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**THE EVOLUTION OF THE INTELLECTUAL SCIENTIFIC ROOTS AND
INFLUENCE OF HUMAN RESOURCES MANAGEMENT AREA OVER THE LAST
50 YEARS: A BIBLIOMETRIC ACCOUNT BASED ON ELITE JOURNALS**

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Abstract

This dissertation seeks to uncover the publication patterns, and the scientific roots and influence of the Human Resources Management and Employment Studies (HRM&ES) area based on this field's five elite/ top journals: Human Resource Management (HRM), Human Resource Management Journal (HRMJ), Industrial Relations (IR), The British Journal of Industrial Relations (BJIR) and Work, Employment and Society (WES).

Adding to the literature on this field, we identify the founding parents in each of the elite and top journals, the seminal studies, and the topics that have gathered the biggest interest from researchers in the field. The novel analysis of the influence of the published articles (including reviews) allowed us to conclude through the lens of its elite/top journals that the HRM&ES field is self-referential.

The main results of the present study can be organized into publications, intellectual roots, and scientific influence. Regarding the publications, we conclude that Elite and Top journals in the HMR&ES area do not differ significantly in terms of the type of documents published. With intellectual roots, we can observe that they differ in the cited references. The articles published in these leading journals are cited by authors affiliated with institutions located in more than one hundred countries, and we can conclude that the elite/top journals of the HRM&ES present a global scientific influence.

This study provides a comprehensive and updated investigation of the evolution of HRM literature. Since no similar work has been published in the literature on this topic, this bibliometric analysis adds value to the state-of-the-art literature, constituting a useful resource for academics and professionals wanting to have a broader and deeper understanding of the importance of this area.

Keywords: Human Resources Management and Employment Studies (HRM&ES); Elite and Top Journals; Bibliometrics; Scientific Roots; Scientific Influence; Academic Journal Guide; ABS Ranking

Resumo

A presente dissertação tem como objetivo identificar os padrões de publicação, as raízes científicas e a influência da área da Gestão de Recursos Humanos e Estudos sobre o Emprego (GRH&EE), com base nas cinco revistas de elite desta área: Human Resource Management (HRM), Human Resource Management Journal (HRMJ), Industrial Relations (IR), The British Journal of Industrial Relations (BJIR) e Work, Employment and Society (WES).

Para além da literatura sobre este tema, identificamos, em cada uma das revistas de elite e de topo, os pais fundadores, os estudos seminais e os tópicos que reuniram o maior interesse pelos investigadores neste sector. A análise inovadora da influência dos artigos publicados (incluindo revisões), permitiu concluir, através da perspectiva das revistas de elite/topo, que o campo GRH&EE é autorreferencial.

Os principais resultados do presente estudo podem ser organizados em publicações, raízes intelectuais e influência científica. Relativamente às publicações, concluímos que as revistas de Elite/Topo da área da GRH&EE não diferem significativamente quanto ao tipo de documentos publicados. Relativamente às raízes intelectuais, podemos observar que diferem nas referências citadas. Os artigos publicados nestas revistas de referência são citados por autores afiliados a instituições localizadas em mais de uma centena de países, pelo que podemos concluir que as revistas de elite/topo da área de GRH&EE apresentam uma influência científica global.

Este estudo fornece uma investigação abrangente e atualizada da evolução da literatura sobre a GRH. Uma vez que não existe nenhum trabalho semelhante a este tópico publicado na literatura, esta análise bibliométrica acrescenta valor ao estado da arte da literatura, constituindo um recurso útil para académicos e profissionais que pretendam ter uma compreensão mais ampla e profunda da importância desta área.

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List of Acronyms

ABS – Association of Business Schools

AI – Artificial Intelligence

AJG – Academic Journal Guide

BJIR – The British Journal of Industrial Relations

DB – Database

HR – Human Resources

HRM – Human Resource Management

HRM&ES – Human Resources Management and Employment Studies

HRMJ – Human Resource Management Journal

IR – Industrial Relations

SJR – SCImago Journal Ranking

UK – United Kingdom

USA – United States of America

WES – Employment and Society

WoS – Web of Science

1. Introduction

In the 1950s, a process of scientification of the Human Resource Management and Employment Studies (HRM&ES) began, with academics placing greater emphasis on developing a more rigorous type of research (Khurana, 2007).

HRM&ES encompass all aspects of people management and can be divided into four main lines of research (Guest, 2017; Kochan & Osterman, 1994; Procter, 2024; Wood & Budhwar, 2022): 1) decisions on how and when to select and recruit people or terminate employment contracts; 2) the degree to which and how employees may be delegated a share in decision making; 3) evaluations of processes and systems for the quotidian management of people and/or longer-term human resource planning, management and employee well-being, and the management of the interface between production process and technologies, as well as the administration of the employment contract and reward systems; and 4) issues related to work, workers, and the employment relationship, including the labour process, industrial relations, changes in labour markets, and the gender and domestic divisions of labour.

The research on HRM&ES became increasingly specialized (Beyer & Trice 1982; Hayes & Abernathy 1980). According to Kaufman (2014, p.1), “understanding the past and how we got to the present is vital for charting the best direction forward for both HRM research and practice”. In this line of reasoning, the present study aims to assess the evolution of the area in terms of main topics, outlets, most prolific authors and most influential studies resorting to bibliometric techniques involving the analysis of 7740 articles (including reviews) published, more than 275 thousand citations made and approximately 114 thousand citations received by the articles published in the 5 elite/top HRM&ES journals. Thus, it provides a novel assessment of the scientific roots and influence of the area of HRM&ES, encompassing the analysis of the intellectual roots, the founding articles and reviews, authors and sources, as well as their scientific influence.

Albeit there exist high-quality bibliometric literature reviews focusing on HRM&ES area, they are based on the analysis of the area’s elite journals in isolation, with some being relatively old: Human Resource Management (HRM) (Lawler III, 2011); Human Resource Management Journal (HRMJ) (Fardale et al., 2020); Industrial Relations (IR) (Ross, 2012); and The British Journal of Industrial Relations (BJIR) (Heery, 2005).

To the best of our knowledge, an up-to-date, comprehensive review of the HRM&ES area is missing, with previous studies overlooking the analyses of scientific roots and influence.

Given the above-mentioned gaps, our study aims to provide an up-to-date and encompassing quantitative account of the HRM&ES area, analysing the 5 elite journals (4 and 4* according to the ABS/ Academic Journal Guide 2021 ranking) – Human Resources Management (HRM), Human Resources Management Journal (HRMJ), Industrial Relations (IR), British Journal of Industrial Relations (BJIR), and Work, Employment and Society (WES). Moreover, and in line with Teixeira (2014), we seek to uncover HRM&ES area scientific roots and scientific influence, to identify the founding parents of the field, the seminal studies, and theoretical approaches, and investigate whether HRM&ES area is self-referential or has a scientific influence beyond its scientific boundaries.

To perform the above analysis, we resort to bibliometric techniques based on three main databases: 1) Publications - the 77740 articles (including reviews) published in the above outlets until December 2023; 2) Roots – the 275665 references included in the articles (and reviews) published in the above outlets until December 2023; and 3) Influence – the 113603 citations received by the articles (including reviews) published in the above outlets in June 2024.

After this Introduction, we undertake a brief review of the relevant literature (Section 2), focusing on the definition of Human Resources Management (Section 2.1), the evolution of the field (Section 2.2), and the main topics in the scientific area (Section 2.3). Section 3 provides all the methodological considerations regarding this dissertation, such as the selection and description of the seed journals (Section 3.1) and the description of the process of gathering the data to be analysed (Section 3.2). In Section 4, we present the empirical results of the bibliometric exercise using the Scopus database, including the analysis of the documents published (Section 4.1), the intellectual roots (Section 4.2) and the scientific influence (Section 4.3). Finally, Section 5 provides some concluding remarks and presents the scientific implications and main limitations of this work.

2. Literature review

2.1. Scientific boundaries of Human Resources Management and Employment Studies (HRM&ES) area

The term ‘Human Resources Management’ (HRM) is not easy to define (Torrington et al., 2008), and many authors have put forward several definitions over the years. For Armstrong (2006), HRM is defined as a strategic and coherent approach to managing an organization’s most valued assets, the people working there, who individually and collectively contribute to achieving its objectives. According to Boxall and Purcell (2011), HRM plays a crucial role in the success of any organization, being responsible for managing the organization's human resources.

HRM is a set of integrated processes to help an organization manage its human capital and, therefore, the effectiveness of HRM lies in the degree to which these processes are integrated and aligned with the organization's mission and strategy (Patterson, 2023). In other words, HRM is not just about hiring and firing employees; it involves a wide range of activities, such as recruitment, training and development, performance management, compensation, and benefits administration (Paauwe & Boon, 2009; Patterson, 2023; Widarni & Bawono, 2020).

In scientific terms, human resources (HR) is defined as a highly heterogeneous and fragmented area, determined by the intersection of different research fields, such as labour economics, industrial sociology, and industrial and organizational psychology (Frutos-Belizón et al., 2021).

2.2. Overview of the studies focused on the evolution of the HRM&ES area

The field of HRM&ES has a long history, with the importance and role of HRM, previously known as personnel management, changing considerably over the years (Ferris et al., 2007).

The area of HRM&ES dates back to the dawn of human civilization, when the Egyptian pharaohs and Chinese emperors directed tens of thousands of labourers in the building of the Great Pyramid and Great Wall and other slavery cases (Ahmadinejad et al., 2016; Alizadeh et al., 2022; Kaufman, 2014), which involved one or more individuals directing and coordinating the work of others. However, the term HRM formally first appeared because of the Human Relations Movement arising from the Industrial Revolution in the late 19th century (Deadrick & Stone, 2014; Obedgiu, 2017). This time was marked by bitter and bloody strikes, sky-high job turnover, poverty-level wages for a large fraction of the workforce,

extensive child labour and poor work effort (Kaufman, 2014) that led to a desperate search for employees and prompted a need for change. Ulrich and Dulebohn (2015) contend that the emergence of HRM as a function within organizations was a response to factors associated with the Industrial Revolution, the emergence of the corporation and organizational structures, and organizational challenges to lower employee turnover and raise productivity.

From the perspective of the social sciences, Economics was the initial disciplinary basis for business education and personnel management, but influences coming from a wide diversity of areas such as Engineering, Administrative and Organizational Sciences, Psychology and Sociology, and Organizational Behaviour were gradually included in HRM (Kaufman, 2002).

After the Second World War (1945-1960), managers realized that employee productivity and motivation had an impact on profitability (Ferris et al., 2007; Ulrich & Dulebohn, 2015), so companies began to employ specialists to conduct recruitment, training, and welfare activities, taking these functions away from line managers as a means of attracting and maintaining employees and ensuring their continued productivity (Tubey et al., 2015).

According to Kauffman (2014) and Strauss (2001), the term HRM had the first appearance in the relevant literature in the USA through the books of Myers et al. (1964) and French (1964), and in the UK, twenty years later, with the contributions of David Guest (1987), and others.

Substantial changes were noticed from 1980 onwards (Schuler & Jackson, 2005; Ulrich & Dulebohn, 2015), with HR being increasingly seen as a part of the core business that could affect the efficiency and effectiveness of an organization (Ulrich & Dulebohn, 2015).

When the internet appeared in the mid-1990s, it enabled two-way communication and easy access to information via the web (Stone & Dulebohn, 2013). In the late 1990s, web services began to be developed, and, by the early 2000s, it was possible to access HR data at any time and place (Stone & Dulebohn, 2013).

Nowadays, new changes have taken place in HRM pushed by cloud and mobile technologies (Alizadeh et al., 2022; Santana & Díaz-Fernández, 2023), confirming the contents by Stone et al. (2015), and many others (e.g., Hendrickson 2003; Marler & Fisher, 2013), who argued that, in addition to the great effect that technology has already had on the evolution of HRM, the impact of new technologies on HRM is likely to continue in the future.

2.3. Main topics in the scientific area of HRM

Based on the list of contents of the most cited Handbooks in the area of HRM (Armstrong, 2006; Torrington et al., 2008; DeCenzo et al., 2016; Armstrong & Taylor, 2020; Bratton et al., 2021), we can identify the most frequently addressed topics in the scientific area of HRM (see Table 1): 1) Job and work design; 2) Workforce Planning and diversity; 3) Recruitment and selection; 4) Performance management; 5) Learning and development; 6) Reward management; 7) Employment relationship; 8) Ethics and corporate social responsibility; 9) Health and safety management; and 10) Technological development.

Job and Work Design

This topic comprises studies that focus on the process of matching tasks and responsibilities to form complete jobs and the relationships of jobs in the organization (Bratton & Gold, 1999). According to Armstrong and Taylor (2014), we can distinguish between the terms *work design* and *job design*, with the first focusing on creating work systems and work environments that increase the organization's effectiveness and productivity, ensure that the organization becomes an appealing place to work and promote the health, safety and well-being of workers; job design specifies the content of jobs in such a way as to meet the demands of the job and the personal needs of the employee, thereby increasing levels of employee commitment (Armstrong & Taylor, 2014).

Beyond the definition, this topic covers studies such as 'nature of work', 'development of work design' and 'organizational behaviour' (Bratton et al., 2021; Armstrong & Taylor, 2020).

Workforce Planning and Diversity

The workforce of a company is the workers with skills specific to that organization who possess a high degree of discretion in their work (Bratton & Gold, 1999). 'Workforce planning' is important because it encourages employers to develop clear and explicit links between their business and HR plans and to integrate the two more effectively (Armstrong & Taylor, 2014).

The studies in this topic analyse issues like 'people and business skills', 'managing change and conflict' and 'workforce diversity' (Armstrong & Taylor, 2020; Bratton et al., 2021).

Table 1: A synthesis of the main topics of HRM based on the most cited Handbooks

Top 5 Most cited Handbooks (cf. Google Scholar)					
Handbook	1	2	3	4	5
	Armstrong, M. (2006). A Handbook of Human Resource Management Practice	Torrington, D.; Hall, L.; Taylor, S. (2008). Human Resource Management	DA DeCenzo, SP Robbins, SL Verhulst (2016). Fundamentals of Human Resource Management	Armstrong, M.; Taylor, S. (2020). Armstrong's Handbook of Human Resource Management Practice	Bratton, J.; Gold, J.; Bratton, A.; Steele, L. (2021). Human Resource Management
Topics					
1 Job and Work Design	Organization, design and development			Organization	Job and work design
2 Workforce Planning and Diversity	Work and Employment			People management skills	Workforce Planning and Diversity
3 Recruitment and Selection					Recruitment and Selection
4 Performance Management	Performance Management	Performance		Performance management	Performance Management
5 Learning and Development	Human Resource Development	Development	Training and Development	Learning and development	Learning and Development
6 Reward Management	Rewarding People	Reward	Total Rewards	Reward Management	Reward Management
7 Employment Relationship	Employee relations	Employee Relations		Employment relations	Managing the Employment Relationship
8 Ethics and corporate social responsibility		Ethics and corporate social responsibility	Safety and Labor Relations		
9 (Mental) Health and Safety Management	Health, safety and welfare	Work-life balance		Employee wellbeing	HRM, Health and Well-being
10 Technological development (new technologies, innovation, AI, remote work)		Information technology and human capital measurement			

Source: Own elaboration.

Recruitment and Selection

This topic covers those studies that address ‘selection criteria’, ‘workforce action plan’ and ‘recruitment methods’ (Bratton et al., 2021) and is used to identify future employees who will benefit from an integrated package of company policies (Bratton & Gold, 1999). We can distinguish between recruitment and selection: recruitment is the process of finding and hiring the people the organization needs, and selection is the part of the recruitment process that consists of deciding which candidates should be appointed to jobs (Armstrong & Taylor, 2014).

Performance Management

Performance Management is a way of combining the company's strategy and objectives with targets and measures for employee performance (Bratton & Gold, 1999). This procedure has become a fundamental feature of an organization's effort to gain competitive advantage and better results through continuous performance improvement (Armstrong & Taylor, 2014; Bratton & Gold, 1999).

This topic covers studies such as ‘organizational and employee performance’ and ‘judgements and feedback’ (Armstrong, 2006; Armstrong & Taylor, 2020; Bratton et al., 2021; DeCenzo et al., 2016; Torrington et al., 2008).

Learning and Development

Learning and Development is defined as the process of ensuring that the organization has the knowledge able, skilled, and engaged workforce it needs (Armstrong & Taylor, 2014), as an opportunity for progress or growth at work based on individual achievement (Guest, 1987).

This topic encompasses ‘professional training’, ‘knowledge creation’, ‘onboarding’ and ‘leadership and career development’ (Armstrong, 2006; Armstrong & Taylor, 2020; Bratton et al., 2021; Torrington et al., 2008).

