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A STUDY OF CAREER MOTIVATION LITERATURE THROUGH SCIENTOMETRIC ANALYSIS

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Abstract

Motivation is an internal state that generates, directs, and sustains goal-oriented behaviour. This study aims to examine the status and position of the international research visual map and the Scopus indexed career motivation literature using bibliometric positioning images. The research was conducted using a bibliometric technique. Data analysis and use of the VOSViewer visualization program and the Scopus function to analyse search results. In this review, the details collected apply to 496 documents published from 1965 to 2020. The study reveals that the University of Illinois Urbana-Champaign and United State is the most active affiliated and state institutions, scientists and nations in the career motivation literature. In career motivation literature, Social Sciences and Journal of Vocational Behaviour are the most studied fields and sources of dissemination. There is one map of groups around the world with collaborative researchers. To identify the body of knowledge created from thirty-two years of publication, this study constructs a convergence axis grouping consisting of the career motivation literature: Student, Education, Career, Human, and Motivation abbreviated as SECHM.

Keywords: career motivation, education, career

Introduction

With Motivation is equally important in education and can be. Motivation has been defined as "an organized pattern of psychological functions that serve to direct, energize, and regulate goal-directed activity. Motivation is a state in individuals that causes them to behave in a way to ensure the achievement of a goal (Suhariadi, 2013, p. 133). In the field of work, motivation is recognized as a critical influence on outcomes such as performance, persistence, effort, and persistence, as well as the interests and job satisfaction of the workers themselves (M. A. Cake et al., 2019). In general, motivation is an internal state that generates, directs, and sustains behaviour that is goal oriented (Glynn, 2011). Employees who are empowered will reap many benefits for both themselves and the business. Empowered workers would have suggestions and initiatives for the company to solve the issues at hand in the long run. In a demanding and competitive market environment, an empowered company would be filled with compassionate and committed people who can assist companies in achieving resilience and responsiveness (Hidayat, 2019). Good performance can be accomplished if the company's people/employees have a strong desire to succeed individually and then contribute to the organization (Wahjoedi, 2021). Career motivation refers to the type, direction, strength, and maintenance of energy expended by an individual to obtain certainty of work-related outcomes (Kim, 2020). Career motivation theory which includes the characteristics and behaviour of individuals that reflect career identity, insight into factors affecting one's career, and determination to persist towards career goals (Noe et al., 1990). The concept of career motivation applies motivation theory to understanding career plans, behaviours and decisions. To date, there have been theories about the content of career motivation and the relationship between career motivation, situational characteristics and behaviour. Career motivation as a multidimensional construct consisting of three main domains: career resilience, career insights and career identity (London, 1993). Career resilience is the ability to adapt to changing circumstances, even when circumstances are discouraging or disturbing. It consists of characteristics such as belief in yourself, willingness to take risks, and need to achieve. Career insight is the ability to be realistic about one's career and consists of building a clear and worthy career goal and being aware of one's strengths and weaknesses. Career identity is the extent to which a person defines himself by his job. It relates to work, organization, and professional

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involvement, the need for advancement, and recognition (Day & Allen, 2004). Someone who has a strong career motivation tends to show high creativity. According to Tierney & Farmer, employee creative performance is a behaviour that comes from employees' creative abilities, which enables them to generate new solutions to challenges (Yulianti & Usman, 2019).

