



Bibliometric analysis of studies related to job crafting

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Abstract. Employees who were once viewed as passive workers in terms of job design are now viewed as active workers. The self-initiated adjustments that employees make to their own job requirements and workplace resources in order to achieve and/or maximize their personal (work) goals are known as job crafting. The phenomenon has attracted attention in both academia and practice. *Purpose.* In this research, in order to see the evolution of this topic, bibliometric analyses of studies which have been published from 1983 to 2025 were performed. *Methodology.* Within this scope, co-citation analysis, co-occurrence of keywords analysis, and bibliographic coupling analysis were conducted through two tools as Biblioshiny and VosViewer. *Findings.* As a result, prominent authors, publications, and “key terms” of the job crafting literature were clarified. In addition, main themes were identified throughout the co-citation and bibliographic coupling analyses. In the discussion part, results were reviewed. The results support the idea that the attention of job crafting has been increasing (Rudolph et al., 2017). This upward trend is not convenient for the citation data. In addition to the fact that there are ups and downs and no rising graph like the number of publications, there are extreme increases in the number of citations in 2001 and 2009. The main reasons could arise from the fact that the first official definition of the concept of job crafting in 2001, the development of its theoretical foundations and the fact that the subject was seen as an extension of positive psychology that developed in the early 2000s, and the changing business dynamics after the global economic crisis in 2008 played an important role in the increase in the number of citations to studies in this field. *Value of results.* Current researchers in the field who are interested in this topic will find this review useful as it provides a unique perspective on the past and suggests several future paths for research on the subject.

Keywords: job crafting, bibliometric analysis, co-citation analysis, bibliographic coupling analysis.

Introduction

Employees have a significant influence on how they carry out their tasks by altering job features according to their own unique knowledge, skills, abilities, and motivations, even if managers create the majority of occupations initially (Lazazzara et al., 2020). However, the administration cannot create a comfort zone for every employee within the organization that meets their needs and wills because it is extremely challenging for managers to create jobs that benefit everyone (Grant, Parker, 2009). Therefore, within limits, rights should be provided to employees in order to redesign their jobs as long as they fulfill their responsibilities. Job crafting is first formally described as the term used to describe the mental and physical adjustments employees make to the task or relationship boundaries of their work (Wrzesniewski, Dutton, 2001).

The important point here is that employees proactively take the initiative and intervene in the situation, rather than the business intervening in the work of its employees for any reason (Bindl et al., 2019). The motivation behind employees to act this behavior has always attracted the attention of scientists. This concern is addressed by the need for interpersonal connection with others, a positive self-image, and control over one's work and its meaning (Wrzesniewski, Dutton, 2001). However, this answer did not satisfy the researchers, leading them to keep searching for other possible motivations. U. K. Bindl with colleagues revisited this question and answered in the same way as the need for competence, need for relatedness and need for autonomy within the context of self-determination theory (Bindl et al., 2019). Besides, in a meta-analysis, the main antecedents of job crafting were determined as personality characteristics (e.g., proactive personality, big-five personality, general self-efficacy and regulatory focus), work characteristics (e.g., job autonomy and workload), and demographics (e.g., age, tenure, gender, education and work hours) (Rudolph et al., 2017). Supporting this, A. B. Bakker with colleagues found that proactive personality positively affects job crafting (Bakker et al., 2012). According to a cornerstone study of this field, the main reason is person-job misfit arising from job demands and job resources (Tims, Bakker, 2010).

Another point here is how employees craft their jobs. Employees used to select methods like role invention, task modification, idiosyncratic bargains, and exercising personal initiative prior to job crafting (Tims, Bakker, 2010). Previous literature indicates that there are two main conceptualizations on how employees craft their jobs. The first of them entails defining the job's work boundaries, relational boundaries, or both. Within the scope of changing task boundaries, there are cognitive change and physical change. Cognitive change refers to a shift in an employee's perspective on their work, whereas physical change refers to a change in the type or quantity of activities they perform while performing their duties, the latter entails using prudence in one's interactions with coworkers (Wrzesniewski, Dutton, 2001). The second approach was developed by M. Tims and A. B. Bakker (Tims, Bakker, 2010). According to this study, employees craft their jobs in order to find a match between job demands and job resources. The former one is based on regulatory focus theory and called as "role based" while the latter is based on JD-R theory and called as "resource-based". Although employees attempt to alter the format and content of their work through expansion- and contraction-oriented job crafting types, both conceptualizations of job crafting assume that all job crafting types promote performance, motivation, and well-being (Lichtenthaler, Fischbach, 2019).

Not only the premises, but researchers also try to find out possible outcomes of job crafting. There is a positive relationship between job crafting and innovative work performance (Bindl et al., 2019). In meta-synthesis study, it was found that meaningfulness, recognition and job satisfaction as positive outcomes of job crafting while regrets, overload, stress and health problems were identified as negative ones (Lazazzara et al., 2020). According, a meta-analysis study, the main outcomes of job crafting are work performance (e.g., job performance and contextual performance), job attitudes (e.g., job satisfaction and turnover intention), and work-related well-being (work engagement and job strain) (Rudolph et al., 2017). Among these, job performance (Bakker et al., 2012; Tims, Bakker, 2010; Tims et al., 2015) and work engagement (Lichtenthaler, Fischbach, 2019; Tims, Bakker, 2010) can be identified as two most common outcomes. However, it would be useful to clarify a point here. Work engagement was also analyzed as an antecedent of job crafting in studies (e.g., Tims et al., 2015).

