the development of the growth of publications with the keyword "job security" in the range of 2020-2025 taken from the Google Scholar database shows fluctuating developments. The highest publication growth occurred in 2021, reaching 217 documents (23.5%), while the lowest publication occurred in 2025 (until May 2025) with 49 documents (5.3%) published. In 2022, research in the field of job security decreased in the number of documents, which was only 152 documents (16.4%) compared to the previous year. In addition, a decrease also occurred in 2024 with only 132 (13.3%) of the number of documents issued from the previous year. Despite the decline in recent years, the development of job security research in quantity proves that research in this field is still a topic of interest and continues to grow from year to year.

##### 3.1.2 Results of Job Security Research Mapping by Keywords (Co-Occurrence)

After the dataset is stored in the RIS type using PoP metadata, then the dataset is analyzed using the Vosviewer application by selecting the "create a map based on text data" data option, with the aim of creating a network or term relationship based on text data, followed by selecting the option "Read data from reference manager file (RIS format)". The field of terms or terms is extracted based on the title and abstract while the method used to calculate the dataset is full counting with the purpose of calculation being carried out as it is according to research related to Job Security that has been conducted. The minimum number of occurrences in a Job Security term is 10 documents, resulting in 124 documents that have occurrence relationships, then keywords that are not related to the keyword "job security" are eliminated by removing the checkmark on each unrelated keyword.

Bibliometric analysis is carried out by making visualizations in the form of network visualization and overlay visualization which aims to find out the bibliometric network among articles or online publications from the downloaded metadata. Mapping and clustering in bibliometric analysis through Vosviewer software are complementary or complementary to each other (Amiruddin et al., 2025) (Anlesinya & Dadzie, 2023). This mapping can be used to get a detailed picture of the structure of a bibliometric network. In addition, clustering is used to show an overview or insight about bibliometric grouping (Pişirgen & Peker, 2024) (Antunes & Veríssimo, 2024) (Cendana & Kuo, 2024).

In figure 2, it can be explained that the image above is a visualization of the bibliometric network generated by VOSviewer with the main keyword "job security". This visualization illustrates the thematic relationship between keywords (terms) that appear together in the scientific literature related to the topic. Each node represents a single keyword, while a line (link) connects keywords that often appear at the same time in a single document. The size of the node indicates the frequency with which the keyword appears, and the color describes the interrelated thematic cluster or group.

In general, the word "job security" emerged as the network center with the largest node size, which means it is the main focus of the research. This word has a close relationship with keywords such as "employee", "job performance", "salary", "job satisfaction", and "organizational commitment", and then forms a derivative cluster by forming the color of the line that circulates between each cluster.



Figure 3 above explains the 7 clusters that were formed, each color representing an interrelated research theme, namely:

Cluster 1 (red) is a representation of the internal dimensions of the organization and employee welfare, with keywords such as *career development*, *employee engagement*, *employee motivation*, *reward*, and *work environment*. This theme emphasizes that the perception of job security is closely related to work comfort, intrinsic motivation, and a supportive environment. Researchers in this cluster tend to explore how compensation policies and *work-life balance* can increase employee loyalty and retention.

Cluster 2 (green) describes economic and structural perspectives, including keywords such as *employment*, *income*, *remuneration*, *security*, and *workers*. In this cluster, job security is seen as a result of macroeconomic conditions and institutional policies such as job security, wage structure, and the role of employers. This reflects the perspective that a sense of job security is more determined by access to permanent employment, a decent income, and a social security system.

Cluster 3 (blue) is the center of the overall map because it contains the main term *job security*, and is closely related to *organizational commitment*, *employee performance*, and *intention*. This shows that job security has a direct relationship with employee work behavior, including the intention to stay in the company and actual performance. The studies in this cluster discuss many psychological and managerial implications of job security on work outcomes and organizational loyalty.

Cluster 4 (yellow) is a psychological dimension and work risk, which highlights aspects of *job insecurity*, *stress*, *turnover intention*, and *workload*. Unlike the previous cluster, the focus here is more on the negative consequences of job insecurity. This visualization illustrates that increased workload and strict supervision are often associated with high psychological distress and increased intention to quit work.

Cluster 5 (purple) expands the structural dimension by including words such as *job quality*, *low job security*, and *wages*, which indicate a discussion about the quality of work in the era of flexible work. Topics such as *career* and *work engagement* also show how job security has an impact on employee enthusiasm and active participation.

Cluster 6 (light chocolate) has a combined theme around *employee*, *salary*, *career advancement*, and *workplace*. Although the number of items is small, the cluster touches on the theme of vertical mobility (promotion and salary increase) as well as how job security impacts the perception of the economic and social value of the job itself.

Cluster 7 (orange) consists of keywords such as *employee job satisfaction*, *pay*, *satisfaction*, and *work*, which seems to be an expansion of the issue of welfare and job satisfaction. This cluster shows the importance of satisfaction with rewards and job roles as a foundation for the formation of a perception of job security.

