

Mapping the intellectual structure of social and digital media Research: A Bibliometric Perspective

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Abstract:

Purpose- The goal of this study is to conduct an empirical analysis of workplace deviant behavior research that has been published in the two main databases, Web of Science and Scopus.

Design/methodology/approach- This paper utilized a bibliometric study through the R (Bibliometric R package). The analysis was performed on 1,559 papers, after excluding duplicates, published from 1994 to 2024.

Findings - This study finds that although the current number of articles and citations is relatively low, it is on the rise. The Journal of Business Ethics is identified as the most influential journal, receiving the highest number of citations. The USA has the highest number of citations and publications. Additionally, the study shows that the most significant collaborations occurred between authors in the USA and China.

Research limitation- The study's results may have been impacted by the researcher's choice to use just two databases, which meant that papers indexed in other databases were not included.

Practical implications- Because it identifies knowledge gaps and needs for the future in the area of workplace deviant behavior, this research may be useful to researchers as well as human resource practitioners. It will also help researchers comprehend publishing patterns related to this field of study.

Originality/Value- The literature on workplace deviant behavior is critically examined in this study using bibliometric analysis. It advances the corpus of current knowledge and aids future research endeavors of other scholars.

Keywords: "Literature review", "Bibliometric analysis", Workplace deviant behavior, Scientific mapping. Unethical behavior, counterproductive behavior, aggressive behavior, biblioshiny.

Paper type- Literature review

Introduction

The workplace is a place where many different activities happen, and each one affects the people who work there in different ways. These behaviors usually fall within the constructs of the standards of the firm (Javed *et al.*, 2014). The term "workplace deviance" refers to voluntary acts that violate significant organizational norms and jeopardize the security of the

group or its members, respectively (Bennett and Robinson, 2000). This definition of deviance includes two types of behaviors: organizational deviance and interpersonal deviance. Employees within the organization show both forms of harmful deviance and do not take the customer's perspective into account (Malik and Lenka, 2019). The goal is to expand research in organizational studies by looking at both negative and positive deviant behaviors. This article explores various kinds of these behaviors and reasons why managers and employees might act this way (Appelbaum et al., 2007). Many studies have shown that workplace deviance leads to negative effects like lower profits (Lee et al., 2009), damage the organization's reputation (Bowling and Gruys, 2010), work-related stress (Hinduja, 2009), decreasing productivity (Belot and Schröder, 2013). There are two categories of deviant behavior: constructive and destructive

Constructive behavior

Positive deviance, or constructive deviance, involves deliberately breaking organizational rules to improve the business. Encouraging constructive deviant behavior in the workplace is crucial, as it enables employees to offer superior solutions to problems, especially in high-risk situations. (Mertens et al., 2016) Even though it goes against organizational policy, an employee's positive deviant behavior helps achieve innovative results. Employees who engage in Positive deviance can improve services, raise organizational performance, and make work more effective. (Robbins and Galperin, 2010). Furthermore, workers who exhibit constructive deviance can serve as proactive change agents, assisting the company in adjusting to new environmental challenges and changes in the fast-paced global economy.

Destructive behavior

A negative deviant also referred to as a destructive deviant, deliberately violates organizational principles with the intent to undermine or disrupt the organization. "Negative deviant behavior" is becoming an escalating concern for businesses globally, as such actions can significantly impact their financial performance. This type of behavior includes damage, spreading rumors, sabotaging business operations, or engaging in other illegal activities that negatively affect the organization. (Robbins and Galperin, 2010) Delinquencies by employees include not adhering to the supervisor's instructions, purposefully slowing down the work sequence, arriving late, committing small-time thefts, treating coworkers disrespectfully, and acting ruthlessly with Colleagues represent "negative deviant behaviors" in action.

Bibliometric analysis uses analytical and statistical techniques to find patterns in the body of current literature.

(Singh and Dhir, 2019). Bibliometric studies map and examine published works in a range of academic fields. The Bibliometrix R-package is a R programming language tool that is used in this paper. (Aria and Cuccurullo, 2017). Bibliometrics is an open-source statistical package with mathematical functions, statistical techniques, and visualization features developed in the R programming language (Solanki and Baroda, 2024). It uses the graphical user interface of R Studio, which works with both Linux and Windows operating systems.

Review of literature

(Koodamara et al., 2021) explored that unethical behavior negatively correlates with conscientiousness, agreeableness, and an ethical climate. (Martin et al., 2014) in his research showed that "good" people could be morally blind and engage in unethical acts without realizing it. It suggested that unethical decisions and behaviors could be justified and overlooked even in organizations with strong ethical systems. (Czarnota-Bojarska, 2015) focused on job satisfaction and counterproductive behavior, organizational justice, work stress, and the tendency for aggressive behavior. (Celuch and Saxby, 2013) investigated how manipulation to induce a counterfactual mindset affected negative anticipatory emotions and intentions associated with unethical behavior. Furthermore, the basis for these effects was investigated by presenting and substantiating responsibility attributions that processed perceived negative outcomes to affect both negative anticipatory emotions and the intention to act unethically. (Ming et al., 2024) The study examined intervention strategies used to manage unethical behaviors and developed a dual-process model to look at how mindfulness could reduce such behaviors. (Einarsen et al., 2007) The study looked at

destructive leadership behavior as actions done repeatedly by a leader, supervisor, or manager that went against what was good for the organization. This behavior hurt the organization's goals, tasks, resources, and how well it worked. It also made their subordinates feel less motivated, unhappy, or less happy with their jobs.(Barsky, 2011) The article aimed to explain why people commit deceptive and fraudulent acts at work. It focused on how people use moral disengagement tactics or rationalizations to justify their unethical actions. It also suggested that involving employees in setting goals could weaken the link between moral disengagement and unethical behavior.(Abbasi and Amran, 2023) This study aimed to examine the impact of external corporate social irresponsibility on workplace deviant behaviors within organizations, with a focus on the mediating role of moral outrage among non-managerial employees. The findings revealed that external corporate social irresponsibility significantly influences workplace deviant behaviors. Furthermore, moral outrage serves as a mediator, positively connecting external corporate social irresponsibility to these deviant behaviors in the workplace.. (Liu *et al.*, 2020) using the framework of social exchange theory, he investigated the effects of leader-member guanxi (LMG) and exchange (LMX) on workplace deviant behavior (WDB) among construction workers. It contributed to WDB research, particularly in the construction sector, by highlighting the role of leader-member relationships and the nonwork aspect of LMG.

Research Methodology

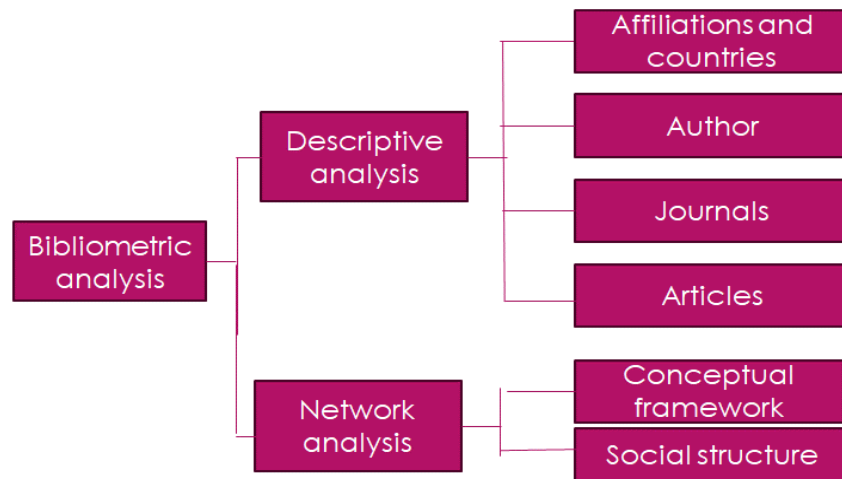
The study employed bibliometric analysis to investigate workplace deviant behavior within organizations.(Güneş *et al.*, 2017) Bibliometric is a method that uses numeric and analytical techniques to explore data and implicit information in scientific literature(Solanki *et al.*, 2023). Quantitative analyses of written publications have been carried out using bibliometric methods. (Donthu *et al.*, 2021)Bibliometrics condenses extensive bibliographic data to illustrate the current intellectual framework and emerging trends within a research topic or field. Therefore, it was utilized in the research to enhance understanding of deviant behavior within organizations.(Zupic and Čater, 2015) The current study followed the five-step scientific mapping process recommended by Zupic and Cater to guide researchers. Initially, the study design involved selecting research questions, keywords, and databases. The 2nd step focused on collecting bibliometric data from the chosen databases. In the 3rd step, data analysis was conducted, which included selecting appropriate software and cleaning the data by correcting errors and removing duplicates. The 4th step involved data visualization using the selected software to assist in the analysis. Finally, in the fifth step, data interpretation was conducted, leading to the extraction of results and the formulation of conclusions.