In addition to being either antecedent or outcome, job crafting has been also studied in many studies even as a moderator or a mediator role (Hur et al., 2021; Sanchez-Cardona et al., 2019). It is important to build a scientific bridge by examining the development and evolution of the construct of "changing nature of work" considered in such a broad context within the social sciences, both in the past and in the future. To the best of the knowledge, there are three studies which focus on the bibliometric analysis of job crafting, among these, there are basic bibliometric analyses on the issue

(Pantoja, 2022; Iliescu, 2022). Due to a rising trend of job crafting related studies, there is a need for new research (Rudolph et al., 2017). 940 publications were analyzed (Iliescu, 2022). It is obvious that only in two years, the number of publications has doubled. In the most current study Scopus was used as the database (Lanke et al., 2024).

Methodology

In this research, WoS database was analyzed. Data was obtained on January 19, 2025. The inclusion criteria of the data query were that the topic should contain “job crafting” and the language written should be “English.” On the other hand, all types of documents were accepted, such as articles, proceeding papers, books, etc. The data was acquired from the Web of Science index. The year gap was between 1983 and 2025. In total, 2,013 records were obtained to perform analyses. For this purpose, VosViewer and Biblioshiny programs were preferred. The data acquiring and analyzing process is presented in Figure 1.

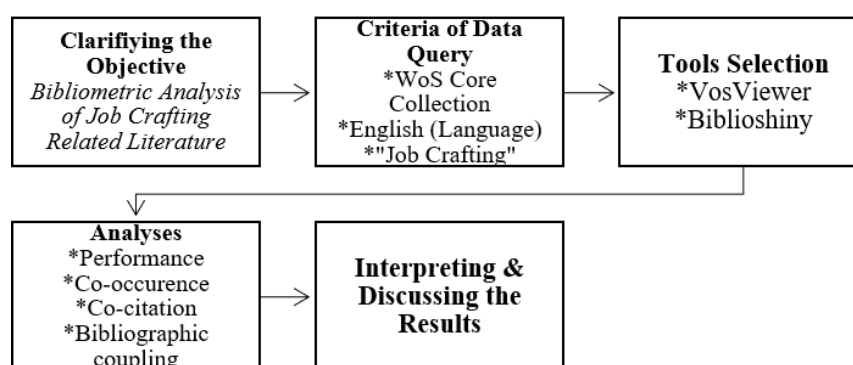


Figure 1. Data acquiring and analyzing process

Results

The main information about the data is presented in Table 1.

Table 1. Main information of data

Parameters	Quantity
Timespan	1983:2025
Sources	965
Documents	2,013
Annual Growth Rate (%)	5.37
Document Average Age	5.91
Average citations per doc	24.44
References	70,148
Author's Keywords	4,668
Authors	4,548
Authors of single-authored docs	300
Single-authored docs	351
Co-Authors per doc	3.02
International co-authorship (%)	27.81
Articles as a document type	1,613
Other document types (Book chapter, proceedings paper etc.)	400

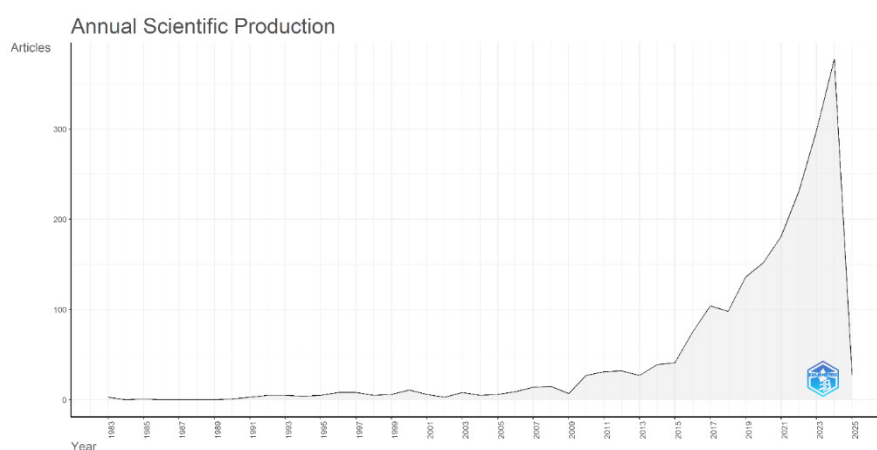


Figure 2. Annual scientific production

In Figure 2, it is obvious that from 1983 to 2009, there is a horizontal shape in the number of publications related to job crafting. Up to this point, the average number of publications was 5.11. However, since 2010 ($n = 27$) there has been an upward trend. The peak point was acquired in 2024 with the number of 377. The reason why the number of publications fell in 2025 is due to the acquiring data time point.

