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NAVIGATING WORKPLACE MORALITY: UNVEILING TRENDS IN COUNTERPRODUCTIVE WORK BEHAVIOR

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Abstract

Counterproductive work behavior (CWB) involves unethical conduct with detrimental effects on organizations and their members, resulting in diminished productivity and job satisfaction. This study is crucial for understanding CWB, to provide a comprehensive understanding of the global landscape of CWB research that might guide future research and practical interventions in this area. Examining 955 CWB publications from Scopus spanning 1999 to 2023, the study employed a comprehensive bibliometric analysis using Publish or Perish, VOSviewer, and Excel. In addition to identifying the current landscape, prominent publication sources, and influential articles, the analysis uncovered significant themes, such as demographics, emotional and psychological factors, and job-related characteristics, among others, highlighting a notable interest among researchers in comprehending the various aspects and consequences of CWB. The bibliometric evaluation provided valuable insights, emphasizing collaboration, replication, and knowledge expansion for future research. The article concluded with a discussion of the implications and limitations of the findings.

Keywords: *Counterproductive Work Behavior; Workplace Morality; Ethical Leadership; Organizational Culture; Employee Behavior.*

A. Introduction

The importance of ethical behavior in organizations worldwide is becoming increasingly evident, as several recent studies on management have indicated. Ethical behavior not only enhances organizational commitment and reduces stress (Mushtaq et al., 2019), but it also significantly predicts career success and turnover intention (Kim et al., 2016), while unethical behavior has been found to adversely affect employee burnout (Turunç & Altay, 2020; Zanabazar & Jigjiddorj, 2021). In addition to the individual-level effect, empirical evidence has clearly outlined the effects of ethical behavior at the organizational level. For instance, researchers have discovered that ethical behaviors have a relationship with both organizational performance (Zaim et al., 2021) and good governance (Yousaf et al., 2016).

Among the key stream of ethical behavior, some researchers have concentrated on employees who engage in counterproductive behavior. The term Counterproductive Work Behavior or "CWB", as it will be referred to henceforth in this paper, encompasses any deliberate conduct of an employee that undermines the legitimate interests of the organization or its employees (Sackett & DeVore, 2001). CWB is viewed as unethical and a risk to the well-being of the entire organization (Cohen et al., 2013). Additionally, it is considered covert behavior that can be challenging for organizations to spot and quantify accurately (Searle, 2022). According to some estimates, organizations lose billions of dollars due to CWB. Nevertheless, it may be more difficult to estimate the costs associated with equipment damage due to sabotage, employee attrition owing to interpersonal conflict, as well as decreased productivity levels due to employee withdrawal and production deviation. In addition to financial losses, CWB also affects employees' psychological health and morale (Mercado et al., 2018; Searle, 2022).

The widespread occurrence of CWB raises concerns about potential long-term negative outcomes and its escalation to more severe acts of aggression. Extensive research has delved into the motivations behind engaging in CWB, categorizing antecedents into situational (e.g., Okolo et al., 2020; Thompson & Bruk-Lee, 2021) and individual factors (e.g., Filipkowski

& Derbis, 2020; Nguyen et al., 2021). Moreover, investigations into underlying consequences and prevention strategies have proliferated. Studies have explored the relationship between CWB and various organizational and individual outcomes (Mercado et al., 2018; Searle, 2022).

The study of CWB has drawn upon various theoretical frameworks, such as the conservation of resources theory (Shen & Lei, 2022), social exchange theory (Shah et al., 2022), the job demands-resources model (Wang et al., 2017), and affective events theory (Jahanzeb et al., 2020). These frameworks offer insights into the motivations, contextual factors, and psychological processes contributing to CWB. Various aspects have been investigated and hypothesized, emphasizing the need for a comprehensive understanding of the CWB phenomenon to contribute meaningfully to the body of knowledge.

Bibliometric analysis is recognized as a valuable method for offering comprehensive insights across various fields (Farrukh et al., 2023), thereby aiding in the effective guidance of future research on CWB. The bibliometric study, as outlined by Gu et al., (2021), engaged in a quantitative analysis of the published literature, contributing to a comprehensive overview of the research topic. Furthermore, academics can adeptly handle substantial volumes of data, assess the significance of pivotal works, and construct the foundational intellectual framework by employing quantitative analyses of publications.

While traditional review approaches such as meta-analysis and systematic reviews are restricted in terms of scope and study type, science mapping with bibliometric techniques offers a more expansive focus and permits a graphical representation of interconnections between various research sources, countries, institutes, journals, and authors. This method is more objective and comprehensive than narrative literature reviews, giving readers a more accurate and objective view (Durieux & Gevenois, 2010; Farrukh et al., 2023) of the topic at hand. Due to the proliferation of computers and the ease with which researchers can access bibliographic information stored in databases, bibliometrics has gained traction in the academic community (Farrukh et al., 2023).

In recent years, bibliometric analysis has become increasingly commonplace in the fields of business and management studies. Areas such as topic-specific publishing patterns (Gao et al., 2021), most frequently cited articles (Ritter, 2015), influential authors (Heyduk & Fenigstein, 1984), notable journals (Shahzad et al., 2021), top-tier academic institutions (Cancino et al., 2017), and prevalent themes (Nordin et al., 2022) have been systematically studied. In a recent study, a similar bibliometric methodology was used to examine the development of creative practices at work. Documents, journals, authors, and nations with the most technical innovation were all ranked according to their citation counts (Farrukh et al., 2023).