Reward Management

Reward Management refers to the strategies, policies and practices needed to ensure that people's value and the contribution they make to achieving organizational, departmental and

team objectives are recognized and rewarded (Armstrong & Taylor, 2014). Is one of the central pillars of human resource management and refers to all forms of financial return and benefits that employees receive as part of an employment relationship (Bratton & Gold, 1999). Reward management, in addition to financial rewards, also deals with others such as recognition, learning and development opportunities and increased professional responsibility, as well as financial rewards (Armstrong & Taylor, 2014).

Employment Relationship

Employment Relationship is a social, economic, and political relationship in which a worker provides manual and mental labour in exchange for rewards granted by the employer (Watson, 1996). Employment Relationship deals with employee grievances and conflicts, promoting a positive working environment and managing employee commitment and satisfaction. (Armstrong & Taylor, 2014).

The studies in this topic analyse 'labour relations, 'collective bargaining', 'trade unions' and 'employee communications' (Armstrong & Taylor, 2020; Bratton et al., 2021).

Ethics and corporate social responsibility

HR professionals have a special responsibility to protect and promote the organization's core values on how people should be managed and treated in general. They are particularly concerned with values related to fair and equitable treatment (Armstrong & Taylor, 2014).

HRM should always do what it can to integrate the consistent application of ethical values into the organization. Ethical guidelines define the way employees are treated in general and the main human resource management activities, such as 'organization development', 'recruitment and selection', 'learning and development', 'performance management', 'reward management', 'employee relations' and 'employment practices' relating to the working environment, employee welfare, equal opportunities, diversity management, handling disciplinary issues and grievances, job security and dismissal (Armstrong & Taylor, 2014).

Health and Safety Management

Health and Safety is influenced by several factors, both internal and external to organizations, including economic costs, the government, trade unions and public opinion. The economic

cost of health and safety at work for the organization is twofold. On the one hand, health and safety measures that protect workers from workplace risks can conflict with management's goal of containing production costs. On the other hand, effective health and safety policies can improve the performance of workers and the organization, reducing the costs associated with accidents, disabilities, absenteeism, or illness (Bratton & Gold, 1999). This topic covers subjects such as 'employee wellbeing', 'accident prevention' and 'Work-life balance' (Armstrong & Taylor, 2020; Bratton et al., 2021; Torrington et al., 2008).

Technological development

Technological development has provided organizations with different and new tools, which have proved very useful for improving, modifying, and perfecting the practices they use, as well as for setting new objectives and achieving various goals (Gonçalves et al., 2023). The use of information systems and technology is increasingly used by HRM in areas such as recruitment and selection, training, development, and staff rotation (Palos-Sánchez, et al., 2022). Technology is accelerating its capacity to assist organizations in producing better results with less resources (Kumar & Aithal, 2022).

Here, 'human capital reporting' and the contribution of technology to effective and efficient HR provision' are some of the topics covered.

3. Methodology

3.1. Selection and description of the seed journals

Reading top or elite journals in HRM&ES area can provide valuable insights and knowledge on how the intellectual scientific structure of the area is characterised and has evolved over time (Teixeira & Silva, 2013).

In the HRM&ES area, there are several journals that can be considered the area's 'seed' journals, that is, the most important outlets in the given scientific area (Du & Teixeira, 2012). These include 5 journals that are classified by the Academic Journal Guide ranking, published by the Chartered Association of Business Schools (the so-called ABS ranking), as 'Elite' (ABS 4*) or 'Top' (ABS 4) journals in Human Resources Management and Employment Studies (HRM&ES) area. *Human Resource Management Journal* (HRMJ), first published in the 90s, is the Elite journal of the HRM&ES area, whereas *Human Resource Management* (HRM), *Industrial Relations* (IR), *British Journal of Industrial Relations* (BJIR), and *Work, Employment and Society* (WES) are classified as Top journals (Table 2). The former three were launched in the 1960s, and the latter started at the end of the 1980s.

According to Academic Journal Guide 2021, these journals publish the most original and best-executed research. They are top journals in their field, whose submission rates are usually very high and acceptance rates low, their articles are subject to rigorous evaluation, and they generally have one of the highest citation impact factors in their field.

To top it off, several articles identify these journals as the most relevant when it comes to human resource management subject. Examples include Bahuguna et al. (2023), Markoulli et al. (2017) and Barry and Wilkinson (2022) for the HRM; Ross (2012) for the IR; McMillan and Casey (2007) for the BJIR; Thompson and Van den Broek (2010) for the WES; and Kertechian (2024), Farndale et al. (2020), Markoulli et al. (2017) and Barry and Wilkinson (2022) for the HRMJ.

Table 2: The Elite and Top journals classified by the ABS/ Academic Journal Guide ranking

Journal	HRM	IR	BJIR	WES	HRMJ
ABS Ranking	4	4	4	4	4*
1 st Publication	1961	1961	1963	1987	1990
Country	USA		UK		
Current publisher	Wiley	Wiley	Wiley	Sage	Wiley

Source: Own elaboration.

Following the North American tradition, we have the HRM, initially named *Management of Personnel Quarterly*, that was founded by the American George Odiorne, at the University of Michigan, USA, in 1961. In the early 1980s, the then new editor, Noel Tichy, reoriented the journal from the narrow audience of HR professionals to strategic human resource management issues (Kaufman, 2014; Ulrich, 1990), changing its name to the one we know today.

Also in 1961, it was first published the IR by John Wiley & Sons, on behalf of the UC-Berkeley Institute for Research on Labor and Employment. According to his first director, Arthur Ross, it was initially centred on problems of union–management relations and wages but had gradually broadened its scope to include studies about social movements, political processes, economic development, economic security, managerial organization, and other subjects related to the employment relationship in modern industrial societies (Ross, 2012).

Looking at the journals associated more with British tradition, in 1963 it appeared the BJIR, founded by Ben Roberts, with the goal to promote a better understanding of social and labour policy in the European Community (Jackson et al, 2013). This journal focuses on employee, union and collective bargaining issues (McMillan & Casey, 2007) and seeks to publish a broad range of studies on the institutions, processes and outcomes of job regulation and it aims to reflect developments both in industrial relations research and in the real world of work (Heery, 2005). The WES was firstly published in 1987, by the British Sociological Association, and it is focused on questions related to work, and the social relations surrounding employment and production (Brown, 1897). In the words of Rainbird and Rose (2008: 2), “is a showcase to other disciplines concerned with work of the best being done in the various sociological traditions; in turn sociologists of work gain familiarity with cutting edge research highly relevant to their own sociological programme, produced by colleagues who may define themselves primarily as observers of industrial or employments relations, organisational and applied psychologists, labour economists, or even as anthropologists, geographers, and health researchers”.

The HRMJ was designed to appeal to all those interested in the management of people in work organizations, regardless of their discipline or specific function, since, at that time, the world of work was characterised by presumptions, but with little focus on what happened in practice. Currently, and according to Wood and Budhwar (2022), the aim of HRMJ is focused on employment studies in their broadest sense insights from all fields of business and management studies and their foundations disciplines of economics, sociology and psychology, that place the management of people at the core of firm centred analyses, both

with a view to understanding the modern organisation better, and changes in national and global economy and society.

We can observe from the Table 3 that WES is the most comprehensive, as it has categories in the areas of Business, Management and Accounting, Economics, Econometrics and Finance and Social Sciences, making it the main multidisciplinary journal. In contrast, HRMJ and IR focus on just one category each. Table 3 also shows that all the journals cover Business, Management and Accounting area. Economics, Econometrics and Finance and Social Sciences areas are only covered by WES and Psychology area by HRM.

Table 3: Subject area and category of the Elite and Top journals of HRM&ES

Area	Category	BJIR	HRM	HRMJ	IR	WES
Business, Management and Accounting	Accounting					
	Business, Management and Accounting					
	Industrial Relations					
	Management of Technology and Innovation					
	Organizational Behavior and Human Resource Management					
	Strategy and Management					
Economics, Econometrics and Finance	Economics and Econometrics					
Psychology	Applied Psychology					
Social Sciences	Sociology and Political Science					

Source: Own elaboration, based on Scimago Journals Ranking (SJR).

3.2. Description of the process of gathering the data to be analysed

In order to perform this study, we resort to bibliometric techniques based on three main databases: 1) Publications - the articles (including reviews) published until December 2023; 2) Roots – the references included in the articles (and reviews) published until December 2023; and 3) Influence – the total citations received by the articles (including reviews) until June 2024.

In order to extract the necessary information for these databases, it was necessary to use Scopus as the document extraction engine because, compared to other sites such as Web of Science or Google Scholar, it was the only one that showed us all articles and reviews from

the beginning of the launch from each journal. In order to maintain a uniform way of exporting the documents, we chose not to collect data from different sites.

The first database, **Publications (DB1)**, was built with the articles and reviews of all the 5 journals, following three steps: (1) Select the journal, (2) exclude publications after December 2023 and (3) only consider articles and article reviews.

DB1 includes information for each of the journals on the type of articles published in Scopus, citations received, number of publications per year, the authors, the authors' affiliation and their area of research.

The **Roots database (DB2)** contains all the references/citations from the articles and reviews published in each journal.

The process of building this database encompassed the treatment of the field 'cited references' associated with each article.

For the **Influences database (DB3)**, the following information was exported for each of the citations received by the articles (including reviews) published in the 5 journals and indexed Scopus in the period up to June 2024: Source title, Link, Affiliations and Document Type Source.

This information had to be extracted from each article individually, as it was the only way we could acquire the four topics mentioned from all of them. Due to the large number of articles in each journal, articles with fewer than 10 citations were excluded.

4. Empirical results

4.1. The documents published

4.1.1. Type of documents

Among the oldest journals (which emerged in the 1960s), the HRM is the one with higher quantity of documents published, 2049 documents. The other two journals have published 1787 (IIR) and 1546 (BJIR) documents. The journals that were created more recently, WES and HRMJ, published respectively 1771 and 1038 documents. The vast majority (over 90%) of the documents are articles and reviews,¹ ranging between 93% (HRM and HRMJ) and 98% (WES) of the total documents published in the selected journals – see Figure 1.

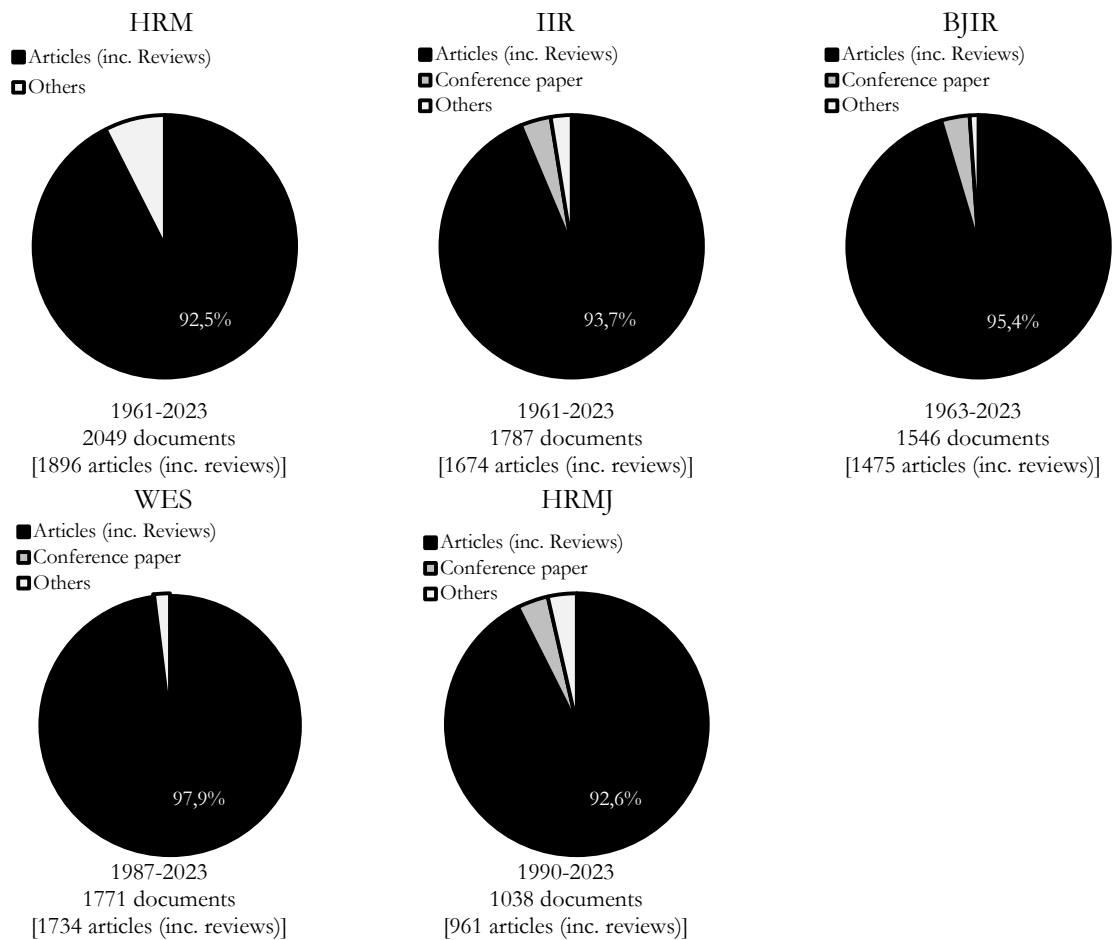


Figure 1: Documents published in the Elite and Top journals of the HRM&ES area, by type

Source: Own elaboration.

In short, and based on the output provided by Scopus, the 5 Elite and Top journals of the HMR&ES area do not differ significantly in terms of the type of documents published.

¹ In Scopus Sci Verse the document types include articles, conference papers, reviews, book chapters, short surveys, books, data papers and reports.

4.1.2. The evolution of articles (including reviews) published²

Our analysis focuses on articles (including reviews), instead of considering all the types of documents, given that this type of documents has, in general, a more solid and consistent refereeing process.

Excluding the case of IR, and HRM in the last five years, there seems to be a tendency, particularly evident after 2000/2005, for an increase in the average number of articles published over the period in analysis. Such tendency is especially pronounced in the case of WES and HRMJ, which published, on average, in the last five years 79 and 54 articles per year, respectively (Figure 2).

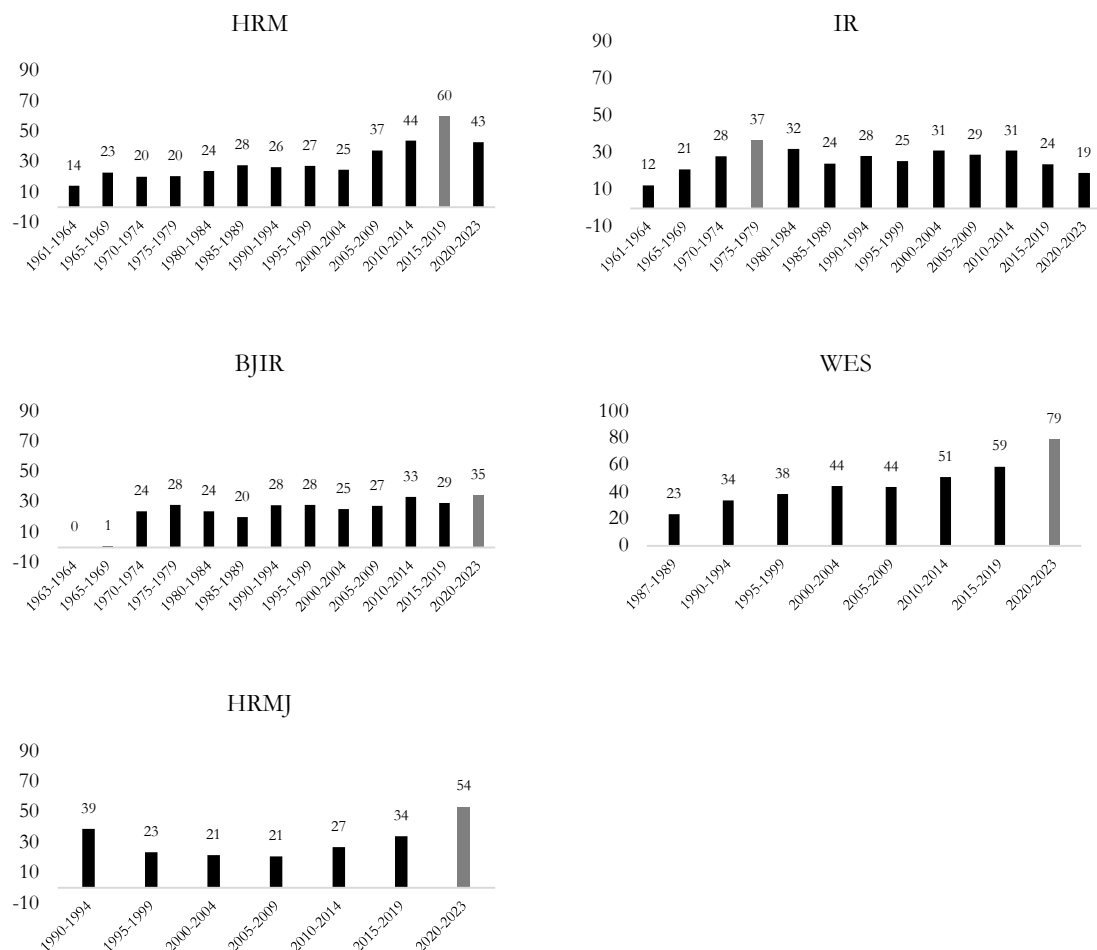


Figure 2: Number of articles and reviews [average] published each five-year period between the beginning of the journals and December 2023

Source: Own elaboration.

