

Research on Idiosyncratic Deals: Bibliometric Analysis and Future Research Avenues

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Abstract

Purpose – This paper's goal is to investigate current research trends on idiosyncratic deals using bibliometric analysis of Scopus indexed publications. The goal of this study is to pinpoint the key areas that could be the focus of future research projects.

Design/methodology/approach – The bibliographic information of 194 publications on the idiosyncratic deals' domain published in the Scopus indexed journals for the period 2001 to 2022 was analysed through bibliometric approach. The VoSviewer user interface is then used to analyse the retrieved data. Finally, utilising descriptive and visual representations, discussions on the contributions of citations, authors, keywords and sources to the development of the field have been provided.

Findings- Idiosyncratic deals have been more popular as a research area recently. There is, however, a dearth of literature on the subject. The authors have found that earlier study in the subject has mainly concentrated on the chosen advantages of the domain, leaving a wide range of possibilities for further investigation. The findings in this regard identified a few unknown areas that are unique to tailored job settings and the urgent need for stakeholders' and scholars' attention.

Future research directions- To broaden the field's focus, it has been suggested that research be done from marketing, behavioural, regulatory, social, and quality angles.

Originality- The researchers' best knowledge indicates that this will be the first bibliometric analysis of idiosyncratic deals research. In recognising existing trends in i-deals research and suggesting a plan of research strategies for the future.

Keywords- Idiosyncratic deals, personalized work arrangements, personalized employment arrangement, bibliometric analysis, VoSviewer

1.Introduction

Idiosyncratic deals

Idiosyncratic deals are "voluntary and tailored agreements of a non-standard form established with individual employees and their employers on terms that fit each party"(Rousseau et al., 2006). The four distinct features of idiosyncratic deals include (a) they are the result of a mutually beneficial negotiation between an employer and employee; (b) they exhibit natural heterogeneity; (c) they provide mutual benefits to the employee and the employer; and (d) their scope can vary from a single, one-off arrangement to a completely individualized one.

Employees are no longer passive recipients of job designs, but instead they take more initiative in shaping their jobs. The active role that individuals play in determining their own working and employment situations has received much attention from both academic studies and management reports (Hornung et al., 2014). The Covid 19 epidemic has altered our working habits in addition to changing job patterns. Gone are the days when managers use to design jobs for individual employees who then performed their jobs according to the specified job design. As a result of their own initiative or agreements with their employer, employees in today's workplaces have different work arrangements from their co-workers, undermining long-held notions of standardisation in human resource management. Employers are under more pressure than ever to compete for talent and keep it. Granting of idiosyncratic deals are assumed to replicate positive employee behaviours such as higher job satisfaction, enhanced work engagement, increased organizational commitment, enhanced meaning to work, organizational citizenship behaviour as per the norm of reciprocity and the social exchange theory. When an employer offers an employee an ideal, that worker feels obligated to show appreciation by displaying positive, productive behaviours at work. The idea of reciprocity holds that when employers give incentives to employees, such as unique work-related arrangements, they can expect them to do so by pushing them to perform harder and more effectively. If you are an employer, i-deals might be a great way to show gratitude for a job well done (Liao et al., 2016). Additionally, this idea explains why people have different perspectives on the appropriateness of favours in exchange for other types of labour. As a result, it is an important consideration to study the i-deals at work. The personalization of HR policies has attracted increasingly scholars' attention over the last one decade. The quantitative/scientific publications addressing positive and negative consequences of offering of idiosyncratic deals, their impact has grown. This literature deepens understanding mainly about i-deals research foundation, developments in the personalized form of work arrangements i.e., idiosyncratic deals, trends in idiosyncratic deals, and the future research direction. Despite the rising attention of scholars and practitioners towards the emerging field of idiosyncratic deals, no bibliometric review has been conducted in this field of research. The current study uses a bibliometric approach to review the existing literature with the goal of advancing the study of idiosyncratic deals. By looking at the body of publications on a subject, bibliometric indicators are becoming increasingly popular as efficient methods for assessing the research performance of a theme or subject. These studies include analyses of top scholars, nations, and institutions with a focus on general overviews of the relevant research fields (Bjork et al., 2014). Despite the fact that these methods are typically thought of as being quantitative, they can also be

utilised to produce important qualitative results. It is notable because, in contrast to peer review, bibliometric methodologies can be used to quickly assess a huge number of publications.

This study fills numerous gaps in the literature. In light of the foregoing, this chapter seeks to fill in all the gaps in the realm of idiosyncratic transactions study. In this developing topic of idiosyncratic deals, research provides a thorough overview of previous work as well as recent work. It also stretches current literary works by showing the future dimensions of idiosyncratic deals, i.e., customised work arrangements to get around current obstacles. As a result, it gives practitioners and academics useful insights for upcoming academic study.

Research questions

The following research questions are the main focus of the current study:

RQ1. How has Idiosyncratic deals research has evolved since its foundation?

RQ2. According to the number of citations, which articles have the greatest impact on the study of idiosyncratic deals?

RQ3. Who are the most significant and prominent core authors, publications, and countries contributing to the field on idiosyncratic deals research?

RQ4. What is the future research direction of idiosyncratic deals research and gaps?

The authors did a bibliometric analysis of information on idiosyncratic deals research in the social sciences that was taken from the Scopus database in order to accomplish the study's desired purpose. By analysing a sizable portion of pertinent scholarly work, these bibliometric methodologies have been thoroughly investigated to help regulate the research literature with a multidimensional perspective (caviggioli & Ughetto, 2019). Furthermore, by carefully assessing any potential biases that can influence the literature review, these bibliometric techniques kept their focus on the statistical framework (Xu et al., 2018).

2. Research Methodology

2.1 Bibliometric Analysis

A method of presenting scientific publications that aims to evaluate the state of a certain subject as well as the calibre and influence of writers and sources is bibliometric analysis (Van Raan, 2014). According to their social, conceptual, and intellectual frameworks, disciplines can be examined historically using bibliometrics (Zupic & Ater, 2015). It analyses and categorises bibliographic data using sample summaries of the literature that has already been published (Donthu et al., 2020, 2021). Bibliometric analysis may be used by new researchers to guide their future work (Mavric et al., 2021). Researchers utilise this technique to identify changing journal trends, research aspects, intellectual structure and to delve deeper into the patterns of collaboration in a given topic in the literature already available (Donthu et al., 2020, 2021; Sigala, 2021). Bibliometric analysis is helpful in management studies for gathering data, assessing the research progress, and offering an evidence-based insights by analysing earlier study publications due to the continual rise in idiosyncratic deals literature (Michael Hall, 2011).

Researchers have recognised two categories of bibliometric techniques: performance analysis & scientific mapping (Cobo et al., 2011). The performance analysis is concerned with the outcomes of study in any field of science, whereas the scientific mapping analysis talk about

on different components of a research activity interact with one another (Ramos-Rodríguez & Ruíz-Navarro, 2004). Both types of methodologies are used in this study to give a comprehensive analysis of the unique deals. Our performance analysis takes into account the total number of publications, annual structure, total citations, most-cited papers, productive authors, countries, and institutions/universities (descriptive). By comparing articles and citations, we demonstrate productivity and influence (Lu and Nepal, 2009).

We examine Citation Analysis of authors, documents, Co-occurrence of Author Keywords, Co-authorship analysis, Co-Citation of Source, documents and authors using Science Mapping (Network Analysis) in VOS viewer (Bastidas-Manzano et al., 2021; Donthu et al., 2020, 2021; Evren & Kozak, 2014; Garrigos-Simon et al., 2019; Lima Santos et al., 2020; Sharma & Singh, 2018; Suban et al., 2021) using Network visualisation software called VOS viewer.