Data analysis software

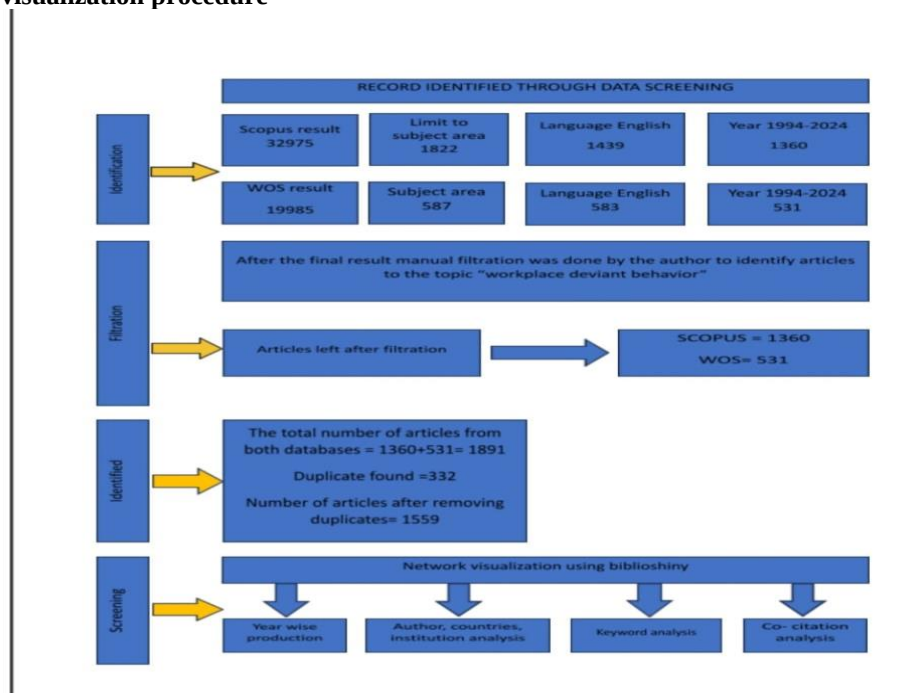
The bibliometrics package R was used in the study. (Gromping, 2015)" R Studio is a software environment for R, a statistical computing and graphic design language". R Studio was used to process the downloaded data and create a bibliometric file. Furthermore, the file was examined using the R Studio package Biblioshiny.

Research question

- Q1. What are the current trends in publishing?
- Q2. Who are the most cited authors and which are the most referenced papers in the field?
- Q3. Which countries and institutions contribute the most to this field of study?
- Q4. Which journals publish the most productive articles on related topics?
- Q5 Which are the most popular keywords writers used to research their themes in the field under study?
- Q6 What gaps exist in the literature and where should we go from here?



Data screening and visualization procedure



Search string

On 5th July 2024, data was collected from the Scopus database covering the years 1994 to 2024 using specific search terms [TITLE-ABS-KEY ("workplace deviant behavior" OR "counterproductive behavior" OR "unethical behavior" OR "Aggressive behavior")]. To ensure accurate results from both databases, researchers used the term "workplace deviant behavior" and set filters to "Article Title, Keywords, and Abstract" in Scopus, and "Topic, Abstract, Author Keywords, and Keyword Plus" in Web of Science. This search yielded 32,975 articles in Scopus and 19,985 articles in the Web of Science database..

Additionally, a subject area limit was applied, resulting in 1,822 documents in Scopus. Refining further by document type to only include articles, 1,456 articles were found. After filtering for articles in English, the count was reduced to 1,439 documents. Finally, limiting the timeframe to 1994-2024, 1,360 articles were identified..

Similarly, for articles refined in the Web of Science database, a limit was set in document type only article 17236 articles were found. Further, refined by subject area of business ethics management 587 articles were found. Then filtering by language only English 583 documents were found. At last, refined by year 1994-2024, 531 articles were found. After applying all the filters, the data were extracted and merged using Biblioshiny. Initially, 1891 documents were analyzed, but 332 duplicate papers were removed to ensure accurate results. Ultimately, 1559 articles remained for visualization and interpretation of the results.

Statistical overview

This investigation involved extracting and analyzing data from 1994 to 2024 from two extensive databases, Scopus and Web of Science. Data from the Web of Science database was obtained in plain text format, while data from the Scopus database was in BibTex format. Bibliometric methods and R Studio were used for additional analysis to remove duplicates and merge files. During the analysis, 1,360 documents were found in the Scopus database and 531 in the Web of Science, with 332 papers being duplicates. Thus, 1,559 documents were analyzed for this study.

Result and discussion

Descriptive analysis

The descriptive analysis section that follows focuses on the various aspects that were examined.

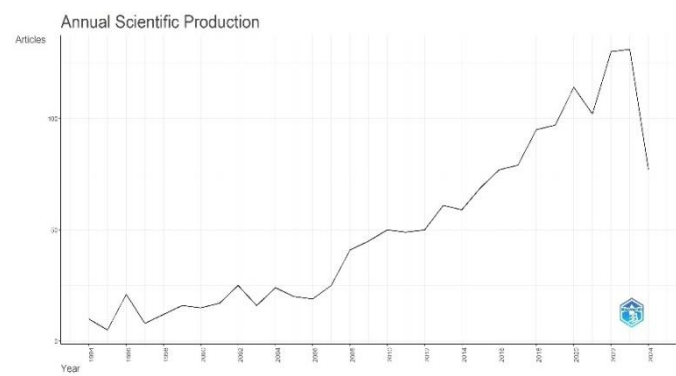
Data set

The dataset spans three decades from 1994 to 2024, encompassing a comprehensive collection of scholarly works, with contributions from a variety of sources such as journals and books, totaling 490. Within this period, 1,559 documents have been published, exhibiting an annual growth rate of 7.04%. The average age of these documents is 8.82 years, and they have received an average of 37.57 citations each. The dataset includes a substantial amount of references, with Keywords Plus (ID) totaling 2,008 and Author's Keywords (DE) reaching 3,939.

The authorship landscape comprises 3,369 authors, with 208 being single-authored documents. Collaboration is a significant aspect, as evidenced by 231 single-authored documents and an average of 2.8 co-authors per document. Notably, 10.84% of the documents result from international collaborations. The dataset categorizes documents into various types: 1,509 are articles, 13 are labeled as "article," 16 as "article; early access," and 21 as "article; proceedings paper."