² For easiness of expression, from this section onwards, except when explicitly said, the term ‘articles’ corresponds to ‘articles and reviews.’

4.1.3. The most prolific authors

The most prolific authors (i.e., with higher number of articles published) in the 5 elite/top journals of the HMR&ES field are (Table 4): Dave O. Ulrich (University of Michigan, USA) and Adrian J. Wilkinson (Griffith University, Australia) published 18 articles in HRM and HRMJ, respectively; George Strauss (University of California, Berkeley, USA; deceased) and Francis Green (University College London, UK) published 13 articles in IR and BJIR, respectively; Jill Rubery (Alliance Manchester Business School, UK), published 11 articles in WES. All the mentioned authors are highly prolific and/or influential overall, as the number of documents published and indexed in Scopus, as well as the number of citations and very high h-indexes evidence.

From the list of authors who publish the most in the 5 elite/top journals (Table 4), only five authors appear among the most prolific authors in more than one journal: John Addison (Darla Moore School of Business, USA), in IR and BJIR; Francis Green (University College London, UK), and Edmund Heery (Cardiff University, UK), in BJIR and WES; Kim Hoque (King's Business School, UK), and Adrian Wilkinson (Griffith University, Australia), in WES and HRMJ.

Table 4: The most prolific authors in the elite/top journals by number of articles published

Rank	Author	Nr articles	Affiliation	Nr docs*	Citations*	h-index*	Research interests (Source: personal web pages)
HRM							
1	Ulrich, Dave O.	18	University of Michigan, USA	86	2562	21	Leadership, organization, and human resources
2	Cooke, Fang Lee	15	Monash University, Australia	236	5737	44	HRM, competition, strategy and management
3	Patten, Thomas H.	13	Michigan State University, USA	16	28	3	Administration, management, industrial relations and sociology
4	Wright, Patrick Michael	12	Darla Moore School of Business, USA	117	18549	53	Strategic HRM and leadership
5	Sanders, Karin	11	UNSW, Australia	150	4139	36	Employees' perceptions, attitudes, behaviours and learning
	Kulik, Carol T.	11	University of South Australia, Australia	120	4847	38	Management of workforce diversity, gender and age
IR							
1	Strauss, George †	13	University of California, Berkeley, USA	34	1012	12	Organizational behaviour, unions, workplace participation, and comparative industrial relations
2	Neumark, David Edwards	11	National Bureau of Economic Research, USA	191	9569	53	Minimum and living wages, affirmative action, sex differences in labour markets, labour market discrimination, the economics of aging, and school-to-work programs
3	Mitchell, Daniel J.B.	9	UCLA, USA	58	382	10	Wage determination and price controls, concession bargaining, flexible pay plans, non-wage employee benefits
	Kaufman, Bruce E.	9	Georgia State University, USA	143	2952	31	Employment relationship, labour economics, HRM, industrial relations, labour and employment law and business and labour history
	Feuille, Peter	9	University of Illinois Urbana-Champaign, USA	25	283	8	Collective bargaining, labour relations and unionization
	Campolieti, Michele	9	University of Toronto, Canada	69	763	17	Disability policy on labour market, workers compensation systems, minimum wages, collective bargaining, union wage premiums

Rank	Author	Nr articles	Affiliation	Nr docs*	Citations*	h-index*	Research interests (Source: personal web pages)
	Addison, John T.	9	Darla Moore Sch Business, USA	139	2460	26	Worker representation, job matches, wages, collective bargaining, and aspects of female pay and career progression
4	Pfeffer, Jeffrey	8	Stanford University, USA	130	15 256	48	Work environments, health and well-being, power and leadership, evidence-based management and the knowing-doing gap
5	Ulman, Lloyd	7	University of California, Berkeley, USA	14	153	6	Trade union, relationships between union structure, wage inflation and macroeconomic in the United States, Europe and Japan
	Kahn, Lawrence M.	7	Ifo Institute, Germany	84	7 390	35	International differences in labour market, wage inequality, unemployment, the gender pay gap, sports labour markets and immigration
	Garbarino, Joseph W.	7	University of California, Berkeley, USA	15	45	4	Wage and income policy, health economics, and unionism
	Budd, John W.	7	University of Minnesota, USA	60	1 445	23	Labor relations, collective bargaining, industrial relations and labour policy
	Anderson, John C.	7	Premier Promotions and Marketing, USA	12	270	9	Business strategy, advertising marketing and promotion, entertainment, health and wellness MedSpa, hospitality and luxury publishing
BJIR							
1	Green, Francis	13	Faculty of Education and Society, UK	142	5288	39	Schools, skills and job quality, the graduate labour market, political economy, and savings
	Bryson, Alex	13	University College London, UK	164	3456	30	Work and employment relations, wages, gender gap, trade unions, workers' well-being, management practices, racial discrimination
	Addison, John T.	13	Darla Moore Sch Business, USA	139	2460	26	Worker representation, job matches, wages, collective bargaining, and aspects of female pay and career progression
2	Bain, George Sayers	12	London Business School, UK	17	397	9	Industrial relations, minimum wages, organisations, union growth, collective bargaining, employee participation and industrial democracy
3	Heery, Edmund	11	Cardiff University, UK	82	1 943	24	Union organizing and responses to contingent work
	Gennard, John	11	London School Economics & Political Science, UK	46	416	12	Working people and their organisations and trade unions
4	Teague, Paul	10	Queen's University Belfast, UK	87	1087	21	Employment, management, workplace, conflict management and labor relations
	Metcalf, David	10	London School Economics & Political Science, UK	43	947	17	Trade unions, industrial conflict and alternative dispute resolution pay
	Gospel, Howard F.	10	LUISS University, Italy	80	1580	18	Industrial relations, HRM and corporate governance
5	Willman, Paul	9	University of Oxford, Saïd Business School, UK	58	1652	18	Employment regimes, regulation of employment, collective action and risk seeking behaviour
	Waddington, Jeremy	9	ETUI, Belgium	46	819	17	Collective bargaining, board-level employee representation and European works councils
	Terry, Michael	9	University of Warwick, UK	25	374	10	Industrial relations and trade unions
	Marginson, Paul	9	University of Warwick, UK	62	1845	26	Collective bargaining, social dialogue and employment relations in multinational companies
	Machin, Stephen J.	9	London School Economics & Political Science, UK	162	8950	50	Labour economics: industrial, education and crime
	Kelly, John	9	Birkbeck, University of London, UK	69	2335	24	Industrial relations
	Beaumont, Phillip B.	9	University of Glasgow, UK	122	998	16	Employment relations
WES							
1	Rubery, Jill	11	Alliance Manchester Business School, UK	130	4 496	42	Comparative employment systems with a particular focus on gender
	Ram, Monder	11	Aston University, UK	118	5 327	46	Ethnic minority entrepreneurship, migrant and refugee entrepreneurship, SME's, industrial sociology, mixed embeddedness and ethnography
	Felstead, Alan	11	College of Arts, Humanities and Social Sciences, UK	80	2 816	28	The quality of work, training, skills and learning, non-standard employment and the spaces and places of work

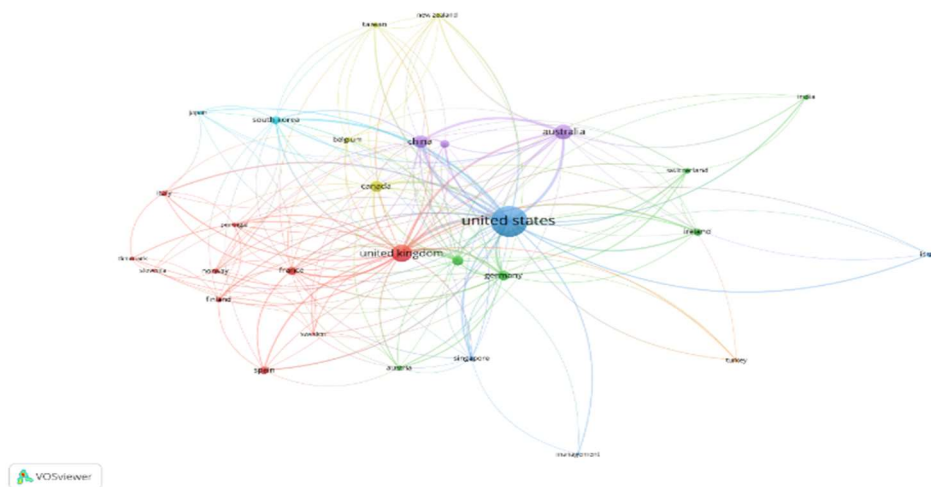
Rank	Author	Nr articles	Affiliation	Nr docs*	Citations*	h-index*	Research interests (Source: personal web pages)
2	Taylor, Phil Charles	10	University of Bristol, UK	220	6 583	44	Electric power, energy storage system, distribution network, energy engineering, power engineering and flow
3	Crompton, Rosemary	9	University of East Anglia, UK	60	3 333	29	Social stratification, gender inequalities and work-family balance
	Bacon, Nicolas	9	Bayes Business School, City University of London, UK	72	1 748	24	HRM and performance in small and medium-sized firms, partnership in the National Health Service, the impact of private equity on HRM, and new types of trade union representatives
4	Stewart, Paul	8	Grenoble Ecole de Management, France	66	905	17	Migration, sectoral research, social movement research, theoretical work and research methods
	Smith, Chris	8	Royal Holloway, University of London, UK	48	1 527	20	Labour process theory, knowledge transfer through the transnational firm, comparative analysis of work and employment, and professional labour.
	Korczynski, M.	8	University of Nottingham, UK	59	2 313	25	Sociology of service work and work structure for service workers
	Hoque, Kim	8	King's Business School, UK	52	1 666	20	HRM, employment relations, and workplace inequality
	Heery, Edmund	8	Cardiff University, UK	82	1 943	24	Union organizing and responses to contingent work
	Carter, Bob	8	University of Leicester School of Business, UK	32	708	15	Language and politics, human-animal relations, culture, ethnicity and racism, realist social theory, and sociology
	Bolton, Sharon C.	8	Stirling Management School, UK	43	2 587	24	Public sector professionals, workplace, well-being, gender, diversity and inclusion, dignity at work, meaningful work, and the management of emotion in the workplace
5	Wilkinson, Adrian J.	7	Griffith University, Australia	267	8 573	49	Employee voice and participation, engagement, comparative HRM and industrial relations, health and performance management
	Warhurst, Chris	7	University of Warwick, UK	71	3 102	26	Job quality, skills, labour market and process developments
	Thompson, Paul	7	University of Stirling, UK	100	3 970	33	Global value chains and labour, social media, employment relations, managerial control, worker resistance/misbehaviour,
	Pulignano, Valéria	7	KU Leuven, Belgium	110	1 088	17	The sociology of work, comparative European employment relations, labour markets and inequality, working conditions, job quality and workers' voice
	Noon, Mike	7	School of Business and Management, UK	32	1 361	16	Workplace equality and diversity, employee experiences, management initiatives, and local and national policy
	MacKenzie, Robert	7	Karlstads Universitet, Sweden	44	1 024	17	The regulation of employment and the relationship between macro, meso and micro level mechanisms of regulation
	Lloyd, Caroline	7	College of Arts, Humanities and Social Sciences, UK	46	856	18	Digital technologies, job quality, skills, employability, the future of work in an age of digital disruption, and the Wales future of further education
	Hakim, Catherine	7	London School of Economics and Political Science, UK	51	2 967	20	The labour market, changing patterns of work, women's employment, social attitudes, social and family policy, and research design
	Grimshaw, Damian P.	7	King's Business School, UK	104	2 767	28	Low-wage labour markets, outsourcing and HRM, technology and the future of work, precarious work, collective bargaining, gender inequality, and feminist economics
	Green, Francis	7	Faculty of Education and Society, UK	142	5288	39	Schools, skills and job quality, the graduate labour market, political economy, and savings
	Edwards, Paul K.	7	University of Birmingham, UK	101	3 570	38	HRM policies in multinational companies, employment relations in small firms, workplace employment relations, and industrial conflict
	Cohen, Laurie L.	7	University of Nottingham, UK	68	3 730	30	Career-making over the lifespan, professional service firms, women's working lives and careers, gender, engineering and higher education sectors
	Burchell, Brendan J.	7	Magdalene College, UK	57	1 599	22	Labour market, psychological well-being, precarious employment and unemployment, gender segregation, men's and women's life cycle and career, and personal finances
HRMJ							
1	Wilkinson, Adrian J.	18	Griffith University, Australia	267	8 573	49	Employee voice and participation, engagement, comparative HRM and industrial relations, health and performance management

Rank	Author	Nr articles	Affiliation	Nr docs*	Citations*	h-index*	Research interests (Source: personal web pages)
2	Purcell, John	13	University of Warwick, UK	74	3 656	29	Industrial relations, HRM, line management, human resources, and public sector
3	Pauwe, Jaap	11	Tilburg University, The Netherlands	86	6 044	39	Strategic management, organizational change, corporate enterprise policy, international HRM, performance and well-being, organization and management, and comparative industrial relations
4	Kinnie, Nicholas J.	10	University of Bath, UK	46	1 826	23	Professional service firms, HR practices, employees, knowledge assets and boundary work
	Boxall, Peter F.	10	University of Auckland Business School, New Zealand	80	5 009	31	Human resources and industrial relations, Strategic HRM, and work and wellbeing
5	Swart, Juani A.	9	University of Bath, UK	64	2 338	26	Human capital as a strategic resource, innovation and employee attitudes and behaviours, and forms of work
	Redman, Tom	9	Durham University, UK	80	4 006	29	Industrial relations, union commitment and participation, age discrimination, HRM, and employee attitudes and service quality
	Hoque, Kim	9	Cardiff Business School, UK	52	1 666	20	HRM, employment relations, and workplace inequality

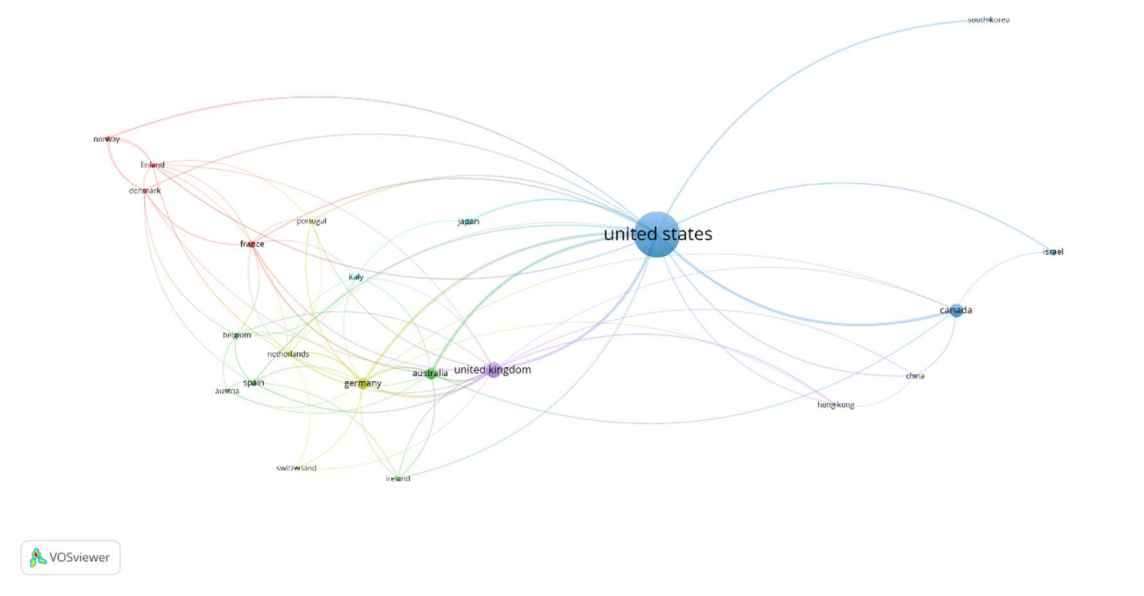
Note: Grey cells identify authors who appear in more than one of the elite/top journals. * In Scopus. † Deceased.
Source: Own elaboration.

