# ORGANIZATIONAL PSYCHOLOGY

# Determinants of organizational and employee psychosocial spectrum: A bibliometric analysis

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**Abstract**. *Purpose*. This study aims to analyze the correlation between organizational climate determinants, emotional intelligence, leadership skills, and employees' psychological well-being towards a positive organizational psychosocial spectrum. *Methodology*. This is carried out through the bibliometric analysis approach, intended to help uncover collaboration trends, relationship patterns within extensive data, and to identify knowledge gaps. To achieve these objectives, a quantitative approach is adopted using a cross-sectional survey design. The research sample involves employees from various hierarchical levels within private companies. Data collection is conducted using a survey instrument implemented through the Google Form application. Respondent data is selected randomly and analyzed using descriptive statistics to portray demographic profiles and respondent characteristics. Moreover, a multiple linear regression analysis is utilized to examine the relationship between predictor variables and explanatory variables. *Findings*. The analysis results indicate a significant connection between predictor and explanatory variables. *Implications for practice*. The practical implications are that the management can provide guidance patterns for workplace improvement and employee quality of life enhancement. *Originality*. This study explores intricate and relevant relationships within current workplace issues.

**Keywords**: positive organizational correlation, collaborative bibliometric analysis, workplace influence.

## Introduction

The concept of organizational psychosocial in the current business and organizational world shapes a productive, healthy, and effective work environment. Encompassing psychological and social aspects within the workplace, it has emerged as an approach focused on employee well-being and performance (Yu et al., 2022; Siami et al., 2023; Willroth, 2023). In response to these demands, the roles of organizational climate determination, emotional intelligence, leadership skills, and employee psychological well-being have become increasingly significant in shaping a positive organizational psychosocial spectrum.

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The interactions and interrelationships among the determinants of organizational climate, emotional intelligence, leadership skills, and employee psychological well-being in scholarly literature necessitate a combined bibliometric analysis to help identify research gaps and potential areas for further exploration in understanding the positive organizational psychosocial spectrum. Below, the visual patterns of potential areas are presented using the network visualization and overlay visualization approach.

Organizational climate, as the general perception felt by employees towards the work environment, profoundly impacts motivation, satisfaction, and employee commitment (Adikoeswanto et al., 2020; Mishra, Tikoria, 2021; Curilla et al., 2023). Emotional intelligence, as the ability to recognize, understand, and manage emotions, plays a crucial role in social interactions and adaptation in a dynamic workplace. Meanwhile, effective leadership skills contribute to the formation of a supportive organizational culture while leading teams towards shared goals. Equally important is the psychological well-being of employees, encompassing aspects of personal satisfaction, work-life balance, and well-managed stress levels.
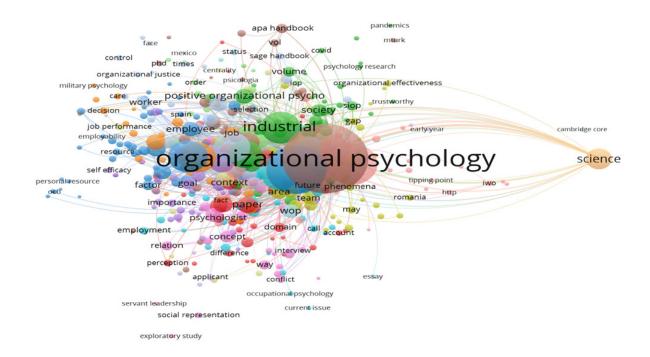


Figure 1. Network visualization. Source: Data processed by the researcher, Vosviewer, 2023.

However, despite the recognized importance of these determinant roles, a framework that unifies their contributions in shaping a positive organizational psychosocial spectrum still requires more in-depth and comprehensive research. In this regard, the utilization of bibliometric analysis techniques in this study is anticipated to provide a holistic view of the development and interaction of relevant scholarly literature. By comprehending how these determinant roles relate to each other and align with the concept of positive organizational psychosocial, it is expected that a stronger knowledge foundation will be unearthed to support the implementation of practices focusing on organizational well-being and effectiveness.