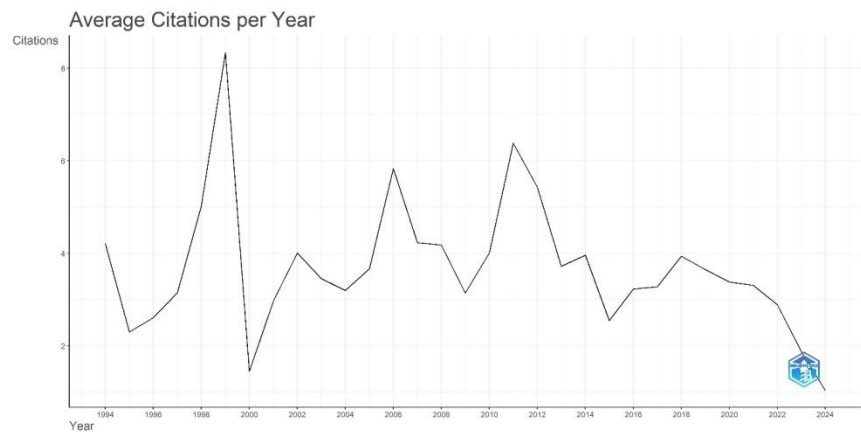
Description	Results
MAIN INFORMATION ABOUT DATA	
“Timespan”	1994:2024
“Sources (Journals, Books, etc)”	490
“Documents”	1559
“Annual Growth Rate %”	7.04
“Document Average Age”	8.82
“Average citations per doc”	37.57
References”	0
DOCUMENT CONTENTS	
“Keywords Plus (ID)”	2008
“Author's Keywords (DE)”	3939
“AUTHORS”	
“Authors”	3369
“Authors of single-authored docs”	208
AUTHORS COLLABORATION	
“Single-authored docs”	231
“Co-Authors per Doc”	2.8
“International co-authorships %	10.84
DOCUMENT TYPES	
“Article”	1509
“article article”	13
“article; early access”	16
“article; proceedings paper”	21

Annual citation per year



From 1994 to 2003, the number of published documents exhibited notable fluctuations. In 1994, there were 10 documents published, but this number halved to 5 in 1995. A significant increase followed in 1996, with 21 documents published. However, the count dropped again to 8 in 1997, and then increased to 12 in 1998. The upward trend continued in 1999 with 16 documents and maintained a similar level with 15 in 2000. In 2001, there was a slight increase to 17 documents. The peak of this period occurred in 2002 with 25 documents published. The following year, 2003, saw a slight decline to 16 documents. This decade-long span illustrates a general trend of growth in the number of publications, though with considerable year-to-year variability, reflecting both periods of rapid increase and occasional declines.

Annual scientific production



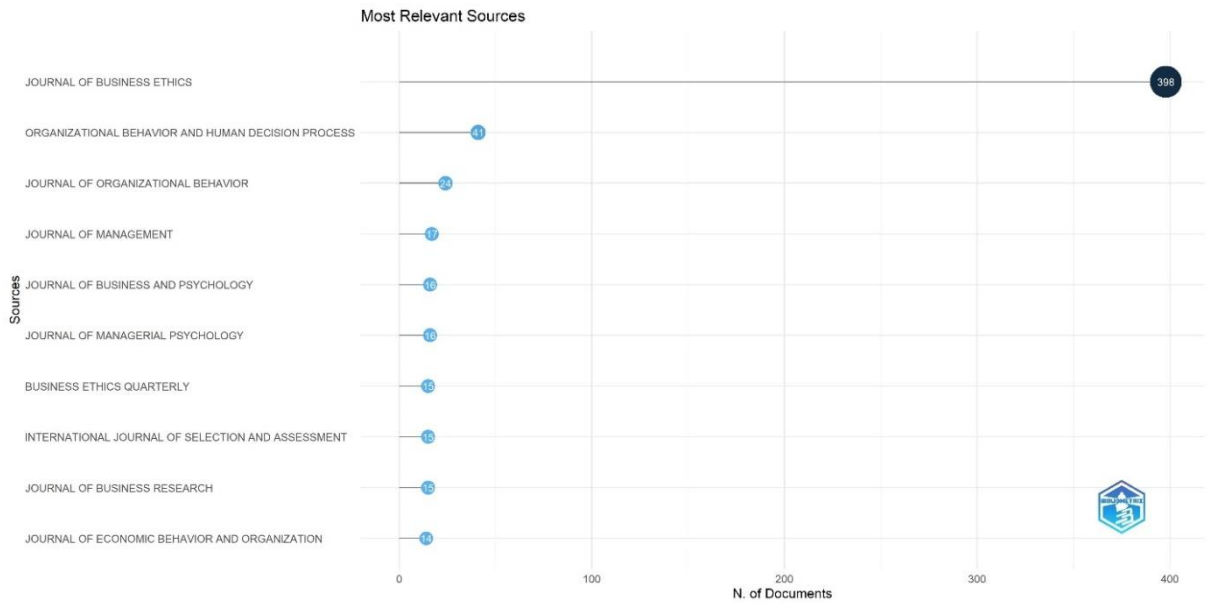
		Mean TC per		Citable
Year	Mean TC per Art	N	year	Years
1994	130.40	10	4.21	31
1995	69.00	5	2.30	30
1996	75.62	21	2.61	29
1997	88.12	8	3.15	28
1998	135.67	12	5.02	27
1999	216.75	16	8.34	26
2000	36.27	15	1.45	25
2001	71.18	17	2.97	24
2002	92.20	25	4.01	23
2003	76.00	16	3.45	22

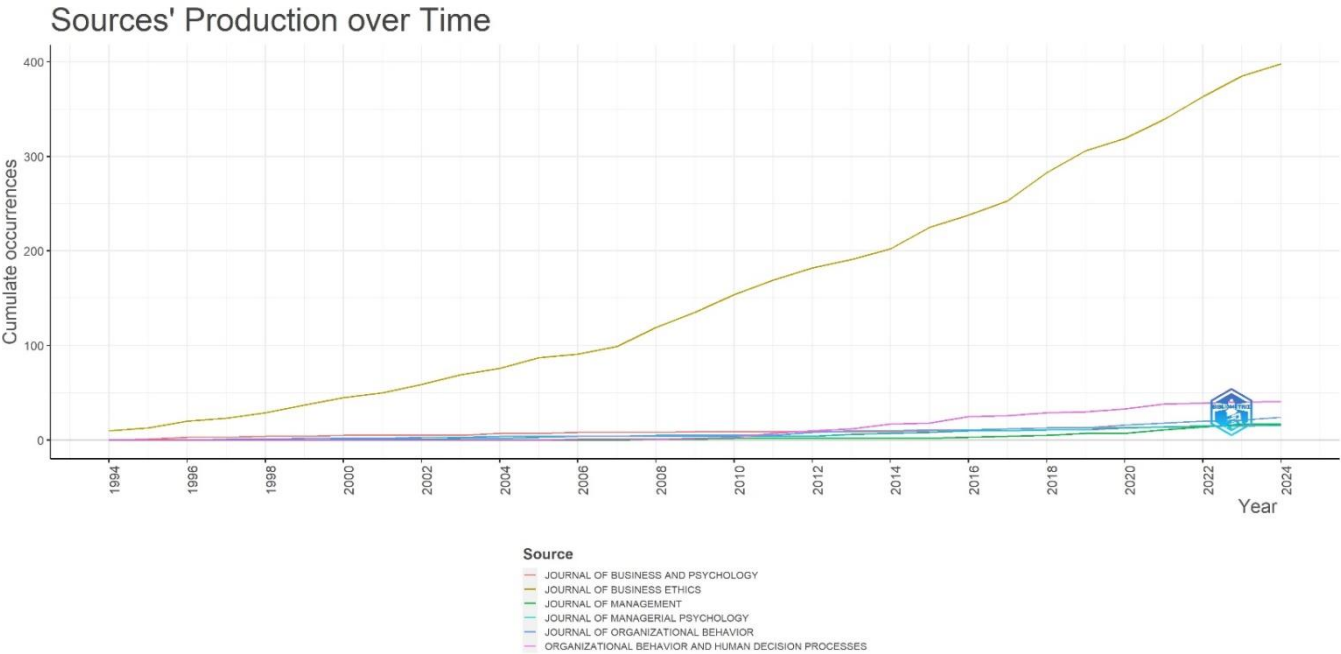
The dataset from 1994 to 2003 details publication metrics, including mean total citations per article (Mean TC per Art), number of publications (N), mean total citations per year (Mean TC per Year), and citable years. In 1994, 10 articles had an average of 130.40 citations each, with 4.21 citations per year over 31 citable years. The numbers varied yearly, with 1995 having 5 articles with 69.00 citations each and 2.30 citations per year. In 1996, 21 articles averaged 75.62 citations and 2.61 per year. The trends continued with fluctuations: 1997 saw 8 articles with 88.12 citations each, and 3.15 per year, while 1998 had 12 articles with 135.67 citations each and 5.02 per year. The peak was in 1999 with 16 articles averaging 216.75 citations each and 8.34 per year. Conversely, 2000 had lower averages, with 15 articles at 36.27 citations each and 1.45 per year. The following years saw modest increases, culminating in 2002 with 25 articles at 92.20 citations each and 4.01 per year, ending with 2003's 16 articles averaging 76.00 citations and 3.45 per year.