3.2 Data sources, extraction, and cleaning

The data have been retrieved from Scopus which is considered an extensive database for social science (Cobo et al., 2011; Pérez-Gutiérrez et al., 2021). It is useful for researchers as it provides easy features to use in order to compile data. The keywords used to extract data from the Scopus database included “idiosyncratic deals” OR “personalized work arrangements” OR “personalized employment arrangements”. These keywords have been used as a search item in the title box of articles to find more accurate articles that would satisfy the study objectives. Total 194 documents were published during year 2001 to August 2022. The most pertinent papers were then chosen for a final evaluation using three procedures. We only took the 194 that were related to the English language. Next, papers that were not written in English were excluded. Five documents published in Spanish, one in Chinese, one in Dutch and one in French out of 194 publications found in Scopus were excluded from analysis. After limiting the search string to “English” language only, in totality 63 documents we excluded after keywords reading, abstract reading and reading full text as doubtful or irrelevant documents. Finally, 131 publications were collected for our assessment of the literature and bibliographic analysis.

Further, final documents included 112 journal articles, 7 book chapters, 2 book series, 6 review and 4 conference papers.

Publication trend yearly basis

To determine the fundamental continuous pattern of publication on this topic, a descriptive analysis of 131 papers was conducted. We have examined the publication trend, which may be viewed in terms of total publications by year, country, journal, and institution, in order to respond to our first research question (RQ1). From the available data from Scopus, figure 1 results interprets that the idiosyncratic deals concept evolved from year 2001, moreover years 2002,2003,2005,2006 and 2007 made no contribution to idiosyncratic deals research. Year 2021, resulted in the highest publishing i.e., 21 publications in idiosyncratic deals research followed by year 2022 (15 publications till august) and year 2018, 2016 both having 14 publications. Furthermore, it is evident that customised work arrangements are a reality that will continue to develop and spread as more and more solutions come into existence.

Documents by year

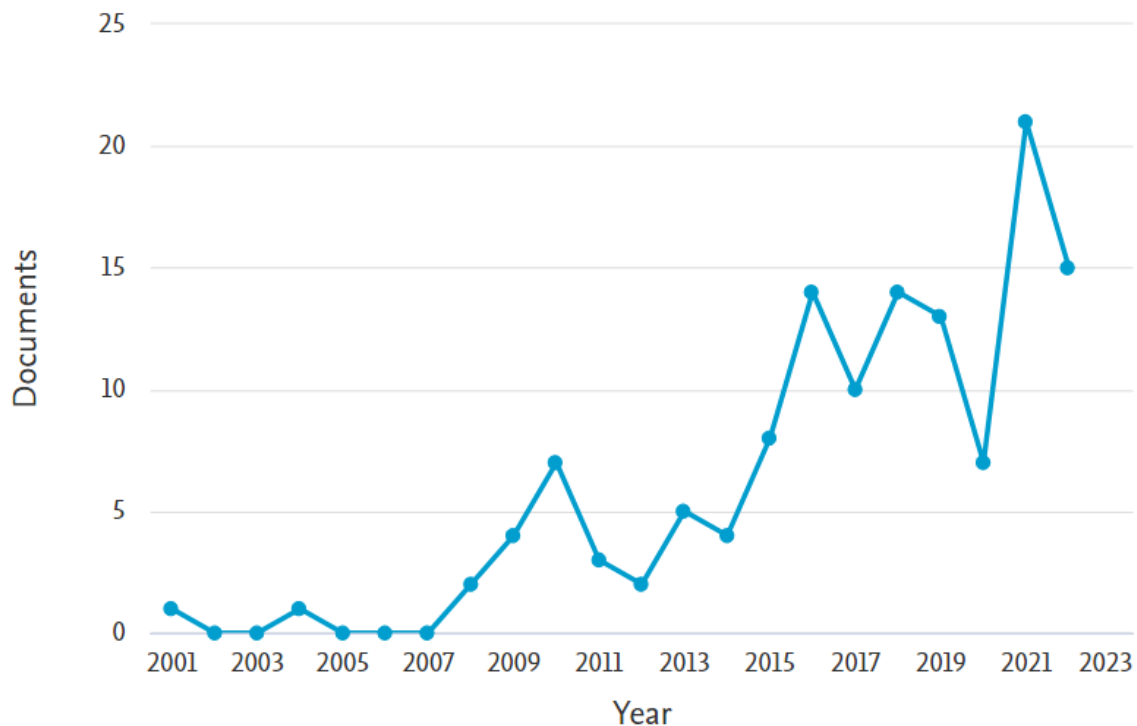


Figure 1: Annual Distribution of Idiosyncratic Deals Literature Information.

4 Most productive journals i.e., source wise Publications:

Table 1, figure 2 shows the source-wise publications on idiosyncratic deals during the period under study. A total of 72 sources/journals were part of 131 articles. Journal titled Group and Organization Management, Journal of Organizational Behavior, Journal of Vocational Behavior and International Journal of Human Resource Management each has published a maximum (6 documents). But Journal of Organizational Behavior overall ranks highest both in terms of documents published (6) as well as journal citation with 520 total citations. Talking about journal with second highest citation (not documents published) is Journal of Applied Psychology with 477 citations having 5 documents published. Journal of Vocational Behavior ranked third in terms of number of citations with 224 citations having 6 documents published in the research understudy.

Table 1

Name of the journal	Documents published	Citations
Journal Of Organizational Behavior	6	520
Journal Of Vocational Behavior	6	224
International Journal of Human Resource Management	6	57
Group And Organization Management	6	0

Journal Of Applied Psychology	5	477
Human Relations	5	98
Journal Of Managerial Psychology	4	153
Human Resource Management	4	83
Frontiers In Psychology	4	8
Journal of Management	3	223
Journal of Management studies	3	157
Journal of business ethics	3	73
Career Development International	3	42
Organizational dynamics	2	206

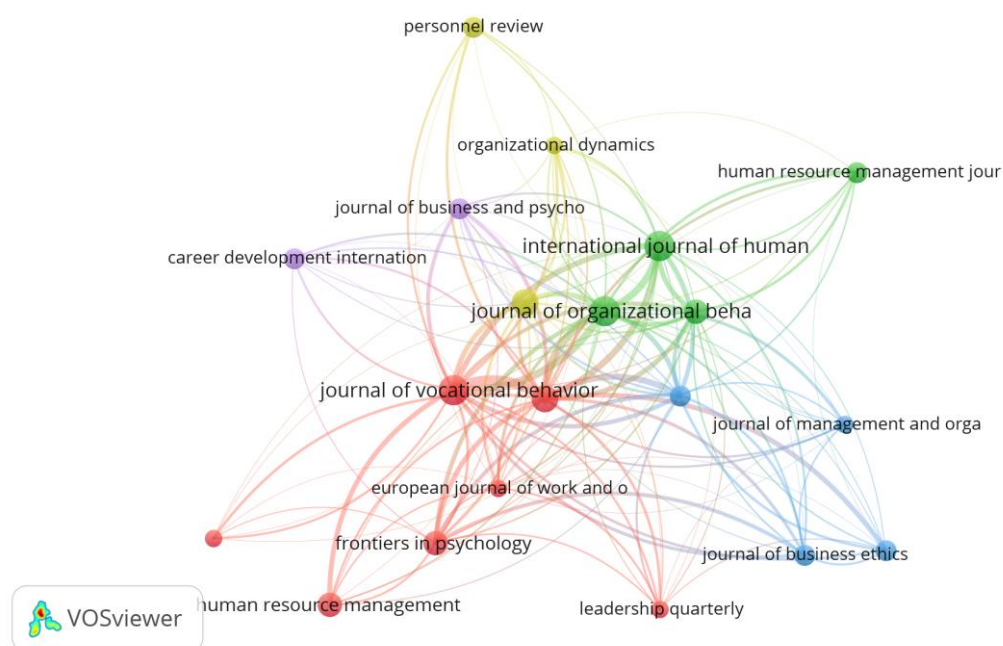


Figure 2: Most productive journals contributing to research on idiosyncratic deals.

