

The State of Research on Work-Life Balance in Public Sector in Scopus Database: Bibliometric Study

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BACKGROUND

- The public sector, employees are prone to higher work pressure, lack of human resource, unsatisfactory training for employees (Kalleberg et al., 2006).
- many factors increase the importance of WLB in public sector such as:
 - high level of job-related stress, and work demands faced by public sector employees (Taylor, 2014)
 - the attitude of governments to encourage a healthier lifestyle, health, happiness, and efficiency (McGillivray, 2005)
- New governmental legislation that aims to avoid negative consequences of unbalanced life on society, and improves the quality of child growth and development (Heymann, Earle, and Hayes, 2007; Gornick and Meyers, 2003)
- The high presence of women in the workplace (Davis and Kalleberg, 2006).
- The high number of employees who perform informal care either for parents, spouse, child's, or sick elderly dependents.

STUDY CONTRIBUTION AND OBJECTIVES

- Providing a holistic overview on WLB research in public sector by using Mixed Methods Systematic Review
- This is the first study that uses bibliometric analysis into WLB papers in public sector.
- This kind of analysis also aims to define a small niche of knowledge that did not receive enough investigations, which will help for guiding future research efforts.
- Provide readers with authorship trends of academic journals, most used keywords, and many other types of bibliometric analysis.

METHODOLOGY

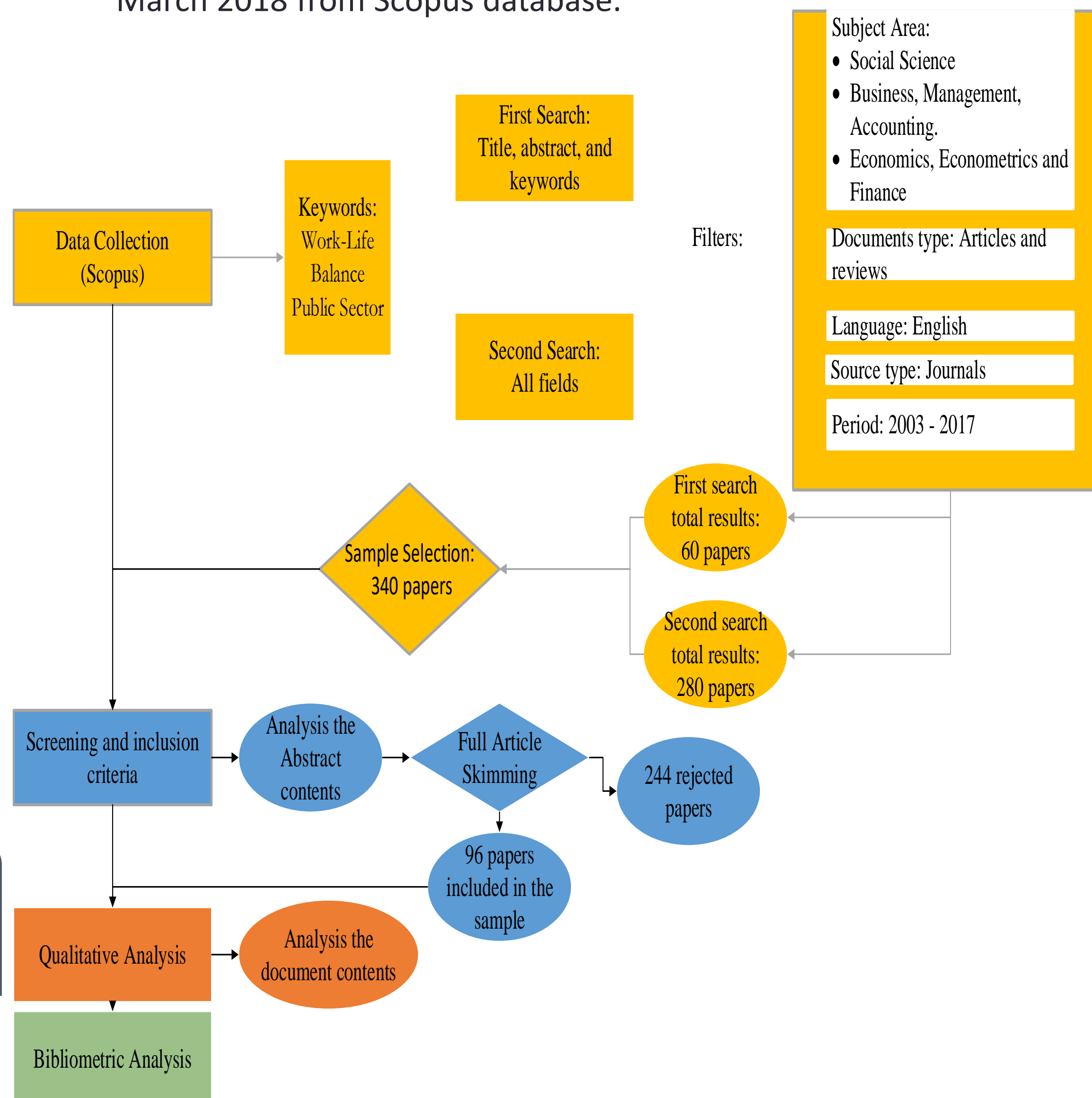
- This paper uses a bibliometric analysis on papers published on WLB studies in public sector between 2003 and 2017 in Scopus database. For this purpose we use VOSviewer software to perform the bibliometric analysis, which is used for mapping the bibliographic material (Van Eck and Waltman, 2010), in addition to Excel spreadsheets to analyze other related data.
- The following analyses are conducted in our paper