Source Analysis

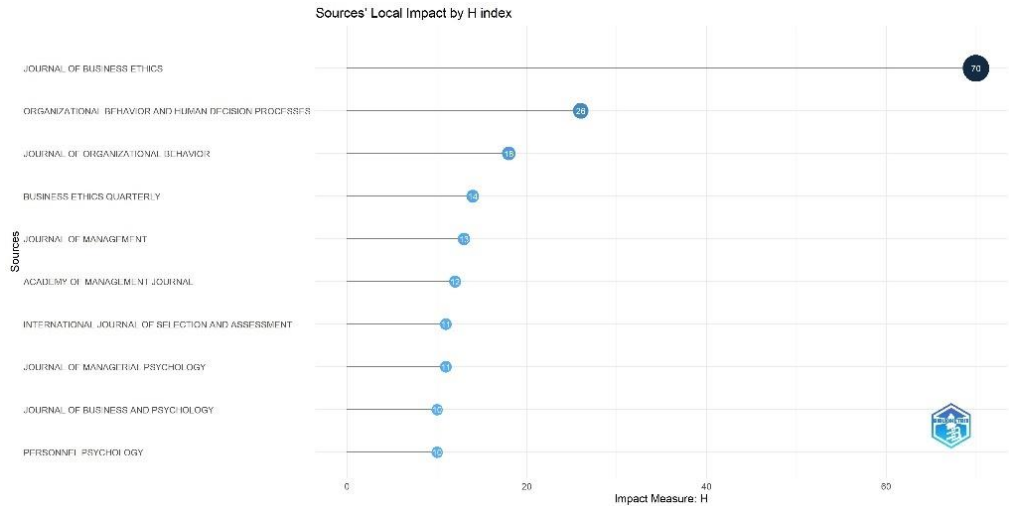
Journal analysis

The provided data lists 10 impactful journals and their respective number of articles. The **Journal of Business Ethics** leads significantly with 398 articles. Following this, **Organizational Behavior and Human Decision Processes** has 41 articles. The **Journal of Organizational Behavior** has 24 articles, while the **Journal of Management** has 17 articles. Both the “**Journal of Business and Psychology**” and the “**Journal of Managerial Psychology**” each have 16 articles. Three journals—**Business Ethics Quarterly**, **International Journal of Selection and Assessment**, and **Journal of Business Research**—each have 15 articles. Lastly, the **Journal of Economic Behavior and Organization** has 14 articles. This data highlights the prominence and focus areas of various academic journals in the field.





Source local impact



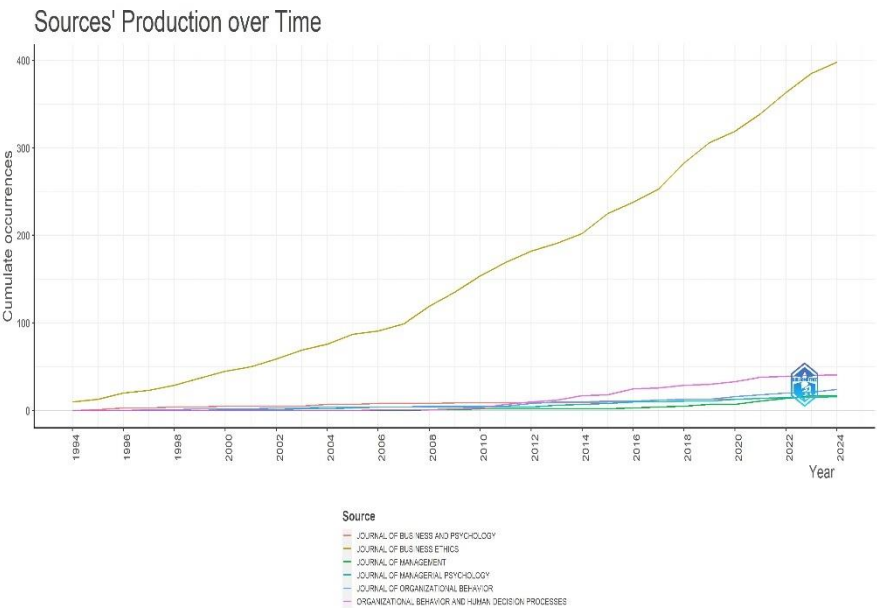
The dataset evaluates top 10 academic journals through impact metrics. The **Journal of Business Ethics** leads with an h-index of 70, a g-index of 111, m-index of 2.258, and 17,975 citations from 398 articles since 1994. **Organizational Behavior and Human Decision Processes**, since 2006, has an h-index of 26, g-index of 41, m-index of 1.368, and 3,806 citations from 41 articles. The **Journal of Organizational Behavior**, since 1997, has an h-index of 18, g-index of 24, and 2,491 citations from 24 articles. **Business Ethics Quarterly**, since 1996, has an h-index of 14 and 1,219 citations from 15 articles. Other notable journals include the **Journal of Management** and **Academy of Management Journal**.

Source	h_index	g_index	m_index	TC	NP	PY_start
“JOURNAL OF BUSINESS ETHICS”	70	111	2.258	17975	398	1994
“ORGANIZATIONAL BEHAVIOR AND HUMAN” “DECISION PROCESSES”	26	41	1.368	3806	41	2006
“JOURNAL OF ORGANIZATIONAL BEHAVIOR”	18	24	0.643	2491	24	1997
“BUSINESS ETHICS QUARTERLY”	14	15	0.483	1219	15	1996
“JOURNAL OF MANAGEMENT”	13	17	0.765	1156	17	2008