The phenomenon of the complexity of relationships and interactions among the determinants of organizational climate, emotional intelligence, leadership skills, and employee psychological well-being in shaping a positive organizational psychosocial spectrum is noteworthy. This implies

that this phenomenon holds significant implications in the endeavor to create a positive and productive work environment. By comprehending the interactions and interconnections that occur among these factors, organizations can develop more effective strategies to enhance employee well-being and achieve holistic organizational goals (Mensah et al., 2023; Mohammad, Husted, 2023; Saha et al., 2023; Wee et al., 2023). Thus, the primary objective of this research problem is to illustrate the importance of understanding the complexity of relationships among variables in forming a positive organizational psychosocial spectrum.
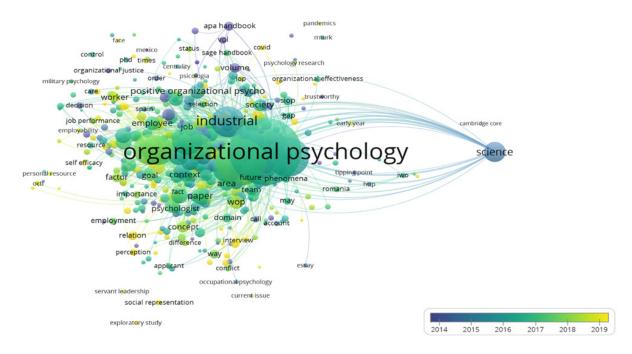


Figure 2. Overlay visualization. Source: Data processed by the researcher, Vosviewer, 2023

Therefore, by gaining a deeper understanding of the dynamics and phenomena elucidated, it is hoped that this research can provide valuable insights for practitioners, academics, and decision-makers in their efforts to promote the development of sustainable and employee-centric organizational growth.

## Literature review

In the theoretical framework, this research will explore the phenomenon of complexity in the relationships and interactions among independent variables, namely the determinants of organizational climate, emotional intelligence, leadership skills, and employee psychological well-being, in shaping the dependent variable, namely the positive organizational psychosocial spectrum.

Organizational climate determinants play a central role in creating a work environment that influences employee behavior and well-being. This concept refers to the general perceptions individuals have about their work environment, encompassing elements such as interpersonal relationships, fairness, and organizational support. Prior research has indicated that a positive organizational climate can enhance employee motivation, commitment, and productivity (Al-Kurdi et al., 2020; Kim, Park, 2020; Hoang et al., 2021; Mishra, Tikoria, 2021; Mohammad, Husted, 2023; and Singh et al., 2023). Introducing this concept within the context of bibliometric analysis will provide a richer understanding of how scholarly literature depicts the role of organizational climate in shaping the positive organizational psychosocial spectrum.

**Organizational climate**

Organizational climate determinants play a central role in creating a work environment that influences employee behavior and well-being. This concept refers to the general perceptions individuals have about their work environment, encompassing elements such as interpersonal relationships, fairness, and organizational support. Prior research has indicated that a positive organizational climate can enhance employee motivation, commitment, and productivity (Al-Kurdi et al., 2020: Kim, Park, 2020; Hoang et al., 2021; Mishra, Tikoria, 2021; Mohammad, Husted, 2023; Singh et al., 2023). Introducing this concept within the context of bibliometric analysis will provide a richer understanding of how scholarly literature depicts the role of organizational climate in shaping the positive organizational psychosocial spectrum.

**Emotional intelligence**

Emotional intelligence reflects an individual's ability to recognize, understand, and manage emotions, both within oneself and in social interactions. In the workplace, emotional intelligence can influence collaboration, communication, and adaptation to change (Abdollahi et al., 2020; Wang, Goh, 2020; Wang et al., 2021; Abdo et al., 2022: Ahmed et al., 2022; and Prentice et al., 2022). This concept is gaining increasing attention as a significant factor that plays a pivotal role in creating an inclusive work environment and integrating organizational psychosocial aspects. Within the scope of bibliometric analysis, this study will identify the development and literature connections related to emotional intelligence within the context of organizational psychology and workforce development.

**Leadership skills**

Leadership skills contribute to the development of a supportive organizational culture and motivate employees to achieve common goals. Effective leadership involves the ability to guide, inspire, and facilitate team development. Various theories and leadership models have evolved in the literature, encompassing leadership styles, characteristics, and the impact of leadership on organizations and employees (Trushkina et al., 2020; Azeem et al., 2021; Ugheoke, 2021; Khaksar et al., 2023; Leso et al., 2023; and Madi et al., 2023). Through bibliometric analysis, this research will depict the evolution and relationships in the literature concerning leadership skills in shaping the positive organizational psychosocial spectrum.