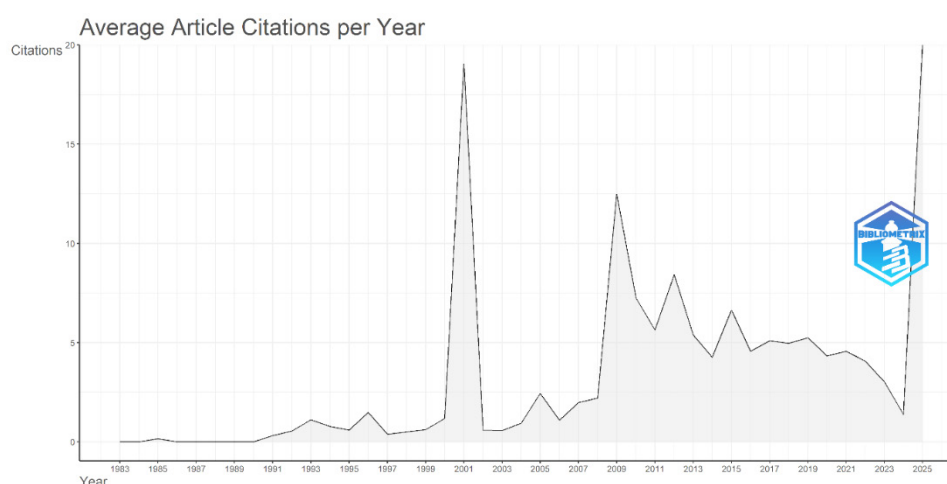


Figure 3. Average article citation per year

In Figure 3, the average article citations per year are provided. Although there is an upward trend in the number of publications related to job crafting, there is no such trend in Figure 3, and it is seen that there are fluctuations in the form of ups and downs. The remarkable years are 2001 ($n = 457,17$) and 2009 ($n = 199,43$).

Table 2. Most relevant resources

Journal	Number of documents
Frontiers in Psychology	69
Current Psychology	43
International Journal of Environmental Research and Public Health	40
European Journal of Work and Organizational Psychology	35
Personnel Review	32
Sustainability	31
Journal of Vocational Behavior	30
Career Development International	27
Applied Psychology — An International Review	23
Journal of Occupational Organizational Psychology	23

In Table 2, the most relevant resources based on the number of publications are provided. In the first place *Frontiers in Psychology* with 69 publications exist. This journal (Q2 in psychology) originates from Switzerland and has a h-index of 184 (Scimago, 2025). It is followed by *Current Psychology* (Q1 in psychology) with 43 publications. It originates from United States and has a h-index of 59 (Scimago, 2025). In the third place, there is *International Journal of Environmental Research and Public Health* with 40 publications. Similar to *Frontiers in Psychology*, this journal is also originated from Switzerland. Unlikely to first two journals, this one is indexed in public health, environmental and occupational health (Q2) and has a h-index of 198. The common point of the journals in Table 2 is that they are mostly focused on psychology. This is not surprising because the issue of job crafting is related to the employee's psychology (Wrzesniewski & Dutton, 2001).

Table 3. Most relevant authors

Authors	Number of publications
Arnold B. Bakker	63
Evangelia Demerouti	50
Maria Tims	31
Won-Moo Hur	20
Yuhjung Shin	19
Tran Trung Luu	15
Jari J Hakanen	13
Paraskevas Petrou	13
Jessica de Bloom	12
Daantje Derks	12

In Table 3, the most relevant authors in the topic of job crafting are listed. In the list, *Arnold B. Bakker* takes first place with 63 publications. The author is a professor of work and organizational psychology in Netherlands. He has more than a thousand publications in this field and has a h-index of 216 (Google Scholar, 2025). This remarkable author developed the Job Demands-Resources Model in 2001 (Demerouti et al., 2001) and he has contributed to the literature of job crafting as being one of the authors of the study (Tims et al., 2012) which is about the development of job crafting scale. In the second place of the list, there is *Evangelia Demerouti* with 50 publications. This author also works in similar field in Netherlands. She has also hundreds of publications and has a h-index of 127 (Google Scholar, 2025) and she also has notable contributions to the topic of job crafting. In third place with 31 publications there is *Maria Tims*. The author has an h-index of 36 (Google Scholar, 2025). Her most cited study is the "*Development and Validation of the Job Crafting Scale*" written with A. Bakker and D. Derks in 2012.

Table 4. Most local cited documents

Authors	Year	Local Citations	Global Citations	DOI number
Wrzesniewski and Dutton	2001	1.066	2.626	10.2307/259118
Tims et al.	2012	779	1.058	10.1016/j.jvb.2011.05.009
Tims and Bakker	2010	529	735	10.4102/sajip.v36i2.841
Rudolph et al.	2017	453	575	10.1016/j.jvb.2017.05.008
Petrou et al.	2012	451	600	10.1002/job.1783
Tims et al.	2013	378	665	10.1037/a0032141
Bakker et al.	2012	349	671	10.1177/0018726712453471
Zhang and Parker	2019	339	418	10.1002/job.2332
Leana et al.	2009	301	413	10.5465/AMJ.2009.47084651
Berg et al.	2010	289	489	10.1002/job.645