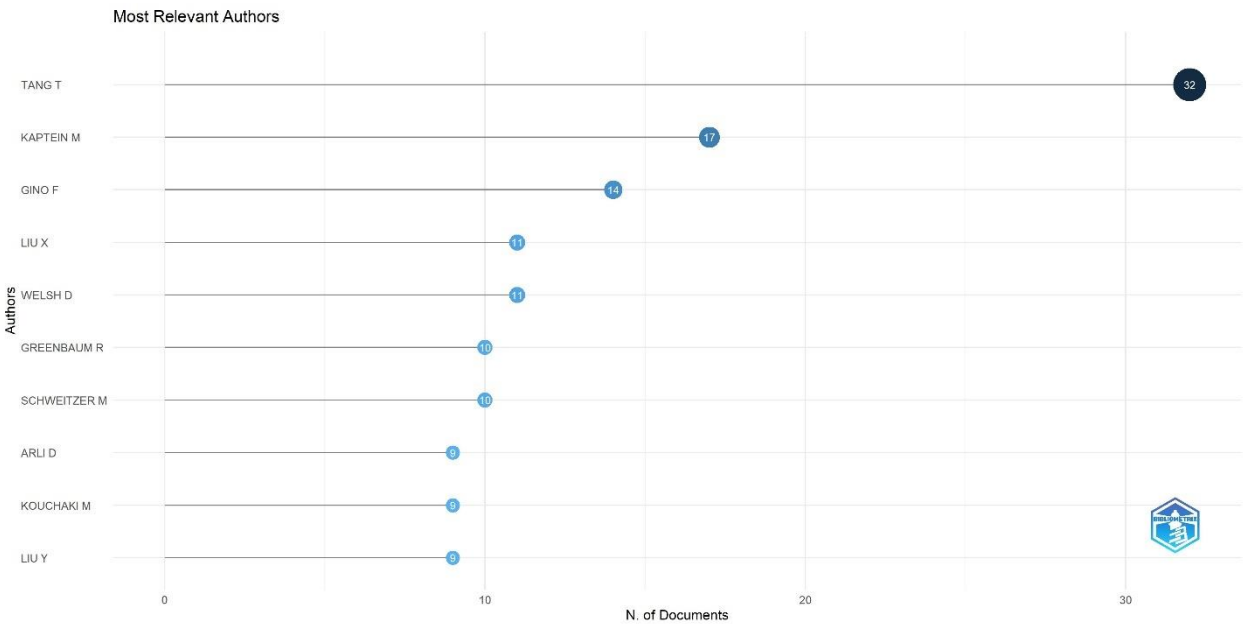
“ACADEMY OF MANAGEMENT JOURNAL”	12	13	0.571	1841	13	2004
“INTERNATIONAL JOURNAL OF SELECTION AND “ASSESSMENT”	11	15	0.478	1774	15	2002
“JOURNAL OF MANAGERIAL PSYCHOLOGY”	11	16	0.44	316	16	2000
“JOURNAL OF BUSINESS AND PSYCHOLOGY”	10	16	0.333	310	16	1995
“PERSONNEL PSYCHOLOGY”	10	13	0.556	1284	13	2007

Sources production over time

The dataset details annual publications in several journals from 1994 to 2003. The **Journal of Business Ethics** saw steady growth, starting with 10 articles in 1994 and increasing to 69 by 2003. **Organizational Behavior and Human Decision Processes** had no publications during this period. The **Journal of Organizational Behavior** published its first article in 1997, reaching 3 articles by 2003. The **Journal of Management** had no publications. The **Journal of Business and Psychology** began with 1 article in 1995, rising to 5 by 2003. The **Journal of Managerial Psychology** started in 2000 with 1 article, increasing to 2 by 2003.



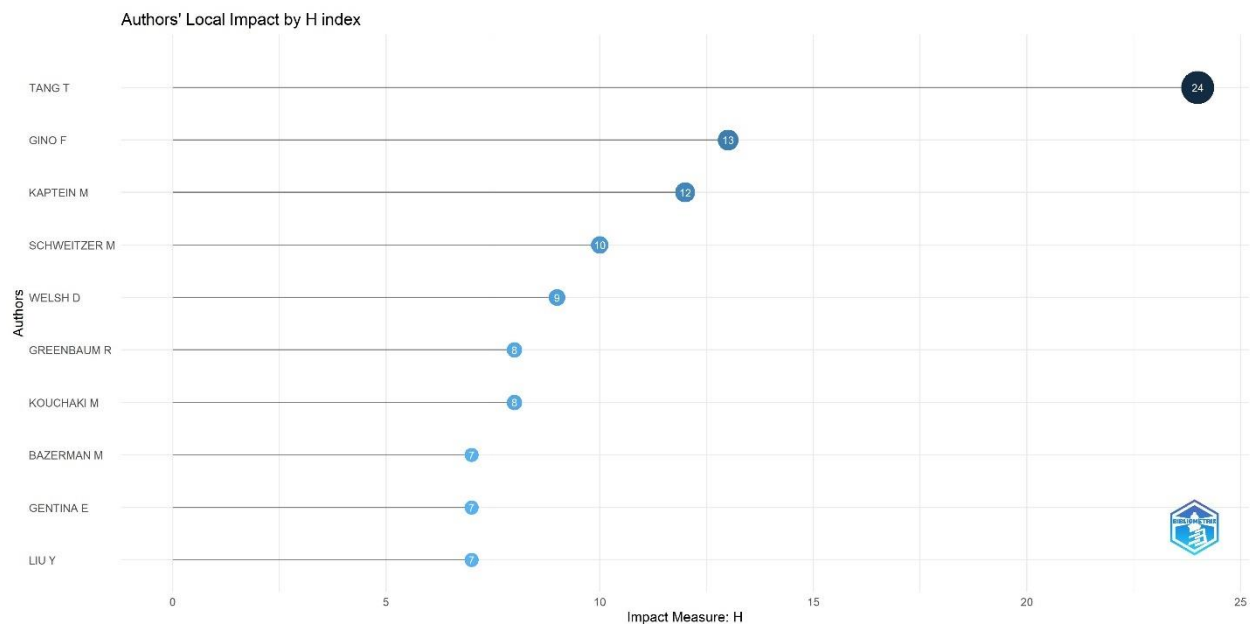
Most relevant author



The data provides a list of top 10 authors and their publication contributions, both total and fractionalized. **Tang T** (Tang and Chen, 2008) leads with 32 articles, equating to 13.00 fractionalized articles. **Kaptein M** (Kaptein *et al.*, 2005) follows with 17 articles and a higher fractionalized count of 13.75. **Gino F** (Gino *et al.*, 2013) has 14 articles, resulting in 5.50 fractionalized articles. Both **Liu X** (Liu *et al.*, 2015) and **Welsh D** (Welsh and Ordóñez, 2014) have 11 articles, with fractionalized counts of 2.54 and 3.27, respectively. **Greenbaum R** (Greenbaum *et al.*, 2018) and **Schweitzer M** (Schweitzer and Gibson, 2008) each have 10 articles, with fractionalized counts of 2.31 and 4.17. **Arli D** (Arli *et al.*, 2019) and **Kouchaki M** (Kouchaki, 2015) have 9 articles each, with fractionalized counts of 4.67 and 4.17. **Liu Y** (Liu *et al.*, 2024) also has 9 articles, with a fractionalized count of 2.83.

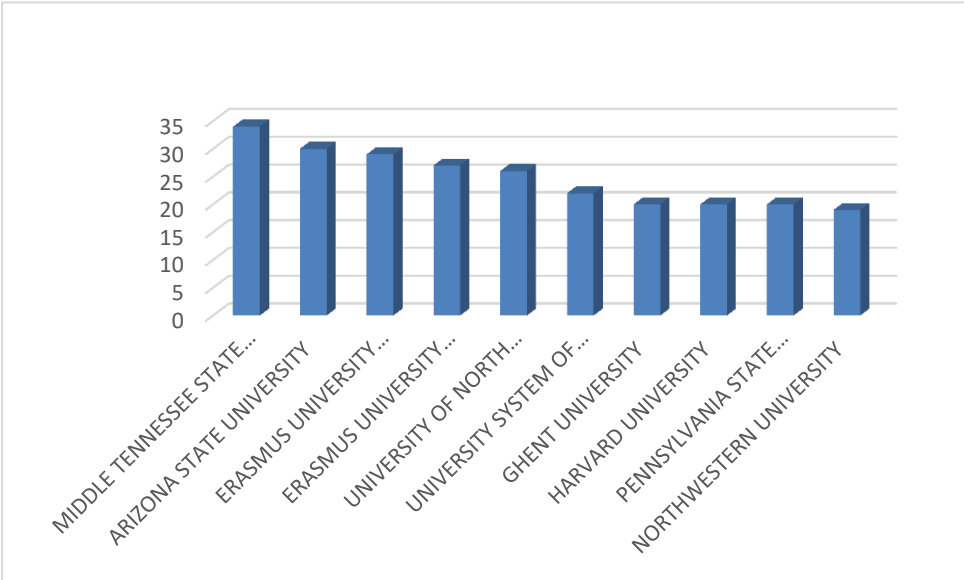
Author local impact

The dataset lists authors along with their h-index, indicating their research impact. **Tang T** leads with a high h-index of 24, followed by **Gino F** (Gino and Margolis, 2011) with 13 and **Kaptein M** (Kaptein, 2008) with 12. **Schweitzer M** (Schweitzer and Gibson, 2008) has an h-index of 10. **Welsh D** (Welsh *et al.*, 2020) and **Greenbaum R** (Greenbaum *et al.*, 2018) have h-indices of 9 and 8, respectively. Both **Kouchaki M** and **Bazerman M** have h-indices of 8 and 7. **Gentina E** (Gentina *et al.*, 2018) and **Liu Y** (Li *et al.*, 2023) also have h-indices of 7. This data highlights Tang T's significant influence in research compared to other authors listed.