### 3.1.4 List of the 20 Best Articles by Google Scholar Rank

**Table 2.** List of the 20 Best Articles based on Google Scholar Rankings Using the Keyword “Job Security”

Cites	Authors	Title	Year	GS Rank	Cites Per Year	Cites Per Author
101	H Hur	Job security matters: A systematic review and meta-analysis of the relationship between job security and work attitudes	2022	1	33.67	101
426	G Jarosch	Searching for job security and the consequences of job loss	2023	2	213	426
11	B Burchell	Job security	2023	3	5.5	11
113	A Aman-Ullah, A Aziz, H Ibrahim, ...	The impact of job security, job satisfaction and job embeddedness on employee retention: an empirical investigation of Pakistan's health-care industry	2022	4	37.67	28
93	H Hur, JL Perry	Job security rule changes and employee organizational commitment	2020	5	18.6	47
256	A Bhargava, M Bester, L Bolton	Employees' perceptions of the implementation of robotics, artificial intelligence, and automation (RAIA) on job satisfaction, job security, and employability	2021	6	64	85
79	A Anand, A Dalmasso, SR Vessal, ...	The effect of job security, insecurity, and burnout on employee organizational commitment	2023	7	39.5	20
57	R Falatah, J Almuqati, H Almuqati, ...	Linking nurses' job security to job satisfaction and turnover intention during reform and privatization: A cross-sectional survey	2021	8	14.25	14
61	A Bassanini, G Bovini, E Caroli, ...	Labor market concentration, wages and job security in Europe	2024	9	61	15

Cites	Authors	Title	Year	GS Rank	Cites Per Year	Cites Per Author
62	AD LaMontagne, LS Too, L Punnett, ...	Changes in job security and mental health: an analysis of 14 annual waves of an Australian working-population panel survey	2021	10	15.5	16
5	AMA Mohamed Saad	Adapting accountants to the AI revolution: university strategies for skill enhancement, job security and competence in accounting	2025	11	5	5
16	KM Khalid, A Sahibzada	The mediating role of job satisfaction at selected public universities in Afghanistan: the effect of job security on turnover intention	2023	12	8	8
13	MT Al Nahyan, JM Al Ahbabi, ...	Employee job security and job performance: the mediating role of well-being and the moderating role of perceived organizational support and psychological ...	2024	13	13	4
26	M Lopes	Job security and fertility decisions	2020	14	5.2	26
29	T Guberina, AM Wang	Entrepreneurial Leadership Impact on Job security and Psychological Well-being during the COVID-19 Pandemic: A conceptual review	2021	15	7.25	15
32	E Üngüren, N Onur, H Demirel, ÖA Tekin	The effects of job stress on burnout and turnover intention: the moderating effects of job security and financial dependency	2024	16	32	8
20	E Topcuoglu, O Oktaysoy, SU Erdogan, ...	The mediating role of job security in the impact of digital leadership on job satisfaction and life satisfaction	2023	17	10	5
4	F Chirico, RE Hoskisson, S Pathak, ...	Calm in the Storm: Job Security and Post-Merger Performance in Family versus Nonfamily Firms	2025	18	4	1
16	A Bazzoli, TM Probst	Psychometric properties of the shortened and rescaled versions of the Job Security Index and Job Security Satisfaction scale	2023	19	8	8
14	B Ogunbanjo	Effect of Job Security and Job Satisfaction on the Commitment of Library Personnel in Academic Librar-ies in Ogun State Nigeria	2021	20	3.5	14

Based on Table 2 above, which displays the 20 best articles related to the topic of "job security" with the indicator "Google Scholar Rank (GS Rank)", there are several interesting patterns that can be identified. In general, GS Rank rankings show how the academic visibility of an article is measured based on the accumulation of citations in Google Scholar, which is one of the benchmarks of academic influence.

The first position, from the aspect of GS Rank, the article with the highest ranking (GS Rank 1) is the work of H. Hur (2022) entitled "*Job security matters: A systematic review and meta-analysis of the relationship between job security and work attitudes*". Although it was only published in 2022, this article has a huge influence with 101 citations, and an average of 33.67 citations per year. This shows that themes related to meta-analysis and systematic review are the main concerns of academics in the topic of job security. The second position is followed by J. Jarosch (2023) with GS Rank 2 and the highest number of citations of 426, this article even has an intensity of citations per year reaching 213, showing how publications in top journals with microeconomic analysis related to job security have received wide attention, especially among economists. Despite coming in second, the quote number is very high because it discusses the consequences of job security more broadly.

However, there is also an interesting phenomenon in terms of GS Rank which is not always linear with the number of citations. For example, the article B. Burchell (2023) with GS Rank 3 has only 11 citations. This suggests that other factors such as citation networks, discussion topics, and research scope can affect GS Rank rankings even though citations are relatively few. In addition, articles from more recent years such as the work of A. Aman-Ullah et al. (2022) with GS Rank 4 also show quite good citations with 28 citations in the last two years. This shows that research in the healthcare sector on the influence of job security and job embeddedness is quite relevant in the context of modern organizations. It also shows that GS Rank is determined not only by the number of citations, but also by relevance factors, the quality of the research, and possibly the impact in the long run.

