TALENT MANAGEMENT PROGRESSION OVER A DECADE: A BIBLIOMETRIC ANALYSIS

Dr. Shilpa Jain[1] and Dr. Nitya Khurana[2*]

[1]Assistant Professor, University School of Management Studies, Guru Gobind Singh Indraprastha University.

[2]Assistant Professor, Institute of Innovation in Technology and Management, Janak Puri ([*]Corresponding Author).

Abstract

The field of talent management has been developed and popularized by eminent practitioners and academicians. It has been recognised as the most comprehensive HR tool for attracting and retaining people. Considering the significance of talent management, it's all the more important to dig into the existing literature of talent management to explore new avenues of research in the field. This paper seeks to explore the existing literature published over a decade ranging from 2013 to 2022 to identify the prominent researches and build knowledge about concept and recent trends of talent management. A comprehensive bibliometric analysis of bibliometric data extracted from Scopus database using bibliometrix R- package was been conducted. Bibliometric data was used to conduct performance analysis (total production, total citation, h-index etc.) and science mapping (citation analysis, keyword and bibliographic coupling). The study reveals prominent authors and sources of talent management publications. It also explores collaboration and co-citation networks of documents published. Further it also provides an insight about trending topics in the field of talent management. These trending topics can be further explored to understand and finally show the future direction of research by build theories in the field of talent management.

Keywords: Talent Management, bibliometric analysis, bibliometrix, biblioshiny, Scopus, literature review

INTRODUCTION

Over the years, talent management has been characterized as one of the most important tools for attracting and retaining competent employees by providing them with ample development opportunities (Lewis & Heckman, 2006: 139). The field of talent management has been developed and popularized by eminent practitioners and academicians who have performed extensive research in this domain. (Scullion, Collings, & Caligiuri, 2010; Collings, Scullion, & Vaiman, 2011; McDonnell, Collings, & Burgess, 2012; Vaiman & Collings, 2013; Dries, 2013; Al Ariss, Cascio, & Paauwe, 2014).

The current business environment is being defined by rapidly emerging technologies, severe global competitiveness, energy constraint, climate change, political uncertainty, and economic instability. Several strategic objectives, such as expansion, integration, and consolidation, are being used by the organisations. However, one continuous and unavoidable issue is the requirement for a competent, trained and skilled, motivated, and above all, pro-actively talented workforce. Organizations which are able to attract and retain talent will emerge as global leaders against this backdrop. Because of competition and a scarcity of highly talented and skilled individuals, finding and retaining talented personnel is a key issue for businesses (Fegley, 2006). According to Berger and Berger (2004), for talent management to be 'proactive,' it must be drawn to identify, select, and nurture key performers, to source, develop, and allocate critical resource replacement to key talent according on their potential worth to the organisation. Heinen and O'Neill (2004) proposed that managing talent can improve an organization's performance. Talent management, according to Ashton and Morton (2005), is the most important human capital challenge faced by twenty-first-century enterprises, based on the ideas of various human resource practitioners around the world who adopt varied policies. The mechanism of integrating organisational strategies and processes in a manner to improve the output of a workplace by setting up alleviated systems and processes to attract, develop, retain, and utilise employees' knowledge, skills, and abilities, as well as their aptitude aligned with the business's on-going and upcoming needs, is referred to as talent management. "Talent management as defined by Scullion and Collings, (2006) is the process of identifying, developing, evaluating, deploying, and retaining high-performing and high-potential individuals". According to Cappelli (2008), predicting the demand for human capital and devising a strategy to fulfil it is what talent management is all about.

Talent management, according to Collings and Mellahi (2009), is conceptualised as the activities and processes involved in systematically recognising the critical positions that strengthen the organization's sustained competitive leverage, developing a large pool of high potential and high performing incumbents to fill these roles, and ensuring a long-term commitment to the organisation at crucial positions. Furthermore, the capacity to attract, upskill, motivate, and retain talent is strongly related to revenue growth (Bhatnagar 2004, Chugh and Bhatnagar 2006, and Bhatnagar 2007). As a result, talent management is the most comprehensive HR tool for attracting and retaining people (Romans and Lardner, 2005; Heinen and O'Neill, 2004; Scheweyer, 2004).

Considering the value that talent management can provide to an organisation, it's all the more important to dig into the existing literature of talent management and find out the total production in the field. This will help to establish the untouched areas and the trends for

future researches in the field of talent management. A few studies on bibliometric analysis have already been conducted in the field of talent management, but none of the study have taken talent management progression in business, management and accounting for the duration 2013 to 2022. Gallardo-Gallardo, E., Nijs, S., Dries, N., & Gallo, P. (2015) reviewed the talent management literature through bibliometric and content analysis. The bibliometric data used to draw conclusions were from Scopus and web of science (WoS) databases for the duration January 2001 to May 2014. Zheng, Taiwan and Liu (2020) had conducted a bibliometric analysis of talent identification in physical education. The bibliometric data taken for their study was from CSSSCI journals. Barkun, Rollnik-Sadowska, Glińska (2020) accessed the bibliometric data from scopus and web of Science databases to draw analysis on the concept of talent in labour management. Dabić, Maley, Moeller, Vlačić (2021) mentioned the bibliometric approach of talent management in entrepreneurship in the book Contemporary Talent Management. Pagan-Castaño, Ballester-Miquel, Sánchez-García, & Guijarro-García, (2022) analysed the talent management trend of last 17 years (2003-2020) using bibliometric data from web of science (WoS) database. Despite the abundance of empirical studies in this domain, bibliometric literature is scarce. This paper integrates and provides an organised summary of the existing research in the field of talent management by identifying the influential research studies published over a decade, that is, January 2013 to January 2022 which helps to build knowledge, gain understanding, and finally show the future direction of research by conducting a bibliometric review using the Bibliometrix – R tool.

OBJECTIVE OF THE RESEARCH

- To identify the annual scientific production of researches in the field of talent management.
- To ascertain the sources/journals which publish articles on talent management
- To determine the most productive authors contributing towards the domain of talent management.
- To recognise the counties contributing to talent management
- To explore the trending topics in talent management for future researches.

MATERIAL AND METHODOLOGY

Bibliometric analysis as explained by Garfield et al., (1964); White & McCain, (1989) is "a systematic approach for assessing academic literature by integrating bibliometric information that gives the description, evaluation, and monitoring of published research in a particular domain of study." According to (van Raan, 2004), bibliometric analysis provides researchers with a uniform and consistent collection of quantitative indicators that aid qualitative inferences and insights. Publication pattern analysis, bibliographic coupling (co-citation and co-occurrence), and citation analysis of scientific articles and patents are all examples of bibliometric analysis (Wallin, 2005). Although, bibliometric analysis uses a combination of techniques to analyse the data from different aspects and present it in comprehensive manner still citation analysis is the most widely used technique to assess the research performance. As appropriately explained by Kostoff, (1998) Citation analysis create very short-term measurable items, they give the appearance of short-term research impacts, and that is the

reason why scholars resort to citation analysis, as short-term proxies for research impact and potentially quality. Citation analysis may be performed at many levels of aggregation, such as at the nation level, then using institutional names, and finally using the institutional level's list of publications (Wallin, 2005). Co-citation, on the other hand, is regarded ideal for bibliographic coupling since, unlike citation analysis, it involves citing two records or publications in a third publication.

The bibliometric analysis in this study was carried out with the help of the Bibliometrix – R package tool, which was established and developed by Aria & Cuccurullo (2017). The Bibliometrix - R package makes it easy to conduct a full bibliometric analysis using methods designed for both bibliometric and scientometric quantitative research. The bibliometrix tool is created in R programming, which is an open-source software with extensive statistical capabilities that is useful for scientific computing, according to its creators. Bibliometrix software of R, unlike other open-source tools like VOS Viewer and CiteSpace, focuses not only on data visualisation but also on the accuracy and statistical completeness of the findings (Dervis, 2019). For the study the biblioshiny function in the bibiliometrix R-package was used to analyze the bibliometric data extracted from scopus database.

Data Source

Scopus, a prominent comprehensive academic journals, abstract and citation based database source, was used to compile the bibliographic data on talent management. Scopus is one of the largest databases for peer-reviewed literature, with approximately 77.8 million core records and 23,452 peer-reviewed publications, including 5,500 completely open access journals. Scopus was founded in 2004 by Elsevier, Dutch information and analytics firm (Elsevier, 2010).