4.1 Bibliometric analysis

Although frequently used in information and library science, etc., this approach is still relevant in social scientific research today. By using bibliography data from published databases, it creates operational metaphors of logical arenas (Zupic and Ater 2015). Co-authorships, co-occurrence of keywords, document-wise citation analysis, bibliographic couplings, and co-citations of documents, authors are all examples of bibliometric analysis that have been examined.

4.2 Leading Authors, Institutions, Countries, and Journals

The 10 most prolific authors with the most articles published are listed in Figure No. 3 in order of popularity. The authors most frequently published on topic idiosyncratic deals included Rousseau, D.M. having 15 publications, Hornung, S. with 9 publications, Glaser, J. with 7 publications, Anand, Bal, P.M., Guerrero, S. and Rofcanin, Y. the four authors each one has 6 articles on topic understudy. For total 131 research papers, a total of 162 authors contributed.

Documents by author

Compare the document counts for up to 15 authors.

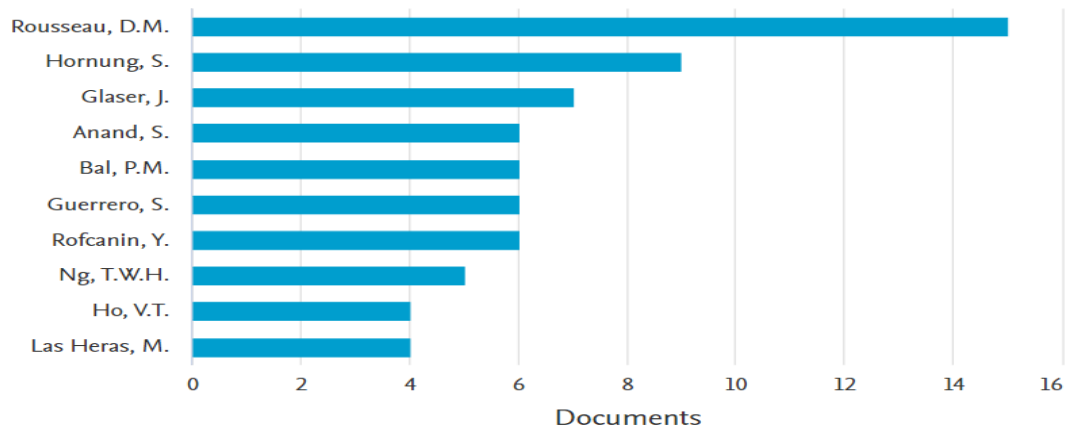


Figure 3: Leading authors contributing to research on idiosyncratic deals

4.3 Affiliation analysis i.e., most frequent Institutions in Idiosyncratic deals

The top ten institutions that generated the most idiosyncratic deal-related research outputs over the course of the study are covered in this section. Together, the top 10 institutions produced 75 papers. A total of 159 intuitions across the globe have contributed in the publications analysed. Author affiliations represents top 10 institutions contributing to idiosyncratic deals literature in figure 4, categorized from most to least frequent. Results indicate that with a total of 13 publications, Carnegie Mellon University was the most productive and significant university in this research area, followed by Tepper School of Business with 11 papers and Hong Kong Polytechnic University with 10 papers. Talking in context of Indian institutions only 4 articles contributed to idiosyncratic deals research during the time period understudy i.e., Kurukshetra University (2 publications), Indian Institute of Management Bangalore (1 publication), University of Hyderabad (1 publication).

Documents by affiliation ⓘ

Compare the document counts for up to 15 affiliations.

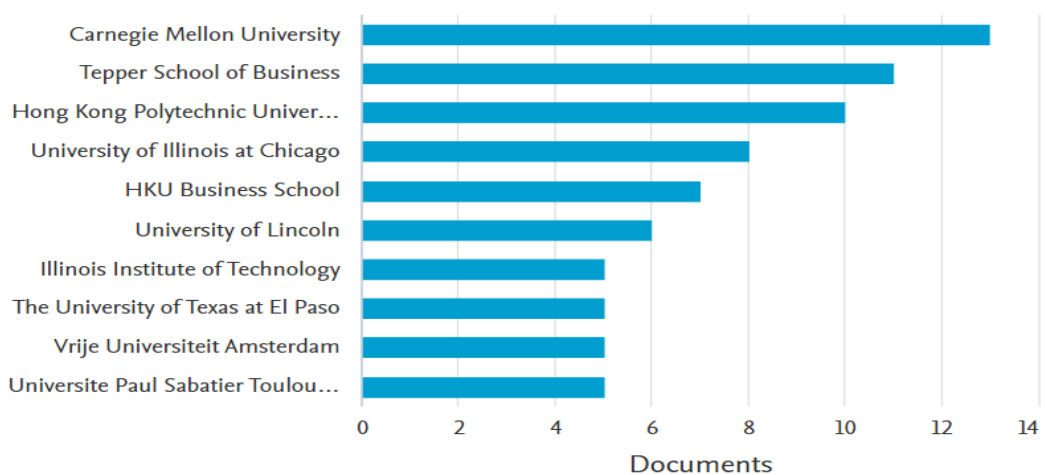


Figure 4: Leading institutions in research on idiosyncratic deals

4.3 Affiliation analysis i.e., most frequent countries contributing to Idiosyncratic deals research

Geographic Distribution of Idiosyncratic Deals Research Publications

The idiosyncratic deals or i-deals scientific research is globalized, with contributions from 37 countries in publications analysed. Table 2 and figure 5-6, lists the top 10 countries where authors produce the most research on idiosyncratic deals. The United States led the productivity ranking of countries with publications of 45 scholarly documents on research topic understudy, followed by UK with 28 publications on idiosyncratic deals research papers published with Scopus. India has the status of 15th significant contributor out of 35 among the publications published in this area of research, having 4 publications. This section uses VOSviewer to illustrate the geographic locations for research collaborations to create a deeper understanding of the theoretical growth of 131 papers in the area of idiosyncratic trades. References from 37 different nations were found among the 131 articles that were identified. For simplicity of analysis, we selected the countries with a minimum of 5 citations and with publishing minimum number of 2 documents; out of 37 countries 21 countries met the thresholds. Results depicted 6 clusters, 21 items, 171 links and total link strength to be 2930. Among the six nations that make up Cluster 1, there are the United States, Austria, China, Germany, Taiwan, and Hong Kong. With 48 documents, 1889 citations, and 1436 overall link strength, the United States emerged as the most productive and significant nation. In terms of highest documents published United Kingdom ranked second with 27 documents, 356 citations and 551 total link strength, China, with 23 documents, was third in the list of countries publishing documents, with 184 citations and 533 total links. Whereas, in terms on Citations Germany ranked second after UK with 848 citations, followed by Hong Kong with 795 citations irrespective of only 18 documents published. India contributed only 4 items to the study's idiosyncratic deals, according to research upon these contributions (one article in year 2016, 2019, 2020 and 2022.)

Table 2:

Country	Documents published	Citations
United states	48	1889
Germany	10	848
Hong Kong	18	795
United Kingdom	27	356
Netherlands	11	233
Switzerland	4	210
Singapore	3	188
China	23	184
Belgium	8	105
Australia	10	101
France	11	99
Spain	6	68
Canada	7	59

Documents by country or territory

Compare the document counts for up to 15 countries/territories.