From the aspect of temporal trends, research related to job security has developed rapidly, especially in the last five years, as evidenced by the dominance of articles published in 2020-2025 in the top 20 list. This reflects the issue of job security that is increasingly crucial after the COVID-19 pandemic, especially in the context of mental health, job satisfaction, turnover intention, and the influence of technologies such as AI on work sustainability.

Overall, this table 2 informs that based on GS Rank, articles that carry a systematic, cross-disciplinary approach, and current themes are more likely to achieve high academic influence. This trend also emphasizes the importance of job security as a research topic that continues to evolve following the dynamics of the global world of work, and emphasizes

the academic significance of being multidimensional, combining methodological qualities, relevant issues, and practical impacts in the modern world of work.

### 3.2 Discussion

The results of 1 commitment (Hngoi et al., 2023). In addition, psychological tensions such as stress and job stress often lead to disruption of work-life balance, which is one of the important elements in creating a productive and sustainable work environment. In other words, psychological instability systemically undermines the structure and culture of the organization, reducing managerial effectiveness in retaining top talent.

Meanwhile, the second and fifth clusters emphasize the structural and economic dimensions. Terms such as employment, income, wage, and job quality indicate that job security is also influenced by labor market conditions, access to decent work, and adequate economic rewards (Roša et al., 2025). The research in this group discusses the challenges of increasing job insecurity due to the gig economy, flexible employment contracts, and wage inequality which are still global issues.

On the other hand, the third and fourth clusters focus on aspects of organizational behavior and psychological well-being. Topics such as organizational commitment, performance, job stress, and turnover intention show that job security has a direct effect on organizational commitment and work productivity, while potentially increasing stress and turnover intentions (Anand et al., 2023) when the perception of job security weakens.

The economic cluster (in green) includes variables such as pay, income, remuneration, wage, employment, and job quality. These factors directly contribute to the perception of job security and indirectly affect turnover intention (cluster 4, pale yellow). When the compensation provided by the organization is insufficient or uncompetitive (low pay, low income, or inappropriate remuneration), employees tend to feel unappreciated, and ultimately consider looking for other jobs that offer more stable economic conditions (Caoagdan et al., 2023). This triggers the intention to leave, which in this bibliometric appears to be the connection between economic variables and turnover intention. In addition, low job quality which can include erratic working hours, unsuitable working conditions, or lack of recognition exacerbates low job security, thus strengthening the intention to leave work. This shows that economic factors are not only instrumental but also symbolic in creating a sense of security and loyalty to the organization (Ek Styvén et al., 2022).

The sixth and seventh clusters enriched the discussion by highlighting additional variables such as career advancement, salary, job motivation, and employee satisfaction. The research in this cluster shows that a sense of job security is not only related to work sustainability, but also related to the perception of career development and intrinsic satisfaction at work (Bedemariam & Ramos, 2021).

Overall, these bibliometric results show that research on job security is growing rapidly across disciplines. The pattern of collaboration between clusters indicates a close relationship between managerial aspects, welfare, employment policy, and macroeconomic conditions. These findings provide a strategic direction for researchers and practitioners to understand that strengthening job security must be carried out comprehensively, not only through secure employment contracts, but also through the creation of a work environment that supports the holistic well-being of employees.

## 4. CONCLUSION

The results of the keyword network map visualization analysis from this study succeeded in identifying seven main clusters that represent the direction, trends, and focus of research in the field of job security comprehensively. This mapping reveals that the study of job security is not only focused on the aspect of job certainty, but has developed into a multidimensional direction involving psychological, organizational, economic, and employee welfare factors as a whole. The first cluster highlighted employee welfare issues, such as work-life balance, employee engagement, and rewards, which showed that job security is influenced by a supportive work environment. The second and fifth clusters highlight the structural dimensions related to employment, income, wages, and job quality, indicating the strong influence of economic factors. Furthermore, the third and fourth clusters focus more on aspects of organizational behavior and psychological impacts, where job security is closely related to employee performance, organizational commitment, and the risk of increased job stress and turnover intention. The sixth and seventh clusters added elements related to work motivation, salary, career advancement, and employee satisfaction as factors that are interconnected with the perception of job security. It should be noted that job security or 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. However, this research also has some limitations. First, the data source is only focused on the Google Scholar database through the Publish or Perish (PoP) software, so it is not focused on 1 specific publisher database such as Scopus or Web of Science which may have a wider scope of publication. Second, limiting the study period to 2020–2025 may lead to outcome bias that only represents trends over a certain time frame, especially in the post-COVID-19 pandemic phase. Third, this bibliometric approach only analyzes the quantity and relevance of keywords without assessing the quality of the content of the article in depth. For this reason, this study provides several important recommendations. Further research is recommended to combine data from various scientific databases to make the literature coverage more comprehensive. In

addition, researchers can integrate the systematic literature review (SLR) method to delve deeper into the content of the main publications in each cluster. HR practitioners and policymakers can also use these findings as a basis for designing interventions that strengthen job security, not only in terms of employment contracts but also through improving employee welfare, career development, and ensuring work-life balance. Thus, the results of this research are expected to make a theoretical and practical contribution to the development of human resource management science, labor policy, and strengthening a healthy work culture in various industrial sectors.

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