Talent Management was the search term used on the scopus database wherein the data was restricted only to business /management and accounting related document. A total of 1985 documents were found for a period of 2013 to 2022. The data was retrieved on 14th January 2022. The Biblioshiny function of the Bibliometrix –R package was used to analyse the data collection. The bibliographic data was filtered by source when it was uploaded to the biblioshiny programme. Bradford's Law of Scattering (Bradford, 1984) predicted that "there are a few exceptionally productive journals, a larger number of more moderate producers, and an even greater number of constantly diminishing production." The cited journal titles were divided into three zones, each of which contained about a third of the total number of cited journal references. Zone 1 had the most productive titles, Zone 2 had the most moderately productive journals, and Zone 3 had the least productive sources. As a result, the data for this study was confined to just analysing the core sources of Scopus database according to Bradford's law zones, which comprise highly cited journals as shown in fig 1. The final dataset used for the study was 663.
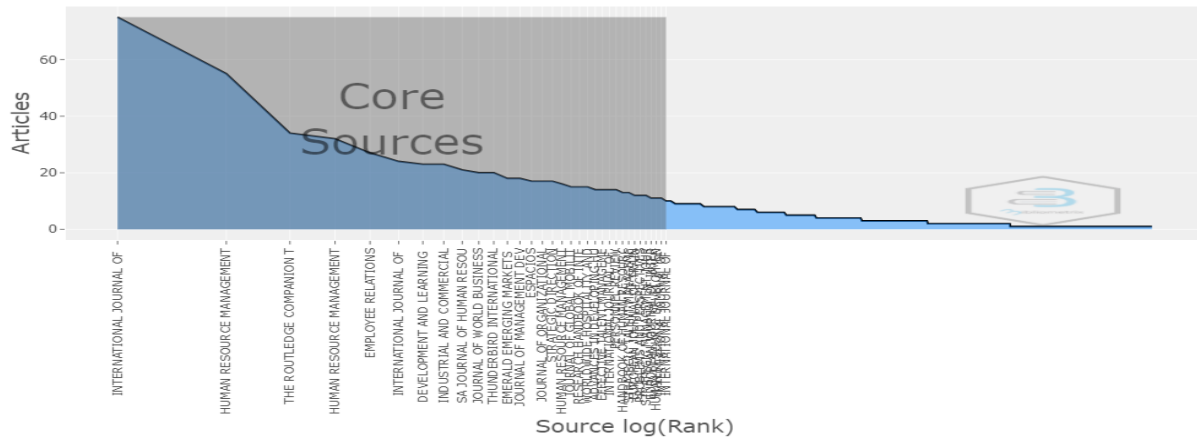
Fig 1: Core sources for Talent Management as per Bradford's Law

Source: Generated using Bibliometrix R- Package

The bibliometric data was further subjected to filtering on the basis of document type. Only articles, books, book chapters and conference papers were considered for the study, which came out to be 572. Fig 2 shows the flow chart of data collection.
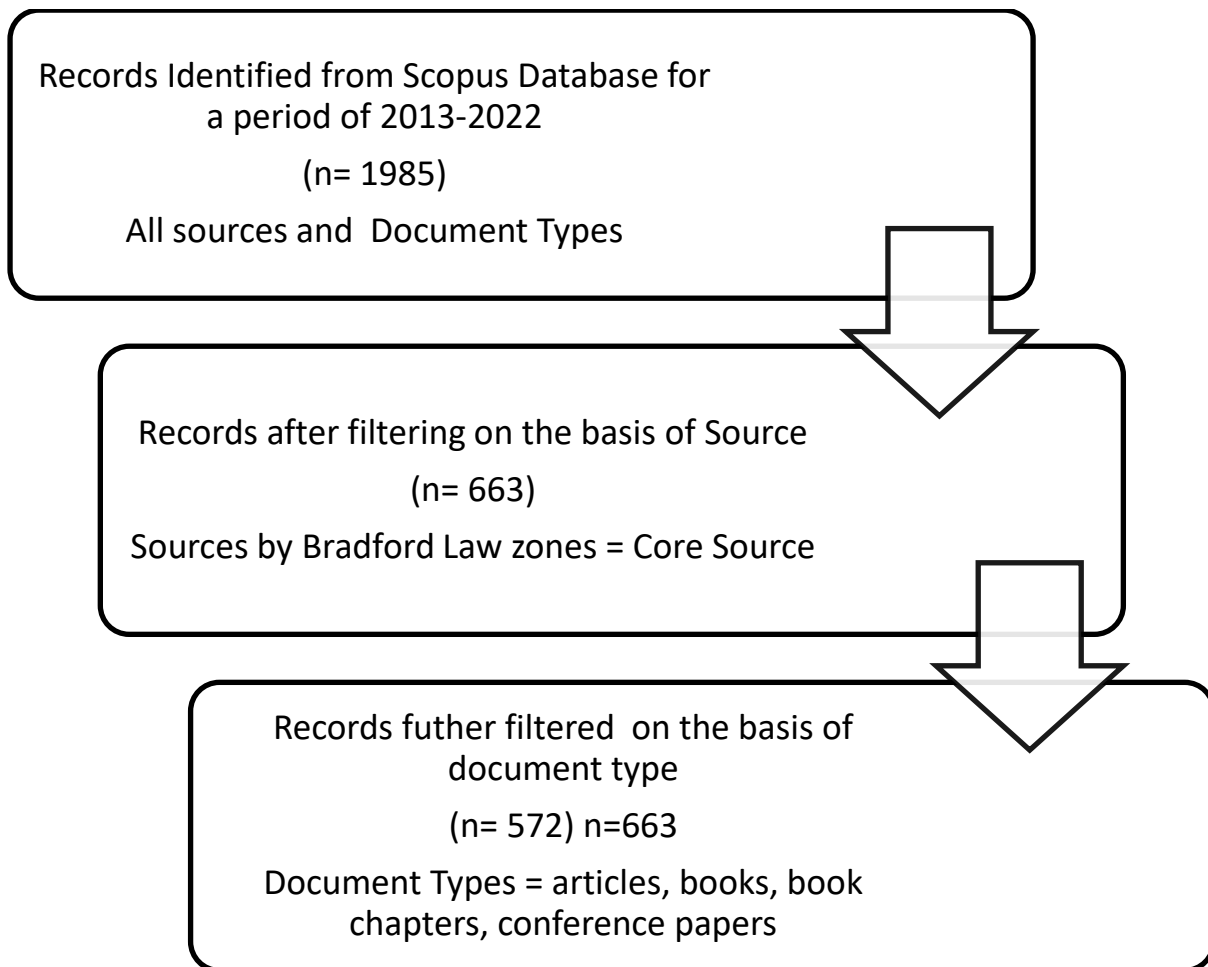

Records Identified from Scopus Database for a period of 2013-2022

(n= 1985)

All sources and Document Types

Records after filtering on the basis of Source

(n= 663)

Sources by Bradford Law zones = Core Source

Records futher filtered on the basis of document type

(n= 572) n=663

Document Types = articles, books, book chapters, conference papers

Fig 2: Data Collection Flow chart

Source: Compiled by Author

RESULTS AND DISCISSION

1. Main Information

The summary of the main information that is extracted from the bibliometric data of past 10 years is shown below in Table1. The data has been derived by analysisng the data on biblioshiny software. For a time span of 10 years ranging from 2013-2022, it is observed that 572 documents including articles, books, book chapter and conference papers were been produced by 33 core journals indexed in Scopus database. Additionally it is also identified that 1036 authors have contributed to the field of study of talent management. These 1036 authors have produced 110 single authored documents and 926 multi-authored documents with a collaboration index of 2.14. The average citations per document is 15.68 which is certainly significant and the average citation per year per document is 2.297 also is pretty good.