**Psychological well-being of employees**

Psychological well-being of employees is a crucial aspect in creating a positive work environment. This encompasses factors such as personal satisfaction, work-life balance, and stress management capabilities (Ahmed et al., 2021; Kundi et al., 2021; Pradhan, Hati, 2022; Ambhore, Ofori, 2023; Baquero, 2023). In literature analysis, employees' psychological well-being is often linked to productivity, commitment, and job quality. This study will analyze how the literature articulates the importance of employees' psychological well-being within the context of a positive organizational psychosocial spectrum, while identifying trends and developments in related literature.

**Positive organizational psychosocial spectrum**

The dependent variable in this study is "Positive Organizational Psychosocial Spectrum", referring to the outcome of the interaction between organizational climate determinants, emotional intelligence, leadership skills, and employees' psychological well-being in creating a positively impactful work environment for employees and the organization as a whole. Through the bibliometric analysis approach, this research aims to provide a deeper insight into the role and interactions of these variables in shaping a positive work environment. With a better understanding of these complex relationships, organizations can develop more effective strategies to enhance employee well-being and achieve organizational goals holistically.

# Methodology

This study aims to conduct quantitative research with a survey design involving employees from various Private corporate organizations (PCOs) in the former Madiun Residency, namely Madiun City, Madiun Regency, Ponorogo Regency, Pacitan Regency, Magetan Regency, and Ngawi Regency. The research focuses on measuring and analyzing the relationship between independent variables, namely organizational climate determinants, emotional intelligence, leadership skills, and employee psychological well-being, with the dependent variable being positive organizational psychosocial spectrum.

| Organizational climate |
| Emotional intelligence |
| Leadership skills |
| Psychological well-being of employees |

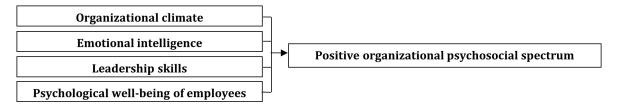→ | Positive organizational psychosocial spectrum |

Figure 3. Research conceptual framework

The data collection technique involves using the Google Form application, and data will be collected randomly and analyzed using descriptive statistics and multiple linear regression analysis. The implications of the findings are expected to provide concrete guidance for practitioners in developing strategies to create a work environment that positively impacts employees and the organization as a whole.

## Hypotheses

Thus, the formulation of hypotheses in this study is as follows:

*H1: Organizational climate influences positive positive organizational psychosocial spectrum.*
*H2: Emotional intelligence influences positive positive organizational psychosocial spectrum.*
*H3: Leadership skills influences positive positive organizational psychosocial spectrum.*
*H4: Psychological Well-being of Employees influences positive positive organizational psychosocial spectrum.*

# Results

## Respondent identity distribution

In data analysis, several patterns emerged regarding respondent characteristics. Firstly, in the gender category, there were 56.3% male and 43.8% female respondents. This disparity indicates gender participation variation in the study, where differences in gender proportions might have implications on research outcomes. Secondly, the analysis of respondent age reveals that the majority fall within the age range of 18–30 years. The age group of 18–25 years contributes 31.3%, and the age group of 26–30 years is 30.4%. This suggests the presence of a younger generation in the sample, which could influence organizational dynamics.

The domicile of the respondents also provides important insights. Madiun City is the main source of respondents, contributing at a rate of 42.0%, followed by Madiun Regency at 17.9%, Pacitan Regency at 12.5%, Ponorogo Regency at 11.6%, Magetan Regency at 9.8%, and Ngawi Regency at 6.3%. Furthermore, when examining the education level, the majority of respondents hold a Bachelor's degree with a contribution rate of 39.6%, while the Diploma and Senior High School education levels also have significant contributions.