However, no bibliometric analysis of CWB literature has been conducted to our knowledge (e.g., Mercado et al., 2018; Wang et al., 2017; (Filipkowski & Derbis, 2020; Jahanzeb et al., 2020; Okolo et al., 2020; Nguyen et al., 2021; Thompson & Bruk-Lee, 2021; Searle, 2022; Shah et al., 2022; Shen & Lei, 2022). To address this information gap, a bibliometric study of CWB research was carried out. Through the use of the performance and scientific mapping components of bibliometric analysis, the authors analyzed the volume of publications and the frequency with which they had been cited, as well as the frequency with which their keywords occur together. Bibliographic coupling measures the degree to which two (2) articles have similar subjects, while citation frequency is used in co-citation analysis as a measure of semantic similarity (Small, 1973). Bibliometric analysis is useful in all research areas because it helps researchers find similar previous studies. Through a bibliometric review, this study aimed to provide a comprehensive understanding of the global landscape of CWB research that might guide future research and practical interventions in this area. The findings of this study illuminate the growth and evolution of the field, its major contributors, the most frequently discussed topics, and the influential sources.

B. Method

This study utilizes bibliographic data from the Scopus database to conduct a comprehensive bibliometric analysis of Counterproductive Work Behavior (CWB). This analytical approach enables an exploration of scientific

activity within the field (Farrukh et al., 2023). The quantitative perspective of bibliometric analysis proves particularly valuable for organizing information in a specific domain, employing keywords to delve into the main research topics and relationships at the micro-level. The study comprises four primary steps: (1) selecting the database and search terms; (2) cleaning the data; (3) determining indicators; and (4) utilizing software and techniques.

Initially, the authors collected CWB data from the Scopus database using various search terms, such as "counterproductive work behavior". Scopus was chosen for its extensive coverage and status as one of the largest databases (Farhan & Iqbal, 2021), providing essential information for bibliometric analysis and a broader range of social science literature. Subsequently, using the specified keywords, a unique portfolio of publications was curated, encompassing various bibliographic indicators like authors, countries, publication years, research fields, and keywords. The research intervals for content analysis focused on English language publications, resulting in the identification and screening of 955 records, all included in the final analysis (Figure 1). The study then selected indicators for bibliometric analysis, distinguishing between performance analysis, examining productivity in terms of citations and publications, and science mapping, evaluating the field's structure and dynamics (Durieux & Gevenois, 2010). Finally, three software tools Publish or Perish, VOSviewer, and Excel were employed. Publish or Perish extracted relevant data, VOSviewer analyzed co-authorship and co-occurrence networks, and Excel was used to compile and organize data. These tools streamlined the analysis process, generating visualizations that provided insights into key themes and trends in literature (Farrukh et al., 2023).

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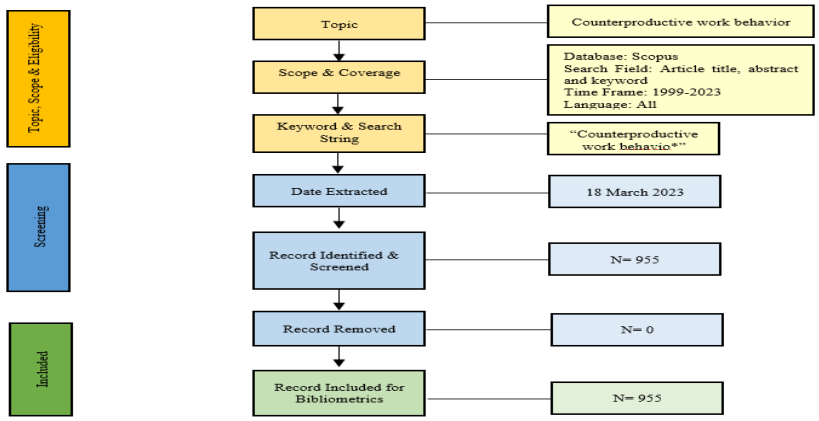

Figure 1. The flow of the search process

C. Result and Discussion

This section presents the study findings and their interpretation. The results sub-section summarizes the key findings, while the discussion provides deeper analysis and implications. This section contributes to the existing knowledge and guides future research.

1. Result

Table 1 shows the evolution of publications over the period analyzed. Figure 2 shows that the overall number of articles increased significantly between 2018 and March 2023. This suggests that in the last five (5) years, CWB has become an increasingly important topic that has piqued the interest of scholars.

Table 1. Growth of publication by year

Year	TP	%	NCP	TC	C/P	h	g
2023	30	3.14%	8	16	0.53	2	3
2022	121	12.67%	63	189	1.56	6	9
2021	114	11.94%	94	798	7.00	16	21
2020	94	9.84%	81	851	9.05	17	22
2019	78	8.17%	68	1182	15.15	19	32
2018	76	7.96%	72	1505	19.80	23	35
2017	68	7.12%	63	1814	26.68	22	41
2016	55	5.76%	51	1661	30.20	24	40

Year	TP	%	NCP	TC	C/P	h	g
2015	41	4.29%	38	1633	39.83	20	38
2014	50	5.24%	47	2103	42.06	27	45
2013	51	5.34%	46	2910	57.06	28	46
2012	46	4.82%	45	3172	68.96	26	45
2011	31	3.25%	23	1816	58.58	19	23
2010	34	3.56%	33	2122	62.41	24	33
2009	19	1.99%	17	2029	106.79	14	17
2008	10	1.05%	8	1084	108.40	7	8
2007	11	1.15%	11	2486	226.00	11	11
2006	7	0.73%	7	1519	217.00	7	7
2005	5	0.52%	5	1704	340.80	5	5
2004	1	0.10%	1	324	324.00	1	1
2003	3	0.31%	2	357	119.00	2	2
2002	5	0.52%	5	1444	288.80	5	5
2001	4	0.42%	4	3100	775.00	4	4
1999	1	0.10%	1	590	590.00	1	1