It is interesting to note some patterns among the 5 elite/top journals regarding the country of affiliation of the most prolific authors: IR and HRM evidence a predominance of USA-affiliated authors, whereas in the case of WES, BJIR, and HRMJ, the predominance is for the UK. In WES and HRMJ, none of the top prolific authors is affiliated with USA institutions. Such patterns may not be alien from IR and HRM being USA-based journals, whereas the other three elite/top journals are UK-based journals. The co-authorship networks of each journal (Figure 3) further support this evidence: journals with USA roots tend to publish articles written by USA-affiliated (co)authors, and journals with British roots tend to publish articles written by UK-affiliated authors.

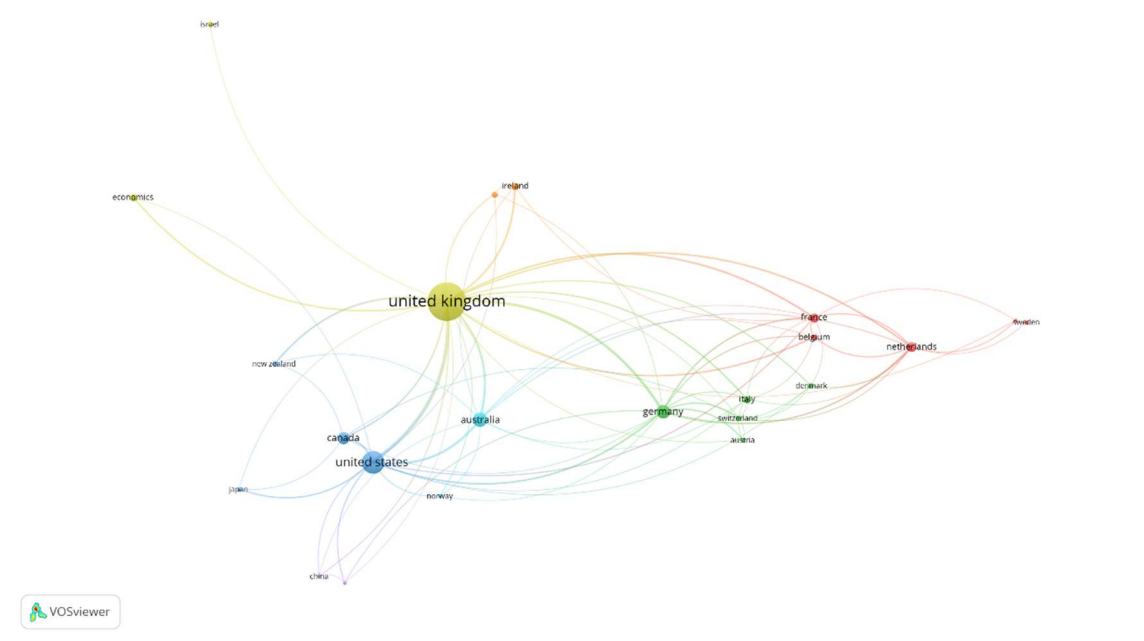
HRM



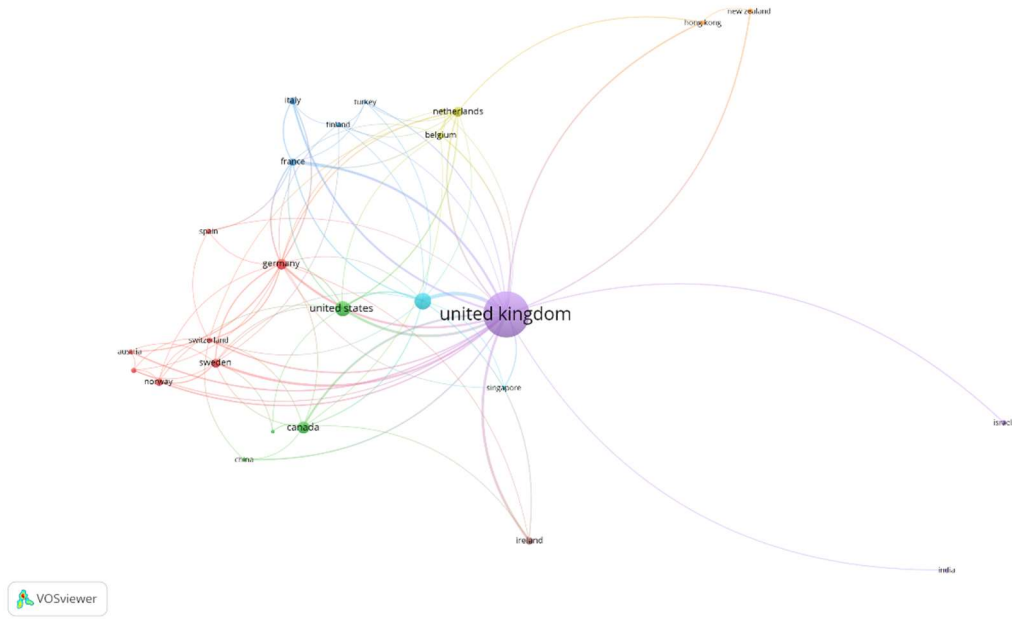
IR



BJIR



WES



HRMJ

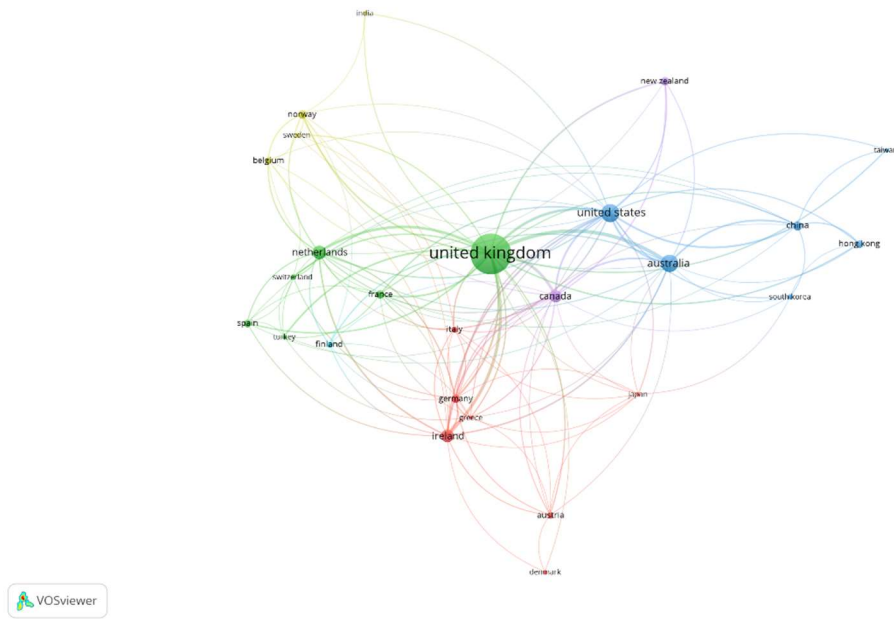


Figure 3: Co-authorship countries map

Note: The minimum number of documents in a country is set to five. The minimum number of citations of a country is set to zero.

Source: Own computation using the software VOSviewer

4.1.4. The most influential articles published in elite/top HRM&ES field

The most cited article published in the elite/top HRM&ES field, with 1452 citations, is “Using the job demands-resources model to predict burnout and performance” by Arnold B. Bakker, Evangelia Demerouti, and Willem Verbeke. This article was published in HRM in 2004 (Table 5). Out of the five most influential articles, three were published in HRM and focused on the topic of ‘Job and work design’ (Bekker et al., 2004; Barney & Wright, 1998; Hedlund, 1986), one that was devoted to ‘Performance management’, was published in HRMJ (Boselie et al., 2005), and the 5th most cited among the articles listed in Table 5, was published in WES (Wood et al., 2019) on the subject of ‘Job and work design’. This latter article (“Good Gig, Bad Gig: Autonomy and Algorithmic Control in the Global Gig Economy”) has the highest average citations (153 per year) since its publication. If we consider the ranking of annual average citations, the four next most cited articles do not coincide with the total citation ranking, comprising two articles published in 2017 in HMRJ (Guest, 2017) and HRM (Dumont et al., 2017), and two more recently articles published in in 2020 in WES (Tassinari & Maccarrone, 2020; Veen et al., 2020).

Among the most cited studies, ‘Performance Management’ and ‘Job and Work Design’ are the most mentioned topics in the five elite/top journals, 10 articles each, followed by ‘Employment Relationship, and ‘Workforce Planning and Diversity’, with 7 articles. Within each journal, we observe that the most frequent topic addressed in HRM and WES is 'Job and Work Design', whereas in BJIR and HRMJ is 'Performance Management'. Distinctively, in IR the most frequent topic is 'Health and Safety Management'.

Table 5: The most influential articles published in

Rank	Title	Author(s)	Year	Citations	Citations p/year	Main topic
HRM						
1	Using the job demands-resources model to predict burnout and performance	Bakker, Arnold B.; Demerouti, Evangelia & Verbeke, Willem	2004	1452	72.6	<i>Job and Work Design</i>
2	On becoming a strategic partner: The role of human resources in gaining competitive advantage	Barney, Jay B. & Wright, Patrick M.	1998	1179	45.3	<i>Job and Work Design</i>
3	The hypermodern MNC—A heterarchy?	Hedlund, Gunnar	1986	881	23.2	<i>Job and Work Design</i>
4	Psychological capital: A positive resource for combating employee stress and turnover	Avey, James B.; Luthans, Fred & Jensen, Susan M.	2009	681	45.4	<i>Health and Safety Management</i>
5	A competence-based and multidimensional operationalization and measurement of employability	Van Der Heijde, Claudia M. & Van Der Heijden, Beatrice I. J. M.	2006	679	37.7	<i>Workforce Planning and Diversity</i>
6	The effects of diversity on business performance: Report of the diversity research network	Kochan, Thomas; Bezrukova, Katerina; Ely, Robin; Jackson, Susan; Joshi, Aparna; Jehn, Karen; Leonard, Jonathan; Levine, David & Thomas, David	2003	669	31.9	<i>Workforce Planning and Diversity</i>

Rank	Title	Author(s)	Year	Citations	Citations p/year	Main topic
7	Effects of Green HRM Practices on Employee Workplace Green Behavior: The Role of Psychological Green Climate and Employee Green Values	Dumont, Jenny; Shen, Jie & Deng, Xin	2017	594	84.9	<i>Ethics and corporate social responsibility</i>
8	Employee attitudes and job satisfaction	Saari, Lise M. & Judge, Timothy A.	2004	511	25.6	<i>Employment Relationship</i>
9	A meta-analytic investigation of the relationship between HRM bundles and firm performance	Subramony, Mahesh	2009	503	33.5	<i>Learning and Development</i>
10	HR as a source of shareholder value: Research and recommendations	Becker, Brian E.; Huselid, Mark A.; Pickus, Peter S. & Spratt, Michael F.	1997	447	16.6	<i>Others</i>
IR						
1	What works at work: Overview and assessment	Ichniowski, Casey; Kochan, Thomas A.; Levine, David; Olson, Craig & Strauss, George	1996	511	18.3	<i>Performance Management</i>
2	Human resources practices as predictors of work-family outcomes and employee turnover	Batt, Rosemary & Valcour, P. Monique	2003	475	22.6	<i>Health and Safety Management</i>
3	If you can use them: Flexibility policies, organizational commitment, and perceived performance	Eaton, Susan C.	2003	370	17.6	<i>Health and Safety Management</i>
4	The adoption of high-involvement work practices	Pil, Frits K. & Macduffie, John Paul	1996	352	12.6	<i>Job and Work Design</i>
5	Productivity Gains from the Implementation of Employee Training Programs	Bartel, Ann P.	1994	327	10.9	<i>Learning and Development</i>
6	Methodological issues in cross-sectional and panel estimates of the human resource-firm performance link	Huselid, Mark A. & Becker, Brian E.	1996	320	11.4	<i>Performance Management</i>
7	Why has work effort become more intense?	Green, Francis	2004	272	13.6	<i>Digital transformation</i>
8	Why and when are the self-employed more satisfied with their work?	Hundley, Greg	2001	256	11.1	<i>Job and Work Design</i>
9	Choice of Employment Systems in Internal Labor Markets	Osterman, Paul	1987	243	6.6	<i>Employment Relationship</i>
10	Is disability disabling in all workplaces? Workplace disparities and corporate culture	Schur, Lisa; Kruse, Douglas; Blasi, Joseph & Blanck, Peter	2009	240	16.0	<i>Workforce Planning and Diversity</i>
BJIR						
1	Employees and high-performance work systems: Testing inside the black box	Ramsay, Harvie; Scholarios, Dora; & Harley, Bill	2000	579	24.1	<i>Performance Management</i>
2	Human resource management and corporate performance in the UK	Guest, David E.; Michie, Jonathan; Conway, Neil; & Sheehan, Maura	2003	528	25.1	<i>Performance Management</i>
3	A critical assessment of the high-performance paradigm	Godard, John	2004	459	23.0	<i>Performance Management</i>
4	High-performance' management practices, working hours and work-life balance	White, Michael; Hill, Stephen; McGovern, Patrick; Mills, Colin; & Smeaton, Deborah	2003	356	17.0	<i>Health and Safety Management</i>
5	Job satisfaction in Britain	Clark, Andrew E.	1996	329	11.8	<i>Employment Relationship</i>
6	Return migration: Theory and empirical evidence from the UK	Dustmann, Christian; & Weiss, Yoram	2007	303	17.8	<i>Others</i>
7	Organizing flexibility: The flexible firm in a new century	Kalleberg, Arne L.	2001	289	12.6	<i>Job and Work Design</i>
8	Publication selection bias in minimum-wage research? A meta-regression analysis	Doucouliagos, Hristos; & Stanley, T.D.	2009	263	17.5	<i>Reward Management</i>
9	It's been a hard day's night: The concentration and intensification of work in late twentieth-century Britain	Green, Francis	2001	263	11.4	<i>Job and Work Design</i>

Rank	Title	Author(s)	Year	Citations	Citations p/year	Main topic
10	Institutional change in advanced political economies: First annual lecture of the BJIR	Thelen, Kathleen	2009	245	16.3	<i>Ethics and corporate social responsibility</i>
WES						
1	Good Gig, Bad Gig: Autonomy and Algorithmic Control in the Global Gig Economy	Wood, Alex J; Graham, Mark; Lehdonvirta, Vili & Hjorth, Isis	2019	763	152.6	<i>Job and Work Design</i>
2	Migration, immigration controls and the fashioning of precarious workers	Anderson, Bridget	2010	641	45.8	<i>Workforce Planning and Diversity</i>
3	Trolley dolly or skilled emotion manager? Moving on from as Hochschild's managed heart	Bolton, Sharon C. & Boyd, Carol	2003	386	18.4	<i>Employment Relationship</i>
4	Disconnected capitalism: Or why employers can't keep their side of the bargain	Thompson, Paul	2003	335	16.0	<i>Others</i>
5	Disability, work, and welfare: Challenging the social exclusion of disabled people	Barnes, Colin & Mercer, Geof	2005	334	17.6	<i>Ethics and corporate social responsibility</i>
6	Masculinity at work: The experiences of men in female dominated occupations	Simpson, Ruth	2004	328	16.4	<i>Workforce Planning and Diversity</i>
7	Riders on the Storm: Workplace Solidarity among Gig Economy Couriers in Italy and the UK	Tassinari, Arianna & Maccarrone, Vincenzo	2020	321	80.3	<i>Job and Work Design</i>
8	Platform-Capital's 'App-etite' for Control: A Labour Process Analysis of Food-Delivery Work in Australia	Veen, Alex; Barratt, Tom & Goods, Caleb	2020	302	75.5	<i>Job and Work Design</i>
9	India calling to the far away towns': The call centre labour process and globalization	Taylor, Phil & Bain, Peter	2005	297	15.6	<i>Workforce Planning and Diversity</i>
10	The 'flexible firm': Fixation or fact?	Pollert, Anna	1988	295	8.2	<i>Health and Safety Management</i>
HRMJ						
1	Commonalities and contradictions in HRM and performance research	Boselie, Paul; Dietz, Graham & Boon, Corine	2005	964	50.7	<i>Performance Management</i>
2	Human resource management and performance: Still searching for some answers	Guest, David E.	2011	710	54.6	<i>Performance Management</i>
3	Human resource management and employee well-being: towards a new analytic framework	Guest, David E.	2017	663	94.7	<i>Health and Safety Management</i>
4	Front-line managers as agents in the HRM-performance causal chain: Theory, analysis and evidence	Purcell, John; Hutchinson, Sue	2007	652	38.4	<i>Employment Relationship</i>
5	Research and theory on high-performance work systems: Progressing the high-involvement stream	Boxall, Peter & MacKy, Keith	2009	600	40.0	<i>Performance Management</i>
6	The impact of HR practices on the performance of business units	Wright, Patrick M.; Gardner, Timothy M. & Moynihan, Lisa M.	2003	471	22.4	<i>Performance Management</i>
7	The Strategic HRM Debate and the Resource-Based View of the Firm	Boxall, Peter	1996	397	14.2	<i>Employment Relationship</i>
8	Country of origin effects and HRM in multinational companies	Ferner, Anthony	1997	385	14.3	<i>Workforce Planning and Diversity</i>
9	Exploring human capital: Putting 'human' back into strategic human resource management	Wright, Patrick M. & McMahan, Gary C.	2011	352	27.1	<i>Performance Management</i>
10	Communicating the psychological contract: An employer perspective	Guest, David E. & Conway, Neil	2002	349	15.9	<i>Employment Relationship</i>

Source: Own elaboration.