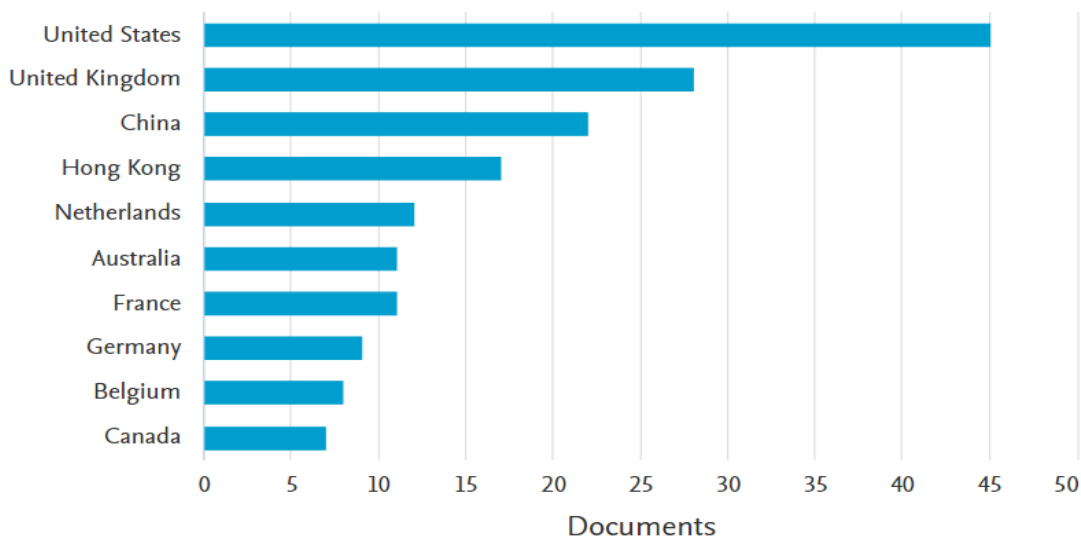


Figure 5: Most frequent countries contributing to research on idiosyncratic deals

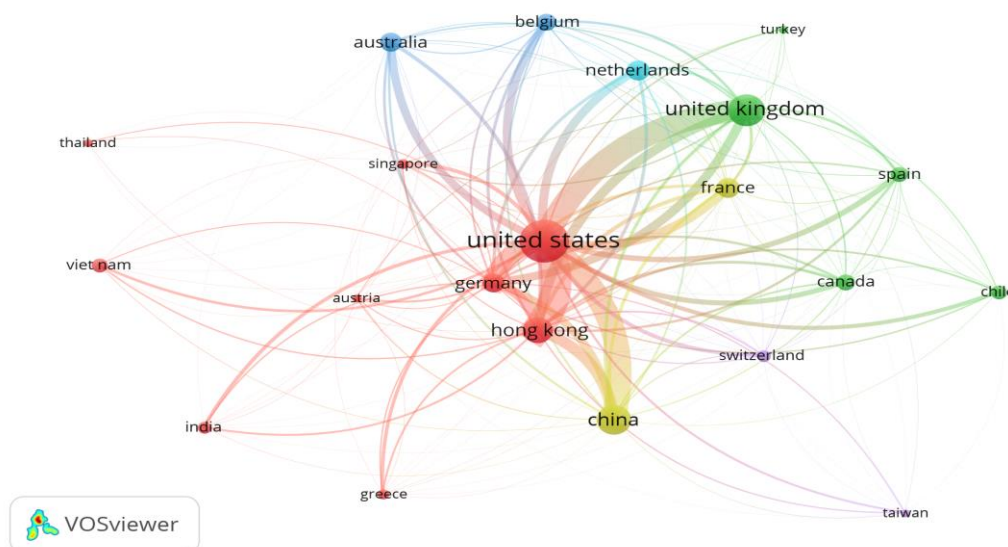


Figure 6: Most frequent countries contributing to Idiosyncratic deals research

5.3 Impact analysis

Analysis of citations document being unit of analysis

One can gauge the relative importance or impact of an author by counting the number of times their work has been cited by other works (Seglen, 1989). Table 3 and figure 7 shows document-wise citation analysis i.e., the most cited papers in the idiosyncratic deals literature which focus to create new approach for innovation and mapping in i-deals.

In this section, we offer the top 11 ranking papers that met the requirement of having at least 90 citations in the Scopus database, which led to 11 top-cited articles from our search of 131 articles. Results showed out of 131 articles, 21 articles are having 40 or more citations. In this database, each article has eight on average citations. However, 20 articles, or 15% of all papers, have never been cited. Additionally, out of 131 articles, 53 articles, or 40%, have been cited one to ten times. A further 46 articles, or 35%, have been quoted ten to ninety times. The citations ranged from 248 to 91. Most of these papers were published from 2008 to 2016, and their topics were related to relating workers and idiosyncratic deals.

Table 3: Document-wise citation analysis

Sr. no.	Title	Author	Publication Year	Citation
1	Creating Flexible Work Arrangements Through Idiosyncratic Deals	Hornung, S et al.	2008	248
2	Good citizens in poor-quality relationships: Idiosyncratic deals as a substitute for relationship quality	Anand, S. et al.	2010	216
3	Beyond top-down and bottom-up work redesign: Customizing job content through idiosyncratic deals	Hornung, S et al.	2010	213
4	The idiosyncratic deal: Flexibility versus fairness?	Rousseau, D.M.	2001	183
5	Motivating Employees to Work Beyond Retirement: A Multi-Level Study of the Role of I-Deals and Unit Climate	Matthijs Bal, et al.	2012	155
6	Let's Make a Deal: Development and Validation of the Ex Post I-Deals Scale	Rosen et al.	2013	133
7	Idiosyncratic deals in contemporary organizations: A qualitative and meta-analytical review	Liao, C et al.	2016	106
8	Why supervisors make idiosyncratic deals: Antecedents and outcomes of i-deals from a managerial perspective	Hornung, S et al.	2009	97
9	Idiosyncratic Deals: Co-workers as Interested Third Parties	Lai, L. et al.	2009	95
10	Idiosyncratic deals and employee outcomes: The mediating roles of social exchange and self-enhancement and the moderating role of individualism	Liu, J. et al.	2013	93
11	Idiosyncratic deals: Testing propositions on timing, content, and the employment relationship	Rousseau, D.M.	2009	91

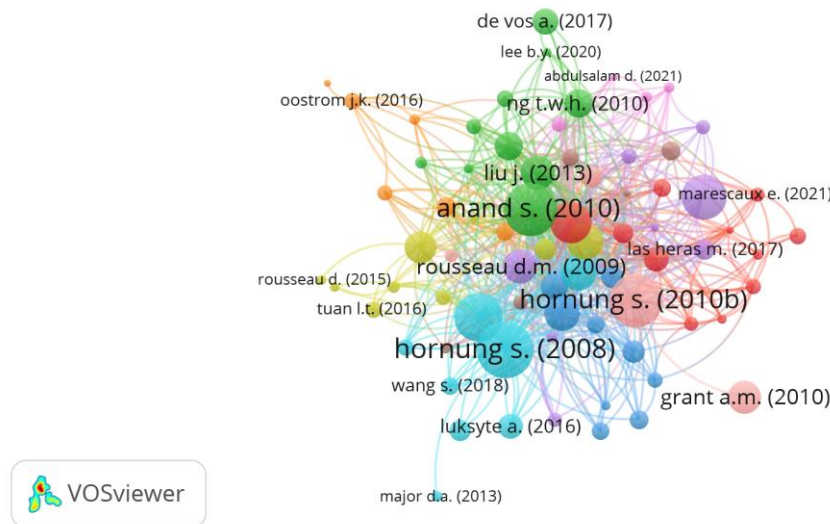


Figure 7: Document-wise citation analysis

5.4 Most Productive Authors: Author-wise citation analysis

Table 4 and figure 8 shows author-wise citation analysis i.e., the most cited authors in the idiosyncratic deals or i-deals literature which focus to create new approach for innovation and mapping in i-deals. In totality 267 authors contributed to 131 articles understudy. We set the inclusion criteria for analysing highest citing authors as only those having at-least 5 citations and 2 documents to be part of analysis. Out of 267 authors, 54 authors met the threshold. The figure below shows the citations for authors in the field of idiosyncratic deals research and found that Rousseau d.m, the most productive author in idiosyncratic deals research domain with 1477 citations (16 documents, TLS:953), followed by Hornung S. with 781 citations (9 documents, TLS:543).