Notes: TP = total number of publications; NCP = number of cited publications; TC = total citations; C/P = average citations per publication; h = h-index; g = g-index

Figure 2. Total publications and citations by year

Table 2 indicates that scholars published texts across 11 different categories. Articles were the most common type of publication, accounting for 837, while editorials were the least common, accounting for only one (1). On the other hand, Table 3 demonstrates that the publications included several source types, such as journals, books, conference proceedings, and book series. Journals comprised the most publications, 875, while book series had the fewest, with only 12 publications.

Table 2. Types of document

Document Type	Total Publications	%
Article	837	87.64%
Book Chapter	41	4.29%
Conference Paper	31	3.25%
Review	28	2.93%
Book	4	0.42%
Erratum	3	0.31%
Note	3	0.31%
Retracted	3	0.31%
Conference Review	2	0.21%
Letter	2	0.21%
Editorial	1	0.10%

Table 3. Sources type

Sources Type	Total Publications	(%)
Journal	875	91.62%
Book	39	4.08%
Conference Proceeding	29	3.04%
Book Series	12	1.26%

Table 4 displays the most active source titles in CWB research in terms of publications and total citations. Frontiers in Psychology, International Journal of Selection and Assessment, and Journal of Applied Psychology were the most active source titles, with 40, 36, and 36 publications, respectively. These journals also have numerous total citations, demonstrating their substantial impact on the field of CWB research.

Table 4. Most active source title

Sources Title	TP	TC
Frontiers in Psychology	40	379
International Journal of Selection and Assessment	36	1746
Journal of Applied Psychology	36	7068
Personality and Individual Differences	30	637
Journal of Business Ethics	28	1381
Journal of Business and Psychology	25	693
Human Performance	21	622
Journal of Vocational Behavior	19	2344
Journal of Occupational Health Psychology	17	1488
Journal of Organizational Behavior	17	2153
Personnel Review	16	262

Sources Title	TP	TC
European Journal of Work and Organizational Psychology	15	547
Journal of Management	15	1224
Journal of Managerial Psychology	15	257
Human Resource Management Review	14	1480
International Journal of Environmental Research and Public Health	13	202
Applied Psychology	10	484
Group and Organization Management	10	250
Work and Stress	10	595
Current Psychology	9	17
Journal of Occupational and Organizational Psychology	9	726

Notes: TP = total number of publications; TC = total citations

As demonstrated in Table 5, CWB researchers have utilized 13 different languages in their publications. English is the most prevalent language, with 933 publications, while Czech, Korean, and Malay have been used only once each, making them the least used languages.

Table 5. Languages used for publications

Language	Total Publications	(%)
English	933	96.99%
Chinese	5	0.52%
German	4	0.42%
Bosnian	3	0.31%
Italian	3	0.31%
Spanish	3	0.31%
Croatian	2	0.21%
Russian	2	0.21%
Turkish	2	0.21%
Ukrainian	2	0.21%
Czech	1	0.10%
Korean	1	0.10%
Malay	1	0.10%

Table 6 shows that the subject areas with the most publications were Business, Management, and Accounting (545), Psychology (528), and Social Sciences (217). Chemistry, Health Professions, Pharmacology, Toxicology and Pharmaceutics, and Veterinary had the fewest publications, each with only one (1). Mathematics (5), Agricultural and Biological Sciences (4), and Multidisciplinary (4) were the other subject areas with low publication counts.

Table 6. Subject area

Subject Area	Total Publications	(%)
Business, Management and Accounting	545	31.36%
Psychology	528	30.38%
Social Sciences	217	12.49%
Economics, Econometrics and Finance	103	5.93%
Medicine	85	4.89%
Arts and Humanities	81	4.66%
Decision Sciences	47	2.70%
Environmental Science	35	2.01%
Computer Science	34	1.96%
Engineering	17	0.98%
Energy	11	0.63%
Nursing	8	0.46%
Mathematics	5	0.29%
Agricultural and Biological Sciences	4	0.23%
Multidisciplinary	4	0.23%
Chemical Engineering	2	0.12%
Earth and Planetary Sciences	2	0.12%
Materials Science	2	0.12%
Neuroscience	2	0.12%
Physics and Astronomy	2	0.12%
Chemistry	1	0.06%
Health Professions	1	0.06%
Pharmacology, Toxicology and Pharmaceutics	1	0.06%
Veterinary	1	0.06%

Table 7 displays the top 10 countries by publication count, with the United States leading the list with 398 publications. China was second with 127 publications, followed by Canada with 71 and the United Kingdom with 53. Pakistan, the Netherlands, and Germany also had a significant number of publications, with 49, 45, and 44, respectively. Australia and Israel had the same number of publications, with 34 each, while Italy completed the top 10 with 26 publications.