Table 1: Main Information about the Data

Main Information about the Data	Timespan	2013:2022
	Sources (Journals, Books, etc.)	33
	Documents	572
	Average years from publication	4.37
	Average citations per documents	15.68
	Average citations per year per doc	2.297
Types of Document	article	485
	book	5
	book chapter	81
	conference paper	1
Content in the Documents	Keywords Plus (ID)	155
	Author's Keywords (DE)	1500
Author Details	Authors	1036
	Author Appearances	1356
	Authors of single-authored documents	110
	Authors of multi-authored documents	926
Collaboration of Authors	Single-authored documents	140
	Documents per Author	0.552
	Authors per Document	1.81
	Co-Authors per Documents	2.37
	Collaboration Index	2.14

Source: Compiled by author using results from Bibliometrix R- Package

2. Annual Scientific Production

The annual scientific production indicates the number of articles published in the discipline in a year. The annual scientific production of documents for the period ranging from 2013 to 2022 has been depicted in Fig 3 shown below. It has been observed that in the year 2013 the annual production was of 57 documents which reduced to 43 in the year 2014. From the year 2014 to 2019 the annual production of documents in the field of talent management has seen an upward trend and reached to 83 documents in the year 2019. The year 2020 has shown a sharp decline in the number of articles produced possibly because of the COVID – 19 pandemic had hit the entire world. This was the time when most of the countries of the world were under lockdown and people were suffering. But the annual production revived in the year 2021 with a production of 80 documents. The first month of the year 2022 has already witnessed that 37 documents have been produced which depicts that the annual production can surpass 100 documents in subsequent years.
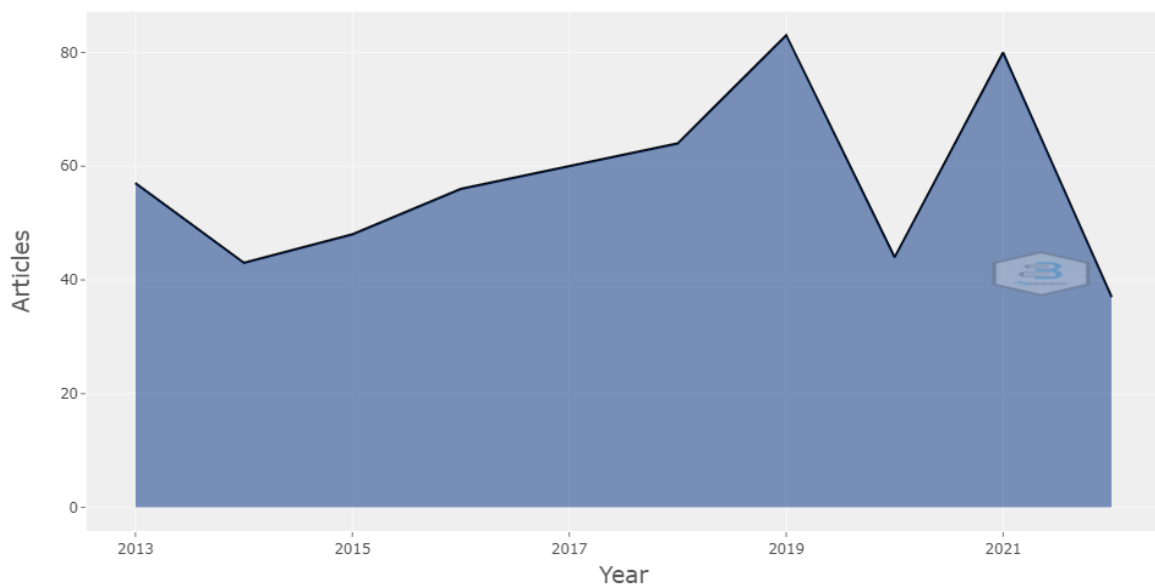

Fig 3: Annual Scientific Production of Documents during 2013-2022
Source: Generated using Bibliometrix R- Package

3. Sources

3.1 Relevant Sources

The results reveal that the most relevant sources for talent management literature include International Journal of Human Resource Management which has published 74 articles, The Routledge Companion to Talent Management has published 34 articles, Human Resource Review published 27 articles and Employee relations and Human resource Management International Digest published 26 articles each during 2013-2022. Fig 4 represents the most relevant sources for understanding the concept of talent management. These are the journals which give due consideration to the concept of Talent Management and related studies. Out of 572 documents under study 439 documents have been produced by these journals. This makes them the most relevant sources for studying Talent Management.
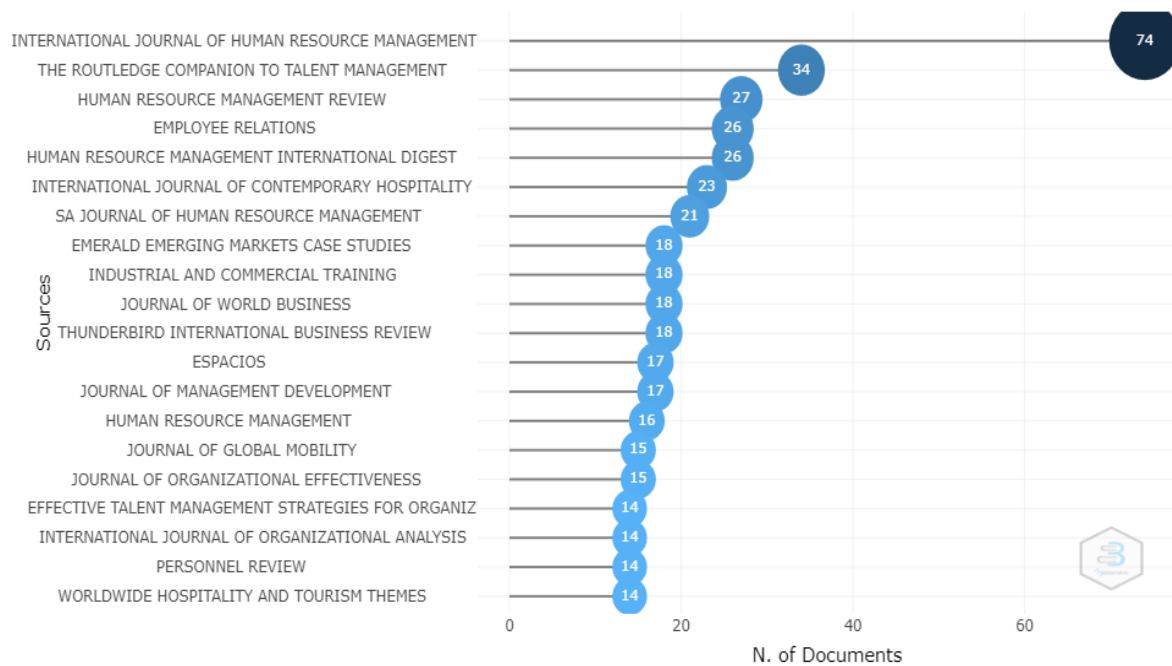
Fig 4: Most Relevant Sources for Talent Management
Source: Generated using Bibliometrix R- Package

3.2 Source Performance

The effectiveness of the most relevant sources is also a factor to consider. Table 2 provides the results of the most relevant sources in the field of talent management research on the basis of the performance. It is to be noted that production and performance are two distinct dimensions. Production of a source represent the number of articles published in that journal during a specified time period, however, performance of a source means that how many times that source is been cited by other author while conducting their research. The performance and citations of a journal are quantified using the h-index, g-index, m-index, TC, and the year the journal was launched (Hirsch, 2005). The H-index is a typical academic statistic that compares the number of published articles to the number of times their author is cited. The higher the h-index, the better is the journal (Elsevier, n.d.). The g-index is used to assess worldwide citation performance. In addition to the aforesaid, the m-index is the h-index divided by the number of years after the initial publication (Author Metrics, n.d.). It has been discovered that the most relevant sources perform decently in terms of production and citation ratings.