Given the centrality of work and the inherent social value of work, most people at some point in their life make the decision to participate in the world of work (Aryee & Tan, 1992). Because of its high social importance (Arkhipova et al., 2019). Career success can be interpreted as a positive psychological or work-related outcome that is the result of work experience. It can be divided into objective and subjective career success. An objective career. Success describes the observable career achievements such as promotions, salaries, and status. Career success subjective refers to an individual's self-evaluation of his / her career progression and / career satisfaction (Baethge et al., 2017), so as to provide confidence in the value of sustainable participation (Budhathoki & Haythornthwaite, 2013). When talking about their first job after graduation, Ng, Schweitzer and Lyons in (Yulianti & Prameswari, 2020) found that the current generation has reasonable expectations about employment and salary development. They want to work with good people in a nurturing setting where work and life can be in balance. A person's ability to succeed in the future is determined not just by their intellectual capacity, but also by other factors known as soft skills (Sugiarti et al., 2018). Resources and capabilities are valuable to a firm if they can improve efficiency and effectiveness in the firm's functional activities, allowing it to carry out operations that are better or less expensive than competitors (Sukoco et al., 2021). Resources can be in the form of physical assets such as equipment or human resources. Comparative advantage will be created when very valuable and scarce resources are owned by the company and these resources cannot be replicated, or replaced (Apriliyanti et al., 2021). Creativity is an important competency to solve current problems and to meet the requirements of the post-industrial era (Conradty et al., 2020) creativity has the potential to make an important contribution to the workforce (Gomez et al., 2001), in order to develop knowledge, skills, abilities, and other characteristics (Jones & Whitmore, 1995), environmental factors, organizational-environmental transactions, internal structures and processes, employee characteristics, incentive structures, and reporting structures (Lee & Wilkins, 2011), as well as knowledge (Lin et al., 2012). The concept of career identity is used to describe beliefs in a person's ability to organize and carry out the actions needed to produce a given achievement (Otengei et al., 2017). Because motivation is understood as a series of interactions between environmental, behavioural, and personal characteristics (Wardhany et al., 2018).

Management development is defined as the process by which employees acquire the competencies necessary to achieve managerial effectiveness. This is very important because managerial talent is an important source of competitive advantage (Kraimer et al., 2011), (M. Cake et al., 2020). In this era of tightening commercial competitiveness, talent management is more important than ever. Not only can the mapping results be used to develop people, but it may also be utilized to identify human resource (Eliyana & Ma'arif, 2019). Individual talents and energy are used to deploy material resources to attain a goal in management (Rahmah & Marlini, 2018). In a study conducted by Ruth Bridgstock found that individual career management competence and intrinsic job motivation, measured at course completion, were significant predictors of early career success, using both subjective and objective measures (Bridgstock, 2011). In general, previous research

related to career motivation has only been limited to examining one research topic, such as one country (Kukec, 2019), and one field (Bullock et al., 2020). Unfortunately, although it displays a broad picture map visualized from year to year with details from several studies published on a global scale, there is not much literature on career motivation. The strong positive relationship regarding affiliation, scholars, and the impact of scientific studies has also not been explicitly discussed by any publication. This study aims to study the position of literature in the field of career motivation by researchers at the global level published internationally indexed by Scopus using bibliometric positions. We monitored an increase in the number of scientific documents related to career motivation published and indexed by Scopus from 1989 to 2020.

Research Method

This review maps the status of studies carried out in the last 55 years at a global level based on "Career Motivation". In February 2021, this study collected data from Scopus using a document search query. The study was conducted using bibliometric techniques. The most discussed research subjects were derived from the abstracts of articles in Scopus that were examined using content analysis (Srirahayu, D. P., Eliyana, A., & Usman, 2020). The goal of bibliometric analysis is to see how Scopus database published findings are visualized and mapped in relation to bibliometric data (Sukoco et al., 2021). Data analysis and visualization using VOSViewer program and Scopus function to analyse search results (Purnomo, Sari, et al., 2020), (Purnomo, Susanti, et al., 2020).

This study identifies the career motivation keyword to identify and search for publication of the Scopus database with 354 documents published globally from 1965 to 2020. This study limits data collection to 2020 and excludes 2021. To reflect the state of the study during the year, the data academic years are collected from January to December. TITLE-ABS-KEY ("career motivation") AND PUBYEAR <2021 are input query commands that are implemented when mining academic publication data in the Scopus online database.

This study applies authorship analysis together with author analysis unit and full calculation systematic technique using VOSViewer to obtain research network of international collaborative researchers. This study performs an in-depth co-event analysis with keyword relationship analysis as well as a fully systematic computation technique using VOSViewer to generate a keyword map network.

Result and Discussion

Career motivation literature seems to tend to increase and grow every year. The highest point for international publication is 35 documents in 2020. Since 1965, publication on career motivation has started.

A. Career Motivation Literature Most Common Organizational Affiliations

The leading research organization in the career motivation field is the University of Illinois Urbana-Champaign with 9 documents, followed by Monash University with 8 documents, Universitats Spital Zurich with 7 documents, The University of Sydney with 7 documents, Stony Brook University with 7 documents, Nanyang Technological University with 5 documents, Purdue University with 5 documents, University of Washington, Seattle with 5 documents, Khon Kaen University with 5 documents, and University of Georgia with 5 documents.