In Table 4, there are "most local cited documents". In the first place, the study titled "*Crafting a Job: Revisioning Employees as Active Crafters of Their Work*" by Amy Wrzesniewski and Jane Dutton, published in *The Academy of Management Review* exist. In this research the authors provided a job crafting model that outlines the personal incentives that lead to this activity, how job crafting opportunities and work orientations influence the shapes that job crafting takes, and the likely impacts it has on both individuals and organizations. In the second place, the study titled "Development and Validation of the Job Crafting Scale" by Maria Tims, Arnold Bakker and Daantje Derks, published in *Journal of Vocational Behavior* exist. In this research the authors developed and validated the job crafting scale with four sub-dimensions of 21 items. In the third place, the study titled "Job Crafting: Towards a New Model of Individual Job Redesign" by Maria Tims and Arnold Bakker, published in *SA Journal of Industrial Psychology* exist. In this research the authors aimed to explain job crafting by basing it on Job Design Theory within the scope of proactive behaviors that employees can exhibit in their jobs.

Next, co-occurrence of keywords analysis was performed. The minimum number of occurrences of a keyword was set as 5. This value was selected to balance between including a meaningful number of keywords and maintaining clarity in network visualization. A lower threshold would have created a denser and less interpretable network, while a higher threshold would have excluded important but moderately frequent keywords. Out of 3,215 keywords, only 181 met the threshold. Among these 181 keywords, 11 were eliminated due to replication or having nonsense. Therefore, out of 170 keywords, the graph was acquired in both Figure 4 and 5. While the size of the nodes indicates the number of occurrences of the relevant keyword, the thickness of curved lines represents the total link strength of the relevant keyword.

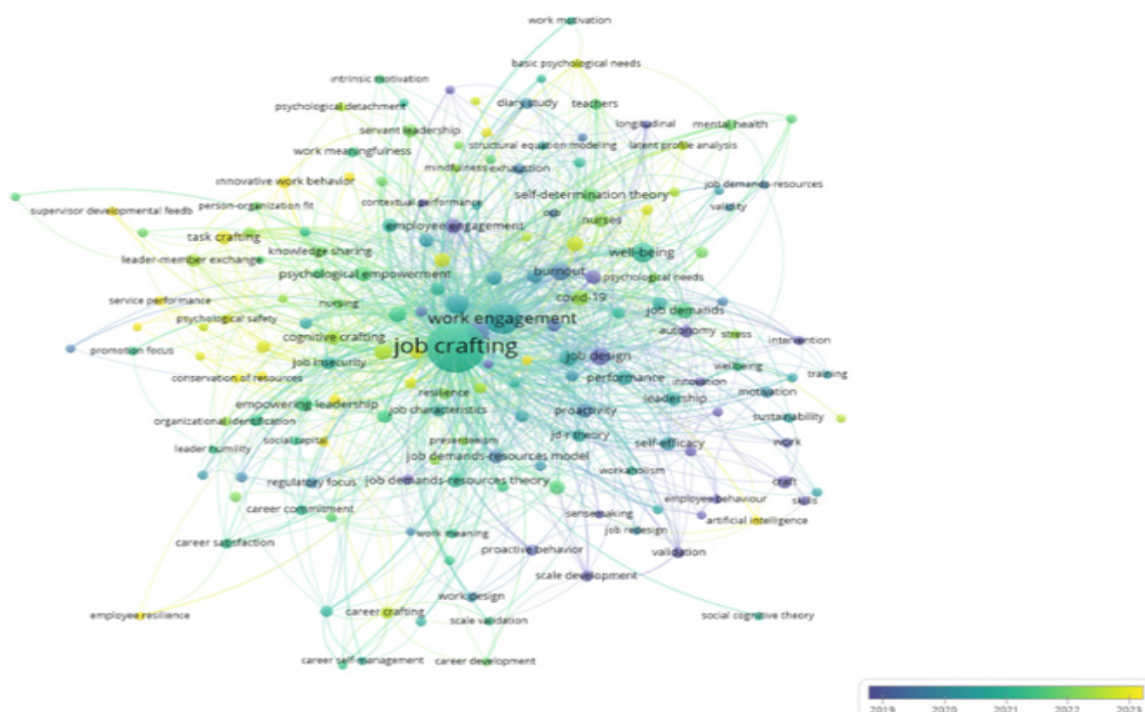


Figure 4. Network visualization of keywords

In Figure 4, there is a network visualization of keywords with different colors. The colors represent the cluster which the relative keywords belong to. There are 13 clusters observed. However, in order not to prolong this part, only the first five clusters will be discussed. In the first cluster (red), led by job design, there are 26 items such as performance and leadership. This cluster is mostly related to *job design and organizational performance*. In the second cluster (green), led by task crafting and cognitive crafting, there are 23 items such as psychological capital and job insecurity. This cluster focuses on *psychological safety and job-related crafting approaches*. In the third cluster (blue), led by job crafting itself, there are 20 items such as proactive personality and job autonomy. The cluster focuses on proactive work behaviors and career adaptability skills.