Table 2: Performance of the Most Relevant Sources

Sources	Articles	h_index	g_index	m_index	TC	NP	PY_start
International Journal Of Human Resource Management	74	25	41	2.5	1766	63	2013
Human Resource Management Review	27	17	25	1.7	1616	25	2013
Employee Relations	26	11	21	1.375	481	22	2015
Human Resource Management International Digest	26	3	5	0.3	41	13	2013
International Journal Of Contemporary Hospitality Management	23	9	19	1.125	403	23	2015
Sa Journal Of Human Resource Management	21	4	6	0.8	55	13	2018
Emerald Emerging Markets Case Studies	18	2	2	0.2	8	6	2013
Industrial And Commercial Training	18	8	14	0.8	226	17	2013
Journal Of World Business	18	17	18	1.888889	1689	18	2014
Thunderbird International Business Review	18	7	13	0.777778	170	14	2014
Espacios	17	2	5	0.222222	26	6	2014
Journal Of Management Development	17	9	14	1	214	15	2014
Human Resource Management	16	10	16	1	429	16	2013
Journal Of Global Mobility	15	7	11	0.7	122	11	2013
Journal Of Organizational Effectiveness	15	7	10	0.777778	129	10	2014
Effective Talent Management Strategies For Organizational Success	14	2	2	0.333333	7	4	2017
International Journal Of Organizational Analysis	14	7	12	0.7	149	13	2013
Personnel Review	14	9	12	1	213	12	2014
Worldwide Hospitality And Tourism Themes	14	7	10	1.4	124	14	2018

Source: Compiled by Author

3.3 Source Growth

Over a decade, the sources of talent management literature have evidenced an increase in the growth of their performance. The source growth is illustrated in fig 5 below. The growth trend of some of the important sources including Employee relations, Human Resource International Digest, Human Resource management Review , International Journal of Human Resource Management and The Routledge companion to Talent management. Amongst all these journals witnessing the growth, International Journal of human resource management has shown a sharp growth especially from 2019 to 2022 which is commendable.
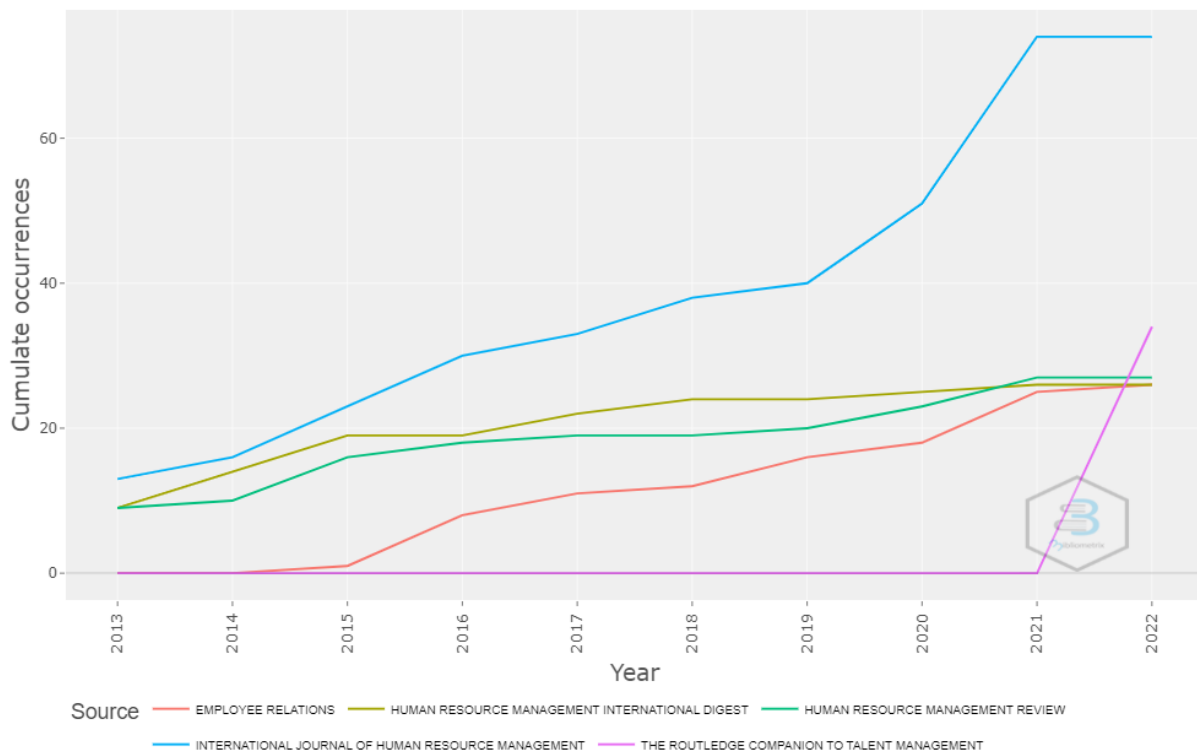
Fig 5: Source Growth

Source: Generated using Bibliometrix R- Package

4. Authors
4.1 Relevant Authors

It is important to know the relevant authors in the field of study. The results of Bibliometric Analysis helps us to identify the most relevant authors in the field of study. Fig 6 shows the most relevant authors in the field of talent management. Over a decades time it is evidenced that Scullion, H. has published maximum number of articles in the core sources that is 17 related to talent management. NA, N. and Sparrow, P has published 15 and 11 articles respectively. Dries, N., Tarique, I., Vaiman, V. also contributed 10 articles each in the field of talent management.
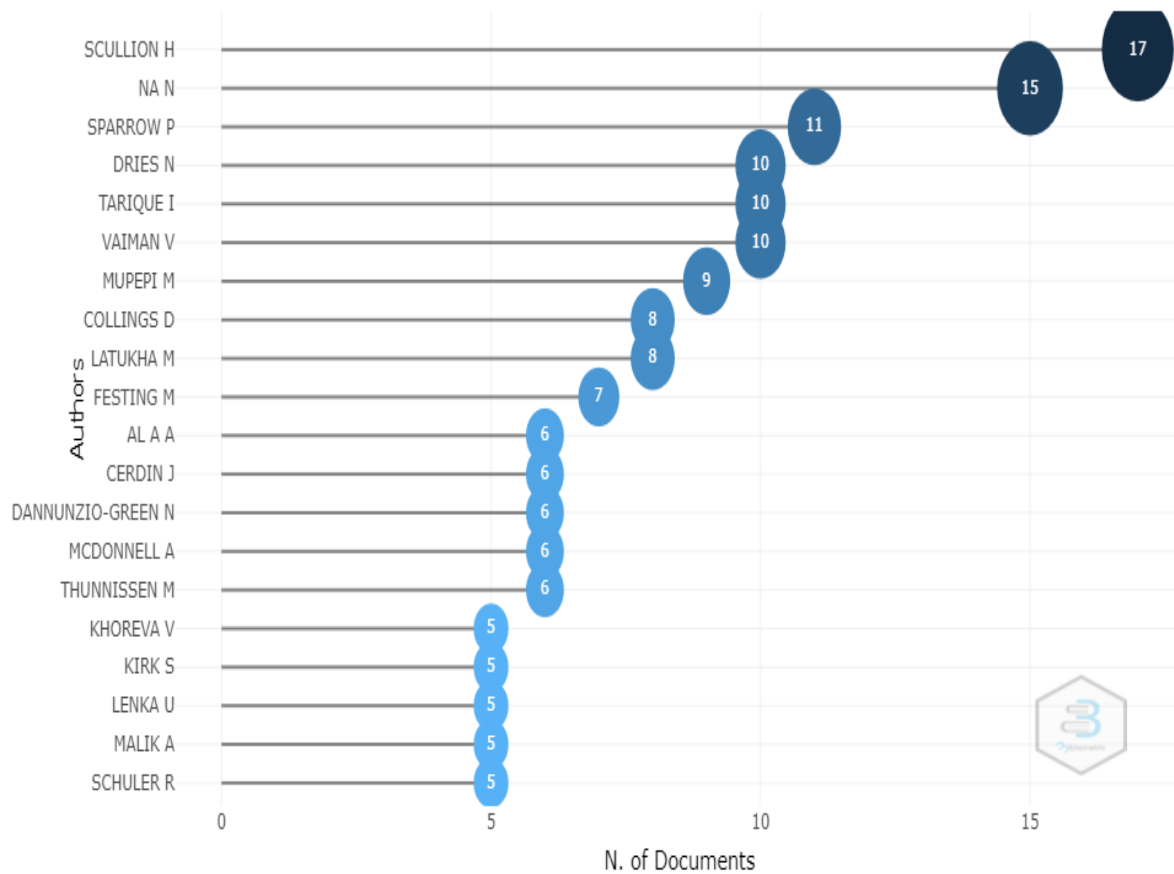
Fig 6: Most Relevant Authors