Analysis	Method
The growth of WLB publications	Excel
Countries in which studies were carried out	Excel
Most productive Authors	Excel
Authors by their country of affiliation	Excel
Most productive institutions	Excel
Most productive Journals	Excel
Most Cited Articles	VOSviewer
Abstract and Title Keywords	VOSviewer
Author Keywords	VOSviewer

METHODOLOGY

Sample selection, data collection and systematic review procedures

The process of collecting data was carried out between Jan – March 2018 from Scopus database.



Selection of the sample and systematic review procedures

RESULTS

1. Growth in WLB Publications in Public Sector



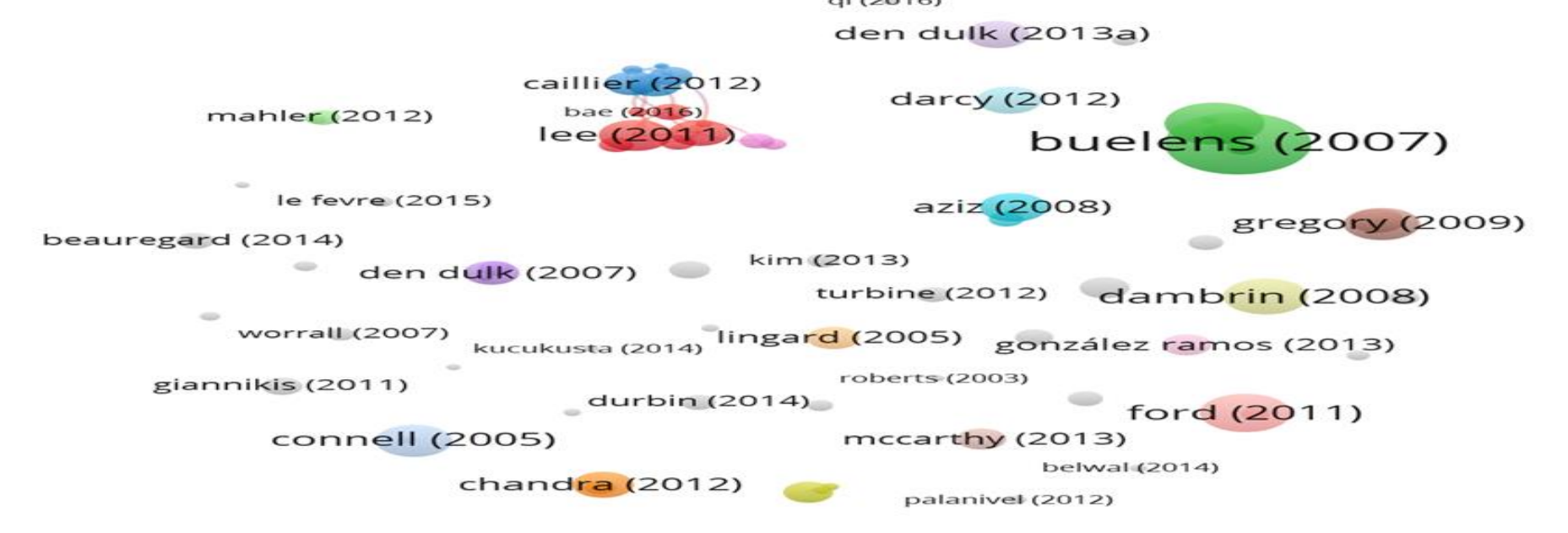
2. Countries in Which Studies were carried out