The fourth cluster (yellow), led by COVID-19, there are 16 items such as leisure crafting and person-job fit. This cluster focuses on COVID-19 and Off-job balance strategies. The fifth cluster (purple) led by engagement, there are 15 items as servant leadership and innovative work behavior. This cluster focuses on leadership, innovation and trust. In Figure 5, there is an overlay visualization of keywords. The blue color represents that the relevant keywords were preferred in relatively past, while the yellow color represents that the relevant keywords are more up to date. Therefore, it is obvious that while employee engagement, burnout, job design and proactive behavior were mostly used to be preferred five years ago, innovative work behavior, thriving at work, perceived overqualification and leisure crafting are mostly preferred today.

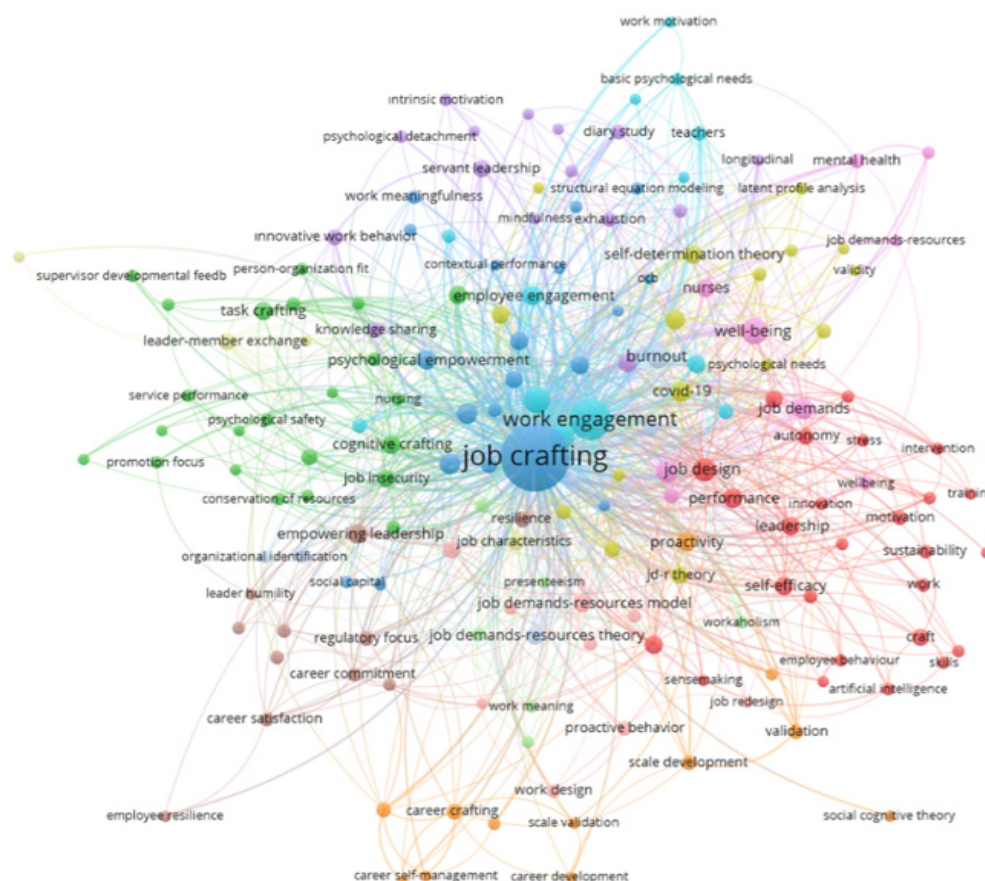


Figure 5. Overlay visualization of keywords

Then, co-citation of references analysis was performed. When two studies are cited by a single other document, they are called co-cited on the same theme (Donthu et al., 2021). Minimum number of citations of a cited reference was set to be 30. This threshold was selected to ensure that only

highly influential references, those shaping the intellectual structure of the field, were included in the co-citation network, avoiding noise from less impactful references. Out of 47,995 cited references, 246 met this criterion. The result graph is provided in Figure 6. According to Figure 6, there are five clusters observed. The nodes indicate the number of citations the relevant study has acquired.

The first cluster (red) has 58 references. In this cluster, the study titled *"Common method biases in behavioral research: A critical review of the literature and recommended remedies"* performed by Podsakoff et al. in *Journal of Applied Psychology*, 2003 leads the cluster with 334 citations. The second most cited study is titled *"Evaluating structural equation models with unobservable variables and measurement error"* written by C. Fornell and D. F. Larcker in 1981 and published in *Journal of Marketing Research*. The third study is titled *"Sources of method bias in social science research and recommendations on how to control it"* written by P. M. Podsakoff with colleagues in 2012 and published in *Annual Review Psychology*. Checking these studies, it could be claimed that the studies in this cluster focus on methodology.

