A Bibliometric Study To Provide Insights Into The Interplay Between Psychological Capital And Well-Being In The Workplace

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ABSTRACT

Purpose: This study aims to identify the most productive researchers, organizations, and research trends in the field of psychological capital and employee well-being to guide future investigations and developments in the field. Psychological capital and employee well-being are increasingly important factors in firms, according to a study. Despite a substantial body of research, no bibliometric analysis has been done in this field of study.

Methodology: With the aid of VOS viewer 1.6.20 data was analyzed, and the data was extracted from the Scopus database and examined. This research aims to conduct a bibliometric evaluation and analysis of 904 papers. Science mapping and bibliometric analysis were used in the descriptive retrospective investigation.

Findings and Practical Implications: This bibliometric analysis concerning psychological capital and employee well-being examines the disjointed and insufficient body of literature across diverse domains such as education, entrepreneurship, and human resources. By conducting a comprehensive review of the predominant literature during periods of global crises, the analysis uncovers scientific deficiencies and offers insights that can inform both scholarly inquiry and practical applications. The outcomes are significant for business proprietors, management experts, and policymakers, providing a more profound comprehension of the function of psychological capital in promoting employee well-being and aiding in the formulation of business policies aimed at alleviating challenges such as elevated turnover rates and employee burnout.

Keywords: Psychological Capital, Employees' Well-being, Positive Psychology, Employees' Wellness.

INRODUCTION

The ever-changing nature of the workplace can make employment stressful and challenging, thereby affecting employees' physical and mental well-being. As a result, businesses are realizing how crucial personnel are to establishing and preserving a competitive edge. Over the past few decades, the idea of well-being has changed as more research has shown how multifaceted, dynamic, person- and culture-specific it is. The inclusion of well-being in sustainable ways has gained more and more recognition recently. This evolution of the concept necessitates the exploration and identification of novel conceptual frameworks and suitable methodological approaches for evaluating superior living within a socioecological framework.

These days, there is a lot of research on the relationship between employee well-being and psychological capital (PsyCap). Numerous studies have shown that there is a positive correlation between staff members' productive job production and PsyCap progression.The need for employees to cultivate their PsyCap is increasing as a means of promoting their wellbeing and achieving better work-related results

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while averting the unfavourable effects of the difficulties and workload they encounter at work. Positive outcomes have been closely associated with the development of PsyCap.

A set of four positive psychological state s—hope, efficacy, resilience, and optimism—that improves performance and overall well-being is referred to as psychological capital. The combined contributions of the four states exceed their individual contributions. Psychological capital can be developed by employers to improve organizational performance across teams and entire workforces, as well as by individual employees to improve their own performance at work. (Luthans & Broad, 2022). It grew about as a consequence of Martin Seligman's positive psychology movement.

PsyCap is a notion that transcends human capital, which is defined as what you know, social capital as who you know, and financial capital as what one own. It is said that PsyCap represents "who you are" and "who you're gradually growing into." (Luthans, 2002, p. xx). The psychological capital has historically been associated with a wide range of outcomes, including satisfaction with job and commitment, effectiveness at work and social standing, anxiety, perceived stress, problem-solving abilities, contentment, and general well-being. Luthans et al., 2005; Luthans, 2002; Luthans, Youseff & Avolio, 2006; Golparvar, 2013).

According to Luthans, Yousseff, and Avolio (2007), investing in the psychological capital of one's employees can have a significant positive impact on an organization because psychological capital is commonly understood to be a state-like (versatile) construct that can be measured by empirical methods and strengthened through organized growth-oriented endeavors. (Luthans et al., 2007, p. xx).According to Seligman (1998), psychological capital strives to make healthy people more resilient and effective by highlighting their individual strengths and abilities. According to Luthans, Luthans, & Luthans (2004) and Luthans, Avolio, Walumbwa, & Li (2005), each psychological capital component is seen as having characteristics that are observable, improvable, and managed for easier work performance in companies. The results indicated that there was a strong positive correlation across all investigations between the PsyCap and well-being components. (Luthans et al., 2004, p. xx)

According to Page and Vella-Brodrick (2009), employee mental state and well-being play a critical role in an organization's success and performance. Gaining insight into the various factors influencing an employee's health, work habits, and productivity at work requires an awareness of the dynamics of their well-being at work. According to Nielsen et al. (2017), there are resources that are directly associated to employee well-being at the individual, group, managerial, and organizational levels.