Source: Generated using Bibliometrix R- Package

4.2 Author Performance

Bibliometric analysis also reveals the performance of the authors in terms of production and citation. Table 3 depicts the Author wise contribution to the field of talent management and their Total Citation on the articles published over a period of 10 years and Total Citations per year. Almost all the authors have contributed articles in the field of talent management spread throughout the period of 2013-2022 except one that is Mupepi, M who had contributed 9 articles in just one year, 2017. Dries's work has been acknowledged by many researchers with a total citations of 1056 and citations per year 117.411. This makes him one of the most prominent authors in the area of talent management. Scullion although has produced more than double the articles of Thunnissen but the total citation of both the authors is almost equal with 531 and 512 respective. Articles published by Al A, Collings, Sparrow, Festing, Tarique and Vaiman have also been significantly cited. Fig 7 graphically represents the production and citations of the top authors in talent management over a period of 2013-22. The diverse sizes of the circles in the figure presents the number of articles published in each year and the different shadings of the circles represents total citations. The darker the circle is the higher is the total citation of that article.
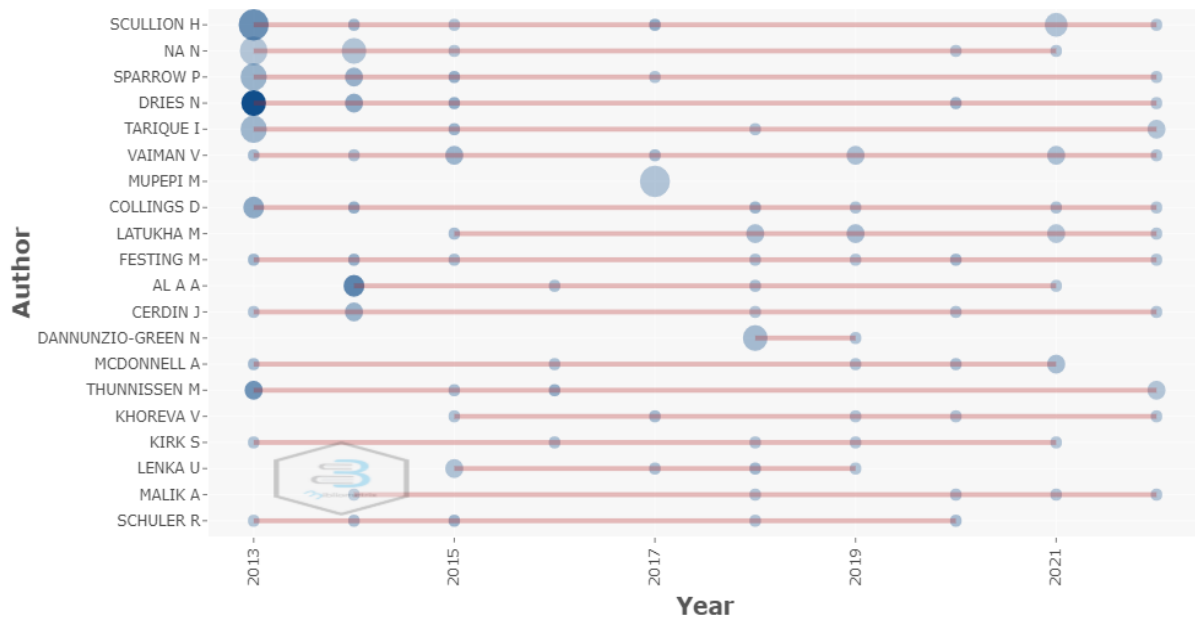
Fig 7: Top Author's Production over the Time
Source: Generated using Bibliometrix R- Package

Table 3 Relevant Author's Performance

Author	Year	Frequency	TC	TCpY
DRIES N	2013-22	10	1056	117.411
SCULLION H	2013-22	17	531	61.597
THUNNISSEN M	2013-22	7	512	56.161
AL A A	2014-21	6	415	49.349
COLLINGS D	2013-22	8	388	50.522
SPARROW P	2013-22	11	354	40.334
FESTING M	2013-22	7	295	39.889
TARIQUE I	2013-22	10	185	21.6
VAIMAN V	2014-22	9	167	26.361
SCHULER R	2013-20	5	149	22.122
MCDONNELL A	2013-21	6	127	22.386
CERDIN J	2013-22	6	126	15.244
LATUKHA M	2015-22	8	86	15.075
LENKA U	2015-19	5	83	14.733
KHOREVA V	2015-22	5	65	11.166
KIRK S	2013-21	5	58	8.129
DANNUNZIO-GREEN N	2018-19	6	40	8.3
MALIK A	2014-22	5	37	5.789
MUPEPI M	2017	9	5	0.833
NA N	2013-21	15	5	0.544

Source: Compiled by Author

4.3 Author Collaboration and Co-Citation

The biblioshiny software of Bibliometrix R package supports to identify and build author collaboration network. The collaboration index as mention in the main information was 2.14 for a period of 10 years ranging from 2013 to 2022. It is the ratio of total authors of multi authored articles who had publish their work in the field of talent management and total multi authored articles (Elango and Rajendran, 2012; Koseoglu, 2016). Fig 8 below shows the collaboration between authors. The collaboration network showcases 10 networks with 30 authors who collaborated together to produce articles related to talent management. The larger network represents more closeness among the authors in terms of collaboration.

Fig 8: Author Collaboration Network
Source: Generated using Bibliometrix R- Package

Co-Citation network represents the frequency with which two or more documents are cited by other author. The co-citation network is shown in Fig 9 below. It is observed that there are three different networks been formed represented in three colours, i.e, Red, blue and green. These colours represent different clusters of articles often cited together. The articled which are shown in larger sizes shows higher co-citations by other authors.
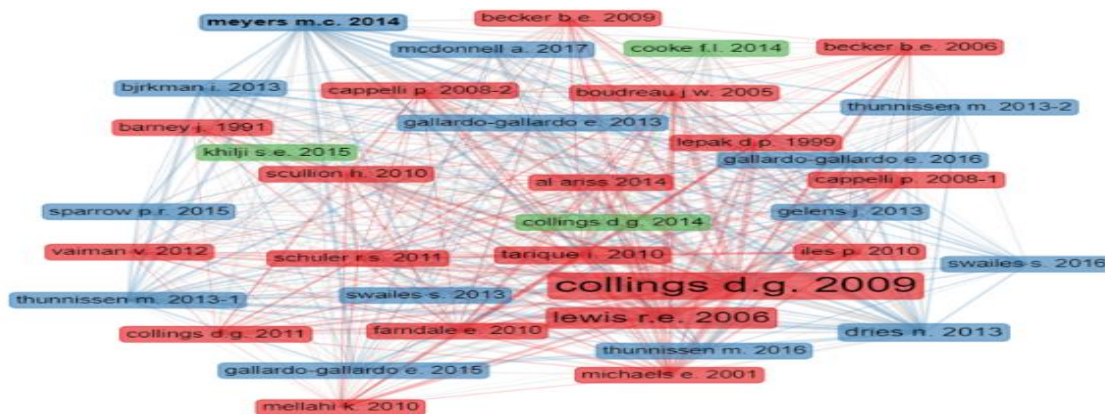

Fig 9: Co-citation Network of documents
Source: Generated using Bibliometrix R- Package

The conceptual structure of the bibliometric data can be interpreted using a factorial map of multiple correspondence analysis between the various documents. Fig 10 represents the