The second cluster (green) also has 58 references. The study titled *"Development and validation of the job crafting scale"*, published in *Journal of Vocational Behavior* in 2012, by M. Tims with colleagues leads the cluster with 766 citations. The second study with 521 citations, titled *"Job Crafting: Towards a New Model of Individual Job Redesign"* by M. Tims and A. B. Bakker, published in *SA Journal of Industrial Psychology*, in 2010. The third strong study with 443 citations titled *"Crafting a job on a daily basis: Contextual correlates and the link to work engagement"* published in *Journal of Organizational Behavior* in 2012, written by P. Petrou with colleagues. These three studies are the cornerstones of the job crafting literature and all focus on job crafting and its relation to engagement. Therefore, the studies in this cluster are most likely to focus on job crafting, work engagement and its variations. In the blue cluster, there are 49 studies. The strongest study, in terms of citation ($n = 444$), is titled *"Job crafting: A meta-analysis of relationships with individual differences, job characteristics, and work outcomes"* published in *Journal of Vocational Behavior* in 2017, written by C. W. Rudolph with colleagues. The second study with 334 citations is titled *"Reorienting job crafting research: A hierarchical structure of job crafting concepts and integrative review"*, published in *Journal of Organizational Behavior* in 2019, written by F. Zhang and S. K. Parker. The third study with 206 citations is titled *"A role-resource approach-avoidance model of job crafting: A multimethod integration and extension of job crafting theory"*, published in *Academy of Management Journal* in 2018, written by Bruning and Campion. Drawing from these three studies, this cluster is likely to consist of studies conducted to understand the job crafting concept in depth.

The fourth cluster (yellow) has 43 studies. The strongest study with 1,020 citations is titled *"Crafting a Job: Revisioning Employees as Active Crafters of Their Work"* by Amy Wrzesniewski and Jane Dutton (2001), published in *The Academy of Management Review*. The second study with 297 citations is titled *"Work process and quality of care in early childhood education: the role of job crafting"* by C. Leana with colleagues (2009), published in *Academy of Management Journal*. The third study with 285 citations is titled *"Perceiving and responding to challenges in job crafting at different ranks: When proactivity requires adaptivity"* by J. M. Berg with colleagues (2010) published in *Journal of Organizational Behavior*. Based on these three studies, the studies in this cluster are likely to focus on job crafting and its individual, organizational and social effects. In the last cluster (purple), there are 38 studies. The most cited study (183 citations) is titled *"Job crafting and job performance: A longitudinal study"* published in *European Journal of Work and Organizational Psychology*, by M. Tims with colleagues in 2015. The second study with 170 citations is titled *"Design your own job through job crafting"*, published in *European Psychologist*, written by E. Demerouti (2014). The third study with 165 citations is titled *"Job crafting at the team and individual level: Implications for work engagement and performance"*, published in *Group & Organizational Management*, written by M.

Tims with colleagues in 2013. The focal point of these three studies are job crafting and its effect on performance, so is the outcome of this cluster.