4.2. The intellectual roots

To assess the scientific roots of each HRM&ES leading journal, we built a second database with all the references of each article/review published in each journal. The process of building this database encompassed the treatment of the field ‘cited references’ (in Scopus) associated with each article.

In Table 6, we observe that, for instance, the 1674 articles published in IR between 1961 and 2023 cited 35561 distinct documents. In total, these latter documents received 39913 citations by the articles published in IR in the period in analysis. In this journal, only 1 document was referred/cited 50 or more times. The number of documents cited 50+ times by the articles from the other leading journals is higher in the case of HRM (12) and HRMJ (8).

Table 6: The scientific roots of HRM&ES leading journals: A synthesis

	HRM	HRMJ	BJIR	IR	WES
No. of articles ¹ published by each of the leading journals	1896	963	1475	1674	1734
No. of documents that were cited by articles published in each leading journal	49602	41251	46938	35561	53365
No. of citations made by the articles published in each leading journal	65056	50861	54508	39913	65327
No. of documents cited by each of the leading journals' articles that received 50+ citations [% total cited documents]	12 [0.02%]	8 [0.02%]	5 [0.01%]	1 [0.00%]	6 [0.01%]

Note: ¹ It includes reviews.

Source: Own elaboration.

4.2.1. The founding documents

The intellectual roots of the elite/top HRM&ES journals are mostly books (33 out of 50, i.e., 67%). Notwithstanding, the most cited documents among the elite/top HRM&ES journals are journal articles. Indeed, the study by Podsakoff et al. (2003), “Common method biases in behavioral research: A critical review of the literature and recommended remedies”, published in the *Journal of Applied Psychology*, stands as the most influential among the elite/top HRM&ES journals’ most cited documents, with 344 citations. The article Huselid (1995), “The impact of human resource management practices on turnover, productivity, and corporate financial performance”, published in the *Academy of Management Journal*, is the second most important intellectual root and appears among the most influential in 3 (HRM, HRMJ, IR) out of the 5 elite/top journals. Emerging also as highly important intellectual roots are the books by Freeman & Medoff (1984), “*What Do Unions Do*” and Braverman (1974), “*Labor and Monopoly Capital: The Degradation of Work in the Twentieth Century*”, and the journal article by Bowen & Ostroff (2005), “Understanding HRM-firm performance

linkages: The role of the "strength" of the HRM system”, published in the *Academy of Management Review*.

In general (see Table 7), the intellectual roots of HRM&ES comprise highly cited / influential research across several research fields as reflected by the large number of total citations they received (until June 2024) in documents indexed in Scopus.

Table 7: The intellectual roots of HRM&ES fields in terms of documents

Rank	Document	Nr of citations by articles and reviews published (by June 2024)	Type of document	Nr of citations in Scopus (by June 2024)
HRM				
1	Podsakoff, P.M., MacKenzie, S.B., Lee, J.-Y., & Podsakoff, N.P. (2003), Common method biases in behavioral research: A critical review of the literature and recommended remedies, <i>Journal of Applied Psychology</i> , 88, 879-903.	172	Journal article	51063
2	Aiken, L. S., & West, S. G. (1991). <i>Multiple regression: Testing and interpreting interactions</i> . Sage Publications, Inc.	128	Book	57898
3	Huselid, M.A. (1995). The impact of human resource management practices on turnover, productivity, and corporate financial performance, <i>Academy of Management Review</i> , 38 (3), 635-672.	115	Journal article	4337 (WoS)
4	Bowen, D.E., & Ostroff, C. (2005). Understanding HRM-firm performance linkages: The role of the "strength" of the HRM system, <i>Academy of Management Review</i> , 29, 203-221.	89	Journal article	2179
5	Blau, P. M. (1977). <i>Inequality and Heterogeneity: A Primitive Theory of Social Structure</i> . New York: Free Press.	73	Book	1327
6	Barney, J.B. (1991). Firm resources and sustained competitive advantage, <i>Journal of Management</i> , 17 (1), 99-120.	69	Journal article	33509
7	Cohen, J., Cohen, P., West, S.G., & Aiken, L.S. (1983). <i>Applied Multiple Regression/ Correlation Analysis for the Behavioral Sciences</i> (several editions, 1983-2013). Routledge.	68	Book	68730
8	Delery, J.E., & Doty, D.H. (1996). Modes of theorizing in strategic human resource management: Tests of universalistic, contingency, and configurational performance predictions, <i>Academy of Management Journal</i> , 39, 802-836.	65	Journal article	2555
9	Baron, R.M., & Kenny, D.A. (1986), The moderator-mediator variable distinction in social psychological research: Conceptual, strategic, and statistical considerations, <i>Journal of Personality and Social Psychology</i> , 51, 1173-1182.	61	Journal article	59770
10	Lepak, D.P., & Snell, S.A. (1999). The human resource architecture: Toward a theory of human capital allocation and development, <i>Academy of Management Review</i> , 24, 31-48.	57	Journal article	1863
IR				
1	Freeman, R.B., & Medoff, J.L. (1984). <i>What Do Unions Do?</i> , New York: Basic Books.	115	Book	7267
2	Kochan, T.A., Katz, H.C., & McKersie, R.B. (1986). <i>The Transformation of American Industrial Relations</i> , New York: Basic Books.	44	Book	3597
3	Doeringer, P.B., & Piore, M.J. (1971). <i>Internal Labor Markets and Manpower Analysis</i> , New York: DC Heath and Company.	40	Book	10482
4	Huselid, M.A. (1995). The Impact of Human Resource Management Practices on Turnover, Productivity, and Corporate Financial Performance, <i>Academy of Management Journal</i> , 38 (3), 635-672.	40	Journal article	4344 (WoS)
5	Ichniowski, C., Shaw, K., & Prennushi, G. (1997). The Effects of Human Resource Management Practices on Productivity: A Study of Steel Finishing Lines, <i>American Economic Review</i> , 87(3), 291-313.	36	Journal article	1653
6	Osterman, P. (1994). How Common Is Workplace Transformation and Who Adopts It?, <i>Industrial and Labor Relations Review</i> , 47, 173-188.	36	Journal article	872 (WoS)
7	Becker, G.S. (1957). <i>The Economics of Discrimination</i> , Chicago: University of Chicago Press.	35	Book	15847

Rank	Document	Nr of citations by articles and reviews published (by June 2024)	Type of document	Nr of citations in Scopus (by June 2024)
8	Cappelli P., Neumark D. (2001). Do 'high-performance' work practices improve establishment-level outcomes?, <i>Industrial and Labor Relations Review</i> , 54(4), 737-775.	34	Journal article	602
9	Appelbaum, E., & Batt, R. (1994). <i>The New American Workplace: Transforming Work Systems in the United States</i> , Ithaca, NY: ILR Press.	32	Book	
10	Appelbaum, E., Bailey, T., Berg, P., & Kalleberg, A.L. (2000). <i>Manufacturing Advantage: Why High-Performance Work Systems Pay off</i> , Ithaca, NY: Cornell University Press.	30	Book	5710
BJIR				
1	Freeman, R., & Medoff, J. (1984). <i>What Do Unions Do</i> , New York: Basic Books.	81	Book	7283
2	Kelly, J. (1998), <i>Rethinking Industrial Relations: Mobilization, Collectivism, and Long Waves</i> , London and New York: Routledge.	54	Book	2375
3	Millward, N., & Stevens, M. (1986). <i>British Workplace Industrial Relations, 1980-84</i> , Aldershot: Gower.	53	Book	516
4	Kochan, T.A., Katz, H.C., & McKersie, R.B. (1986). <i>The transformation of American industrial Relations</i> , New York: Basic Books.	51	Book	3597
5	Hall, P.A., & Soskice, D. (2001). <i>Varieties of Capitalism: The Institutional Foundations of Comparative Advantage</i> , Oxford: Oxford University Press.	50	Book	5722
6	Brown, W. (1981). <i>The Changing Contours of British Industrial Relations</i> , Oxford : Blackwell.	49	Book	
7	Millward, N., Stevens, M., Smart, D. & Hawes, W. (1992). <i>Workplace Industrial. Relations in Transition</i> , Aldershot: Dartmouth.	44	Book	947
8	Dunlop, J.T. (1958). <i>Industrial Relations Systems</i> , New York: Holt.	43	Book	
9	Daniel, W.W. & Millward, N. (1983). <i>Workplace Industrial Relations in Britain</i> , London: Heinemann.	42	Book	
10	Clegg, H.A. (1976). <i>Trade Unionism Under Collective Bargaining: A Theory Based on Comparisons of Six Countries</i> , Oxford: Basil Blackwell.	40	Book	
WES				
1	Braverman, H. (1974). <i>Labor and Monopoly Capital The Degradation of Work in the Twentieth Century</i> . New York: Monthly Review Press.	130	Book	22033
2	Hochschild, A. (1983). <i>The Managed Heart: Commercialization of Human Feeling</i> , Berkeley, CA: University of California Press.	94	Book	34988
3	Burawoy, M. (1979). <i>Manufacturing Consent: Changes in The Labour Process under Monopoly Capitalism</i> , Chicago: University of Chicago Press.	65	Book	7428
4	Kelly, J. (1998). <i>Rethinking Industrial Relations: Mobilization, Collectivism and Long Waves</i> , London and New York: Routledge.	53	Book	2375
5	Edwards, R. (1979). <i>Contested Terrain: The Transformation of the Workplace in the Twentieth Century</i> , New York: Basic Books.	50	Book	
6	Piore M., & Sabel C. (1984). <i>The Second Industrial Divide: Possibilities for Prosperity</i> , New York: Basic Books.	50	Book	19553
7	Esping-Andersen, G. (1990). <i>The Three Worlds of Welfare Capitalism</i> , New Jersey: Princeton University Press.	46	Book	48468
8	Marx K. (1976). <i>Capital: A Critique of Political Economy</i> , Volume 1, Penguin Books.	46	Book	4384
9	Standing G. (2011). <i>The Precariat: The New Dangerous Class</i> , London: Bloomsbury Academic.	46	Book	12479
10	Doeringer P.B., & Piore M.J. (1971). <i>Internal Labor Markets and Manpower Analysis</i> , New York: DC Heath and Company.	41	Book	10482
HRMJ				
1	Storey, J. (1992). <i>Development in the Management of Human Resources</i> . Oxford: Blackwell.	89	Book	2556
2	Huselid, M.A. (1995). The impact of human resource management practices on turnover, productivity, and corporate financial performance, <i>Academy of Management Review</i> , 38 (3), 635-672.	115	Journal article	4337 (WoS)
3	Podsakoff, P.M., MacKenzie, S.B., Lee, J.-Y., & Podsakoff, N.P. (2003), Common method biases in behavioral research: A critical review of the literature and recommended remedies, <i>Journal of Applied Psychology</i> , 88, 879-903.	172	Journal article	51063

Rank	Document	Nr of citations by articles and reviews published (by June 2024)	Type of document	Nr of citations in Scopus (by June 2024)
4	Boxall, P., & Purcell, J. (2002). <i>Strategy and Human Resource Management</i> , London, UK: Bloomsbury Publishing.	76	Book	5805
5	Appelbaum, E., Bailey, T., Berg, P., & Kalleberg, A.L. (2000). <i>Manufacturing Advantage: Why High-Performance Work Systems Pay off</i> , Ithaca, NY: Cornell University Press.	30	Book	5710
6	Bowen, D.E., & Ostroff, C. (2005). Understanding HRM-firm performance linkages: The role of the "strength" of the HRM system, <i>Academy of Management Review</i> , 29, 203-221.	89	Journal article	2179
7	Blau, P. M. (1964). <i>Exchange and power in social life</i> . New York: Wiley.	56	Book	44621
8	Guest, D. (1987). Human resource management and industrial relations, <i>Journal of Management Studies</i> , 24 (5), 503-521.	51	Journal article	903
9	MacDuffie, J.P. (1995). Human resource bundles and manufacturing performance: Organizational logic and flexible production systems in the world auto industry, <i>Industrial and Labor Relations Review</i> , 48 (2), 197-221.)	51	Journal article	1974 (WoS)
10	Barney, J.B. (1991). Firm resources and sustained competitive advantage, <i>Journal of Management</i> , 17 (1), 99-120.	49	Journal article	33509

Source: Own elaboration.

4.2.2. The founding parents of the HRM&ES field

Using the lens of the elite/top journals of HRM&ES, we gathered, for each leading journal, the top 25 most cited authors (Table A1 in Annex).³ Combining the five top 25 rankings, we obtained the global top 25 most influential authors in the elite/top journals of HRM&ES (Table 8). This can be considered the top-level parents of the HRM&ES field.

UK and USA-affiliated authors dominate the ranking, with 13 and 10 founding parents, respectively. Outside these countries, only the Netherlands and Australia appear. This pattern is similar to the one we get if we consider each of the five top 25 rankings: 87% of the 125 entries correspond to USA (46%) and UK (42%) affiliations; the other countries that are present include The Netherlands (4%), Australia and Germany (2% each), and Canada, France, Ireland, New Zealand, Singapore (1%, that is, 1 founding parent of HRM&ES). In the USA, the founding parents frequently came from Rutgers University, Harvard University, and University of California, Berkeley. The UK's most frequent affiliations are the University of Warwick, London School of Economics and Political Science, and University College London.

³ This was a very laborious and time-consuming task as the first name and/or initials of the cited authors are not consistent throughout the published articles. Thus, although we put a lot of effort and concentration into this task, there might be some errors and omissions, which advise us to consider the number of citations in some cases as an approximate number.

It is interesting to note that out of the 25 founding parents listed (Table 8), 10 who are ranked in the top 25 of HRM also appear in the top 25 of HRMJ, whereas the 11 ranked in the top 25 of BJIR failed to appear in HRM, appearing instead in WES (5), IR (4), and HRMJ (3).

Patrick M. Wright (Darla Moore School of Business, Columbia, United States) ranks first among the founding parents of HRM&ES field. This is a very influential (large number of citations in Scopus) and productive (large h-index) author whose main research interests include the topic of strategic HRM, in particular how firms use people as a source of competitive advantage, changing nature of the chief HR officer role and CEO succession processes. He ranks first in HRM and second in HRMJ.

The other highly influential founding fathers include **Richard B. Freeman** (Harvard University, USA), **David P. Lepak** (Isenberg School of Management, USA, already deceased), **Paul Edwards** (University of Birmingham, UK), and **Scott A. Snell** (Darden School of Business, USA). Their main research interests cover a wide diversity of topics within HRM&ES, such as the job market for scientists and engineers, the effects of AI and robots on the job market, human resource management policies in multinational companies, workplace employment relations, industrial conflict, and talent management.

Very few females appear among the top 25 founding parents of HRM&ES field (Table 8). Indeed, we only have 3 founding mothers: Denise M. Rousseau (9th) (Carnegie Mellon University, USA), Jill Rubery (13th) (Alliance Manchester Business School, UK), and Susan E. Jackson (17th) (Rutgers University, USA).