Table 4:

Author	Total Publications	Total Citation	Avg. Citation (TP/TC)	Total Link Strength
rousseau d.m.	16	1477	92	953
hornung s.	9	781	87	522
glaser j.	7	674	96	420
weigl m.	4	312	78	192
anand s.	6	300	50	328
angerer p.	2	253	126	127
vidyarthi p.	2	240	120	161
ng t.w.h.	5	213	43	297
matthijs bal p.	3	191	67	108
jansen p.g.w.	2	178	89	51

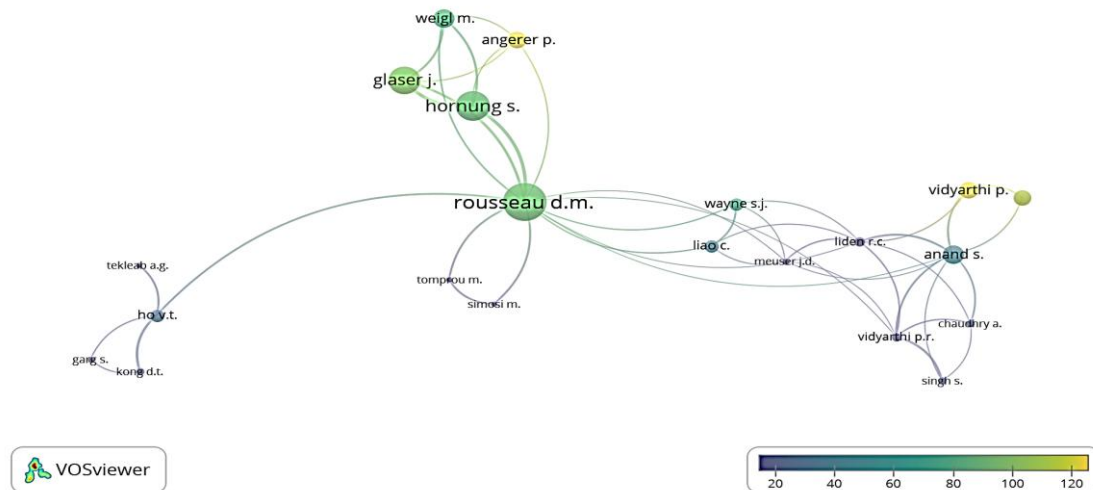


Figure 8: Showing author-wise citation analysis

Co-authorship analysis for frequently cited authors

The number of publications for a set of variables and their relationships to one another are shown by co-authorship. Using VOSviewer, an author co-citation analysis has been done for a better understanding of the theoretical development of 131 articles in the area of idiosyncratic deals. From the 131 papers that were chosen, references from 267 writers were found. For simplicity of analysis, we selected the authors with a minimum of 5 citations and with publishing minimum number of 2 documents; this resulted in 54 authors. Results depicted 5 clusters, 21 items, 45 links and total link strength to be 87. With 14 documents and 1254 citations, author Rousseau d.m. et al. rated first, with Hornung S. coming in second with 9 documents and 781 citations and Glaser J. coming in third with 7 documents and 674 citations. There are a total of eight authors with five or more documents.

Country co-authorship analysis

The country co-authorship network is one of the important approaches to scientific mapping, and its goal is to trace collaboration among countries. Figure 9 depicts global cooperation of countries co-authored at-least 2 idiosyncratic deals related research papers with 5 citations. The Total Link Strength (TLS) was employed to measure the degree of closeness of scholars of several countries (Ohlan & Ohlan 2022). Each circle represents a country, and the circle size directly reflects the number of co-authored publications based on TLS. Similarly, the thickness of the edge is directly related to the link strength (LS). The network retains research papers originating from 21 countries. There were 6 clusters, 55 links (L), and 126 TLS in the network map. The top four countries with highest total link strength were the United States (L:14, TLS: 39), United Kingdom (L:16, TLS:39) and China with (L:8, TLS: 21). The United States had strong authorship collaborations with Hong Kong (LS:8), China (LS:7), Germany (LS:6). The next strong association is found among scholars from China and Hong Kong (LS: 6), Netherlands and United Kingdom (LS:6). Additionally, French and Canadian academics have cooperated (LS:5). Collaborations between American and British researchers as well as those from India were evident (LS: 2, LS:1).