In the context of work tenure, respondents with two–five years of work experience dominate, accounting for a percentage of 42.0%, followed by those with less than one year and over ten years

of work experience, each at 22.3%. Moreover, the majority of respondents are staff or employees, making up 81.3%, while Head of Division or Department and Manager of Division or Department have lower proportions. The company sector also presents a heterogeneous picture, with the Financial Industry at 28.6% and the Manufacturing Industry at 17.0% having the largest contributions. Lastly, based on the company sector, the Financial Industry has the highest number of respondents at 28.6%, followed by the Manufacturing Industry at 17.0%, and the Retail Products Industry at 16.1%. The Technology Industry, Automotive Industry, and Pharmaceutical Industry also have significant contributions within the sample. There is variation in the distribution of respondents based on the company sector. Below is Table 1.1, presenting the tabulation results of the descriptions provided above.

Table 1. Demographic profile

| No. | Category | Description of respondent specifications | | Number | Percentage |
|---|---|---|---|---|---|
| 1. | Gender | Male | | 63 | 56.3% |
| | | Female | | 49 | 43.8% |
| | | | Total | 112 | 100,0% |
| 2. | Respondent age | 18–25 years | | 35 | 31.3% |
| | | 26–30 years | | 34 | 30.4% |
| | | 31–35 years | | 23 | 20,5% |
| | | 36–40 years | | 15 | 13.4% |
| | | More than 41 years | | 5 | 4.5% |
| | | | Total | 112 | 100,0% |
| 3. | Residence | Madiun City | | 47 | 42.0% |
| | | Madiun Regency | | 20 | 17.9% |
| | | Ponorogo Regency | | 13 | 11.6% |
| | | Pacitan Regency | | 14 | 12.5% |
| | | Magetan Regency | | 11 | 9.8% |
| | | Ngawi Regency | | 7 | 6.3% |
| | | | Total | 112 | 100,0% |
| 4. | Educational level | High school | | 30 | 27.0% |
| | | Diploma 3 | | 33 | 29.7% |
| | | Bachelor's degree | | 44 | 39.6% |
| | | Master's degree | | 4 | 3.6% |
| | | Doctorate | | 0 | 0.0% |
| | | | Total | 112 | 100,0% |
| 5. | Length of employment | Less than one year | | 25 | 22.3% |
| | | 2 – 5 years | | 47 | 42.0% |
| | | 6 – 9 years | | 15 | 13.4% |
| | | More than 10 years | | 25 | 22.3% |
| | | | Total | 112 | 100,0% |
| 6. | Job position | Staff or employee | | 91 | d81.3% |
| | | Division or department head | | 16 | 14.3% |
| | | Division or department manager | | 5 | 4.5% |
| | | | Total | 112 | 100,0% |
| 7. | Company Sector | Technology industry | | 15 | 13.4% |
| | | Financial industry | | 32 | 28.6% |
| | | Automotive industry | | 15 | 13.4% |
| | | Retail industry | | 18 | 16.1% |
| | | Processing industry | | 1 | 0.9% |
| | | Manufacturing industry | | 19 | 17.0% |
| | | Pharmaceutical industry | | 12 | 10.7% |
| | | | Total | 112 | 100,0% |

**Source:** Data processed by the researcher using IBM SPSS Statistics Version 25.0.

### Descriptive statistics

Descriptive statistics is a method in statistical analysis aimed at summarizing, describing, and analyzing data in a simpler and more understandable form. Descriptive statistics involves calculating statistical measures such as mean, median, mode, standard deviation, as well as graphical representations like bar charts, pie charts, and histograms. The primary goal of descriptive statistics is to provide a comprehensive overview of data characteristics and patterns, aiding in decision-making, trend identification, and extracting essential.