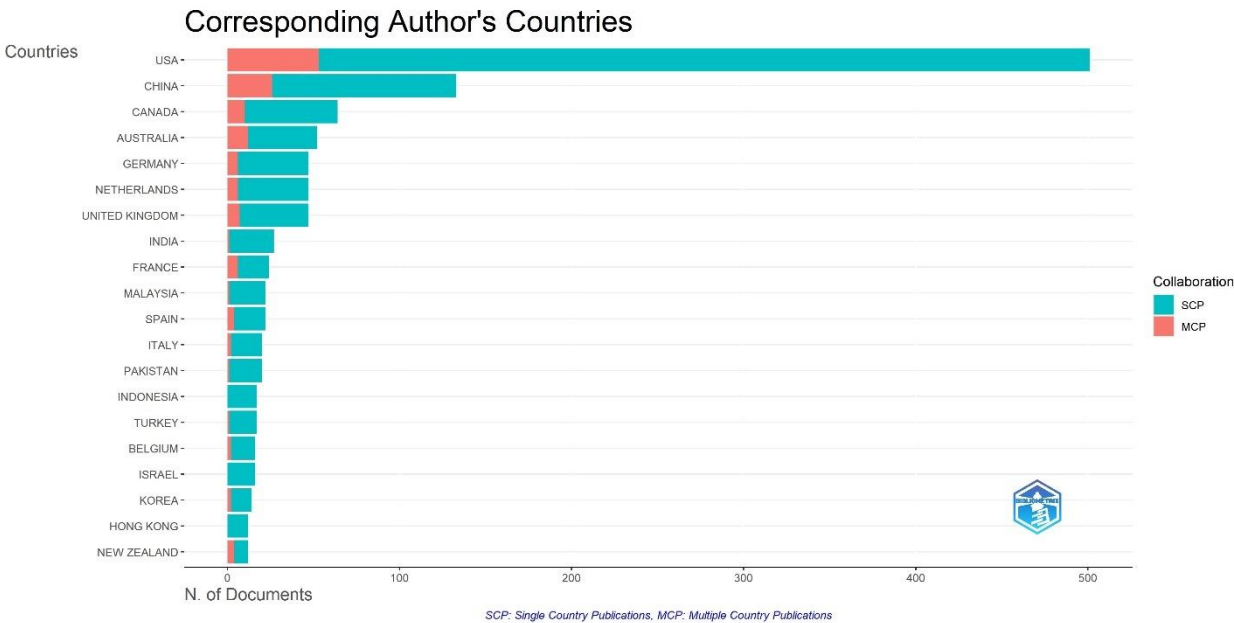
Affiliation analysis

The figure outlines the top 10 number of articles affiliated with various universities, reflecting their academic productivity, with Middle Tennessee State University leading at 34 articles. Arizona State University follows with 30 articles, and Erasmus University Rotterdam and its exclusive branch, Erasmus University Rotterdam - EXCL Erasmus MC, contribute 29 and 27 articles, respectively. The University of North Carolina has 26 articles, while the University System of Ohio has 22. Ghent University, Harvard University, and Pennsylvania State University each have 20 articles. Northwestern University rounds out the list with 19 articles. This data highlights the research productivity of these institutions.



Countries analysis

The figure provides a breakdown of academic articles on single countries publication (SCP) and multiple countries publications (MCP) across several countries. The USA leads with 501 articles, comprising 32.1% of the total, emphasizing a strong focus on both SCP (448 articles) and MCP (53 articles). China follows with 133 articles (8.5%), with a higher proportion dedicated to MCP (19.5%) compared to SCP (10.6%). Other significant contributors include Canada, Australia, Germany, the Netherlands, and the United Kingdom, each demonstrating varying emphases on SCP and MCP research. India, France, and Malaysia exhibit lower article counts, indicating a less pronounced academic focus on these topics relative to other nations in the dataset.



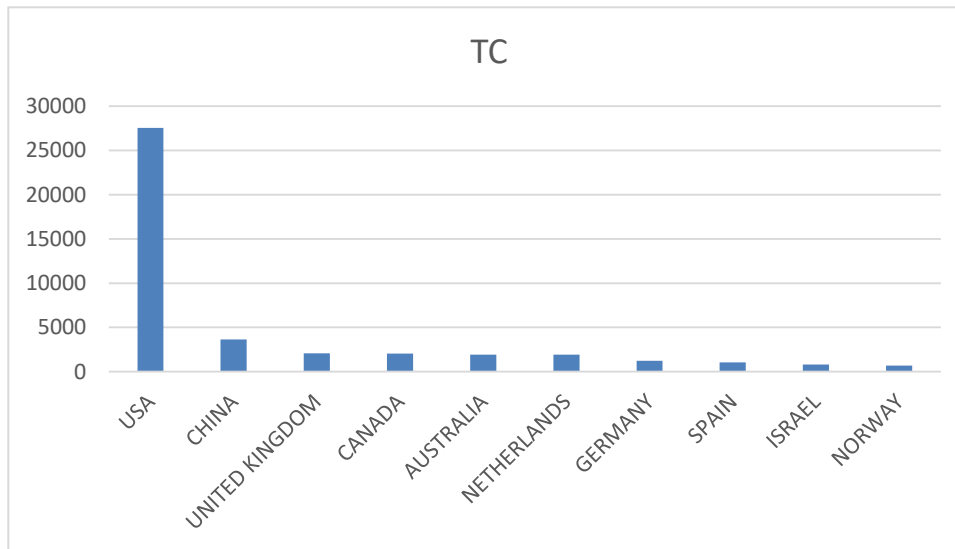
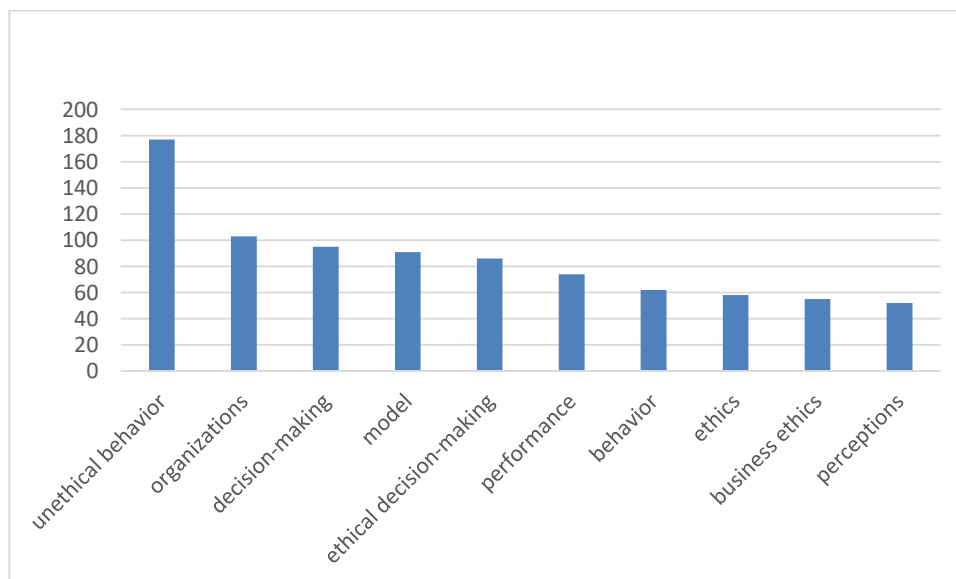