Country	NO. of studies	%	Country	NO. of studies	%	Country	NO. of studies	%
Europe	30	31.25%						
UK	10	10.42%	Sweden	2	2.08%	Lithuania	1	1.04%
Europe	3	3.13%	France	1	1.04%	Norway	1	1.04%
Belgium	2	2.08%	Germany	1	1.04%	Russia	1	1.04%
Ireland	2	2.08%	Greece	1	1.04%	Spain	1	1.04%
Netherlands	2	2.08%	Italy	1	1.04%	Switzerland	1	1.04%
North America	29	30.21%						
USA	27	28.13%	Canada	2	2.08%			
Asia	22	22.92%						
India	6	6.25%	China	2	2.08%	Oman	1	1.04%
South Korea	5	5.21%	Sri Lanka	2	2.08%	Turkey	1	1.04%
Malaysia	4	4.17%	Bangladesh	1	1.04%			
Oceania	10	10.42%						
Australia	8	8.33%	New Zealand	2	2.08%			
Africa	2	2.08%						
Nigeria	1	1.04%	Kenya	1	1.04%			
South America	1	1.04%						
Brazil	1	1.04%						

Notes:
 - 2.08% of the study sample are theoretical and aims to review the government role in promoting WLB
 - 3 Studies performed in Europe without defining the exact location.