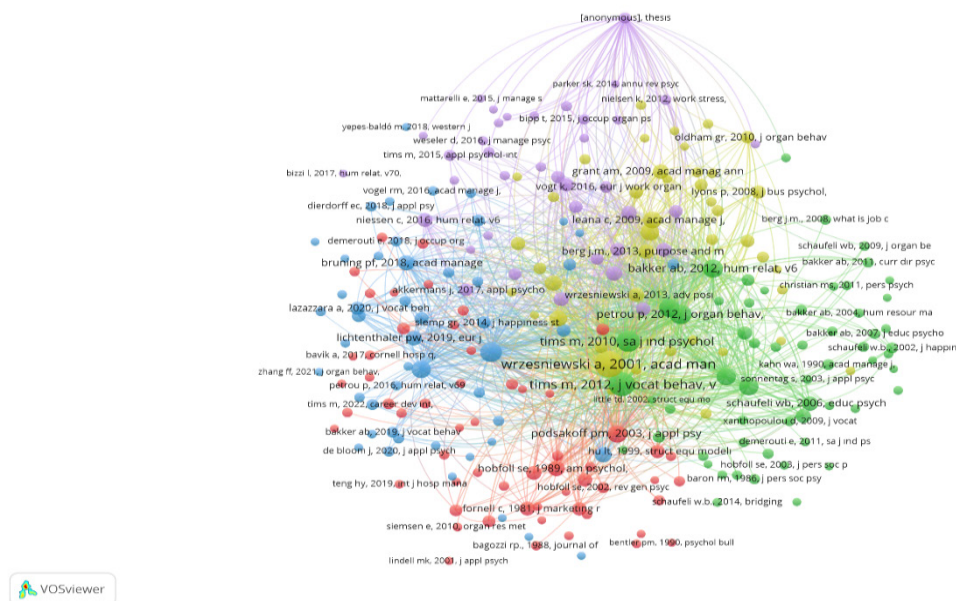


Figure 6. Co-citation of references analysis

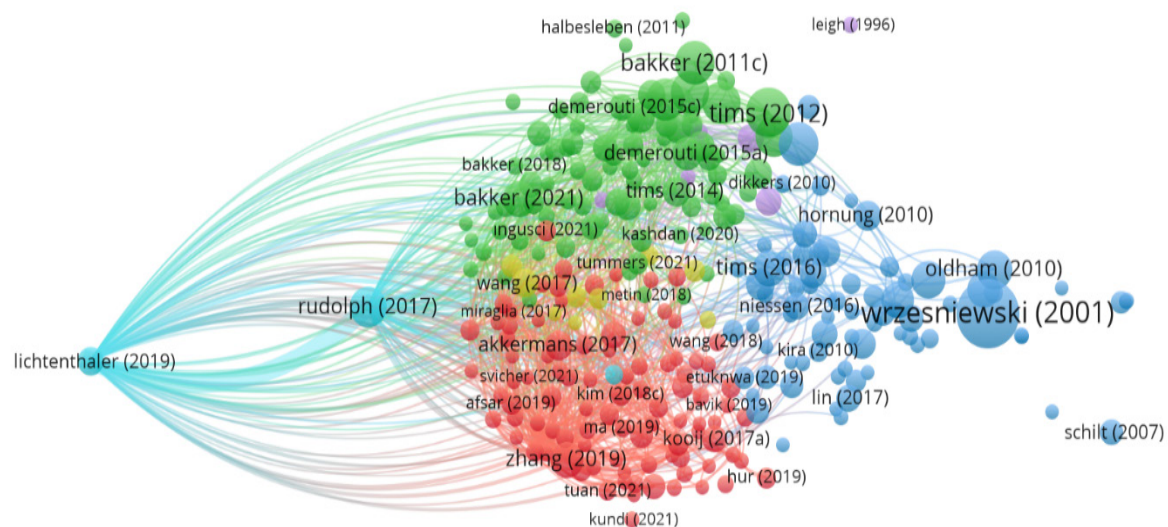


Figure 7. Bibliographic coupling of documents

Finally, bibliographic coupling of documents analysis was conducted. If two studies cite similar documents both in terms of numbers and contexts, they are called bibliographic couple (Arar, Yurdakul, 2023). The minimum number of citations of a document was set to be 30. Here again, this value was chosen to focus on documents with established impact in the literature and to ensure the robustness of the bibliographic coupling analysis. Thus, out of 1,514 documents, 270 met this threshold. The result graph is provided in Figure 7. According to Figure 6, there are 6 clusters observed. Similar to Figure 4, the nodes indicate the number of citations the relevant study has acquired.

In the first cluster (red), there are 93 studies. The study titled *“Reorienting job crafting research: A hierarchical structure of job crafting concepts and integrative review”*, published in *Journal of Organizational Behavior* in 2019, written by F. Zhang and S. K. Parker, leads the cluster. In the second

cluster (green), there are 85 studies. The study titled “*Development and Validation of the Job Crafting Scale*” by Maria Tims, Arnold Bakker and Daantje Derks, published in *Journal of Vocational Behavior*, leads the cluster (Tims, Arnold, Derks, 2012). In the third cluster (blue), there are 73 studies. The study titled “*Crafting a Job: Revisioning Employees as Active Crafters of Their Work*” by Amy Wrzesniewski and Jane Dutton, published in *The Academy of Management Review*, leads the cluster (Wrzesniewski, Dutton, 2001). The rest of the clusters are not satisfactorily enough large to interpret. Therefore, only the details of the first three clusters are presented in Table 5.

Table 5. Cluster information of bibliographic coupling analysis

Cluster	Top authors*	Year	Journal	Theme	NC1	TLS2
Red	Zhang and Parker	2019	Journal of Organizational Behavior	The role of job crafting in employees' individual and career success	418	2828
	Akkerman and Tims	2017	Applied Psychology		239	1287
Green	Tims et al.	2012	Journal of Vocational Behavior	The relationship between job crafting and work engagement	1058	1751
	Bakker et al.	2011	European Journal of Work and Organizational Psychology		705	875
Blue	Wrzesniewski and Dutton	2001	The Academy of Management Review	Job crafting process within the concept of proactive behavior	2626	302
	Tims and Bakker	2010	SA Journal of Industrial Psychology		735	1195

Note. * — Based on the number of citations; 1 — Number of citations; 2 — Total link strength.

Discussion

This study was performed to deepen the understanding of job crafting-related literature. Therefore, all types of studies written in English and indexed in Web of Science, between 1983 and 2025 were put into analyses. The results support the idea that the attention of job crafting has been increasing (Rudolph et al., 2017). This upward trend is not convenient for the citation data. In addition to the fact that there are ups and downs and no rising graph like the number of publications, there are extreme increases in the number of citations in 2001 and 2009. The main reasons could arise from the fact that the first official definition of the concept of job crafting in 2001, the development of its theoretical foundations and the fact that the subject was seen as an extension of positive psychology that developed in the early 2000s, and the changing business dynamics after the global economic crisis in 2008 played an important role in the increase in the number of citations to studies in this field.

When the journals in which the relevant subject is published most are examined, journals such as *Frontiers in Psychology* and *Current Psychology*, whose main field is psychology generally stand out. It is important to remember that this subject is based on psychology and that researchers interested in this subject should develop themselves in this field, which will be beneficial in increasing the quality of their publications.

In terms of the most relevant authors in this field, *Arnold B. Bakker*, *Evangelia Demerouti* and *Maria Tims* come into prominence. These authors are the most productive authors in this field and their publications should be read carefully. Because they seem to lead the evolution of this issue. Researchers especially should focus on the problems and future directions of the current studies of these authors.