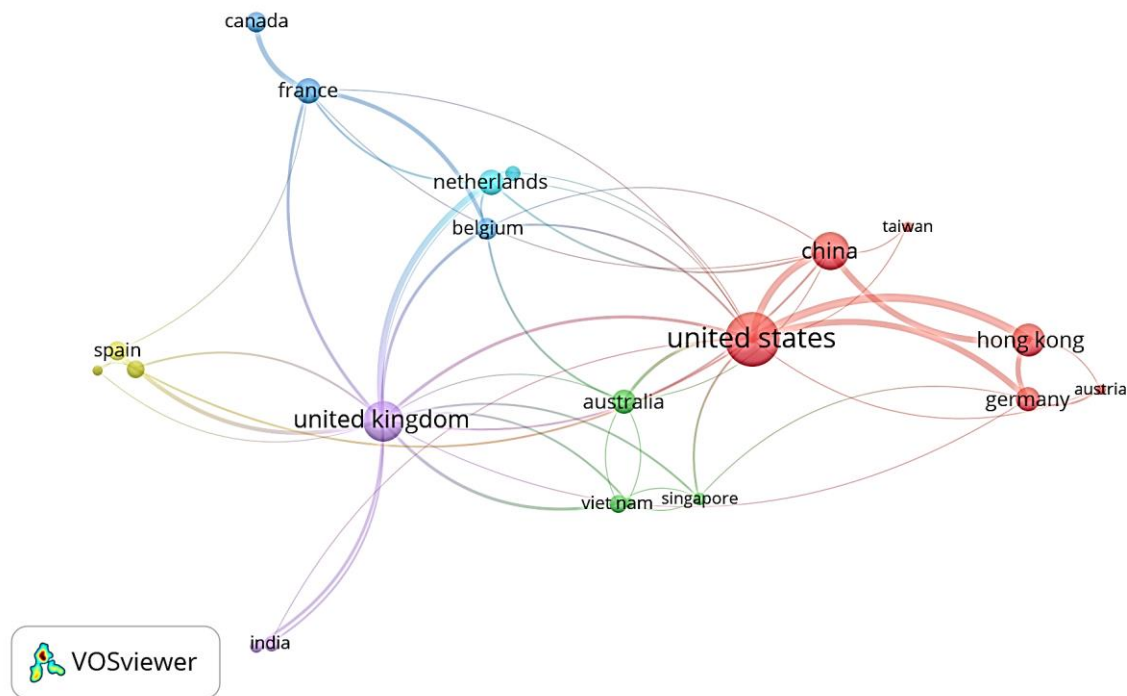


Figure 9: Co-authorship by country in studies on idiosyncratic deals

Keywords co-occurrence analysis

The primary goal of this section of the work was to examine the keywords utilised by previous authors. The outcome of an overlay visualisation is shown in Figure 10. The approach helped to identify the researchers' prior similar research interests (Scott and Lane, 2000; Sidorova et al., 2008). The co-occurrence of author keywords serves as a gauge for the most commonly used terms in the documents published. The information in Figure 10 was gathered using a comprehensive counting system. The size of the circle indicates how important a keyword is in relation to how often it appears. The analysis tool discovered 374 author keywords in total, however only 18 of these met the basic criteria of 3 appearances or occurrences. These 18 keywords were divided into 6 clusters, 35 links. As depicted in figure 6.3 “idiosyncratic deals” was the keyword most cited with 69 occurrences and the one with highest total link strength i.e., 40. Keyword “i-deals” depicted 24 occurrences and a total of 23 total link strength followed by keywords “social exchange theory” and “idiosyncratic deals (i-deals)” both sharing 6 occurrences each. Cluster one included four items namely i-deals, corporate social responsibility, Vietnam and performance. Cluster two (green color nodes) included 3 keywords including flexibility, flexible work hours and older workers. This cluster focuses on flexibility type of idiosyncratic deals. Cluster three (blue color) talks about outcomes based on idiosyncratic deals including organization based self- esteem, organizational citizenship behaviour and social exchange. Cluster four (yellow color nodes) included 3 keywords targeting emotional exhaustion, idiosyncratic deals and psychological contract basically focusing on negative consequences that can occur when idiosyncratic deals are offered. Evolving from social exchange theory, flexible/customized job design being the most prominent theme in year 2014, year 2019 saw the influx of research trends covering the outcome of i-deals by measuring work performance and emotional exhaustion that can be a

prospective negative impact of i-deals. To the best of the researchers' knowledge, remarkably few studies have been found to demonstrate the potential negatives of engaging in idiosyncratic deals may cause. During year 2016-17, few studies dominated the research trend by checking the impact of i-deals by measuring productive behaviours at work such as employee's organizational citizenship behaviour, organization-based self-esteem etc.

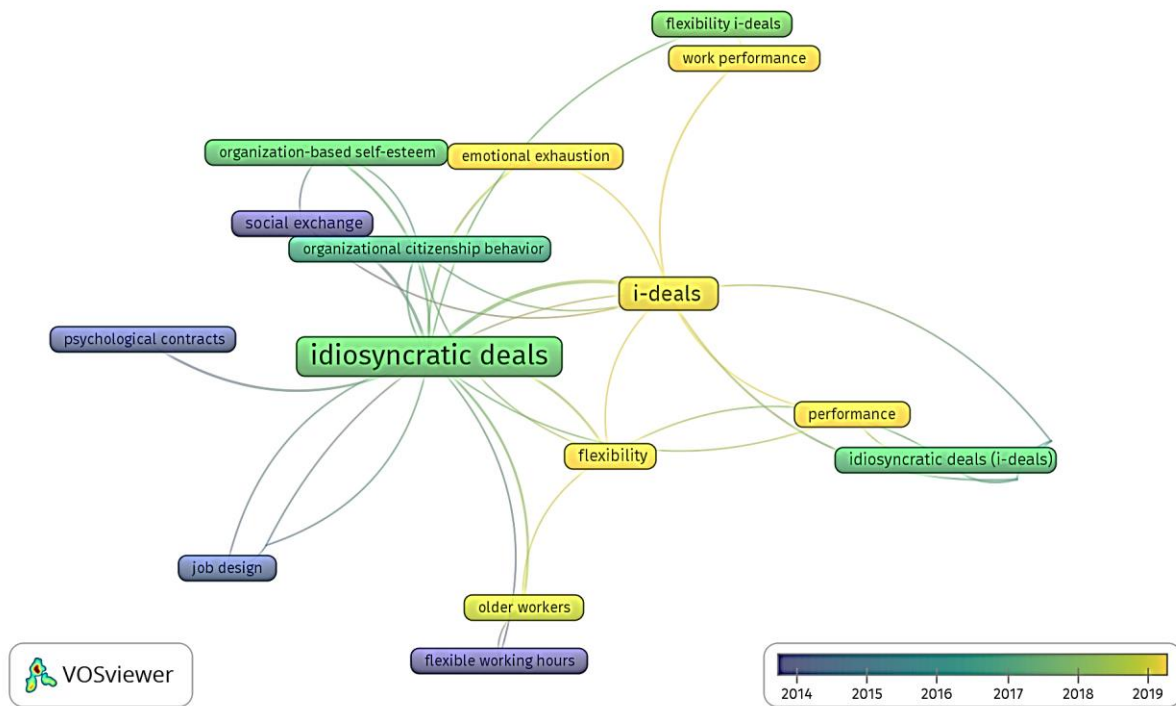


Figure 10: Co-occurrence of authors keywords in idiosyncratic deals Research

Co-citation –authors

This co-citation study continued to analyse the major contributions. There were 7720 total authors, but only 37 of them satisfied the minimum requirement of 50 citations. According to Figure 12 below, this analysis confirms the existence of four clusters with a total of 37 authors. The 10 most often referenced authors are rousseau, d.m. (1049 citation,37050 link strength), hornng, s. (375 citation,16137 link strength), glaser,j. (302 citation,13403 link strength), liden, r.c. (219 citation,10772 link strength), ho, v.t. (206 citation,9253 link strength), Greenberg, j. (181 citation,7755 link strength), bal,p.m. (167 citation,7460 link strength), anand, s. (159 citation,7853 link strength), bakker, a.b. (155 citation,7572 link strength), Vidyarthi, p.r. (136 citation,6892 link strength).

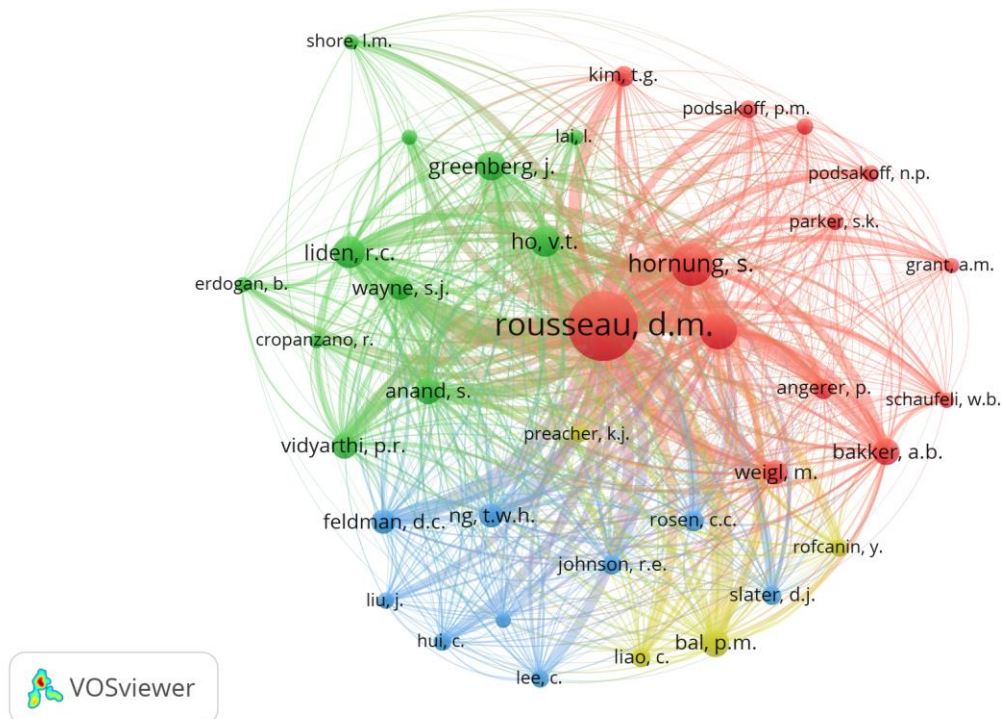


Figure 11: Depicting most co-cited authors in idiosyncratic deals research

Co-citation Journals network Analysis

Co-citation of sources occurs when two journals amass citations in a third common journal (Ohlan, Ohlan & Chhikara, 2022). The frequency with which two publications are cocited shows the strength of connections between them. The findings of co-citation analysis help in charting core research topics, groups of authors, and communities in a research field. Over 2140 sources were cited in the analyzed Scopus data set. The minimum number of co-citations was set to 100 as threshold to be part of analysis. Out of 2140 sources, 11 data sources met the set criterion. Figure 12 below depicts the co-citation network of key sources cited in idiosyncratic deals research corpus. This network of knowledge base of the in idiosyncratic deals studies encompasses 2 clusters, with total link strength of 44355. Cluster one i.e., red coloured consists of 9 journals. “Journal of applied psychology” is the biggest node with 760 citations and 19420 being the total link strength. As indicated by the highest widget, this journal is largely co-cited with “Journal of organizational behaviour” (418 citations) followed by “Journal of Management” (396 citations) and “Academy of Management Journal” (389 citations). Green Nodes represents the cluster 2 consisting only 2 journals i.e., “Journal of personality and Social Psychology” (139 citations) being the biggest node of cluster 2 followed by “Organization behavior and human decision process” (109 citations).