Table 2. Descriptive statistics

| Variables | Indicator | N | Minimal | Maximal | Mean | |
| --- | --- | --- | --- | --- | --- | --- |
| | | | | | Indicator | Variable |
| Organizational climate | 1* | 112 | 2 | 5 | 3.71 | |
| | 2* | 112 | 2 | 5 | 3.63 | 11.05 |
| | 3* | 112 | 2 | 5 | 3.71 | |
| Emotional intelligence | 1* | 112 | 2 | 5 | 3.78 | |
| | 2* | 112 | 2 | 5 | 3.74 | 7.52 |
| | 3* | 112 | 2 | 5 | 3.67 | |
| Leadership skills | 1* | 112 | 2 | 5 | 3.67 | |
| | 2* | 112 | 2 | 5 | 3.75 | 10.90 |
| | 3* | 112 | 2 | 5 | 3.48 | |
| Psychological well-being of employees | 1* | 112 | 2 | 5 | 3.52 | |
| | 2* | 112 | 2 | 5 | 3.76 | 7.28 |
| | 3* | 112 | 2 | 5 | 3.75 | |
| Positive organizational psychosocial spectrum | 1* | 112 | 2 | 5 | 3.48 | |
| | 2* | 112 | 2 | 5 | 3.52 | |
| | 3* | 112 | 2 | 5 | 3.76 | |
| | 4* | 112 | 2 | 5 | 3.75 | |
| | 5* | 112 | 2 | 5 | 3.71 | 13.63 |
| | 6* | 112 | 2 | 5 | 3.97 | |
| | 7* | 112 | 2 | 5 | 3.66 | |
| | 8* | 112 | 2 | 5 | 3.54 | |

*Source*: Data processed by the researcher using IBM SPSS Statistics Version 25.0.

The table presented above illustrates the results of descriptive statistics for several variables and related indicators in this study. First, for the variable *"Organizational climate determination,"* there are three indicators measuring various aspects of organizational climate. The consistent sample data count of 112 indicates a considerable diversity in the sample. The score range from 2 to 5 demonstrates the variation in respondents' assessments of the organizational climate. The average scores range from 3.63 to 3.71, indicating that the mean values fall within the mid-range of the assessment scale. This variation could be due to individuals' differing perceptions of the organizational climate.

Next, the variable *"Emotional intelligence"* has three indicators measuring aspects of employees' emotional intelligence. The same sample count of 112 for each indicator demonstrates consistent measurement across the sample. The similar score range, from 2 to 5, also indicates variation in the assessment of emotional intelligence. The average scores range from 3.67 to 3.78, showing a more positive tendency towards these indicators. This variability may stem from differences in respondents' levels of awareness and understanding of emotions.

Moving on, in the *"Leadership skills"* variable, three indicators are observed to measure leadership skills. The consistent sample count of 112 reflects a good representation of the sample. The score range from 2 to 5 depicts variation in the assessment of leadership skills. The average

scores range from 3.48 to 3.75, indicating a broader variation in this assessment. Differences in respondents' perceptions of leadership skills may stem from variations in their experiences and viewpoints on leadership dynamics.

Moving forward, in the **"Psychological well-being of employees"** variable, three indicators measure the aspects of employees' psychological well-being. The consistent sample count of 112 reflects a solid representation of the sample. The score range from 2 to 5 signifies variation in the assessment of psychological well-being. The average scores range from 3.52 to 3.76, indicating a positive tendency toward psychological well-being. Variability in this assessment might arise from differences in respondents' perceptions regarding personal satisfaction levels and work-life balance.

Lastly, in the **"Active organizational psychosocial spectrum"** variable, there are eight indicators measuring the active organizational psychosocial spectrum. The consistent sample count of 112 indicates a steady sample. The score range from 2 to 5 illustrates the variation in the assessment of the active psychosocial spectrum. The average scores vary among indicators, indicating differences in the assessment of the active organizational psychosocial spectrum. In conclusion, these descriptive statistics provide an initial understanding of the variation and patterns in the assessment of various variables and indicators in the research evaluation.

Table 2. Interpretation of research findings

| Model | | | | | $\sigma$ |
|---|---|---|---|---|---|
| Cronbach's Alpha | | | | | 608a |
| Classical Assumptions | | | | | Intercept |
| Asymp. Sig. (2-tailed) | | | | | .355c |
| Durbin Watson | | | | | 2.971 |
| Adjusted $R^2$ | | | | | .668 |
| Nilai $F$-test | | | | | 3.045 |
| $p$-value $F$-test | | | | | .001b |
| **Coefficientsa** | **$\beta$-value** | **Std. Error** | **$t$-value** | **$\sigma(\mu)$** | **Decision** |
| Constant | 6.425 | 2.452 | 4.247 | .000 | |
| Organizational climatw | 3.014 | 2.048 | 2.036 | .005 | Significance* |
| Emotional ınntelligence | 3.291 | 2.150 | 1.709 | .000 | Significance* |
| Leadership skills | 3.073 | 2.113 | 2.194 | .003 | Significance* |
| Psychological well-being of employees | 2.960 | 2.822 | 1.979 | .000 | Significance* |