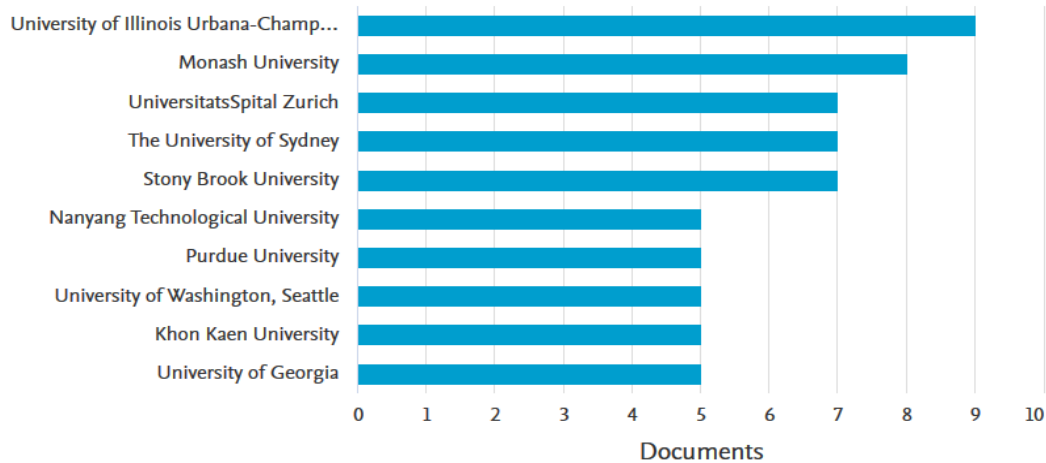Figure 1: Organizational Affiliation Number of Annual Publication of Career Motivation Literature

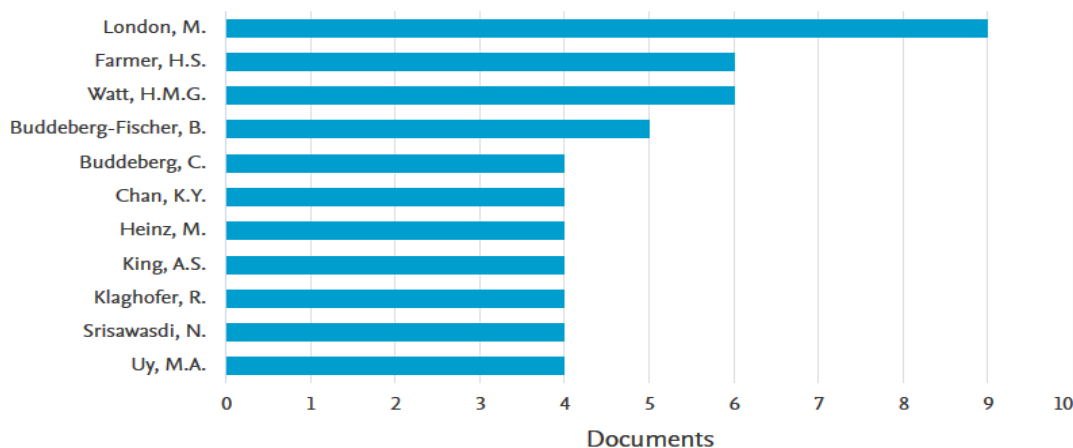## B. Career Motivation Literature Most Individual Researcher

Figure 2: Most individual Career Motivation Literature Researcher

The researcher in the career motivation field who wrote the most was London, M. with 9 documents, followed by Farmer, H.S. with 6 documents, Watt, H.M.G. with 6 documents

Buddeberg-Fischer, B. with 5 documents, and Buddeberg, C., Chan, K.Y., Heinz, M., King, A.S., Klaghofer, R., Srisawasdi, N., Uy, M.A. with 4 documents.