factorial map of document with highest contribution with regards to talent management. The figure exhibits four clusters been formulated distinguished by their colour, i.e, Red, blue, green and purple. These clusters are formed on the basis of multiple correspondence analysis based on the author's keywords. It has been observed that 61 documents of cluster 2 and 10 documents of cluster 3 has the highest contribution as they lie on the positive quadrants of both the dimensions.
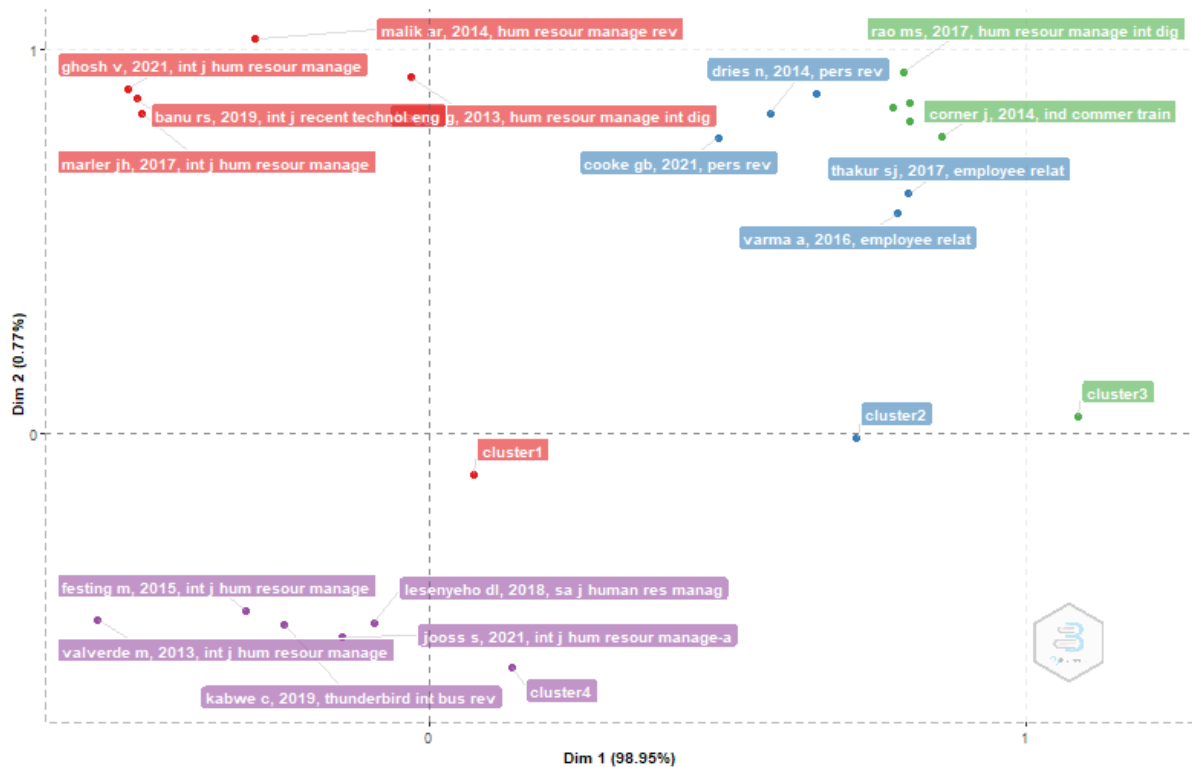

Fig 10: Factorial map of highest contributes in talent management
Source: Generated using Bibliometrix R- Package

5. Country

Further to understand the most contributing countries to the field of talent management, bibliomentric analysis can be conducted at the country level as well as shown in fig 11, 12 and 13. The results of the country level analysis exhibits the origin of the corresponding authors in a Single country publication represented in blue and multiple country origin as presented in Red (Fig 10). It is evident that maximum number of publications has been originated from UK and USA. India also has a significant contribution in talent management research. Fig 11 illustrates the most cited countries in terms of talent management publications. This reflects that publications from UK and USA with regards to talent management have been acknowledged and cited by other authors. With a citation score of 1282 and 1281 for UK and USA respectively becomes the most cited countries for talent management. Publications from Netherlands, India Belgium, Spain, France, Australia, Ireland, Finland etc have also been accepted and significantly cited. Additionally, Fig 12 shows the scientific production of articled over a period of 10 year from 2013-22 through a map of countries. Countries contributing towards talent management have been highlighted in different shades of blue colour. The deeper and darker the colour of blue indicates higher

production from that country. The countries like USA and UK has the maximum production of 101 and 100 articles respectively over a period of 2013-22. During this period, India too has a substantial production of 53 articles.
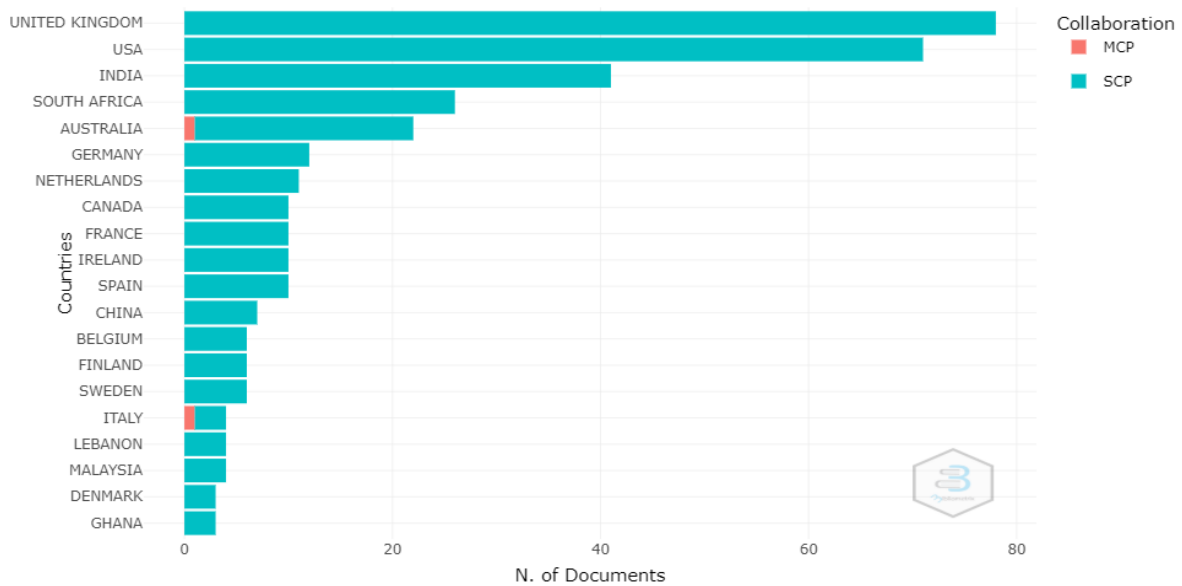

Fig 11: Corresponding Author's Country for talent management
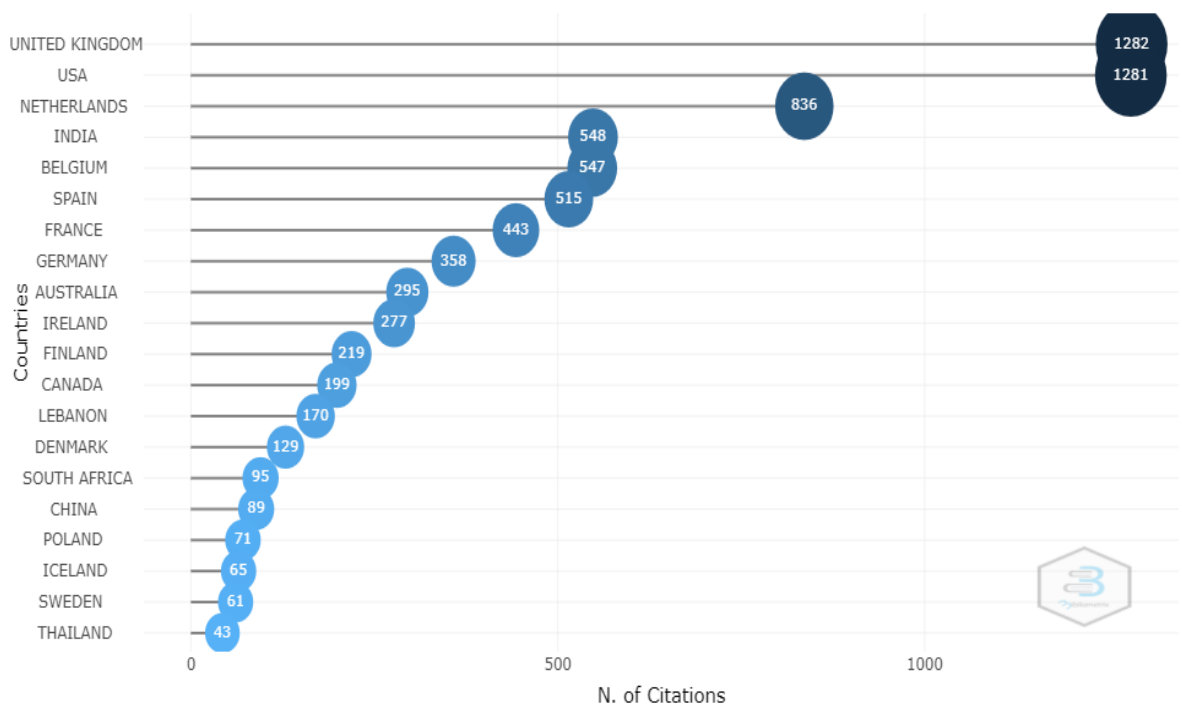*Source: Generated using Bibliometrix R- Package*