Table 7. Total publication by top 10 country

Country	TP	NCP	TC	C/P	h	g
United States	398	361	26720	67.14	79	155
China	127	93	1635	12.87	23	37

Country	TP	NCP	TC	C/P	h	g
Canada	71	60	2520	35.49	26	49
United Kingdom	53	49	2154	40.64	23	46
Pakistan	49	33	464	9.47	12	20
Netherlands	45	44	1761	39.13	19	41
Germany	44	37	1774	40.32	19	37
Australia	34	31	894	26.29	13	29
Israel	34	31	650	19.12	13	25
Italy	26	24	645	24.81	14	24

Notes: TP = total number of publications; NCP = number of cited publications; TC = total citations; C/P = average citations per publication; h = h-index; g = g-index

Table 8 presents the authorship analysis, identifying the leading authors based on publications, citations, h-index, and g-index. The authors represent a variety of universities and nations, with the bulk hailing from the United States. Spector, P.E., with 37 publications and 7591 citations, was the most prolific author, followed by Bowling, N.A., with 19 publications and 639 citations; and Fox, S., with 16 publications and 4006 citations. Other notable authors include Fida, R., Penney, L.M., Berry, C.M., Burns, G.N., Fine, S., and C. Barbaranelli, many of whom were from the United States.

Table 8. Authorship analysis

Author Name	Affiliation	Country	TP	NCP	TC	C/P	h	g
Spector, P.E.	University of South Florida	United States	37	36	7591	205.16	28	36
Bowling, N.A.	Wright State University	United States	19	18	639	33.63	11	18
Fox, S.	Loyola University of Chicago	United States	16	16	4006	250.38	15	16
Fida, R.	Norwich Business School	United Kingdom	13	12	336	25.85	8	12
Penney, L.M.	University of South Florida Sarasota-Manatee	United States	11	11	1980	180.00	10	11
Berry, C.M.	Indiana University	United States	10	10	1792	179.20	8	10

Author Name	Affiliation	Country	TP	NCP	TC	C/P	h	g
Burns, G.N.	Florida Institute of Technology	United States	10	9	117	11.70	5	9
Fine, S.	Israel Defense Forces	Israel	10	9	143	14.30	7	9
Barbaranelli, C.	Sapienza Università di Roma	Italy	9	9	290	32.22	7	9
Shoss, M.K.	University of Central Florida	United States	9	9	394	43.78	6	9
Liu, S.	South China University of Technology	China	8	5	9	1.13	2	2
Lu, W.	South China University of Technology	China	8	5	9	1.13	2	2
Ones, D.S.	University of Minnesota Twin Cities	United States	8	8	1238	154.75	8	8
Paciello, M.	Università Telematica Internazionale UNINETTUNO	Italy	8	8	275	34.38	6	8
Dalal, R.S.	George Mason University	United States	7	7	918	131.14	4	7
Marcus, B.	FernUniversität in Hagen	Germany	7	7	614	87.71	6	7
Ng, TWH.	The University of Hong Kong	Hong Kong	7	7	1149	164.14	6	7
Sackett, P.R.	University of Minnesota Twin Cities	United States	7	7	1631	233.00	6	7
Tramontano, C.	Coventry University	United Kingdom	7	7	274	39.14	6	7
Carpenter, N.C.	Rutgers University	United States	6	5	734	122.33	5	5
Cohen, A.	University of Haifa	Israel	6	6	172	28.67	4	6

Notes: TP = total number of publications; NCP = number of cited publications; TC = total citations; C/P = average citations per publication; h = h-index; g = g-index

Figure 3 depicts a network visualization map of co-authorship links among authors who had written at least three (3) documents. The map is organized into 13 groups and illustrates the total strength of the authors' links. Spector, P.E. has the greatest total link strengths (52), followed by Fida, R. (32), Liu, X (27), Barbaranelli, C. (26), Fox, S. (25), Paciello, M. (25), and Bowling, N.A. (24).

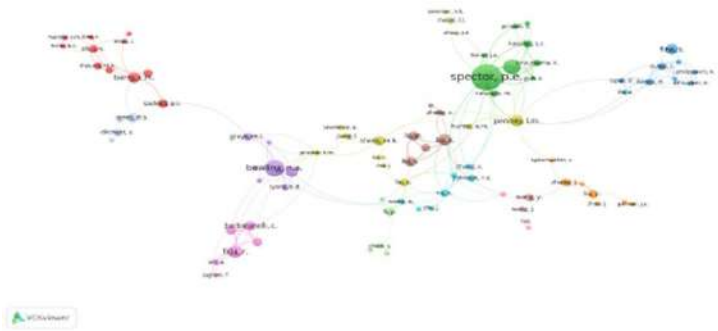

Figure 3. Co-authorship network of authors

Figure 4 exhibits a network visualization map illustrating the co-authorship links between countries in which at least three (3) documents had been authored. The map is divided into 11 clusters and depicts the overall strength of each country's links. The United States has the greatest total link strength value of 146, followed by China (78), the United Kingdom (58), Canada (54), the Netherlands (38), and Australia and Pakistan (37).