The nuances of workplace wellbeing are essential to comprehending the various factors influencing their efficiency, job behavior, and overall well- being. As a result, when conducting an organizational development process, it is crucial to assess the state of the company. Understanding the working environment's social setting, social and psychological risk, and limiting variables for an excellent level of life at work and satisfaction with working critically and collaboratively can help enhance employees' functionality and well-being and highlight certain views on the growth of an organization. Today's workforce is experiencing increasing levels of stress and conflict due to employees' incapacity to manage the equally demanding demands of their personal and professional lives (Edwards & Rothbard, 2000). The government and the employer incur financial costs as a result of the substantial increase in stress-related health problems that result from this (Johnson, Duxbury & Higgins, 1997, Frone, Russell, & Cooper, 1997).

The development of psycap in companies can aid in addressing the problems of wellbeing and stress at work. Previous studies have shown that PsyCap positively correlates with well-being and flexibility. According to Rabenu et al. (2016), PsyCap was found to have a good effect on overall well-being, to be

negatively associated with poor outcomes, and to be positively associated with positive outcomes by Luthans et al. (2006) (Luthans et al., 2010). Studies have shown that resilience, hope, optimism, and self-efficacy all significantly and favorably predict well-being and are associated with positive professional outcomes (Luthans & Youssef-Morgan, 2017; Luthans et al., 2006).

The quantitative examination of bibliographic content is bibliometric analysis. Using publications, authors, and journals as classification criteria, it offers a broad overview of a study subject. In a bibliometric analysis, statistical techniques are used to identify trends within a field, ascertain qualitative and quantitative changes in a specific scientific research topic, and determine the publication profile of the topic (De Bakker, Groenewegen, & Den Hond, 2005). Understanding the scientific output of evolution in a particular field of study is essential to appreciating its advancement and dissemination (Gontijo & Alves, 2019).

Bibliometric analysis

A qualitative research method that emerged from the scanning of several scientific sources using statistical and mathematical techniques is called bibliometrics (Pritchard, 1969). Pritchard originally proposed this idea in 1969 (Lawani, 1981). A bibliometric analysis may be used for both identification and assessment. It displays things like the distinguishing feature of the years the objects were produced. According to McCurney and Novak (2002), this assessment is supported by articles and author citations. Time estimate is another benefit of this analytical approach. According to Garfield, Morton, and Small (1983), it provides us with an evaluation of the scientific endeavor through the past to the present. Identifying key industry players and the connections among them is another effective use of this method. It displays the contributions made to literature and science by writers, nations, journals, and organizations (Merigó and Yang, 2017). In this sense, the information that resulted from a search of the Scopus database on February 20, 2024 using the terms "psychological capital" and "employee wellbeing" was utilized in our study. A component of this study effort was the bibliometric examination of literature on psychological capital and the wellbeing of employees. Among the evaluation factors for the articles were the publishing years, keywords, and citations to authors, institutions, nations, and publishers.

The following list contains the study's questions and answers.
How are the publications divided up according to the years?
Which keywords exhibit the highest frequency within the keyword network of the publications?
Which authors in the study have received the most citations?
How are the publications distributed among the most prolific institutions?
Which nations account for the majority of the publications' distribution?
In terms of the most published journals, how are articles distributed?

Definitions of the variables

A person's mental, social, physical, and environmental state may all be considered components of their well-being; each of these aspects interacts with the others and has varying degrees of significance and influence depending on the person. The definition of wellbeing given by Christiansen and Baum (1997) was "a subjective sense of overall contentment thought to be defined by affective state and life satisfaction." Diener and Diener (1996) describe overall wellbeing as the absence of discomfort, discontent, or concern combined with a subjective sense of accomplishment, enjoyment, fulfillment with events in life and one's position in the workplace, along with a sense of value and inclusion.