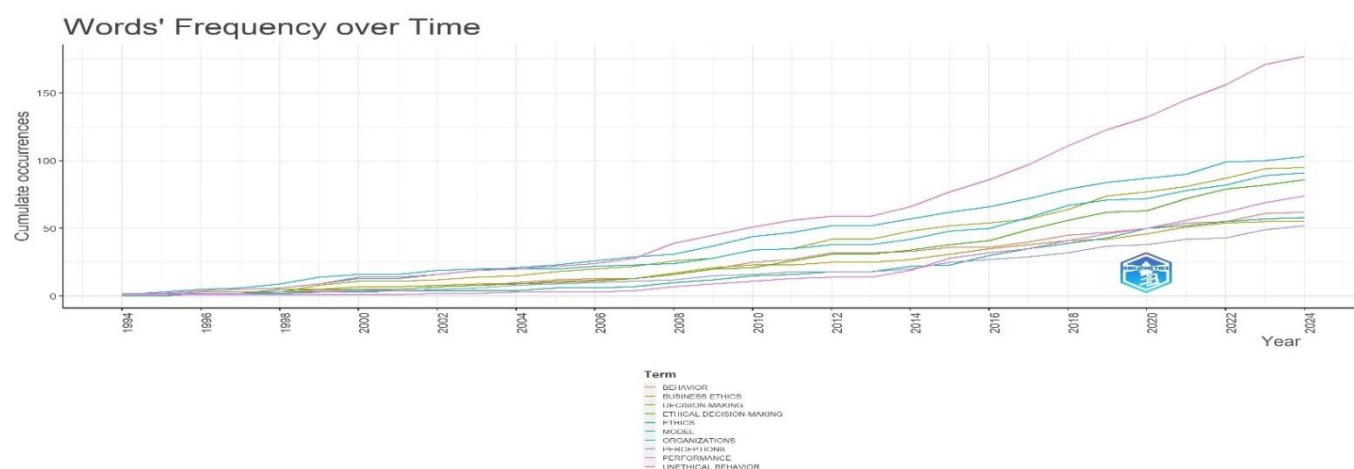
Figure presents the total citations (TC) received by articles from various countries. The USA leads significantly with 27,541 citations, followed by China with 3,638 citations. The United Kingdom and Canada have received 2,075 and 2,045 citations, respectively. Australia and the Netherlands are close, with 1,921 and 1,908 citations. Germany has 1,220 citations, while Spain has 1,043. Israel and Norway have 790 and 689 citations, respectively. This data indicates the substantial influence and reach of research outputs from these countries.

Most frequent words



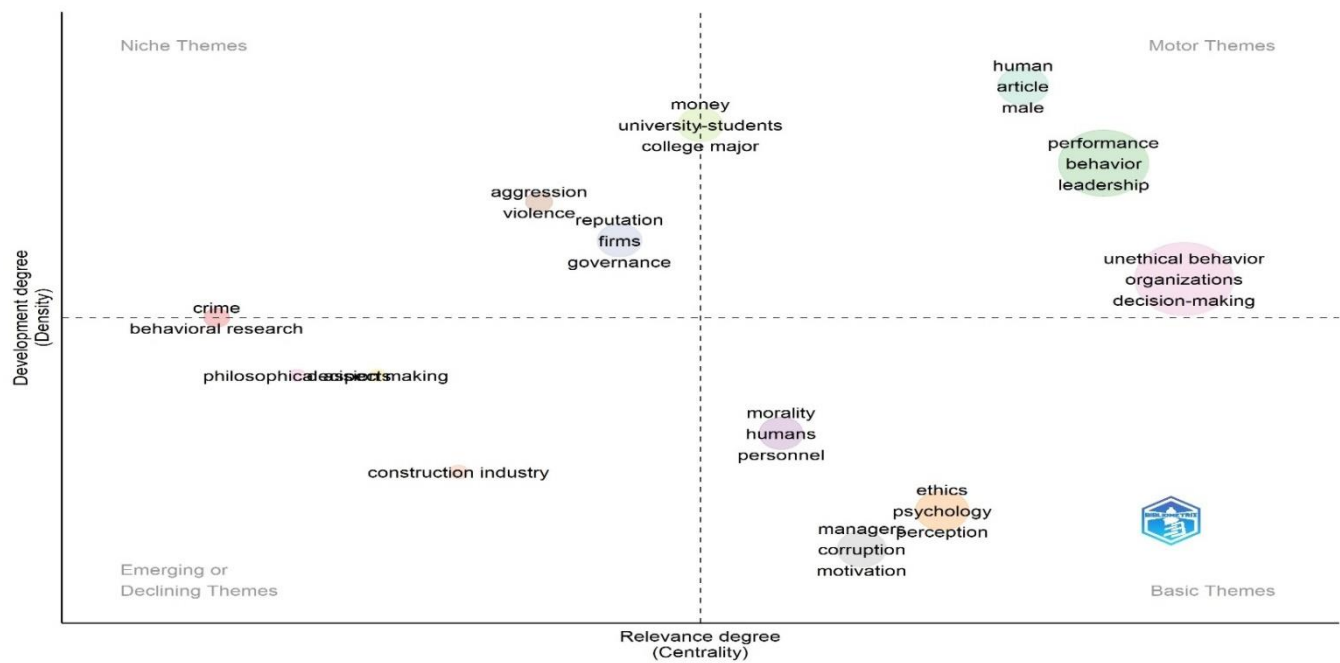
The figure shows the frequency of specific terms related to ethical and unethical behavior within organizational contexts, reflecting the focus areas in related research or discussions. "Unethical behavior" appears most frequently with 177 occurrences, indicating a significant concern or focus in this area. "Organizations" follow with 103 occurrences, suggesting that the institutional context is crucial in these discussions. Terms like "decision-making" (95) and "ethical decision-making" (86) highlight the importance of choices and processes in maintaining or undermining ethics. The word "model" occurs 91 times, likely referring to theoretical frameworks or practical examples used to study these behaviors. Other notable terms include "performance" (74), emphasizing the impact of ethical behavior on organizational outcomes, and "behavior" (62), "ethics" (58), "business ethics" (55), and "perceptions" (52), underscoring various facets of how ethics are perceived and enacted in business environments. This data underscores the multifaceted nature of ethical studies in organizations, from theory to practical implications.

The data provided illustrates trends in unethical behavior, organizational perceptions, decision-making models, and ethical considerations from 1994 to 2003. Initially, unethical behavior was low in 1994 but rose steadily, peaking in 2003. Conversely, organizations' ethical decision-making models showed varied growth, starting low but increasing consistently over the years. This reflects an effort to improve ethical standards amidst rising unethical incidents. Perception of ethics in business also evolved, with a notable increase in perceptions from 2000 onwards, suggesting heightened awareness and possibly stricter scrutiny. Overall, these trends indicate a complex interplay between unethical behavior, organizational responses, and evolving ethical norms within business environments over the decade studied. This period saw challenges in maintaining ethical standards alongside organizational performance, influencing behaviors and shaping perceptions of ethics in business practices.