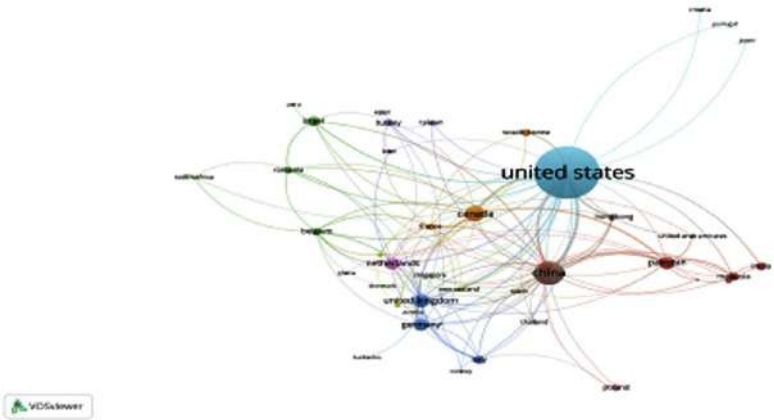

Figure 4. Co-authorship network of countries

Table 9 showcases the most active institutions in terms of their total publications. The University of South Florida, Tampa, produced the highest number of publications, 43, followed by Wright State University (22) and the University of Minnesota Twin Cities (18), all of which are located in the United States. The Renmin University of China and the University of Central Florida share fourth place in the list of most active institutions, with 17 publications each.

Table 9. Most active institutions

Institutional	Country	TP	NCP	TC	C/P	h	g
University of South Florida, Tampa	United States	43	42	7389	171.84	29	42
Wright State University	United States	22	21	816	37.09	12	21
University of Minnesota Twin Cities	United States	18	16	2053	114.06	12	16
Renmin University of China	China	17	13	183	10.76	6	13
University of Central Florida	United States	17	15	311	18.29	9	15
University of Haifa	Israel	16	15	394	24.63	10	15
Loyola University of Chicago	United States	15	15	3395	226.33	14	15
Universiteit van Amsterdam	Netherlands	14	14	858	61.29	11	14
Michigan State University	United States	14	14	1083	77.36	10	14
Sapienza Università di Roma	Italy	14	13	375	26.79	10	13
University of Houston	United States	13	13	2120	163.08	12	13
University of Illinois Urbana-Champaign	United States	12	11	266	22.17	9	11
Western University	Canada	12	12	515	42.92	8	12
Illinois State University	United States	12	11	266	22.17	9	11
Purdue University	United States	11	11	1774	161.27	10	11
Vrije Universiteit Brussel	Belgium	11	11	300	27.27	10	11
Brock University	Canada	10	9	372	37.20	8	9
George Mason University	United States	10	10	818	81.80	5	10
University of Georgia	United States	10	10	1199	119.90	8	10
Florida International University	United States	9	8	328	36.44	8	8
Beijing Institute of Technology	China	9	6	81	9.00	4	6

Notes: TP = total number of publications; NCP = number of cited publications; TC = total citations; C/P = average citations per publication; h = h-index; g = g-index

Figure 5 displays the results of the co-occurrence analysis of keywords, which enabled the identification of relationships between concepts and themes in CWB research. To ensure the relevance of the analyzed keywords, a minimum threshold of five (5) appearances was set, resulting in the exclusion of keywords mentioned less than five (5) times. Additionally, general terms such as "human", "workplace", and "article", as well as country names, were excluded so that the sole focus would be the most significant keywords. Subsequently, eight (8) keyword themes were identified, representing distinct thematic clusters (see Table 10) in CWB research, including demographic characteristics (I), Emotional and Psychological Factors (II), Job-Related Aspects (III), Organizational and Social Behavior (IV), Personality Traits (V), Deviance and Misconduct (VI), Personnel Management and Ethics (VII), and Interpersonal and Leadership Factors (VIII).

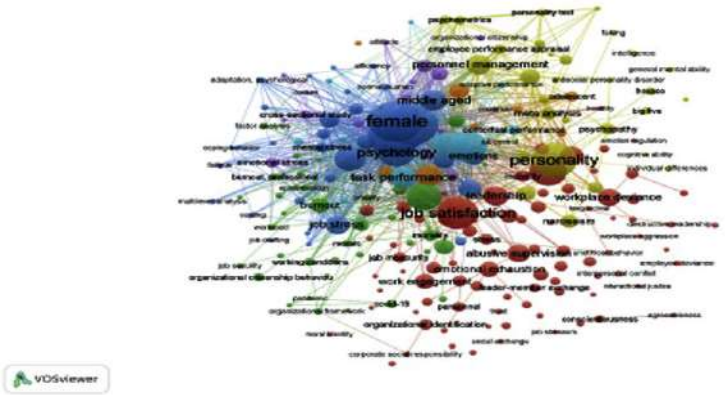

Figure 5. Co-occurrence network of author keywords

Table 10. Thematic clusters of keywords identified through co-occurrence analysis

Keywords	Occurrence
Theme I: Demographic Characteristics	**342**
Young Adult	23
Middle Aged	35
Adolescent	14
Aged	14
Female	86
Male	86
Adult	84

Keywords	Occurrence
Theme II: Emotional and Psychological Factors	**294**
Emotional Intelligence	23
Stress	16
Stress, Psychological	15
Emotional Stress	14
Mental Stress	14
Burnout	23
Emotional Exhaustion	23
Motivation	16
Psychology	53
Psychological Aspect	24
Emotion	28
Emotions	28
Anger	17
Theme III: Job-related Factors	**288**
Job Satisfaction	63
Job Performance	59
Task Performance	38
Contextual Performance	13
Work Performance	18
Job Stress	30
Job Insecurity	14
Work Engagement	23
Performance	14
Productivity	16
Theme IV: Organizational Factors and Social Behavior	**231**
Work Environment	16
Organizational Culture	26
Organizational Identification	15
Organizational Justice	20
Justice	16
Perceived Organizational Support	16
Organizational Citizenship Behavior	54
Organizational Citizenship Behaviors	17
Citizenship	16
Social Behavior	35
Theme V: Personality Traits	**146**
Dark Triad	17
Machiavellianism	22
Narcissism	20
Psychopathy	16
Personality	71
Theme VI: Deviance and Misconduct	**145**
Aggression	16
Deviance	13
Cyberloafing	14
Bullying	15