*Dependent Variable: Positive organizational psychosocial spectrum. Test distribution is normal, calculated from data, lilliefors significance correction, predictors: (constant), organizational climate, emotional intelligence, leadership skills, and positive organizational psychosocial spectrum. **Note**: * and ** — indicates significance at 1% and 5%. **Source**: Data processed by the researcher using IBM SPSS Statistics Version 25.0.*

**Interpretation**

The results of the statistical analysis presented in the table provide in-depth information about the relationships among the variables of interest in this study. Firstly, the recorded value of Cronbach's *Alpha* at 0.608 indicates the internal consistency of the measurement instrument used. This number reflects a moderate level of consistency, suggesting that the questions or statements within the research instrument have a stable interconnectedness. In the context of classical assumption tests, it is important to emphasize that there is no significant influence from the intercept (constant) in the research regression model. This confirms that fundamental assumptions like homoscedasticity and normality are met in the statistical analysis study. In line with this, the Durbin Watson value of 2.971 indicates no indication of autocorrelation patterns in the model, signifying that the residuals of the model do not exhibit significant dependence patterns.

In the framework of the model's ability to explain variation, an Adjusted $R^2$ value of 0.668 reveals that approximately 66.8% of the variation in the dependent variable can be explained by

the independent variables included in the model. This indicates the intercept model's capability to depict the observed data's variability. In relation to this, the *F*-test with a value of 3.045 and a *p*-value of 0.001 shows that the model as a whole has a significant impact on the dependent variable. A more in-depth analysis of the regression coefficients informs that independent variables such as Employee Training, Technology Investment, Performance Assessment, and Active Leadership have a significant influence on the dependent variable. This reinforcement is supported by *p*-values less than 0.05, signifying strong statistical significance in the relationships among these variables.

# Findings

The Organizational Climate Determinants significantly affect a positive organizational psychosocial spectrum. In the findings of this study, a t-value of 2.036 was obtained, with $\sigma(\mu)$ .005 < $\sigma$ < 0.05. This means that organizational climate determinants can shape the work atmosphere, work norms, work values, and interpersonal interactions that employees perceive in a positive organizational environment within their respective companies. This is supported by the following reasons: 1) elements such as interpersonal support, fairness, and recognition can create an environment that stimulates employees' psychological well-being, 2) the formation of healthy and collaborative social interactions in the workplace, 3) promoting employee development and the implementation of effective leadership skills through the emphasis on work culture. This is in line with research findings conducted by (Thomas et al., 2021; Kyaw et al., 2022; Zeitlin et al., 2023), explaining that the theory of psychological well-being, a form of employee satisfaction, can contribute to productivity, motivation, and organizational commitment, encompassing interactions between employees and a supportive and constructive work environment. Therefore, the relationship between organizational climate determinants and a positive organizational psychosocial spectrum has a strong theoretical and empirical foundation and can provide the basis for psychosocial interactions leading to employee well-being, increased productivity, effective collaboration, and an inclusive work culture.

Emotional intelligence has an impact on a positive organizational psychosocial spectrum. In the findings of this study, a *t*-value of 1.709 was obtained, with $\sigma(\mu)$ .000 < $\sigma$ 0.05. This means that emotional intelligence involves an individual's ability to recognize, understand, and manage emotions, both within themselves and in social interactions. This is supported by the following reasons: 1) employees with higher emotional intelligence tend to have better abilities in managing stress and pressure in the workplace, 2) the ability to understand and manage emotions also enables employees to interact more effectively with colleagues, superiors, and subordinates, 3) good emotional intelligence tends to be more adaptive to organizational changes. This is in line with research findings conducted by (Cui, 2021; Kukah et al., 2022; de Bruyn, 2023), explaining that transformative leadership theory indicates that leadership focusing on emotional aspects can create a positive and productive work environment. Therefore, the relationship between emotional intelligence and a positive organizational psychosocial spectrum has a strong theoretical foundation and is supported by numerous empirical studies in the field of organizational psychology, highlighting its crucial role in shaping positive interactions, managing conflicts, and creating an adaptive and inclusive work environment.