A thematic map visually displays data with centrality on the x-axis and density on the y-axis. It assesses topics according to their significance (centrality) and their level of development (density). The thematic map, illustrated in the figure, is divided into four sections. The lower-left section highlights emerging or declining themes, such as conceptual framework and psychology. These themes may either be further developed by researchers or potentially discarded. On the right side of the bottom section are basic themes that have been extensively researched. These include topics like morality, human resources, ethics, psychology, perception, management, corruption, and motivation. The developed but isolated 'niche' themes are displayed on the left side of the top section. These include topics like aggression, violence, and firm governance. The right side of the top section represents developed themes such as performance behavior and leadership, along with unethical behavior in decision-making. These themes have been explored but still have potential for further research and development. According to

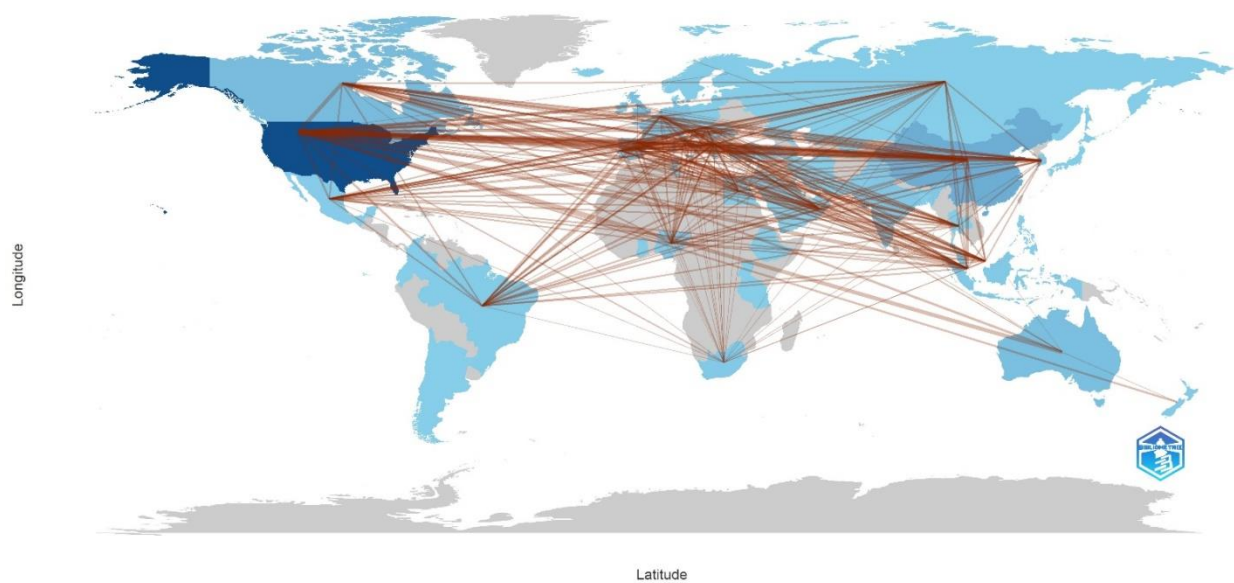
the thematic map, all the discussed themes offer opportunities for further research, as none have fully reached their research potential. Researchers can focus on areas like morality human personnel, and manager corruption motivation.



Country collaboration analysis

The table lists the frequency of research collaborations between Australia and various countries. Australia has collaborated twice with Belgium, Germany, Indonesia, New Zealand, and the United Kingdom. Single collaborations are noted with France, Korea, Singapore, Spain, and the United Arab Emirates. This data showcases Australia's diverse international research partnerships, emphasizing its collaborative efforts with neighboring countries like New Zealand and distant nations across Europe, Asia, and the Middle East. These partnerships reflect Australia's commitment to global research engagement and knowledge exchange.

Country Collaboration Map



Conclusion

The paper explores the evaluation of research trends in workplace deviant behavior publications through “Bibliometric analysis”. The goal of this study is to identify leading investigators, nations, elite institutes, and potential future research areas in the area of workplace deviant behavior. It covers published data spanning from 1994 to 2024, utilizing bibliometric analysis to highlight trends and influential contributors in this area of study. The research seeks to provide insights into the evolution of scholarly interest, geographic concentrations of research, leading academic institutions, and gaps that warrant further investigation. By examining a broad timeframe, the study aims to offer a comprehensive overview of how research on workplace deviant behavior has developed over the past three decades and to identify directions for future inquiry. The study encompasses a comprehensive analysis of 1,559 research articles published in the “Scopus” and “Web of Science” databases. It employs this extensive dataset to examine trends in workplace deviant behavior research, focusing on identifying influential authors, prevalent research themes, geographic concentrations, and leading academic institutions. This large sample size enables a robust exploration of the evolution of scholarly discourse on work values over the period from 1994 to 2024. The study aims to provide valuable insights into the trajectory of this field of study and to outline opportunities for future research endeavors. The selected articles draw contributions from 3369 authors, published across 490 journals and involving researchers from 75 countries. Only the USA has published more research on workplace deviant than any other country, and it has also received the most citations overall. Further analysis reveals that the *Journal of Business Ethics* holds the highest H-index of 70 and G-index of 111. It has also published the highest number of articles in the field, totaling 398. Further analysis shows that the majority of journals started publishing articles on workplace deviant behavior in 1994. These figures are concerning and suggest that journals should place greater emphasis on publishing work related to workplace deviant behavior. In author analysis, we discovered that Tang T has published the most articles, totaling 32. The affiliation “Middle Tennessee State University” has published the most articles, with a total of 34 publications. The publication numbers for these institutions are relatively low and require attention to enhance their output. Among countries, only the USA has extensively focused on research related to workplace deviant behavior and has achieved the highest citation count, with a total of 27,541. Key themes covered and areas with potential for further research have been highlighted by the word cloud, thematic map, word occurrence graph, and other visual tools. It was discovered that core themes include morality in human personnel, ethics, psychology and perception, generational issues, management, corruption, and motivation. Many articles have been published on these themes, whereas topics such as crime behavior research, generational cohorts, conceptual framework, and psychology, remain underexplored. These themes could be the subject of future studies.

To sum up, this study has carefully investigated the conceptual structure of the literature on workplace deviant behavior. An overview of prominent writers, academic journals, associations, and nations is given to readers in this conceptual framework, along with information on the number of publications released and citations obtained. Three major conclusions come from our research. Firstly, the “country analysis” indicates a notable scarcity of research on workplace deviant behavior in many countries. This suggests that countries should concentrate on enhancing research in the field of workplace deviant behavior, as understanding these values is crucial since they define worker motivation. A country should prioritize understanding people's workplace deviant behavior to enhance productivity (GDP) and improve working conditions for its citizens. Within the field of workplace deviant behavior, we identified basic or transversal themes, emerging or declining themes, niche themes, and motor themes using the thematic map. These themes draw attention to and set apart the topics that should be avoided or given priority in the field's future research. By expanding research on deviant behavior, nations, industries, and businesses can improve their policies, set working hours, and pinpoint factors that motivate employees. Therefore, they should encourage research on workplace deviant behavior and collaborate with institutions in this area. They should also provide financial incentives to researchers to support these efforts or fund projects that align with workplace deviant behavior.

Constraints and directions for future investigation.

Many limitations to our study suggest possible future research directions. It is limited to bibliometric analysis, to start. It only highlights the main ideas and study trends found in the literature. It primarily highlights research trends and key aspects of the literature, which may be beneficial for academics but might not be as relevant for policymakers and regulators. Therefore, we recommend that future researchers conduct a meta-analysis on this topic. Additionally, our study relied solely on data from two databases, Scopus and Web of Science, which may have resulted in the exclusion of publications from other sources. Future research should consider including data from additional sources. The thematic map, and word cloud have highlighted themes for future research in workplace deviant behavior, including ethical decision-making, perception, unethical behavior, decision-making, and personality. This information will be valuable to a range of stakeholders, including employers, businesses, companies, policymakers, management, HR managers, and future researchers.

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