Table 8: Founding parents of the HRM&ES field

Rank	Author	Affiliation	Total citations leading journals	Total citations Scopus	h-index (Scopus)	Rank elite/ top journals			Main Research interests
1	Patrick M. Wright	Darla Moore School of Business, Columbia, United States	1070	19955	53	HRM_01	HRMJ_02		Strategic Human Resource Management (how firms use people as a source of competitive advantage)
2	Richard B. Freeman	Harvard University, Cambridge, United States	790	7678	48	BJIR_01	IR_01		Job market for scientists and engineers; the effects of AI and robots on the job market
3	David P. Lepak†	Isenberg School of Management, Amherst, United States	756	15213	42	HRM_02	HRMJ_06		Human Resource Development; Organizational Behavior; Strategic Human Resource Management
4	Paul Edwards	University of Birmingham, Birmingham, United Kingdom	676	3868	39	BJIR_06	HRMJ_19	WES_08	Human resource management policies in multinational companies;

Rank	Author	Affiliation	Total citations leading journals	Total citations Scopus	h-index (Scopus)	Rank elite/ top journals			Main Research interests
									Workplace employment relations
5	Scott A. Snell	Darden School of Business, Charlottesville, United States	605	1947	30	HRM_03	HRMJ_12		Strategic Management, Strategy Execution, Talent Management
6	John Purcell	University of Warwick, Coventry, United Kingdom	576	3714	30	BJIR_24	HRMJ_03		Industrial relations & Human resource management
7	Mark A. Huselid	D'Amore-McKim School of Business, Boston, United States	553	5785	16	HRM_04	HRMJ_12		HR management systems, corporate strategy, and firm performance
8	David E. Guest	King's Business School, London, United Kingdom	549	11721	50	HRMJ_01			Human resource management, organizational performance and employee well-being
9	Denise M. Rousseau	Carnegie Mellon University, Pittsburgh, United States	542	27130	68	HRM_07	HRMJ_09		Human Resource Management; Changing Employment Relations
10	Richard Hyman	London School of Economics and Political Science, London, United Kingdom	497	1235	18	BJIR_03	WES_14		Trade unions and industrial relations; the state and employment regulation
11	Chris J. Brewster	University of Reading, United Kingdom	491	9446	54	HRM_12	HRMJ_08		Management of expatriates, migrants and refugees; HRM in different countries
12	Philip M. Podsakoff	Warrington College of Business, Gainesville, United States	487	105211	55	HRM_04	HRMJ_22		Transformational and Transactional Leadership; Social Power and Influence Processes
13	Jill Rubery	Alliance Manchester Business School, Manchester, United Kingdom	486	4613	43	HRMJ_24	WES_02		Comparative employment systems, with a particular focus on gender
14	John Kelly	College Fellowship at Birkbeck, University of London, United Kingdom	475	7096	47	BJIR_05	WES_12		Workplace conflicts; trade unionism; comparative employment relations; comparative labour politics
15	Thomas Anton Kochan	MIT Sloan School of Management, Cambridge, United States	471	3727	27	BJIR_04	IR_03		Work and employment policies, institutions, and practices
16	Alex Bryson	University College, United Kingdom	463	3607	31	BJIR_02	IR_13		Human resources and industrial relations; Labour economics.
17	Susan E. Jackson	Rutgers University, Clayton, United States	450	22294	40	HRM_06	HRMJ_20		Strategic human resource; Employee burnout; Work team diversity
18	Arnold B. Bakker	Erasmus University Rotterdam, The Netherlands	431	95769	138	HRM_10	HRMJ_15		Work engagement, flow, and happiness at work
19	Randall S. Schuler	Rutgers University–New Brunswick, New Brunswick, United States	429	536	6	HRM_09	HRMJ_17		Global Human Resource Management; Strategic Human Resource Management

Rank	Author	Affiliation	Total citations leading journals	Total citations Scopus	h-index (Scopus)	Rank elite/ top journals			Main Research interests
20	Paul Thompson	University of Stirling, Stirling, United Kingdom	375	4136	33	WES_01			Managerial control and worker resistance/ misbehaviour;
21	Edmund Heery	Cardiff Business School, Cardiff, United Kingdom	373	1999	25	BJIR_11	WES_18		UK Industrial Relations; Trade unions
22	Francis Green	University College London, London, United Kingdom	360	5440	39	BJIR_12	WES_19		Human resources and industrial relations; Strategy, management and organisational behaviour
23	Adrian Wilkinson	Griffith University, Brisbane, Australia	353	8849	51	HRMJ_04			Human resources management; Industrial and employee relations
24	John T. Addison	Durham University, United Kingdom	349	2469	27	BJIR_16	IR_04		Minimum wage; collective bargaining; female promotion and pay
25	Stephen Wood	University of Leicester School of Business, Leicester, United Kingdom	349	71810	40	BJIR_23	HRMJ_14		The nature of high involvement management; family-friendly management; staff morale in mental health in-patient care

Note: †Deceased.

Source: Own elaboration.

4.2.3. The intellectual roots of the HRM&ES field as reflected by the cited sources

To encounter the intellectual roots of HRM&ES based on the sources each of the five leading journals cites, we resorted to the visualization of co-citation of the cited references of the articles published in the five leading journals.

The circles' size represents each journal's relevance in terms of co-citations. The smaller the distance between the journals/sources, the closer they are in terms of co-citations. Clusters represent a set of related journals/sources.

Investigating the top sources cited by the articles published in HRM, shown in Figure 4, we have the *Academy of Management Journal*, the *Journal of Applied Psychology* and *Human Resource Management* itself in the first three positions. We also can identify 3 large clusters of sources, one that includes sources associated to the field of psychology and organizational behaviour (red cluster), a second that includes sources related to the international HRM (blue cluster), and a third with sources from the academic and strategic HRM (green cluster).

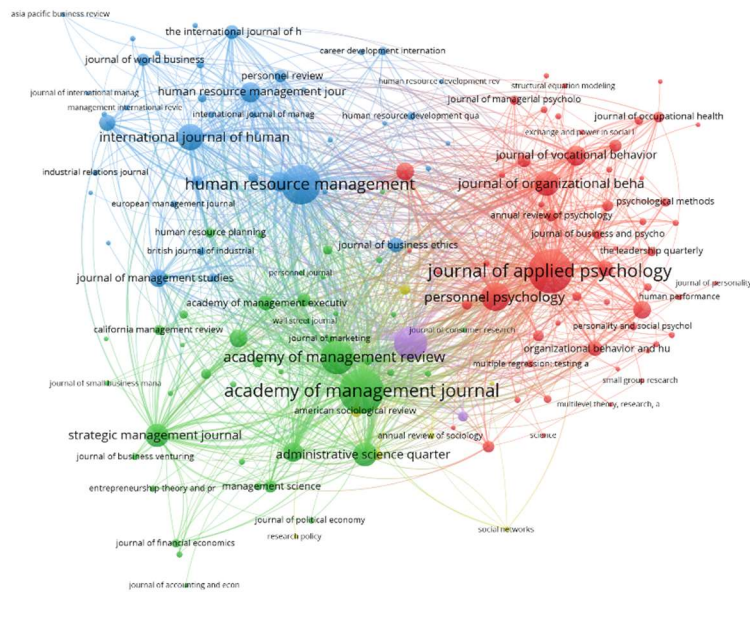


Figure 4: HMR co-citations map
 Note: The minimum number of citations of a source is set to 50.

In IR (Figure 5), the three most co-cited journals are the *Industrial and Labor Relations Review*, the *Industrial Relations* itself, and the *American Economic Review*. Such evidence suggests that the intellectual roots of IR are intimately connected to economics. In Figure 5, we can identify 3 main clusters, one precisely including journals from the field of Economics (red cluster), a second focused on international and academic HRM (green cluster), and a third focused on industrial relations (blue cluster).

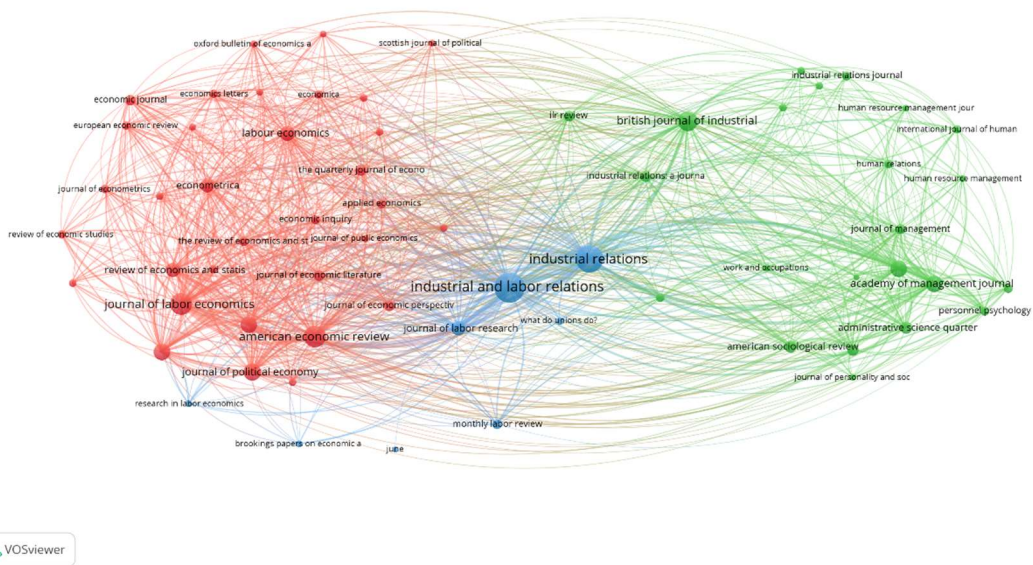


Figure 5: IR co-citations map
 Note: The minimum number of citations of a source is set to 50.

4.3. The scientific influence

To analyse the scientific influence of each of the five leading journals of the HRM&ES field, we considered all the citations made (by June 2024) to each of these journals. As explained in the Methodological section, we gathered the citations from SciVerse Scopus bibliographic database. This required a time-consuming process of saving/exporting the citations of each article/review, one by one.⁴

Most of the citations received by HRM&ES leading journals (around 80%) come from journal articles (Figure 9).

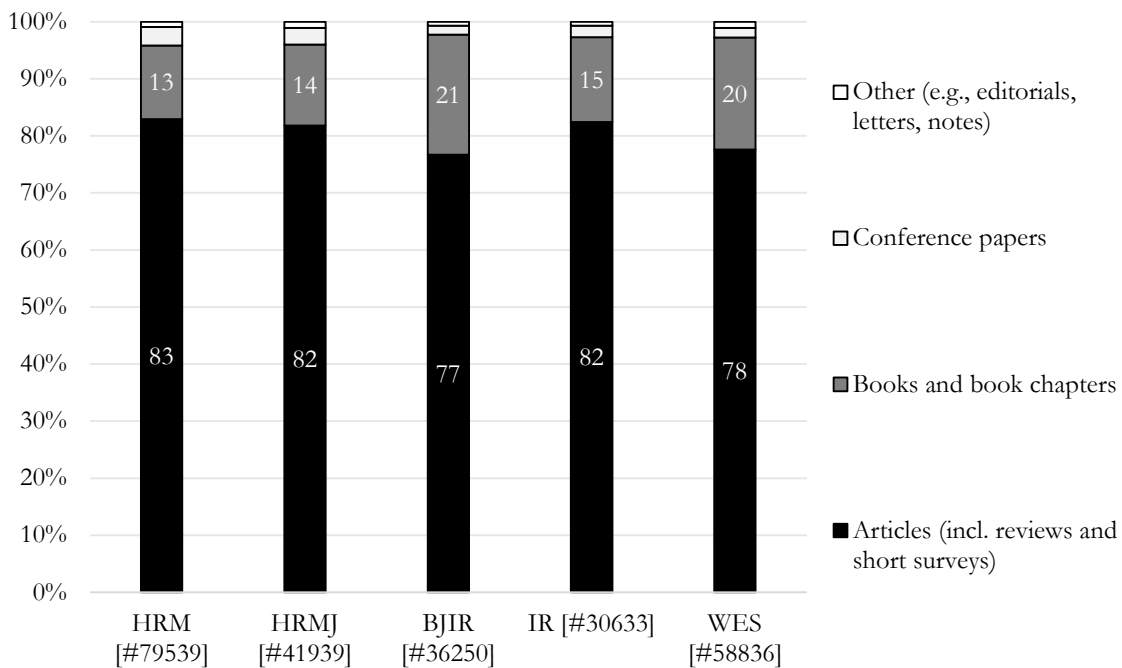


Figure 9: The scientific influence of HRM&ES leading journals by type of citing source

Note: In square brackets, we have the total citations received by each leading journal, which were gathered from Scopus in June 2024.

In the case of HRM, out of the 1896 articles (including reviews) published (until December 2023), 1637 (86.3% of the total) were cited at least once, and 921 (48.6%) were cited 20 or more times. These latter were cited 25158 times by articles published in 518 journals. The figures corresponding to the other four leading HRM&ES journals are in Table 9.

⁴ If we gathered in one shot the whole citations of a given leading journal this would prevent to obtain the articles/reviews repeated citations. Thus, we would obtain the references that were cited by the articles but not the number of times the references were cited in the five leading journals.

Table 9: The scientific influence of HRM&ES leading journals: A synthesis

	HRM	HRMJ	BJIR	IR	WES
No. of articles¹	1896	963	1475	1674	1734
▪ cited at least once	1638 [86%]	921 [96%]	1390 [94%]	1494 [89%]	1608 [93%]
▪ cited 20+	921 [49%]	520 [54%]	556 [38%]	455 [27%]	838 [48%]
No. of citations made by journal articles to leading journals' articles that were cited 20+ times [% total citations received]	52398 [79%]	25158 [60%]	19358 [54%]	15615 [51%]	33025 [59%]
No. of journals citing leading journals' articles that were cited 20+ times [% total citing sources]	518 [12%]	260 [9%]	188 [7%]	209 [7%]	380 [9%]

Note: ¹ It includes reviews.

Source: Own elaboration.

4.3.1. The scientific areas of influence

The analysis of the scientific influence of leading HRM&ES journals evidences three main groups of journals (Table 10): one, constituted by HRM and HRMJ, that shows a wide scientific influence that goes well beyond the core field (HRM&ES) of these leading journals; another, that includes BJIR and IR, that is highly concentrated in HRM&ES and/or Economics, Econometrics and Statistics (ECON) fields; and WES, which reveals a scientific influence spread by a large number of fields (such as the first group), with a special impact (as compared to other groups) on Social Sciences (SOC SCI) and Entrepreneurship and Small Business Management (ENT-SBM).

Table 10: Scientific influence of HRM&ES leading journals by field of research [in % of total citations received]

AJG2021 Field	HRM	HRMJ	BJIR	IR	WES
Accounting [ACCOUNT]	0.2	0.0	0.2	0.0	0.9
Business and Economic History [BUS HIST & ECON HIST]	0.1	0.0	1.3	0.4	0.5
Economics, Econometrics and Statistics [ECON]	0.2	0.0	8.7	19.2	1.3
Entrepreneurship and Small Business Management [ENT-SBM]	1.6	1.3	0.3	0.9	2.5
Finance [FINANCE]	0.3	0.0	0.1	0.2	0.0
General Management, Ethics, Gender and Social Responsibility [ETHICS-CSR-MAN]	17.8	16.3	6.2	8.4	11.2
Human Resource Management and Employment Studies [HRM&EMP]	28.8	45.1	67.5	50.5	46.2
Information Systems [INFO MAN]	1.8	0.5	0.0	0.0	0.4
Innovation [INNOV]	2.0	1.0	0.2	0.2	0.2
International Business and Area Studies [IB&AREA]	9.0	6.1	1.1	1.0	0.4
Management Development and Education [MDEV&EDU]	3.3	3.2	0.8	0.2	3.2
Marketing [MKT]	1.4	0.4	0.0	0.0	0.3

AJG2021 Field	HRM	HRMJ	BJIR	IR	WES
Operations and Technology Management [OPS&TECH]	3.3	2.8	0.2	0.5	0.2
Operations Research and Management Science [OR&MANSCI]	0.2	0.2	0.0	0.3	0.0
Organisational Studies [ORG STUD]	6.8	5.6	3.0	3.5	6.7
Psychology (General) [PSYCH (GENERAL)]	4.1	3.5	0.5	0.9	0.8
Psychology (Organisational) [PSYCH (WOP-OB)]	10.6	5.9	1.0	6.5	3.4
Public Sector and Healthcare [PUB SEC]	2.2	3.0	1.1	1.5	2.1
Regional Studies, Planning and Environment [REGIONAL STUDIES, PLANNING AND ENVIRONMENT]	0.4	0.4	0.7	0.2	2.9
Sector Studies [SECTOR]	4.0	3.7	0.9	0.8	2.1
Social Sciences [SOC SCI]	0.4	0.4	6.3	4.4	14.7
Strategy [STRAT]	1.3	0.6	0.0	0.4	0.0
Total citations received by HRM&ES leading journals from articles published in journals indexed in AJG2021	39897	19515	17220	13536	24435

Note: The total citations received were gathered from Scopus in June 2024. These citations correspond to citations made by journal articles to leading journals' articles that were cited 20+ times and whose journals were indexed in AJG2021. About one-quarter of the journals that cited HRM, HRMJ, and WES articles [with 20+ citations] are not indexed in AJG2021. The corresponding figures for BJIR and IR are 11% and 13%, respectively.

The scientific influence of some HRM&ES leading journals reaches proportionately more highly renowned journals from this and other fields of science. Indeed, approximately 60% of the citations received by the articles (with 20 or more citations) published in BJIR and IR came from journals classified by the Academic Journal Guide (AJG) 2021 as of 'Distinction/Worldwide as exemplars of excellence' (ABS 4*), 'Top' (ABS 4), and 'Highly regarded' (ABS 3) – see Figure 10.