C. Nation Number of Annual Publication of Career Motivation Literature
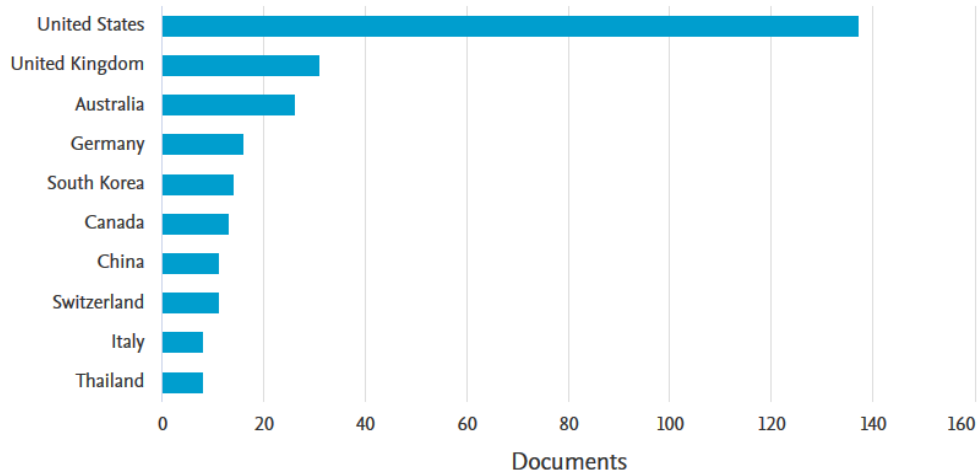

Figure 3: Number of Documents by Nation from the Career Motivation Literature

In the career motivation literature publication, the United States with 137 academic documents is a leading research country. Followed by the United Kingdom with 31 documents, Australia with 26 documents, Germany with 16 documents, South Korea with 14 documents, Canada with 13 documents, China with 11 documents, Switzerland with 11 documents, Italy with 8 documents, and Thailand with 8 documents.

D. The Largest Frequency of Publication of Career Motivation Literature by Subject Area

With 184 documents (32.3 percent), Social Sciences in the field of study is the most widely used field of study in international research on career motivation. Then followed by Business, Management and Accounting (16.7%) with 95 documents; Psychology (14.9%) with 85 documents; Medicine (10.2%) with 58 documents; Engineering (4.0%) with 23 documents; Computer Science (3.9%) with 22 documents; Arts and Humanities (3.2%) with 18 documents; Economics, Econometrics and Finance (2.3%) with 13 documents; Nursing (2.3%) with 13 documents; and Dentistry (1.8%) with 10 documents.
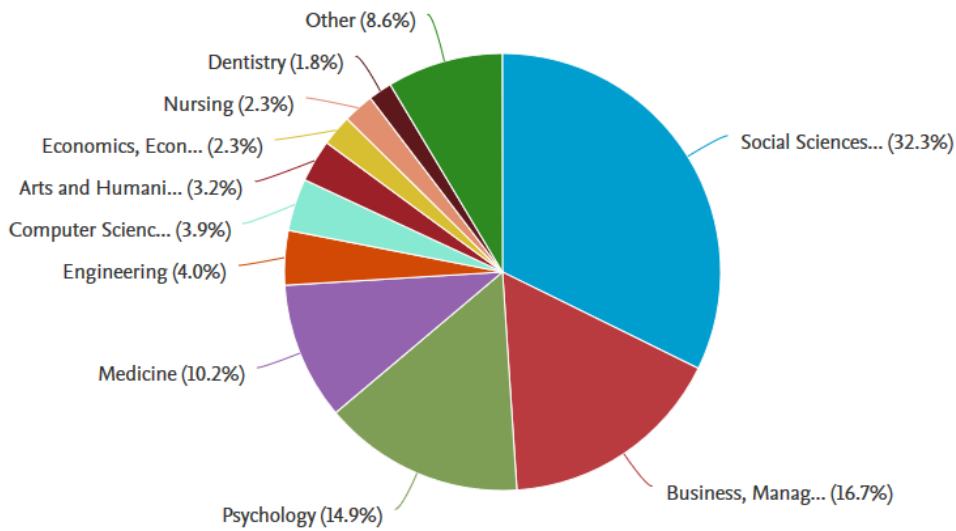
Figure 4: The Largest Frequency of Publication of Career Motivation by Subject Area