When it comes to the most local cited publications, researchers should review “*Crafting a Job: Revisioning Employees as Active Crafters of Their Work*” written by Amy Wrzesniewski and Jane Dutton, “*Development and Validation of the Job Crafting Scale*” by Maria Tims, Arnold Bakker and Daantje Derks, and “*Job Crafting: Towards a New Model of Individual Job Redesign*” by Maria Tims and Arnold Bakker. These are the cornerstones of job crafting literature. Especially, in terms of understanding

the issue theoretically the first and the third studies would be beneficial, while researchers who would like to measure job crafting should benefit from the second study.

According to co-occurrence of keywords analysis, it has been observed that there are clusters created by working with job crafting. The areas of most interest in each cluster are titled as job design and organizational performance, psychological safety and job-related crafting approaches, proactive work behaviors and career adaptability skills, COVID-19 and Off-job balance strategies leadership, innovation and trust. Among them, job performance and work engagement are found to be basic themes. That means, these two topics are important within the scope of job crafting-related studies and are still open to development (Callon et al., 1991). On the other hand, underemployment, person-environment fit, optimization and growth are the niche keywords which are specific topics in the field and require more scientific studies. In addition, job crafting itself, sustainability, career crafting and motivation are the motor themes which are crucial for organizing the topic of study (Cobo et al., 2011). The authors should also decide which conceptualization of job crafting their study will be based on. According to study of A. Lazazzara with colleagues (2020), while the qualitative investigations primarily adhered to A. Wrzesniewski and J. E. Dutton's (2001) task, relational, and cognitive crafting viewpoint, the quantitative studies primarily followed M. Tims and A. B. Bakker's (2010) operationalization of job crafting.

When looking at the co-citation and bibliographic coupling analyses, it is seen that the studies conducted are focused on five main topics and three main themes respectively. Within co-citation analysis, the main topics were determined as methodology, job crafting and its relation to engagement, job crafting concept in depth, job crafting and its individual, organizational and social effects, job crafting and its effect on performance. Moreover, based on bibliographic coupling analysis, the role of job crafting in employees' individual and career success, the relationship between job crafting and work engagement, and Job crafting process within the concept of proactive behavior were indicated as main themes. Therefore, it would be beneficial for researchers who would like to work on any theme in these clusters to check the studies mentioned in the results section, especially the leading study in the relevant cluster. In this way, contributions will be made by bringing innovative solutions to different problems in the literature without revisiting the problems studied.

This study has some limitations as well. In this study, only the Web of Science database was preferred. For further studies, other databases such as Scopus could be involved to expand the number and context of publications. Because of the high interest in the job crafting issue, another bibliometric study may be conducted. For example, three days after the data acquired for this study, it was seen that the number of studies increased approximately as much as 100. Moreover, other analyses may be performed such as co-author analysis and clustering analysis.

Conclusion

This study was performed to see the evolution of studies related to job crafting both in terms of quantitative and qualitative. This review will be helpful to current academics in the area who are interested in this topic because it offers a distinct viewpoint on the past and identifies a number of potential directions for further investigation.

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Библиометрический анализ исследований, посвящённых настройке работы (*job crafting*)

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Аннотация: Сотрудники, которые ранее воспринимались как пассивные работники, с точки зрения проектирования работы (*job design*), теперь рассматриваются как активные работники. Самостоятельно инициированные коррективы, которые сотрудники вносят в свои рабочие требования и ресурсы рабочего места для достижения и (или) максимизации своих личных (рабочих) целей, известны как «настройка работы» (*job crafting*). Это явление привлекло внимание как в академической среде, так и на практике. **Цель.** В данном исследовании, чтобы проследить эволюцию этой темы, был проведён библиометрический анализ исследований, опубликованных с 1983 по 2025 год. **Методология.** В рамках данного исследования был проведён анализ совместного цитирования, анализ совместной встречаемости ключевых слов и анализ библиографической связи с использованием двух инструментов: *Biblioshiny* и *VosViewer*. **Результаты.** В итоге были определены известные авторы, публикации и «ключевые термины» литературы по настройке работы. Кроме того, в ходе анализа совместного цитирования и библиографической связи были выявлены основные темы. В разделе «Обсуждение» результаты были проанализированы. Результаты подтверждают идею о том, что внимание к настройке работы растёт (Rudolph et al., 2017). Эта тенденция к росту не соответствует данным о цитировании. Помимо того, что наблюдаются взлёты и падения, а не прямо восходящий график, как в случае с количеством публикаций, в 2001 и 2009 годах отмечается резкий рост числа цитирований. Основные причины могут заключаться в том, что первое официальное определение концепции «настройка работы» в 2001 году, разработка её теоретических основ, а также то, что эта тема рассматривалась как продолжение позитивной психологии, развивавшейся в начале 2000-х годов, и изменение деловой динамики после глобального экономического кризиса 2008 года сыграли важную роль в увеличении числа цитирований исследований в этой области. **Ценность результатов.** Современные исследователи в данной области, интересующиеся этой темой, найдут этот обзор полезным, поскольку он предоставляет уникальную перспективу прошлого и предлагает несколько будущих направлений исследований по данной теме.

Ключевые слова: настройка работы, библиометрический анализ, анализ совместного цитирования, анализ библиографической связи.