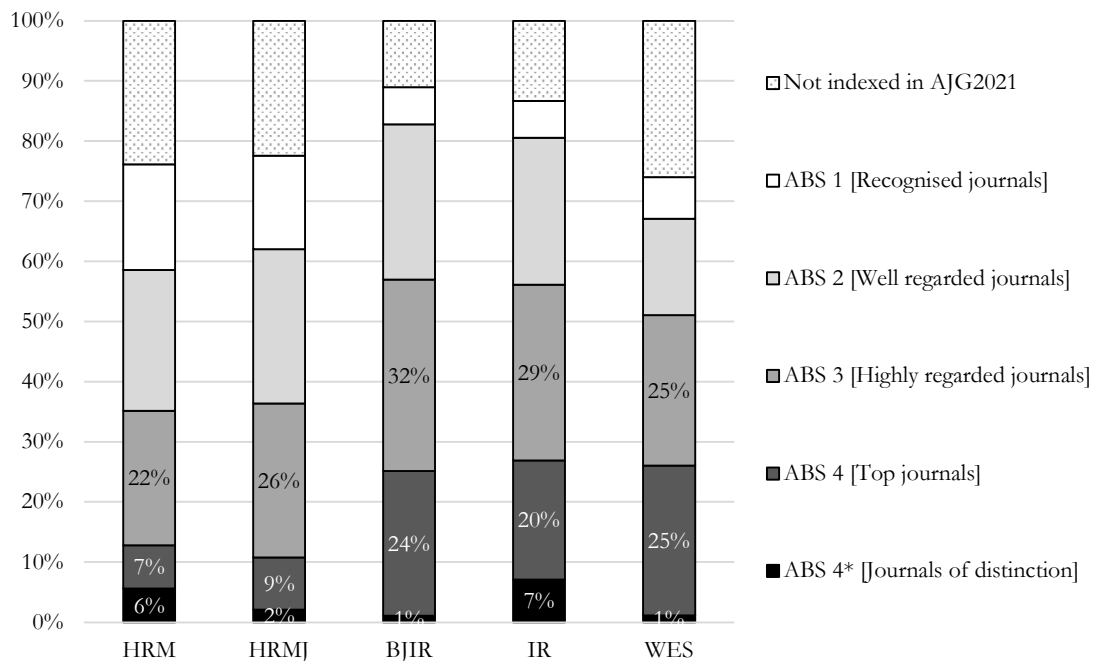


Figure 10: The scientific influence of HRM&ES leading journals by the reputation of citing journals

Note: The total citations received were gathered from Scopus in June 2024. These citations correspond to citations made by journal articles to leading journals' articles cited 20+ times.

It is interesting to note that although HRMJ is the only ABS 4* among the five HRM&ES leading journals, the share of ABS 4* journals citing its articles is lower (2%) than that from IR (7%) or HRM (6%). The proportion of ABS 4 journals citing HRM and HRMJ articles is considerably lower (7% and 9%, respectively) than that of the remaining leading journals (WES: 25%; BJIR: 24%; IR: 20%).

4.3.2. The geographical area of influence

The geographical influence of the HRM&ES leading journals is wide. The articles published in these leading journals are cited by authors affiliated with institutions located in more than one hundred countries. Among the leading journals, the geographical influence of HRM and WES is wider, reaching 153 and 151 countries, respectively. The geographical influence of BJIR is more restricted, reaching 127 countries (Figure 11).

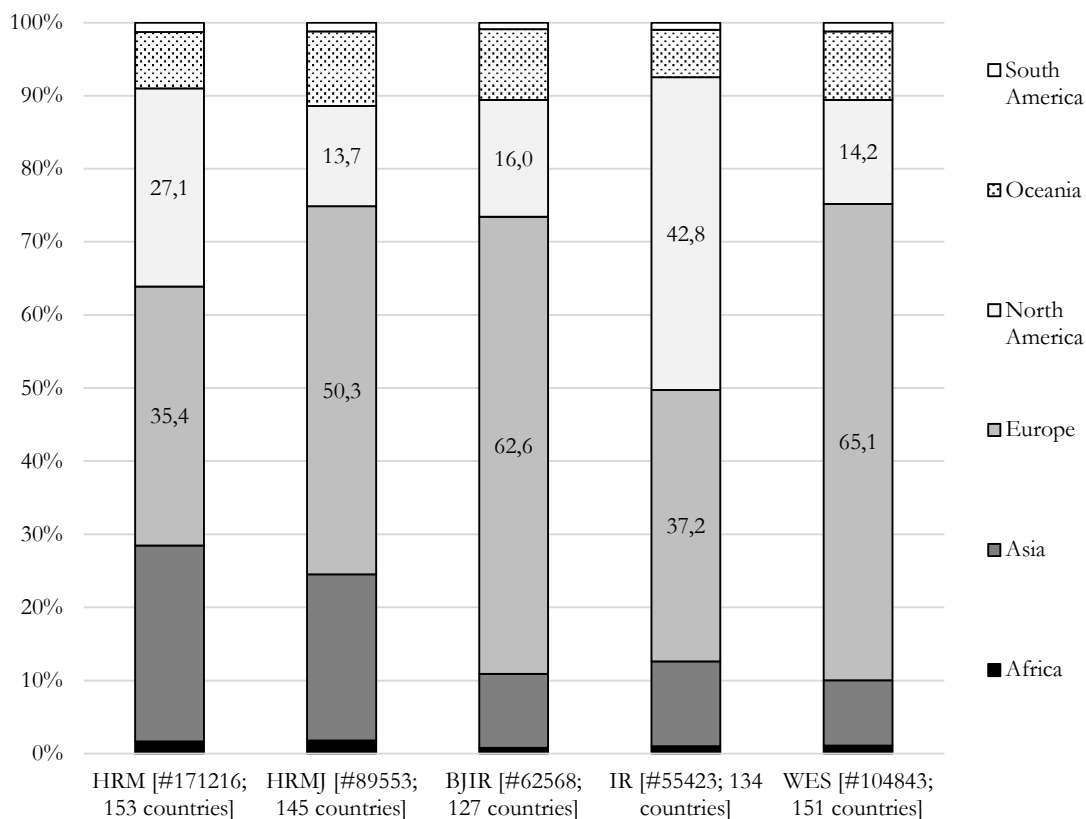


Figure 11: The scientific influence of HRM&ES leading journals by the geographical area

By continent, the BJIR and WES have their scientific influence more concentrated in Europe, with more than 60% of the total citations*authors' affiliations coming from this continent. The concentration of the scientific influence in Europe is less pronounced in the case of

HRMJ, but still, around half of the citations this journal receives come from authors affiliated with European institutions. In contrast, IR has its scientific influence mainly in North America. The HRM presents a more balanced geographical influence, with the shares of Europe (34%), North America (27%), and Asia (27%) being closer. The scientific influence of HRM&ES leading journals is very small in Africa and South America.

Analyzing in more detail by country, we observe (Table 11) that, for each continent, the countries where the scientific influence of HRM&ES leading journals is higher are the same for the 5 leading journals: South Africa (Africa); China (Asia); the United Kingdom (Europe); the United States (North America); Australia (Oceania); and Brazil (South America). Nevertheless, the relative strength of the scientific influence in these countries differs by leading journals. Specifically, the scientific influence is particularly high in the United States for the case of IR (36.5%) and HRM (23.4%), in the United Kingdom for WES (36.2%) and BJIR (34.1%), and China for HRM (8.1%) and HRMJ (6.2%).

Table 11: Scientific influence of leading HRM&ES journals by country of authors' affiliation

		HRM			HRMJ			BJIR			IR			WES
Africa (2805 citations; 1.6% ; 35 countries)	Others	0.3%	Africa (1657 citations; 1.8% ; 30 countries)	Others	0.3%	Africa (477 citations; 0.8% ; 23 countries)	Others	0.1%	Africa (568 citations; 1.0% ; 26 countries)	Others	0.3%	Africa (1144 citations; 1.1% ; 31 countries)	Others	0.2%
	Tunisia	0.1%		Ethiopia	0.1%		Egypt	0.0%		Tunisia	0.1%		Ethiopia	0.0%
	Egypt	0.2%		Egypt	0.2%		Tunisia	0.0%		Egypt	0.1%		Egypt	0.0%
	Nigeria	0.2%		Nigeria	0.3%		Ghana	0.1%		Ghana	0.1%		Ghana	0.1%
	Ghana	0.3%		Ghana	0.3%		Nigeria	0.1%		Nigeria	0.1%		Nigeria	0.1%
	South Africa	0.7%		South Africa	0.7%		South Africa	0.4%		South Africa	0.4%		South Africa	0.4%
Asia (45961 citations; 26.8% ; 47 countries)	Others	4.0%	Asia (20356 citations; 22.7% ; 47 countries)	Others	3.5%	Asia (6331 citations; 10.1% ; 40 countries)	Others	1.2%	Asia (6408 citations; 11.6% ; 45 countries)	Others	1.4%	Asia (9349 citations; 8.9% ; 45 countries)	Others	1.2%
	United Arab Emirates	0.6%		Iran	0.5%		VietNam	0.2%		Iran	0.2%		United Arab Emirates	0.2%
	Japan	0.6%		Thailand	0.5%		Singapore	0.2%		Pakistan	0.2%		Taiwan	0.3%
	Israel	0.8%		United Arab Emirates	0.7%		Pakistan	0.3%		Singapore	0.3%		Pakistan	0.3%
	Indonesia	0.8%		Indonesia	0.7%		Japan	0.5%		Turkey	0.4%		Japan	0.3%
	Turkey	1.1%		Taiwan	1.0%		Israel	0.5%		Malaysia	0.6%		Singapore	0.4%
	Pakistan	1.5%		Turkey	1.0%		Malaysia	0.5%		Taiwan	0.8%		Malaysia	0.4%
	South Korea	1.6%		South Korea	1.2%		Taiwan	0.5%		Israel	0.9%		South Korea	0.5%
	Taiwan	1.8%		Pakistan	1.6%		Turkey	0.6%		Japan	1.1%		Turkey	0.5%
	Malaysia	1.9%		Malaysia	2.0%		South Korea	1.0%		South Korea	1.4%		Israel	0.9%
	India	3.7%		India	3.5%		India	1.3%		India	1.4%		India	1.2%
	China	8.1%		China	6.2%		China	3.3%		China	2.7%		China	2.3%
Asia. Europe	Russia	0.3%	Asia. Europe	Russia	0.4%	Asia. Europe	Russia	0.2%	Asia. Europe	Russia	0.2%	Asia. Europe	Russia	0.3%
Europe (60686 citations; 35.4% ; 44 countries)	Others	2.92%	Europe (45037 citations; 50.3% ; 43 countries)	Others	3.3%	Europe (39151 citations; 62.6% ; 44 countries)	Others	2.4%	Europe (20618 citations; 37.2% ; 39 countries)	Others	1.9%	Europe (68306 citations; 65.1% ; 45 countries)	Others	2.8%
	Denmark	0.62%		Austria	0.7%		Portugal	0.6%		Austria	0.5%		Portugal	0.7%
	Austria	0.70%		Switzerland	0.7%		Austria	0.7%		Portugal	0.6%		Austria	0.9%
	Switzerland	0.76%		Greece	0.8%		Norway	0.8%		Norway	0.7%		Switzerland	0.9%
	Norway	0.84%		Sweden	1.0%		Switzerland	0.8%		Switzerland	0.7%		Denmark	1.2%
	Sweden	0.90%		Norway	1.1%		Finland	0.9%		Denmark	0.8%		Belgium	1.3%

		HRM			HRMJ			BJIR			IR			WES
	Belgium	1.08%		Belgium	1.2%		Sweden	1.1%		Finland	1.0%		Norway	1.5%
	Portugal	1.26%		Portugal	1.3%		Denmark	1.2%		Belgium	1.1%		Ireland	1.6%
	Ireland	1.27%		Finland	1.5%		Belgium	1.6%		Sweden	1.2%		Finland	1.6%
	Finland	1.48%		France	1.9%		France	1.9%		Ireland	1.2%		France	1.7%
	Italy	1.80%		Italy	2.0%		Ireland	2.1%		France	2.2%		Spain	2.4%
	France	2.10%		Ireland	2.6%		Netherlands	2.7%		Italy	2.2%		Italy	2.6%
	Spain	3.04%		Germany	2.9%		Italy	2.7%		Netherlands	2.3%		Sweden	2.8%
	Germany	3.28%		Spain	3.2%		Spain	3.1%		Spain	2.9%		Netherlands	3.0%
	Netherlands	3.55%		Netherlands	4.4%		Germany	5.8%		Germany	5.4%		Germany	4.0%
	United Kingdom	9.82%		United Kingdom	21.6%		United Kingdom	34.1%		United Kingdom	12.5%		United Kingdom	36.2%
North America (46347 citations; 27.1%; 12 countries)	Others	0.1%	North America (12280 citations; 13.7%; 9 countries)	Others	0.1%	North America (9995 citations; 16.0%; 10 countries)	Others	0.1%	North America (23711 citations; 42.8%; 10 countries)	Others	0.0%	North America (14902 citations; 14.2%; 16 countries)	Others	0.1%
	Mexico	0.2%		Mexico	0.2%		Mexico	0.1%		Mexico	0.1%		Mexico	0.1%
	Canada	3.4%		Canada	2.7%		Canada	4.2%		Canada	6.1%		Canada	4.8%
	United States	23.4%		United States	10.8%		United States	11.6%		United States	36.5%		United States	9.2%
Oceania (13171 citations; 7.7%; 4 countries)	Others	0.0%	Oceania (9149 citations; 10.2%; 5 countries)	Others	0.0%	Oceania (6077 citations; 9.7%; 3 countries)	Others	0.0%	Oceania (3599 citations; 6.5%; 4 countries)	Others	0.0%	Oceania (9867 citations; 9.4%; 4 countries)	Others	0.0%
	New Zealand	0.8%		New Zealand	1.3%		New Zealand	1.3%		New Zealand	0.9%		New Zealand	1.0%
	Australia	6.8%		Australia	8.9%		Australia	8.4%		Australia	5.6%		Australia	8.4%
South America (2246 citations; 1.3%; 11 countries)	Others	0.3%	South America (1074 citations; 1.2%; 11 countries)	Others	0.3%	South America (535 citations; 0.9%; 7 countries)	Others	0.2%	South America (557 citations; 1.0%; 10 countries)	Others	0.3%	South America (1275 citations; 1.2%; 10 countries)	Others	0.2%
	Chile	0.2%		Colombia	0.1%		Chile	0.2%		Colombia	0.2%		Argentina	0.1%
	Colombia	0.2%		Chile	0.2%		Argentina	0.2%		Chile	0.2%		Brazil	0.4%
	Brazil	0.8%		Brazil	0.5%		Brazil	0.3%		Brazil	0.3%		Chile	0.4%

Note: To gather the citations by country, we considered the citations received by each article (with 20+ citations) from the leading journals. Then, we correspond these citations with the countries of affiliation of the authors' organizations from the documents that cited the leading journals. As the documents can have more than one author, the total for each leading journal is the sum of citations by country of affiliation (citations received*number of authors/affiliations). Excluding the items for which there is no information on the country of affiliation (HRM: 59; HRMJ: 32; BJIR: 19; IR: 38; WES: 57), the totals are: 171216 (HRM); 895553 (HRMJ); 62568 (BJIR); 55423 (IR); 104843 (WES).

5. Conclusions

The field of HRM&ES has a long history, with the importance and role of HRM, previously known as personnel management, changing considerably over the years (Ferris et al., 2007).

This study aimed to provide an up-to-date and encompassing quantitative, bibliometric account of the HRM&ES field, analysing the 5 elite/top journals (4* – *Human Resource Management Journal* (HRMJ) and 4 – *Human Resource Management* (HRM), *Industrial Relations* (IR), *The British Journal of Industrial Relations* (BJIR) and *Work, Employment and Society* (WES) – according to the ABS/ Academic Journal Guide 2021 ranking), involving 7740 published articles (including reviews), 275665 cited references and 113603 citing studies.

The main results of the present study can be organized into publications, intellectual roots, and scientific influence.

Regarding the publications, we obtained the following main results:

- The Elite and Top journals in the HMR&ES area do not differ significantly in terms of the type of documents published, with more than 90% of the documents being articles and reviews; the number of articles and reviews published over the years has maintained a constant evolution, with a growing trend being observed after 2000-2005.
- The 5 most prolific authors are Dave O. Ulrich (University of Michigan, USA), Adrian J. Wilkinson (Griffith University, Australia), George Strauss (University of California, Berkeley, USA; deceased), Francis Green (University College London, UK), and Jill Rubery (Alliance Manchester Business School, UK).
- The top 5 most influential articles published are “Using the job demands-resources model to predict burnout and performance” (Bekker et al., 2004), published in HRM, “On becoming a strategic partner: The role of human resources in gaining competitive advantage” (Barney & Wright, 1998), published in HRM, “The hypermodern MNC - A heterarchy?” (Hedlund, 1986), published in HRM, “Commonalities and contradictions in HRM and performance research” (Boselie et al., 2005), published in HRMJ, and “Good gig, bad gig: Autonomy and algorithmic control in the global gig economy” (Wood et al., 2019), published in WES.