E. Year Documents of Career Motivation Literature Publication Sources
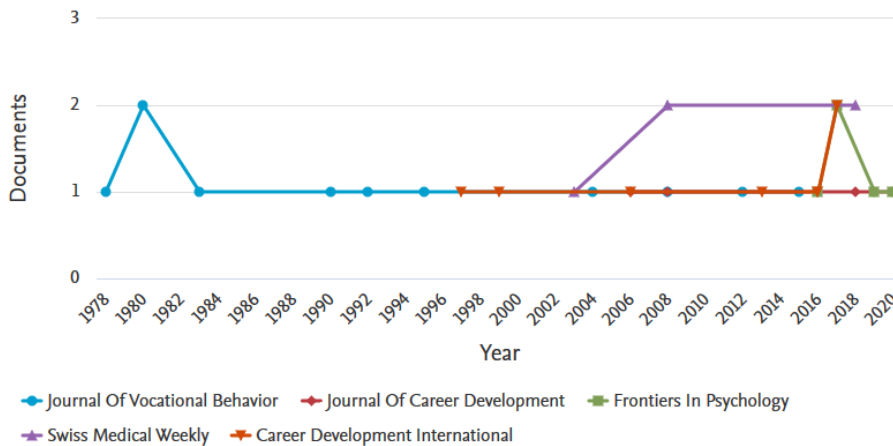
Figure 5: Year Annual Documents of Career Motivation Literature Publication Sources

The leader in the annual number of Career Motivation publication sources is the Journal of Vocational Behavior with 11 documents, followed by Career Development International with 7 documents, Journal of Career Development with 6 documents, Frontiers in Psychology with 5 documents, and Swiss Medical Weekly with 5 documents.

F. Annual documents from the Career Motivation Literature
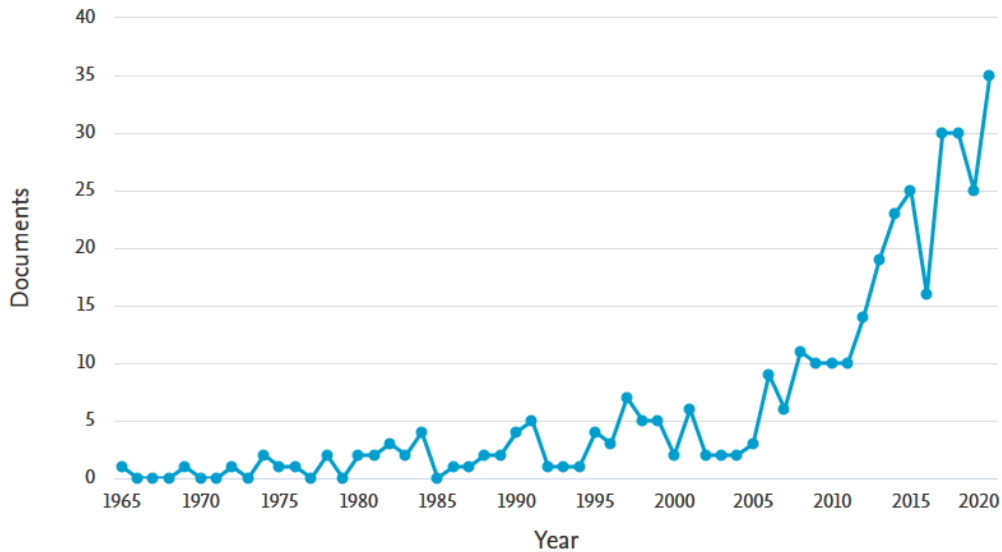
Figure 6: Annual Number of Documents Per Year from the Career Motivation Literature

The number of annual international publications from the career motivation literature shows an increasing trend every year. The number of annual documents per year on career motivation publications is that in 2020 there were 35 papers, and in 2019 there were 25 papers.

G. The Career Motivation Literature Article Cited

The study by Day, Rachel and Allen, Tammy D. is the most widely cited publication on career motivation. The number most cited in 2004 was entitled "The relationship between career motivation and self-efficacy with protégé career success", citing 204 documents (Day & Allen, 2004).

H. Map of Study Themes

With the analysis and visualization of the VOSViewer program, constructs are developed on the career motivation keyword framework for the career motivation literature from the publication theme map. Five repetitions are the criterion for the minimum number of keyword-related documents. Therefore, 103 keywords out of 1,660 keywords reached the threshold. From the picture. 7. There are seven groups of publication themes that depend on the key word studies on international academic publications, career motivation literature, which are simplified and abbreviated as the SECHM themes.