Keywords	Occurrence
Organizational Deviance	13
Incivility	16
Abusive Supervision	29
Workplace Deviance	29
Theme VII: Personnel Management and Ethics	**107**
Personnel Management	33
Employee Performance Appraisal	13
Personnel Selection	14
Ethics	13
Moral Disengagement	17
Morality	17
Theme VIII: Interpersonal and Leadership Factors	**87**
Interpersonal Relations	20
Human Relation	19
Leadership	32
Leader-member Exchange	16

Figure 6 depicts a network visualization of the most frequently co-occurring terms (with a minimum of 10) based on the titles and abstracts of the CWB-related articles. The size of each node in the network signifies the frequency with which the corresponding term occurred, while the thickness of the connecting lines represents the strength of the co-occurrence relationship between the terms. The five (5) most commonly co-occurring terms in the network are "job performance" (173), "exhaustion" (167), "task performance" (139), "personality trait" (136), and "leader" (121 occurrences), indicating that these terms are extensively discussed in CWB research.

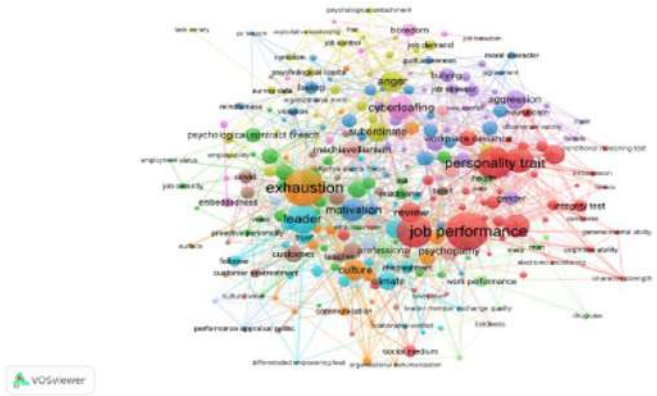

Figure 6. Co-occurrence network of title and abstract fields

Figure 7 depicts a visualization of a term co-occurrence network based on the title fields of CWB-related publications. The network was generated using the VOSviewer software, and only phrases co-occurring at least five (5) times are represented. In this network, the five (5) terms with the most co-occurrences are "job performance" (23), "citizenship" (22), "predictor" (21), "consequence" (17), and "review" (16). This shows that in the context of the CWB investigations, these concepts may be meaningful and closely related.

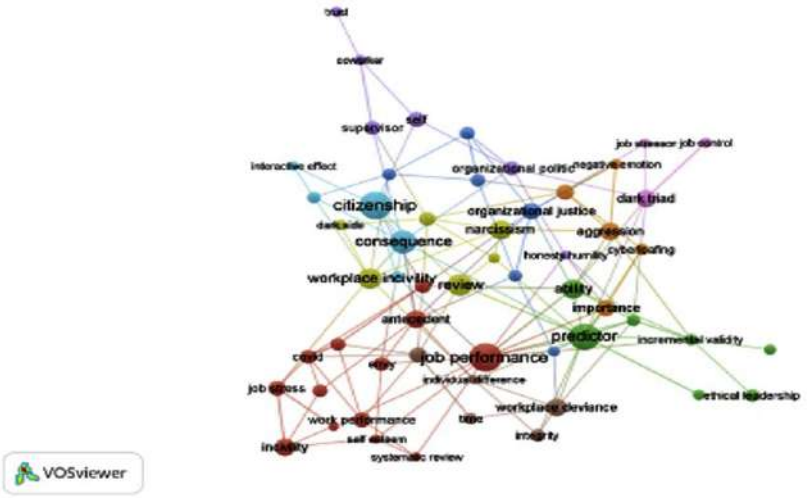

Figure 7. Co-occurrence network of title fields

Table 11 lists the ten most frequently cited articles in CWB research and includes information about authors, titles, years of publication, total citations, and citations per year. The article with the most citations was "The role of justice in organizations: A meta-analysis" by Cohen-Charash and Spector (2001), with a total of 2,165 citations and an average of 98.41 annual citations. Other frequently cited articles included "Interpersonal deviance, organizational deviance, and their common correlates: A review and meta-analysis" by Berry et al., (2007); "A meta-analysis of the relationship between organizational citizenship behavior and counterproductive work behavior" by Dalal (2005); and "Counterproductive work behavior (CWB) in response to job stressors and organizational justice: Some mediator and moderator tests for autonomy and emotions" by Fox et al., (2001).