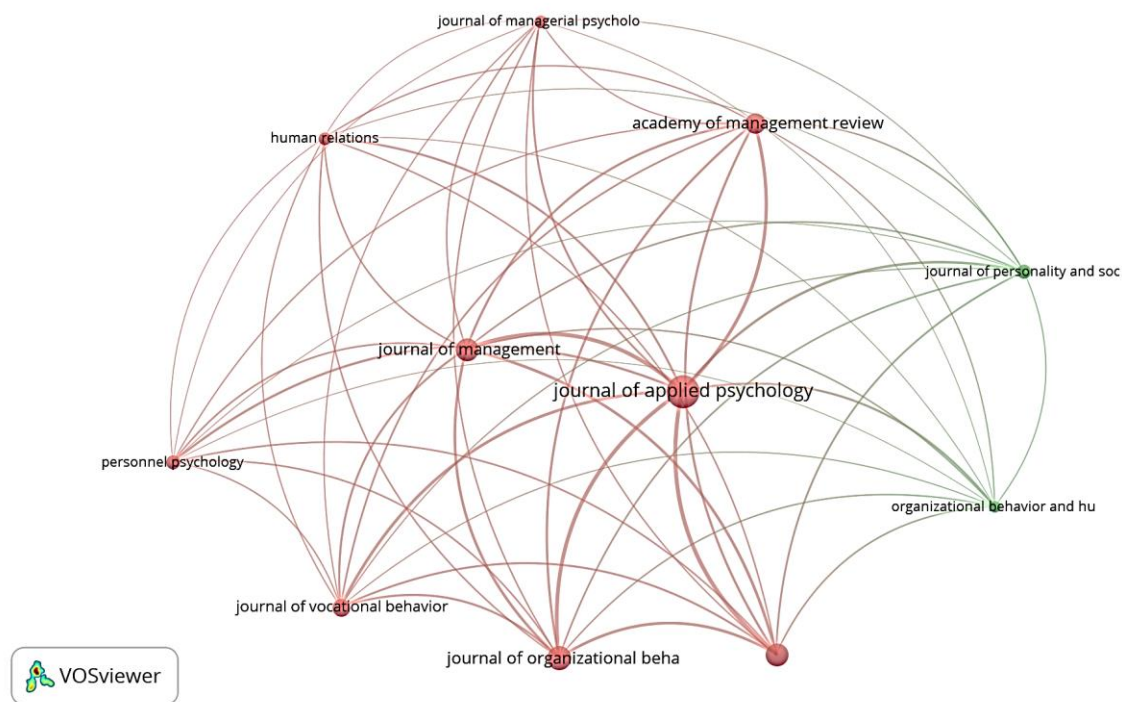


Figure 12: Co-citation of Journals

Bibliographic coupling: Documents

This study uses VoSviewer to do an analysis of bibliographic coupling on our dataset to find core items (Klavans & Boyack, 2010). When two documents share a third document in their bibliographies, this is known as coupling and indicates that the two works have a similar subject matter. The method is widely used to achieve automatic clustering for large data sets as well as to determine which two articles in their bibliographies quote the same third work. After restricting the minimum citation criteria of fifty, out of 131 documents, 16 items were extracted, which identified into three clusters with a total link strength of 765 and the finding shows that, the most coupled documents are cluster 1: 9 items (red color) anand s. (2010), rosen c.c. (2013), matthijs bal p. (2012), liao c. (2016), lai l. (2009), ng t.w.h. (2010), ng t.w.h. (2015), de vos a. (2017) and liu j. (2013). Cluster one is the largest cluster the research theme starting development of i-deals, how it relates to employer-employee and impact on performance. Further, cluster 2 represented through green color nodes, four documents, Hornung S. (2008), Rousseau. d.m. (2001), Hornung d.m. (2009 and Hornung S. (2009). Cluster 2, research documents mainly focused on flexibility of job content, the timings and outcomes of i-deals. Cluster 3, three items (blue color) consist of Hornung S.(2010b) and Hornung S. (2014) with LS:31, grant a.m. (2010). This cluster theme mainly focused on redesigning the work, customizing job content through idiosyncratic deals. Figure below Shows the Bibliographical Coupling of Documents.

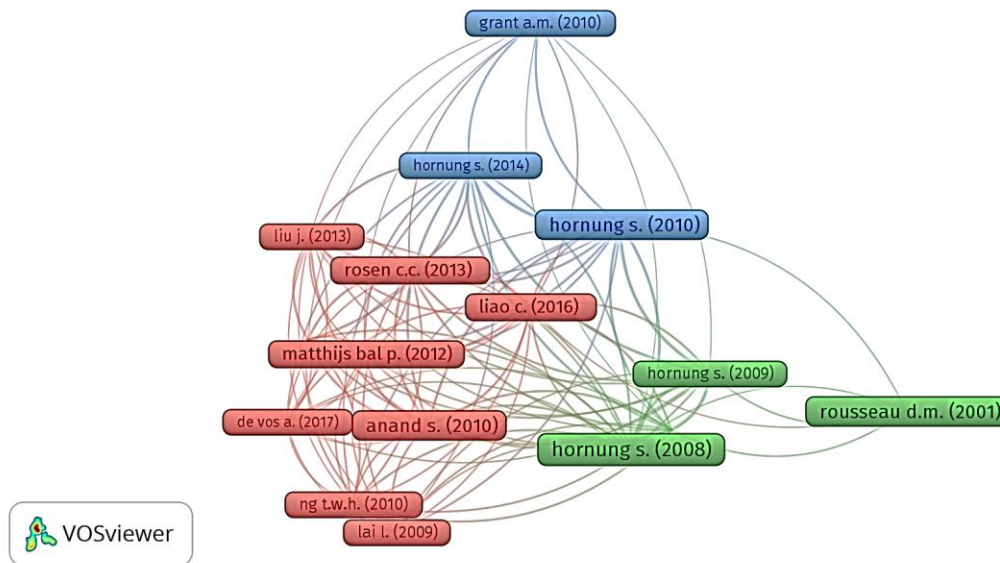


Figure 13: coupling of documents

Bibliographical Coupling of Authors

A pair of authors are said to be coupled when they both include the same third author in their bibliographies, indicating that the subject matter of the coupled work is the same. After restricting the minimum citation of an author to be five and having minimum of two documents, out of 267 authors from 131 articles, 54 authors met the threshold criteria.

54 nodes, 6 clusters, TLS:100369, cluster 1(green) 14 items, cluster 2 (green color) 12 items, cluster 3 (blue) 10 items, cluster 4 (yellow) 9 items, cluster 5 (brown) 7 items, cluster 6 (pink) 2 items.