Psychological Capital & Employees' Well-being

Special education instructors' subjective well-being is favorably predicted by PsyCap, according to Kanapathy et al. (2016). Peng et al.'s (2018) study on special education teachers in the Chongqing and Sichuan area of southwest China discovered a favorable correlation between work wellbeing and the four

PsyCap dimensions—hope, resilience, optimism, and self-efficacy.In combination, PsyCap may serve as a safeguard for the wellbeing of special education instructors. Mehdinezhad (2012) study examined the association between wellbeing and efficacy of high school teachers of 9th to 11th grades with the sample of 290 teachers of Zahedan, Iran. Efficacy emerged as positive correlate of well beingll for teachers in instructional activities. Teachers were found to be above average on well being and high on efficacy. The links between psychological capital, job stress, happiness, and turnover intentions were highlighted by Kesari (2012). In Durban, in the Kwazulu Natal area, 140 teachers provided data. The results revealed that the teachers told general work stress and task stress as the main stressors in teaching. Psychological capital emerged as significant correlates of stress, pleasure, meaning, engagement and turnover intentions. Overall it can be said that psychological capital encourages positive emotions and experiences in stressful working environments. Chen, Zeng, Chang & Cheung (2019) investigated the predictors of psychological capital by collecting data from 1384 teachers. It was revealed that growth mindset and wellbeing were positively related to psychological capital and both were emerged as significant in the prediction of psychological capital.

METERIALS AND METHODOLOGY

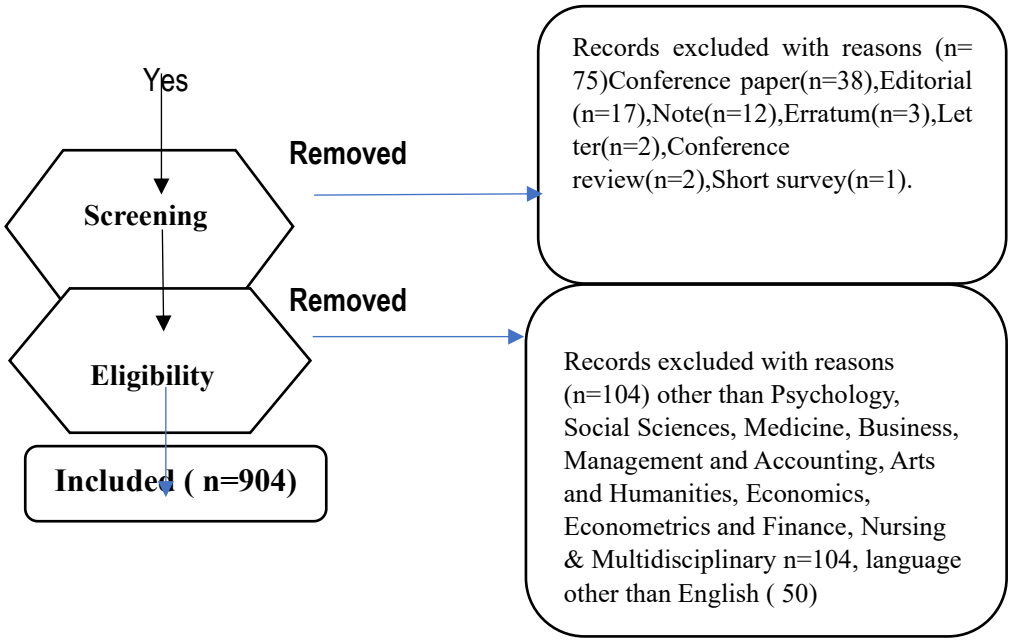
Science mapping and bibliometric analysis have been used in a descriptive retrospective research. The PRISMA approach was utilized in this study to locate, evaluate, and determine the eligibility of the papers required for the investigation.