Table 11. Top cited articles in CWB research

Authors	Title	Year	TC	C/Y
Y. Cohen-Charash, P.E. Spector	The role of justice in organizations: A meta-analysis	2001	2165	98.41
C.M. Berry, D.S. Ones, P.R. Sackett	Interpersonal deviance, organizational deviance, and their common correlates: A review and meta-analysis	2007	846	52.88
R.S. Dalal	A meta-analysis of the relationship between organizational citizenship behavior and counterproductive work behavior	2005	821	45.61
S. Fox, P.E. Spector, D. Miles	Counterproductive work behavior (CWB) in response to job stressors and organizational justice: Some mediator and moderator tests for autonomy and emotions	2001	769	34.95
T.W.H. Ng, D.C. Feldman	The relationship of age to ten dimensions of job performance	2008	709	47.27
P.E. Spector, S. Fox	An emotion-centered model of voluntary work behavior. Some parallels between counterproductive work behavior and organizational citizenship behavior	2002	660	31.43
E.H. O'Boyle Jr., D.R. Forsyth, G.C. Banks, M.A. McDaniel	A meta-analysis of the Dark Triad and work behavior: A social exchange perspective	2012	648	58.91
P.E. Spector, S. Fox, L.M. Penney, K. Bruursema, A. Goh, S. Kessler	The dimensionality of counterproductivity: Are all counterproductive behaviors created equal?	2006	640	37.65
S. Fox, P.E. Spector	A model of work frustration-aggression	1999	590	24.58
M.S. Hershcovis, N. Turner, J. Barling, K.A. Arnold, K.E. Dupré, M. Inness, M.M. LeBlanc, N. Sivanathan	Predicting workplace aggression: A meta-analysis	2007	572	35.75

Notes: TC = total citation; citations per year (C/P)

2. Discussion

The primary objective of this research is to unveil the intricate dynamics within CWB and provide a comprehensive understanding of the global landscape of CWB research. This insight aims to guide future

research and inform practical interventions in this domain, specifically focusing on identifying current trends, influential contributors, prevalent themes, and the most impactful articles in the field.

Addressing research question 1, which investigates current trends and impacts of CWB publications, the findings reveal a consistent increase in the number of CWB publications in recent years, with 30 publications already published in 2023, demonstrating the ongoing interest in the topic. However, because the data only covered up to March 2023, a valid comparison with the previous year's publication rate was impossible. The majority of CWB publications were articles (87.64%) published in journals (91.62%), with a smaller proportion of publications being book chapters, conference papers, and books. The findings highlight a sustained rise in CWB publications, particularly in academic journals, underscoring the enduring scholarly interest in this subject. This aligns with Searle's (2022) insights, reinforcing the ongoing relevance of CWB in organizational studies.

Key source titles such as Frontiers in Psychology, International Journal of Selection and Assessment, and Journal of Applied Psychology were the most active, with 40, 36, and 36 publications, respectively. Despite publishing fewer articles, the Journal of Applied Psychology had the most total citations, indicating its significant impact on the field of CWB research. This observation aligns seamlessly with the propositions surrounding the involvement of cognitive and psychological processes in predicting CWB (Jahanzeb et al., 2020; Shah et al., 2022; Shen & Lei, 2022; Wang et al., 2017).

Furthermore, the data shows that English was the most commonly used language in CWB articles, accounting for 96.99% of all publications. This percentage implies that CWB researchers choose to publish their work in English. However, there are a few publications in other languages, including Czech, Korean, and Malay. In terms of subject areas, Business, Management, and Accounting had the most publications (31.36%), followed by Psychology (30.38%). This suggests that CWB research is both multidisciplinary and cross-disciplinary. The relatively low number of publications in Chemistry, Health Professions, Pharmacology, Toxicology and Pharmaceutics, and Veterinary implies that these subjects are understudied in the context of CWB.

Overall, the analysis of recent CWB publishing trends revealed an increasing interest in this area, with academics actively contributing to the body of knowledge through new research findings that are published primarily in English-language journals. To further our understanding of CWB, future researchers should explore the fields of Chemistry, Health Professions, Pharmacology, Toxicology and Pharmaceutics, and Veterinary. While the current research indicates a shortage of studies in these areas, the empirical evidence highlights the need for further exploration in these specific settings, as demonstrated by Huang et al., (2021).

The second study question involved identifying the most productive and influential CWB countries, institutions, and authors. As shown in the findings section, the total number of publications and citations were examined by country, author, and institution. According to the statistics, the United States was the most productive country in CWB research, with 398 publications, followed by China with 127. The findings indicate that these two (2) countries dominate CWB research, with a significant disparity between them and the other countries. Notably, these influential countries also hold top rankings among the leading economies in the Global Innovation Index (Dutta et al., 2020). Future research initiatives should extend beyond the United States and China, exploring cultural variations and assessing the generalizability of findings (Chen et al., 2020). Such an approach holds the promise of yielding a more comprehensive understanding of CWB dynamics across diverse cultural contexts.

Furthermore, the study identified the most influential authors in CWB research based on their total publications and citations. Spector, P.E., emerged as the most influential author with 37 publications and 7591 citations, followed by Bowling, N.A., with 19 publications and 639 citations. Notably, Fox, S., despite having produced only 16 publications, received one of the highest citation counts, 4006. Additionally, Spector, P.E. also had the highest total link strengths (52) in terms of co-authorship connections among authors, indicating his significant influence and collaboration in the field. These results suggest that collaboration and networking are crucial in producing and disseminating knowledge in CWB research.

Finally, the study identified the most active institutions in CWB research based on their total publications and citations. The University of South Florida, Tampa, was found to be the most active institution, with 43 publications and 7389 citations. This is unsurprising, given that the United States is the most productive country in the field, and its institutions dominate the list of the most active institutions. In light of this, it is recommended that researchers and institutions in countries other than the United States and China focus on increasing their productivity and impact in the field of CWB research. This is crucial because if left unaddressed, it can swiftly disseminate within a workplace, reshaping the prevailing values, norms, and behaviors, and subsequently evolving into a more persistent and detrimental force (Searle, 2022; Zanabazar et al., 2023).