Fig 12: Most cited countries for talent Management
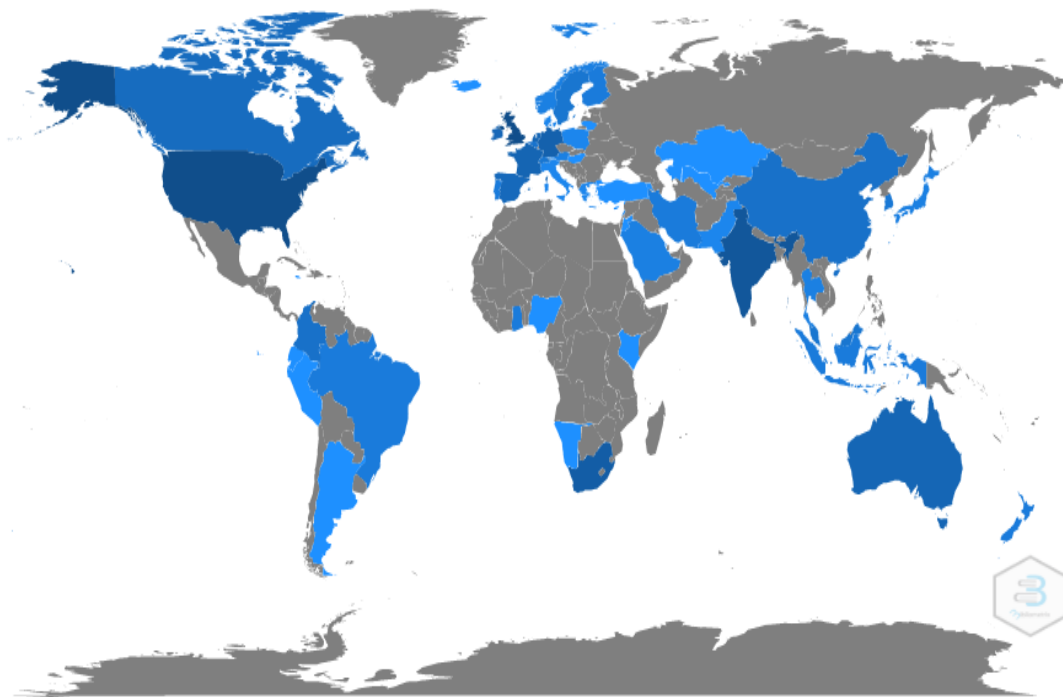*Source: Generated using Bibliometrix R- Package*

Fig 13: Country Scientific Production in Talent Management
Source: Generated using Bibliometrix R- Package

6. Trending Topics

Over the last decade, many researchers have contributed towards the talent management domain from diverse sources and diverse countries. The purpose of their research is to build a discipline which removes the impediments and improves the human resource management process in the organisation. The trending topic that has been analysed from the bibliometric data has been presented in fig 14. The size of the circle exhibits the number of times this topic has been research and the horizontal line depicts the years in which the topic was researched. Additionally, a conceptual map of keywords is also shown in Fig 15. This map has been derived through multiple correspondence analysis of keywords used by various authors. There are three clusters shown on the map distinguished by red, blue and green colour. These clusters of keywords show that they are often used together by various authors in the researches. Further to determine the most recent and trending topic the time period of 10 years was split into 4 time slices, that is, 2013-15, 2016-18, 2019-20, 2021-22 as shown in Fig 16. These time slices shows the prominent topics of research in the domain of talent management. It is evident from the results that global talent management, human capital, workforce differentiation, talent retention and job satisfaction are the most recently trending topic in the discipline of talent management.
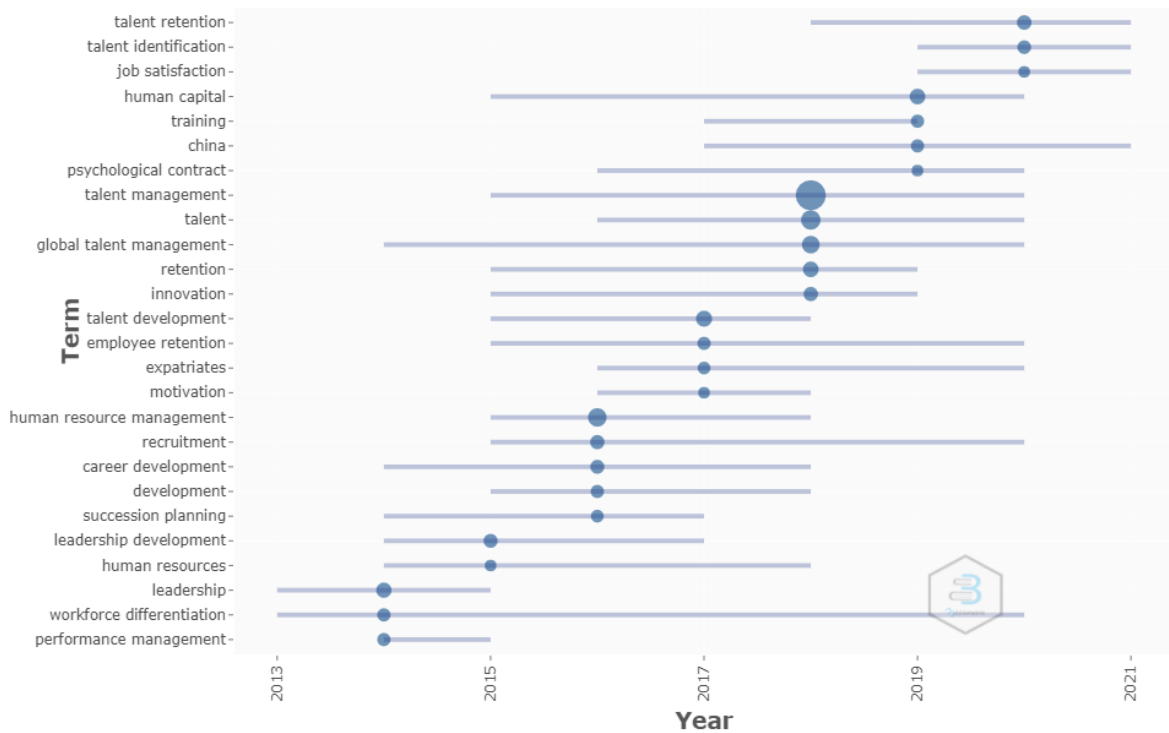
Fig 14: Trending Topics of talent Management
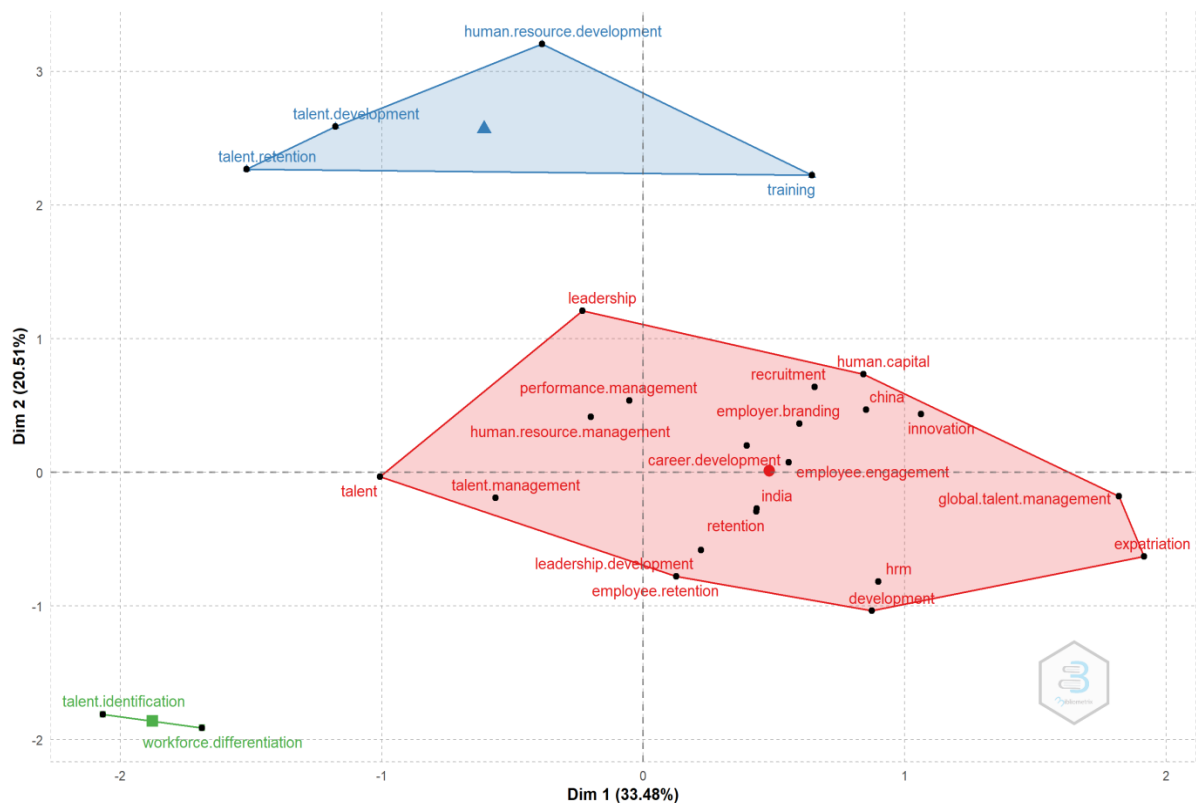*Source: Generated using Bibliometrix R- Package*