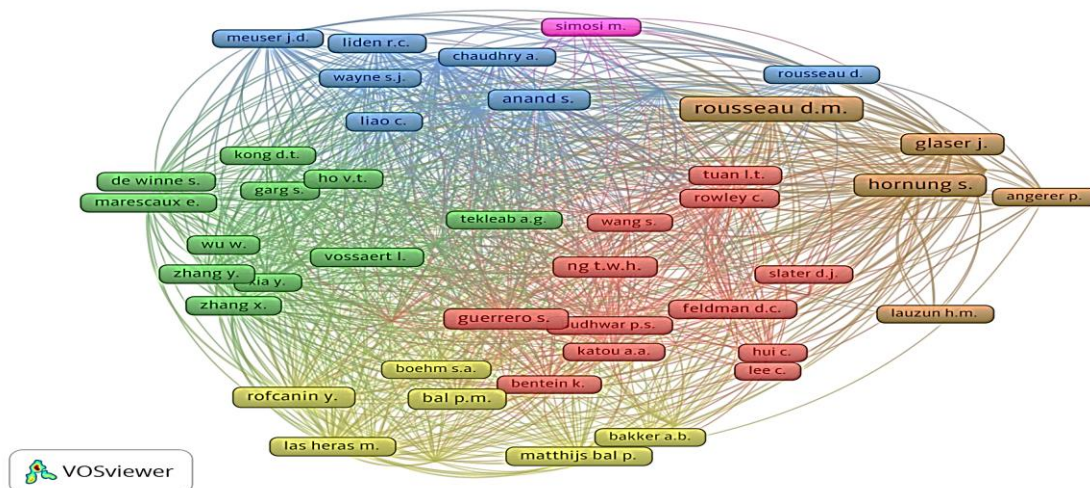


Figure 14: Coupling of authors

Bibliographical Coupling of Sources

After restricting the minimum citation criteria of a source to five and two being the minimum number of documents of a source, out of the 72 sources, 20 met the threshold limits. These 20 items were identified into three clusters having total link strength to be 14475. Cluster one (red

color) included 7 items/sources bring lead by International Journal of human resource management having six documents published with links having 19 and total link strength equals to 2761 sharing a strong association with Journal of Organizational behaviour (LS:277). Cluster two (green color) included 7 items, 6 documents published with 19 links and 2562 total link strength. The Journal of vocational behavior showed strong links (LS:254) with the Journal of human resource management.

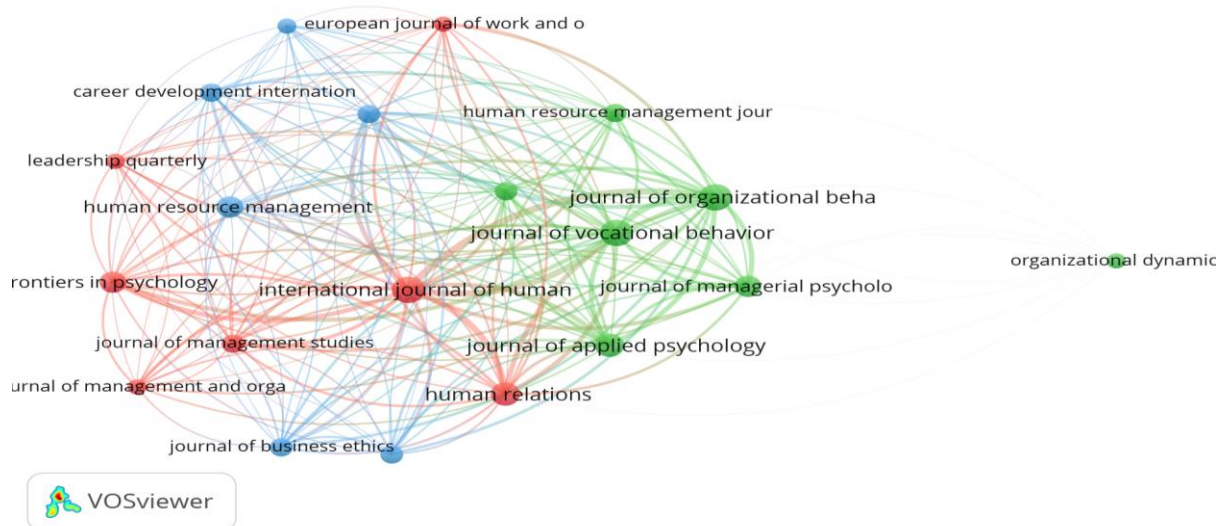


Figure 15: Coupling of Journals

Conclusion

The conclusions based on the results and analysis are summarised in this section. The current study contributes to a better understanding of the state of idiosyncratic deal research at this time. This research has been done over a 22-year period (from August 2001 to August 2022), spanning the whole period of publication in this topic and enabling the creation of a thorough. To begin with, individualised labour arrangements through unique contracts have recently acquired traction as a research area with an increase in publications and relevance. The most common themes identified from the documents' keywords in the i-deals research domain is the flexible work design, idiosyncratic deals, career development, work performance and psychological contract. There has been a rise in research studies in the field and a substantial impact on the growth of personalized/customized work settings during the past ten years. A number of themes encompassing a broad range of the i-deals research agenda have been discovered, as shown in the source (article) analysis. The US, UK, and China are the nations with the most publications. However, 131 distinct and pertinent papers were taken from Scopus bibliometric databases, leading the authors to believe that there is a dearth of study in the area. It is clear that the evolution of idiosyncratic deals is just getting underway. Positive outcomes in the form of OCB, OBSE, work performance, and OC-related themes dominated publishing patterns in the area, as was shown from the data, which constrained the scope of the investigation. The authors' suggestion is that there is a pressing need to integrate the personalized work arrangements through idiosyncratic deals research with interdisciplinary domains and look into new publication trends that are focused on the issues and difficulties that organisations and employers will face if employees are given the option of customised

work environments. I-deals have been more prevalent recently in research literature, which can be ascribed to shifting individual, organisational, global, and labour market circumstances (Farber & Western, 2000). Individual changes might include increased competition for employee talent, increased employee negotiability, and increased need for career advancement (Farber & Western, 2000; Michaels et al., 2001) whereas environmental changes might involve the changing nature of work (Blakely et al., 2003) changes in the labour market, a decline in trade unionism, and increased career opportunities interested in employee multi-skills in organisations (Michaels et al., 2001). As a flexible, voluntary and creative Idiosyncratic deals give employers and employees the chance to work through challenges by discussing specific tasks and/or reassigning fundamental responsibilities, with the end goal being increased general workplace productivity. Idiosyncratic agreements are successful because they consider the person's abilities, interests, and specific circumstances as well as the demands of the employer. This results in a distinctive work description that portrays a personalised relationship. The goal of idiosyncratic deal is to match a worker's profile to a set of job duties that will enable an employer satisfy a particular demand and expectation that is tailored to their needs or other unique situations.

Directions for future research

One method for attracting and keeping workers of different skill levels is through the creation of unique work arrangements. Employers must act favourably in response to the rising demand for workplace flexibility in recent years. Idiosyncratic deals are a potent instrument in the toolbox of the HR professional's diversity-increasing methods, with special applicability to people with perceived impediments to job success, improved productivity, and higher satisfaction. Authors recommend to pay attention towards the negative consequences of idiosyncratic deals, the different types of i-deals offered to employees. Future researchers need to figure out how workplace fairness can be maintained if customized work settings are practiced at workplace. Future researchers should take into account a few limitations of the current work. To give an example, the necessary bibliometric data from the Scopus database alone was extracted in order to condense the study. The study ignored articles in languages other than English, such as French, Spanish, Dutch, and Chinese, which may offer fresh, insightful knowledge about i-deals if studied in the future. The study solely took into account publications in English.

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