RESULTS

3. Most cited articles



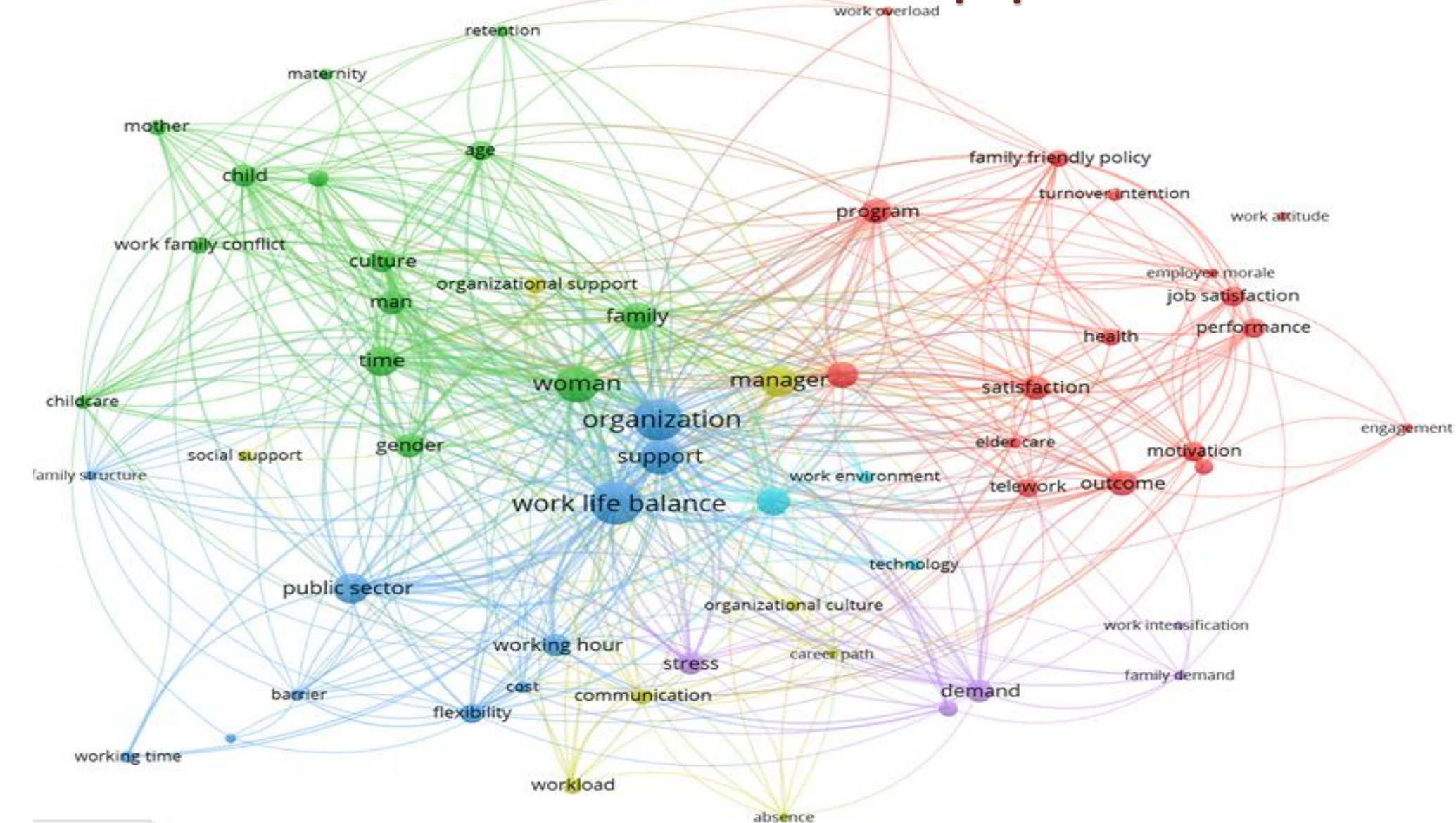
4. Most Productive and cited Authors

Authors	NO. of articles	Total Citations	Country of affiliation
Caillier, JG	5	43	USA
den Dulk, L	4	57	Netherlands
Wadsworth, LL	3	78	USA
Bae, KB	2	3	South Korea
Buelens, M	2	145	Belgium
Darcy, C	2	45	Ireland
Facer, RL	2	13	USA
Grady, G	2	45	Ireland
Groeneveld, S	2	36	Netherlands
Ibrahim, D	2	1	Malaysia

5. Most Productive Journals

Journal	No. of papers	%	Total Citations	SJR in 2016	Cite Score in 2016
Public Personnel Management	11	11.46%	57	0.591	1.03
Review of Public Personnel Administration	6	6.25%	33	1.005	1.31
Gender, Work, And Organization	6	6.25%	42	0.945	1.98
Gender in Management	5	5.21%	40	0.439	1.02
Public Administration Review	4	4.17%	263	2.733	1.91

6. Most co-occurred terms based on papers title and abstract



CONCLUSIONS

- This study characterizes the research done on WLB in public sector from 2003 to 2017 based on the database of Scopus. A total of 96 articles and reviews are analyzed in this paper, and our main conclusions are:
- The WLB studies in the Public sector has grown significantly over the defined period; it grew from 1 article in 2003 to 17 articles in 2017.
- The studies carried out in 30 countries, and most studies were located in the Western context, specifically 31.25% were located in Europe, 30.21% in North America, and 10.42% in Oceania.
- A total of 189 authors participate in writing 96 articles, 13 authors engage in writing more than one article related to the public sector.
- Fifty-six journals contribute in publishing WLB in public sector papers, 53 papers that represents 55.2% of our sample are concentrated in 13 journals. The most cited article was (Buelens, M; Van den Broeck, H, 2007) with 138 citations.
- Based on our analysis some important issues related to WLB did not receive enough investigations such as technology, elder care, career development, culture, generational differences and needs, productivity, and childcare and developments.