Fig 15: Conceptual Structure of topics for Talent Management
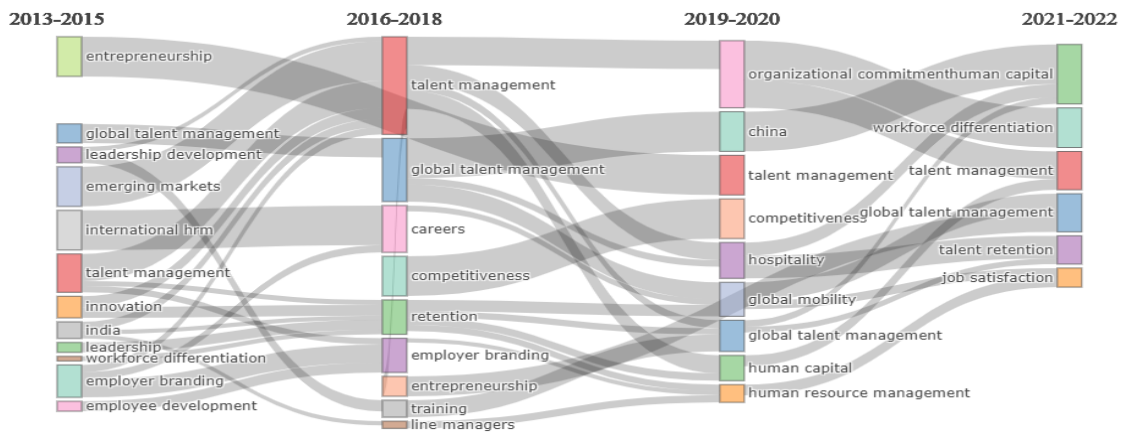*Source: Generated using Bibliometrix R- Package*

Fig 16: Year-wise Trending topics of Talent Management
Source: Generated using Bibliometrix R- Package

7. Thematic Trend Analysis

The thematic trend analysis of the bibliometric data of last 10 years presents a spectrum of most significant countries and authors contributing to the most trending topics of talent management domain. Fig 17 shows a three field plot showcasing the origin or the countries of the corresponding authors in the left, the most relevant and prominent authors of talent management and the keywords that define the concept. The map demonstrates that USA, UK, Ireland, Netherlands and France are some of the countries from where the prominent authors like Scillion, H., Sparrow,P., Vaiman,V., Mupepi, M., Al a, A., Dannunzio-green, N. etc have been associated and they have contributed towards the conceptual understanding and development of talent management, talent development, human capital, talent retention, innovation, leadership and global talent management.
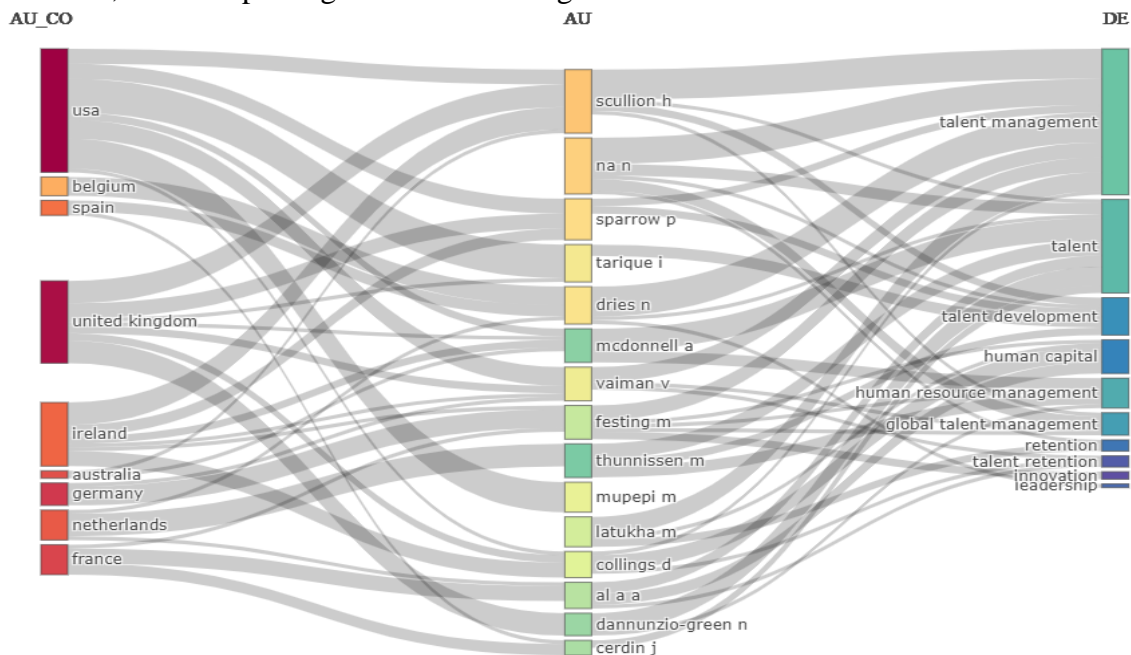

Fig 17: Thematic Trend Analysis
Source: Generated using Bibliometrix R- Package

CONCLUSION

This research was carried out to see how the domain of talent management has progressed over a ten-year period, from 2013 to 2022. The data was limited only to the core sources as per Bradford's law since it includes the highly cited documents. A bibliometric scientific metadata was extracted from the Scopus data base, and the data was confined only to the core sources as per Bradford's law. The biblioshiny software from the bibliometrix R-tool package was used to analyse the data. In order to investigate the scientific production, sources, authors, countries, and critical trends in the talent management sector, a comprehensive study was undertaken. The output of talent management documents is increasing at a rate of 4.69 percent each year. The average number of citations per document is 15.68, and the average number of citations per year is 2.297.It signifies that a document has been cited approximately 15 times over this period and twice in a years' time. This encourages authors to undertake research in this area. Additionally, International Journal of Human Resource Management emerged out as a source which has published the best and the largest number of articles in the field of talent management followed by Human Resource Management Review, Employee Relations, Human Resource Management International Digest, International Journal of Contemporary Hospitality Management, SA Journal Of Human Resource Management to name a few. The contribution of some of the authors were highly acknowledged and cited in the work of others. These include Dries, N. (2013), Al A, A. (2014), Scullion, H. (2013), Thunnissen, M. (2013), Collings, D. (2013). This makes them the eminent authors contributing to the discipline of talent management. Further collaboration networks and co-citation networks among the authors were analysed to illustrate the combined, cooperated and cumulative efforts of the authors to contribute to the concept of talent management. Furthermore the keywords of the bibliometric data was analysed to reveal the trending topic on which future researches con be conducted. The most recently trending topics include global talent management, human capital, workforce differentiation, talent retention and job satisfaction. This provides current and new authors a premise to explore more in the area of talent management. The thematic trend anlaysis provides an understanding authors originating from different countries have contributed towards identifying emerging topics which gives a direction to future researches in the field of talent management. The bibliometric analysis presented in this paper is groundwork for future research endeavours.

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