Leadership skills have a significant impact on a positive organizational psychosocial spectrum. In the findings of this study, a *t*-value of 2.194 was obtained, with $\sigma(\mu)$ .003 < $\sigma$ 0.05. This means that effective leadership contributes to creating a supportive, productive, and positive work environment. This is supported by the following reasons: 1) a leader who can guide, motivate, and mentor a team effectively tends to create an inspiring and attractive work environment, 2) leadership skills in

facilitating open and participatory communication can reduce conflicts, enhance collaboration, and foster supportive relationships among team members, 3) leaders who are attentive listeners and value the perspectives and contributions of each individual can create an inclusive and harmonious work environment. This is in line with research findings conducted by (Asatiani et al., 2021; Ching et al., 2022; Yu et al., 2023), explaining that the theory of psychological well-being aspects and positive interpersonal relationships contribute to a positive work environment. Therefore, the relationship between leadership skills and a positive organizational psychosocial spectrum has a strong theoretical foundation and is supported by research in the fields of leadership and organizational psychology, highlighting their contribution to creating a positive, harmonious, and productive work environment.

Employee psychological well-being has a significant impact on a positive organizational psychosocial spectrum. In the findings of this study, a $t$-value of 1.979 was obtained, with $\sigma(\mu)$ .000 < $\sigma$ 0.05. This means that individual psychological well-being will influence the overall dynamics and atmosphere within the organization. This is supported by the following reasons: 1) employees who feel satisfied and content in their work tend to be more motivated, dedicated, and committed to the organization, 2) employees who have a good balance between personal and work life tend to be more productive and resilient in facing work pressures, 3) employee satisfaction and motivation can shape a positive work culture where employees feel motivated to collaborate, innovate, and achieve common goals. This is in line with research findings conducted by (Colenberg et al., 2021; Rahi, 2022; Gip et al., 2023), which explain that the theory of subjective well-being emphasizes the importance of individuals' perceptions of their well-being as a crucial factor in achieving higher psychological well-being. Therefore, the relationship between employee psychological well-being and a positive organizational psychosocial spectrum has a strong theoretical foundation and is supported by research in the field of subjective well-being in organizations, highlighting the connection between employee psychological well-being.

## Conclusion

The way workers act will contribute to the success or failure of the organization. All organizations dream of skilled, completely engaged workers, enthusiastic and happy with their jobs and the tasks they perform, loyal to the organization, inclined to cooperate and share information, etc. Engaged workers are only capable of developing and introducing technologies, promoting good customer relations, enhancing the quality of processes and goods, and therefore continually working towards the improvement of the efficiency of the company. That is why businesses need to look for ways to recruit talented people, and then initiate and improve the desired behaviors among employees. Those organizations who realizes this fact contribute a lot to inculcate organizational citizenship behaviour among the employees to promote effective employee engagement.

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# Детерминанты организационной и психосоциальной среды для сотрудников: библиометрический анализ

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**Аннотация**. *Цель*. Данное исследование имеет целью проанализировать связи между факторами организационного климата, эмоциональным интеллектом, навыками руководства и психологическим благополучием сотрудников в контексте положительного организационного психосоциального спектра. *Методология*. Это достигается с помощью библиометрического анализа, направленного на выявление тенденций сотрудничества, паттернов отношений в обширных данных, а также выявление пробелов в имеющихся знаниях. Для достижения этих целей применяется количественный подход с использованием дизайна кросс-секционного опроса. Исследование включает в себя сотрудников различных иерархических уровней в частных компаниях. Сбор данных осуществляется с использованием опросного инструмента, реализованного через приложение *Google Forms*. Сведения о респондентах выбираются случайным образом и анализируются с использованием описательной статистики для представления демографических профилей и характеристик респондентов. Кроме того, используется множественный линейный регрессионный анализ для изучения связи между переменными-предикторами и зависимыми переменными. *Результаты*. Результаты анализа показывают значительную связь между предикторами и зависимыми переменными. *Практические выводы*. Практические выводы заключаются в том, что руководство может предоставить образцы рекомендаций для улучшения рабочей среды и повышения качества жизни сотрудников. *Оригинальность*. В данном исследовании изучаются сложные и актуальные отношения в рамках современных трудовых проблем.

**Ключевые слова:** положительная организационная корреляция; совместный библиометрический анализ; факторы рабочего места.