Figure 7: Map of Study Themes

1) Student cluster (red). Keywords: male, female, dental student, medical student, curriculum, dominate this cluster.
2) Education cluster (green). Keywords: satisfaction, internship and residency, priority journal, prospective studies, are dominated in this cluster. Many of these keywords are related to the theme of education.
3) Career cluster (Yellow). Keywords: career motivation, career development, career success, and career anchors dominate this cluster. Many of these keywords are linked to career themes.
4) Human cluster (blue). The keywords humans, human relations, personnel management, career mobility, are dominated in this cluster. Many of these keywords are related to human themes.
5) Motivation cluster (Purple). The keywords intrinsic motivation, self-efficacy, education, and teaching are dominated in this cluster.

I. Network of Authorship

With the VOSViewer program, constructs are developed on the framework of the career motivation researcher for the authorship network map. Three documents are one of the minimum requirements for a publication collection per author. So, out of 910 researchers, 26 researchers reached the recognized threshold. As shown in Figure 8, there is a network of group partnerships between international researchers in the Career Motivation literature publication. Career Motivation red cluster containing: Klaghofer, R., Buddeberg, C., Buddeberg, Fischer, B., Stamm, M.
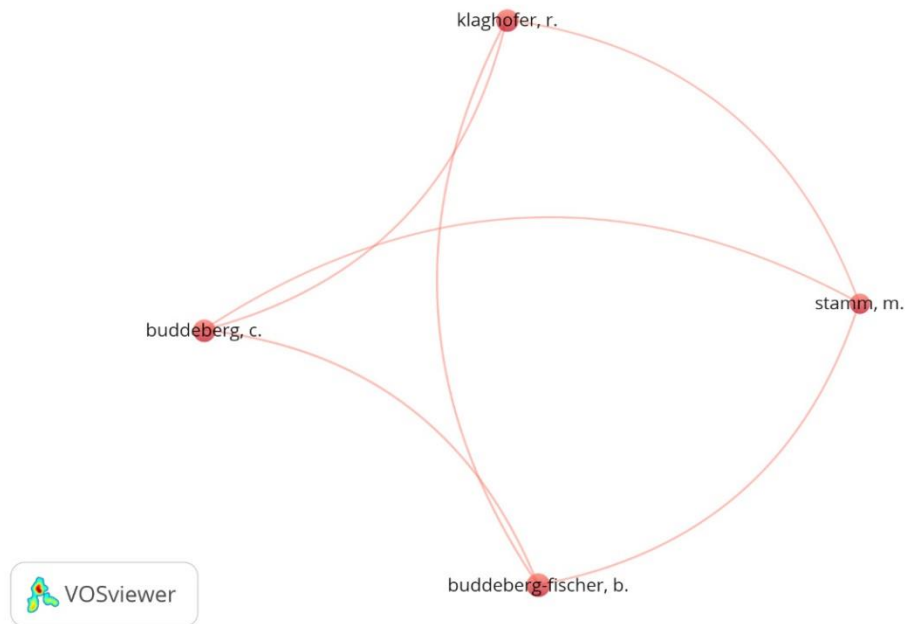
Figure 8: Authorship Network Map

Conclusion

The results show that every year there is an increasing trend in the number of international publications on "career motivation", namely maps and visual patterns. In the career motivation publication, the leading research organization in the field of career motivation is the University of Illinois Urbana-Champaign with 9 documents. Meanwhile, for the career motivation literature publication, the researcher in the career motivation field who wrote the most was London, M. with 9 documents. In the career motivation literature publication, the United States with 137 academic documents is a leading research country. With 184 documents (32.3 percent), Social Sciences in the field of study is the most widely used field of study in international research on career motivation. The leader in the annual number of Career Motivation publication sources is the Journal of Vocational Behaviour with 11 documents. With 35 papers, the highest publication of scientific publications worldwide in the career motivation literature is in 2020. The study by Day, Rachel and Allen, Tammy D. is the most cited publication on career motivation. The most cited number in 2004 was entitled "The relationship between career motivation and self-efficacy with protégé career success", citing 204 documents. There is a research partnership group related to the career motivation literature publication.

In terms of the implications of contributing knowledge, this study recommends a convergence axis classification consisting of publications in the career motivation literature to classify bodies of knowledge created from thirty-six years of academic publications: Student, Education, Career, Human, and Motivation, abbreviated as SECHM themes. The identification of key themes in career motivation, as practical implications, contributes to the awareness of the creation of practical studies to clarify contexts and general topics, as well as research gaps. All of this will lead to new research that addresses a lack of study and specific expertise in scientific disciplines.

The most studied themes often reflect the ability to contribute career motivation to environmental, technology, and management organization.

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