The intellectual roots of HRM&S encompass 275665 cited references.

- The HMR&ES leading journal differ in the number of documents cited more times. HRM leads this ranking, followed by HRMJ.

- The 5 most important founding documents in the field are “Common method biases in behavioral research: A critical review of the literature and recommended remedies” (Podsakoff et al., 2003), published in *Journal of Applied Psychology*; “The impact of human resource management practices on turnover, productivity, and corporate financial performance” (Huselid, 1995), published in *Academy of Management Journal*; the books *What Do Unions Do* (Freeman & Medoff, 1984), and *Labor and Monopoly Capital: The Degradation of Work in the Twentieth Century* (Braverman, 1974), and “Understanding HRM-firm performance linkages: The role of the "strength" of the HRM system” (Bowen & Ostroff, 2005), published in *The Academy of Management Review*.
- Among the founding parents, we can distinguish the top 5, which include Patrick M. Wright (Darla Moore School of Business, United States), Richard B. Freeman (Harvard University, USA), David P. Lepak (Isenberg School of Management, USA, already deceased), Paul Edwards (University of Birmingham, UK), and Scott A. Snell (Darden School of Business, USA).
- Investigating the main sources cited by the articles published in the elite/top journals, we can identify the journals that constitute the scientific foundations of the area. This includes the elite journals themselves (HRM, IR, BJIR, WES, and HRMJ) since they all cite themselves more often than other journals. We can also highlight the *Journal of Applied Psychology* and the *Academy of Management Journal*, which appear in two elite/top journals (HRM and HRMJ), and the *Industrial and Labor Relations Review*, which appears in two other top journals (IR and BJIR).

The elite/top journals of the HRM&ES field were cited together by 113603 studies. Based on these citing studies, we found that:

- The scientific influence of some HRM&ES leading journals reaches proportionately more highly renowned journals from this and other fields of science, and we can conclude that the citations received by the articles published in BJIR and IR came from journals classified as of ‘Distinction/Worldwide as exemplars of excellence’, unlike the other journals (HRM, HRMJ and WES), which have a smaller share of this type of journal.
- HRM and HRMJ show a wide scientific influence that goes well beyond the core field (HRM&ES) of these leading journals; BJIR and IR are highly concentrated in HRM&ES and/or Economics, Econometrics and Statistics fields; and WES reveals

a scientific influence spread by a large number of fields, with a special impact on Social Sciences and Entrepreneurship and Small Business Management.

- The articles published in these leading journals are cited by authors affiliated with institutions located in more than one hundred countries, and we can conclude that the elite/top journals of the HRM&ES present a global scientific influence.
- BJIR, WES, HRMJ, and HRM have their scientific influence most concentrated in Europe, whereas IR's scientific influence is more concentrated in North America.
- Analysing by country, we observe that, for each continent, the countries where the scientific influence of HRM&ES leading journals is higher are the same for the 5 leading journals: the United States (North America); the United Kingdom (Europe); China (Asia); South Africa (Africa); Australia (Oceania); and Brazil (South America).

Although the present study entails novelty and contributions, some limitations are worth referring to. One limitation regards the potential for nonintentional errors and omissions. We have worked with large databases, working on thousands of individual articles (e.g. DB3 – the influence database), a procedure that makes mistakes more probable. Working with the DB2 (the roots) database was exhausting and time-consuming since the authors' first names and/or initials cited are inconsistent throughout the published articles. Thus, although we put much effort and concentration into this task, one should regard the final figures as approximate. The fact that our analysis is restricted to the 5 elite/top journals of the HRM&ES field (according to the AJG 2021) may be viewed as a limitation. However, we contend that the analysis of the 'best of the best' permits us to obtain a thorough picture of the most sound and rigorous research that has been done in the field of HRM&ES over the last sixty years.

Notwithstanding the fragilities that a study like this entails, we argue that it adds scientific value to the extent to which it provides a comprehensive and updated investigation of the evolution of HRM&ES literature. Since, to the best of our knowledge, there is no published study like this one in the literature, this bibliometric analysis constitutes a useful resource for academics and professionals wanting to have a wider and deeper understanding of the importance of this area.

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Annex

Table A 1: Founding parents of the HRM&ES field by leading journal's top 25

Rank	Full name	Current affiliation	N° of citations by the leading journal	Total citations in Scopus	h-index (Scopus)
HRM					
1	Patrick M. Wright	Darla Moore School of Business, Columbia, United States	565	19955	53
2	David P. Lepak†	Isenberg School of Management, Amherst, United States	435	15213	42
3	Scott A. Snell	Darden School of Business, Charlottesville, United States	383	1947	30
4	Mark A. Huselid	D'Amore-McKim School of Business, Boston, United States	331	5785	16
5	Philip M. Podsakoff	Warrington College of Business, Gainesville, United States	331	105211	55
6	Susan E. Jackson	Rutgers University, Clayton, United States	288	22294	40
7	Denise M. Rousseau	Carnegie Mellon University, Pittsburgh, United States	281	27130	68
8	Scott B. MacKenzie	Kelley School of Business, Bloomington, United States	270	88961	43
9	Randall S. Schuler	Rutgers University–New Brunswick, New Brunswick, United States	249	536	6
10	Arnold B. Bakker	Erasmus University Rotterdam, The Netherlands	245	95769	138
11	Jeffrey Pfeffer	Stanford University, Stanford, United States	243	15587	48
12	Chris J. Brewster	University of Reading, United Kingdom	226	9446	54
13	Timothy A. Judge	Texas A&M University, College Station, United States	219	50478	98
14	Barry Gerhart	Wisconsin School of Business, Madison, United States	209	7639	31
15	Gerald R. Ferris	Florida State University The institution will open in a new tab, Tallahassee, United States	196	22370	80
16	Pawan S. Budhwar	Aston Business School, Birmingham, United Kingdom	195	10737	59
17	Dave Ulrich	University of Michigan, Ann Arbor, Ann Arbor, United States	188	2632	22
18	Robert Eisenberger†	University of Houston, Houston, United States	188	26162	47
19	John Delery	Sam M. Walton College of Business, Fayetteville, United States	187	5994	19
20	Brian E. Becker	Retired (Emeritus Professor), University at Buffalo, The State University of New York, Buffalo, United States	185	4477	14
21	John P. Meyer	Western University, London, Canada	184	34521	50
22	Donald C. Hambrick	Pennsylvania State University, University Park, United States	180	26942	69
23	Edward E. Lawler	USC Marshall School of Business, Los Angeles, United States	179	9044	43
24	Tammy D. Allen	University of South Florida, United States	179	20132	71
25	Stephen G. West	Arizona State University, Tempe, United States	177	28241	64
IR					
1	Richard B. Freeman	Harvard University, Cambridge, United States	348	7678	48
2	David E. Neumark	National Bureau of Economic Research, Cambridge, United States	212	9763	53
3	Thomas Anton Kochan	MIT Sloan School of Management, Cambridge, United States	183	3727	27

Rank	Full name	Current affiliation	N° of citations by the leading journal	Total citations in Scopus	h-index (Scopus)
4	John T. Addison	Durham University, United Kingdom	172	2469	27
5	David E. Card	University of California, Berkeley, United States	166	18418	56
6	Paul Osterman	Nanyang Technological University, Singapore City, Singapore	145	1763	18
7	Bruce E. Kaufman	Georgia State University, Atlanta, United States	144	3033	32
8	Barry T. Hirsch	Forschungsinstitut zur Zukunft der Arbeit, Bonn, Germany	142	2002	26
9	David I. Levine	Haas School of Business, Berkeley, United States	137	6709	35
10	John J. Heckman	The University of Chicago, Chicago, United States	134	46798	95
11	Edward Lazear†	Stanford University, Stanford, United States	133	7719	30
12	Allan B. Krueger†	Princeton University, Princeton, United States	128	29183	60
13	Alex Bryson	University College, United Kingdom	127	3607	31
14	John S. Heywood	University of Wisconsin-Milwaukee, Milwaukee, United States	117	3495	34
15	Rosemary Batt	Cornell University School of Industrial and Labor Relations, Ithaca, United States	107	3563	22
16	Arne L. Kalleberg	The University of North Carolina at Chapel Hill, Chapel Hill, United States	103	10991	46
17	James L. Medoff†	Harvard Faculty of Arts and Sciences, Cambridge, United States	103	294	4
18	Casey Ichniowski†	Columbia University, New York, United States	101	3328	10
19	Peter H. Cappelli	Wharton School of the University of Pennsylvania, United States	101	4892	31
20	Lawrence Katz	Harvard University, Cambridge, United States	99	20924	52
21	Uwe Jirjahn	Universität Trier, Trier, Germany	97	1362	22
22	Michael Reich	University of California, Berkeley, Berkeley, United States	96	2316	20
23	Harry C. Katz	Cornell University School of Industrial and Labor Relations, Ithaca, United States	95	396	9
24	Thomas Lemieux	National Bureau of Economic Research, Cambridge, United States	94	12393	33
25	Douglas L. Kruse	Rutgers University–New Brunswick, New Brunswick, United States	91	2754	26
BJIR					
1	Richard B. Freeman	Harvard University, Cambridge, United States	442	7678	48
2	Alex Bryson	University College, United Kingdom	336	3607	31
3	Richard Hyman	London School of Economics and Political Science, London, United Kingdom	314	1235	18
4	Thomas Anton Kochan	MIT Sloan School of Management, Cambridge, United States	288	3727	27
5	John Kelly	University of London, London, United Kingdom	287	7096	47
6	Paul Edwards	University of Birmingham, Birmingham, United Kingdom	278	3868	39
7	George Sayers Bain (Sir)	London Business School, United Kingdom (Retired)	238	399	10
8	William A. Brown†	University of Warwick, United Kingdom	232	375	11
9	Neil Millward	National Institute of Economic and Social Research, United Kingdom, London, United Kingdom	225	219	6
10	Wolfgang Streeck	Max Planck Institute for the Study of Societies, Koln, Germany	225	4931	34

Rank	Full name	Current affiliation	N° of citations by the leading journal	Total citations in Scopus	h-index (Scopus)
11	Edmund Heery	Cardiff Business School, Cardiff, United Kingdom	203	1999	25
12	Francis Green	University College London, UCL Institute of Education, University College London, United Kingdom	193	5440	39
13	David M. Metcalf†	London School of Economics and Political Science, London, United Kingdom	188	959	18
14	Stephen Machin	London School of Economics and Political Science, London, United Kingdom	183	9248	51
15	Hugh A. Clegg†	Warwick University, United Kingdom	180	170	2
16	John T. Addison	Durham University, United Kingdom	177	2469	27
17	David W. Soskice	London School of Economics and Political Science, London, United Kingdom	176	4790	29
18	Kathleen Thelen	Massachusetts Institute of Technology, Cambridge, United States	176	10614	32
19	Alison L. Booth	Australian National University, Australia (Retired, Emeritus Professor)	173	258	7
20	Harry C. Katz	Cornell University School of Industrial and Labor Relations, Ithaca, United States	167	396	9
21	Paul Marginson	University of Warwick, Coventry, United Kingdom	165	1867	27
22	Pieter Jelle Visser	Alzheimercentrum Amsterdam, Amsterdam, Netherlands	160	32662	74
23	Stephen Wood	University of Leicester School of Business, Leicester, United Kingdom	158	71810	40
24	John Purcell	University of Warwick, Coventry, United Kingdom	157	3714	30
25	Keith Sisson	Warwick Business School, Coventry, United Kingdom	157	987	16
WES					
1	Paul Thompson	University of Stirling, Stirling, United Kingdom	375	4136	33
2	Jill Rubery	Alliance Manchester Business School, Manchester, United Kingdom	337	4613	43
3	Philip Taylor	Federation University Australia, Ballarat, Australia	278	1460	16
4	Rosemary Crompton†	University of East Anglia, Norwich, United Kingdom	275	3377	30
5	Catherine Hakim	London School of Economics and Political Science, London, United Kingdom	272	3008	21
6	Pierre Bourdieu†	École Pratique des Hautes Études, France	247	13261	44
7	Chris Warhurst	University of Warwick, Coventry, United Kingdom	227	3171	28
8	Paul Edwards	University of Birmingham, Birmingham, United Kingdom	224	3868	39
9	Duncan Gallie	University of Oxford, Oxford, United Kingdom	196	2289	27
10	Arne L. Kalleberg	The University of North Carolina at Chapel Hill, Chapel Hill, United States	192	10991	46
11	Christopher Smith†	Aston University, Birmingham, United Kingdom	190	832	18
12	John Kelly	University of London, London, United Kingdom	188	7096	47
13	Sharon C. Bolton	Stirling Management School, Stirling, United Kingdom (Retired, Emeritus Professor)	184	2628	24
14	Richard Hyman	London School of Economics and Political Science, London, United Kingdom	183	1235	18
15	Marek Korczynski	University of Nottingham, Nottingham, United Kingdom	180	2355	26
16	Shirley Dex	Keele University, United Kingdom	177	1804	23
17	Peter Bain†	University of Strathclyde, Glasgow, United Kingdom	173	1808	14

Rank	Full name	Current affiliation	N° of citations by the leading journal	Total citations in Scopus	h-index (Scopus)
18	Edmund Heery	Cardiff Business School, Cardiff, United Kingdom	170	1999	25
19	Francis Green	University College London, UCL Institute of Education, University College London, United Kingdom	167	5440	39
20	John H. Goldthorpe	Nuffield College, University Of Oxford, Oxford, United Kingdom	165	8562	46
21	Michael Burawoy	University of California, Berkeley, United States	161	7682	34
22	Arlie R. Hochschild	University of California, Berkeley, Berkeley, United States	159	11259	17
23	Damian Grimshaw	King's College London, London, United Kingdom	157	2841	29
24	Anna Pollert	Bristol Business School, Bristol, United Kingdom	152	1271	16
25	Alan Felstead	College of Arts, Humanities and Social Sciences, Cardiff, United Kingdom	151	2912	29
HRMJ					
1	David E. Guest	King's Business School, London, United Kingdom	549	11721	50
2	Patrick M. Wright	Darla Moore School of Business, Columbia, United States	505	19955	53
3	John Purcell	University of Warwick, Coventry, United Kingdom	419	3714	30
4	Adrian Wilkinson	Griffith University, Brisbane, Australia	353	8849	51
5	Mick Marchington†	The University of Manchester, Manchester, United Kingdom	344	3452	29
6	David P. Lepak†	Isenberg School of Management, Amherst, United States	321	15213	42
7	Peter F. Boxall	The University of Auckland Business School, New Zealand	320	5132	32
8	Chris J. Brewster	University of Reading, United Kingdom	265	9446	54
9	Denise M. Rousseau	Carnegie Mellon University, Pittsburgh, United States	261	27130	68
10	John Storey	The Open University Business School, Milton Keynes, United Kingdom	261	2665	26
11	Jaap Paauwe	Tilburg School of Social and Behavioral Sciences, Tilburg, Netherlands	235	6246	41
12	Mark A. Huselid	D'Amore-McKim School of Business, Boston, United States	222	5785	16
13	Scott A. Snell	Darden School of Business, Charlottesville, United States	222	1947	30
14	Stephen Wood	University of Leicester School of Business, Leicester, United Kingdom	191	71810	40
15	Arnold B. Bakker	Erasmus University Rotterdam, The Netherlands	186	95769	138
16	Tony Dundon	Kemmy Business School, Limerick, Ireland	182	2951	28
17	Randall S. Schuler	Rutgers University–New Brunswick, New Brunswick, United States	180	536	6
18	Karen Legge	Alliance Manchester Business School, Manchester, United Kingdom	175	296	8
19	Paul Edwards	University of Birmingham, Birmingham, United Kingdom	174	3868	39
20	Susan E. Jackson	Rutgers University, Clayton, United States	162	22294	40
21	Bruce E. Kaufman	Georgia State University, Atlanta, United States	158	3033	32
22	Philip M. Podsakoff	Warrington College of Business, Gainesville, United States	156	105211	55
23	Keith Sisson	Warwick Business School, Coventry, United Kingdom	154	987	16

Rank	Full name	Current affiliation	N° of citations by the leading journal	Total citations in Scopus	h-index (Scopus)
24	Jill Rubery	Alliance Manchester Business School, Manchester, United Kingdom	149	4613	43
25	Paul Boseleie	Utrecht University School of Governance, The Netherlands	146	4736	29

Note: † Deceased.

Source: Own elaboration.