Subsequently, this analysis delved into the prevalent themes in academic research on CWB (research question 3). Demographics (Mercado et al., 2018), personality traits (particularly the dark triad) (e.g., Filipkowski & Derbies, 2020), emotional and psychological elements (Spector & Fox, 2005), job-related aspects (e.g., A. Cohen & Diamant, 2019; Thompson & Bruk-Lee, 2021; Tsai, 2021), deviance and misconduct (e.g., Jahanzeb et al., 2020), organizational and social behavior (e.g., A. Cohen & Abedallah, 2021), interpersonal (e.g., Eschleman et al., 2015) and leadership factors (e.g., Raza et al., 2021), personnel management (e.g., Kura et al., 2019), and ethics (e.g., Pagliaro et al., 2018) were among the topics addressed.

These themes offer insight into the various aspects of CWB and how they affect organizational outcomes. Age groups, gender differences, personality traits associated with harmful behaviors, emotional intelligence, stress-related aspects, job satisfaction, work engagement, deviant behaviors, organizational dynamics and culture, social interactions, interpersonal relations, leadership styles, personnel practices, and ethical considerations are among the key areas of focus. As a result, future researchers should continue to investigate the links between CWB and diverse characteristics, particularly less-researched themes like interpersonal and leadership factors. Researchers could also explore less-studied emotional and psychological elements, such as the positive side of effective work events (Ibrahim et al., 2023; Musriadi et

al., 2022). Such studies could provide insights into how such behaviors could be prevented and how positive organizational outcomes could be promoted by understanding the drivers and consequences of CWB. Additionally, future researchers should investigate the observed themes in diverse situations and industries to better understand the CWB phenomena.

Finally, the bibliometric results on CWB provide useful insights into the most prominent articles that have contributed to the growth and evolution of this study area (research question 4). The three (3) most frequently cited studies are meta-analyses or reviews, indicating the academic interest in synthesizing and integrating previous CWB research. The examination by Cohen-Charash and Spector (2001) of the function of justice in organizations garnered the highest number of citations, with 2165, as well as general recognition as a foundational work in the field. The article by Berry et al., (2007) on interpersonal and organizational deviance had 846 citations, while Dalal's (2005) study on the link between organizational citizenship behavior and CWB was also often cited. The remaining top five (5) articles cover diverse themes, including CWB as a reaction to job stressors and organizational justice (Fox et al., 2001), as well as the correlation between age and job performance (Ng & Feldman, 2008). These findings indicate a keen interest among experts in understanding the causes, consequences, and potential solutions related to CWB.

The prominence of these foundational studies highlights the significant impact of CWB research on understanding workplace dynamics across diverse organizational settings. On a global scale, these insights have contributed to shaping policies and practices aimed at mitigating counterproductive behaviors, thereby promoting healthier and more ethical workplace environments. The findings have influenced organizational development strategies, particularly in multinational corporations, by emphasizing the need for culturally sensitive interventions that address both universal and context-specific factors contributing to CWB. Furthermore, as workplaces become increasingly interconnected due to globalization, understanding the implications of CWB has become crucial for fostering collaborative and productive international workforces. Future

research can build upon these foundational works to explore the nuanced challenges posed by remote work, cultural diversity, and evolving organizational structures, ensuring the continued relevance of CWB studies in addressing the complexities of modern work environments.

D. Conclusion

CWB is widely recognized as a significant issue that can have detrimental effects on both organizations and their members. As a result, it cannot be ignored, and proper measures must be implemented to mitigate these detrimental implications. Over the last two (2) decades, scholars have become increasingly interested in investigating this phenomenon. Some studies have delved into its underlying causes, while others have focused on its consequences and how to prevent them. The diverse perspectives presented in CWB research provide ample opportunities to develop the topic further. The following research questions were formulated to gain a deeper understanding of the CWB phenomenon: What are the current trends in and impacts of CWB publications?; Which are the most active and prominent countries, institutions, and authors in terms of research on CWB?; Which CWB themes are most commonly discussed by researchers?; Which articles have had the most impact on CWB researchers? The study's findings provide new insights into CWB research that will be valuable for future studies. For example, information about trends, impacts, productive countries, institutions, authors, and influential articles can guide future research. Additionally, the themes and terms identified can direct future researchers toward significant but underexplored areas to enhance the overall knowledge about CWB.

Despite the fruitful information produced by this paper, it is not exempt from limitations. Firstly, like any bibliometric study, the choice of keywords and databases may have affected the results obtained. In this case, the selection of keywords and the use of only the Scopus database may have limited the scope of the study and excluded relevant articles that may have been found using different keywords or databases Therefore, the results may not reflect the entire CWB literature. Secondly, minimum thresholds were imposed for co-authorship and co-occurrence, which may have excluded

significant articles that did not meet the thresholds. Although this ensured the inclusion of substantial contributions, relevant articles may have been omitted. Thirdly, bibliometric analysis is a quantitative approach that concentrates on patterns and trends in literature. This method may not completely reflect the quality or impact of individual studies. As a result, the findings, which rely on occurrence as a measure of influence, may not be entirely indicative of each article's impact on the CWB field. This limitation could be addressed through additional research using meta-analysis, which combines and analyzes the results of statistical analyses conducted across multiple studies. Finally, the authors made a conscious effort to be overly descriptive in the evaluation. No in-depth content analysis was identified, so a comprehensive examination of the articles' content was outside the scope of this study. Despite these limitations, the study's sample represents the current literature, provides a comprehensive overview of CWB as a topic, and suggests directions for future research.

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