Data collection

The data was taken from the Elsevier - Scopus database on July 31, 2024, using the specified search t erms(TITLE-ABS-KEY ("psychological capital") OR TITLE-ABS-KEY ("psycap") OR TITLE-ABS-KEY ("positive psychology") AND TITLE-ABS-KEY ("employee wellbeing") OR TITLE-ABS KEY ("wellbeing")) AND (EXCLUDE (SUBJAREA , "CENG") OR EXCLUDE (SUBJAREA , "IM MU") OR EXCLUDE (SUBJAREA , "PHYS") OR EXCLUDE (SUBJAREA , "EART") OR EXCLU DE (SUBJAREA , "DECI") OR EXCLUDE (SUBJAREA , "PHAR") OR EXCLUDE (SUBJAREA , "ENER") OR EXCLUDE (SUBJAREA , "VETE") OR EXCLUDE (SUBJAREA , "MATH") OR EX CLUDE (SUBJAREA , "AGRI") OR EXCLUDE (SUBJAREA , "ENGI") OR EXCLUDE (SUBJARE A , "BIOC") OR EXCLUDE (SUBJAREA , "HEAL") OR EXCLUDE (SUBJAREA , "NEUR") OR EXCLUDE (SUBJAREA , "COMP")) AND (EXCLUDE (DOCTYPE , "ed") OR EXCLUDE (DOCT YPE , "no") OR EXCLUDE (DOCTYPE , "cp") OR EXCLUDE (DOCTYPE , "er") OR EXCLUDE (DOCTYPE , "sh")) AND (EXCLUDE (LANGUAGE , "Spanish") OR EXCLUDE (LANGUAGE , "Italian") OR EXCLUDE (LANGUAGE , "French") OR EXCLUDE (LANGUAGE , "Portuguese") OR EXCLUDE (LANGUAGE , "Hungarian") OR EXCLUDE (LANGUAGE , "German") OR EXCL UDE (LANGUAGE , "Turkish") OR EXCLUDE (LANGUAGE , "Polish") OR EXCLUDE (LANGUA GE , "Serbian") OR EXCLUDE (LANGUAGE , "Greek") OR EXCLUDE (LANGUAGE , "Estonian") OR EXCLUDE (LANGUAGE , "Chinese"). There were 1133 papers found in all at the initial stage of the process. The following documents are eliminated using the PRISMA approach after determining the relevant papers, depicted in Fig. 1.

Diagram showing the PRISMA method's flow for extracting records (Figure 1).

Records identified through Scopus database (n = 1133)



Seventy-five articles were removed from the database during the screening phase. Included in this are 38 conference papers, 17 editorials, 12 notes, 3 erratums, 2 letters, 2 conference reviews, and 1 brief survey. As of right now, 1058 articles have been incorporated. A total of 154 items have been removed from the records during the eligibility stage. As of right now, we have eliminated any articles that have anything to do with the following subjects: multidisciplinary, psychology, social sciences, medicine, business, management, and accounting, arts and humanities, economics, econometrics, and finance, nursing, or any other language other than English (n=5). Using the PRISMA approach, 904 full-length publications have been incorporated at this point.

Data Analysis: Information on the authors, such as their country and institution affiliations, publish years, article citations, and scientific classifications, were obtained using the Scopus repository.

Annual Distribution and Growth of Publications

The yearly distribution of 904 scholarly articles is depicted in Figure 1, which also shows an increasing trend in publishing production since 2002. The data reveals a sustained increase in research activity over the years, culminating in a yearly growth rate of approximately 23.5%. In initial Period (2002–2010), the literature on the subject was relatively limited, with the annual publication count remaining modest. The maximum annual publication during this period did not exceed 7 documents. The growth rate for this period was 75% per year on average, reflecting a steady but relatively slow rise in research interest and activity. In rapid-growth Period (2011–2024) this period marked a significant and exponential increase in annual publications, indicating a surge in research interest and activity. The growth rate for this period was approximately 44.87% per year, demonstrating a substantial expansion in the field.82 documents were published in 2024, highlighting the continued strong interest in the subject area, though with a slight decrease compared to the peak years. Particularly notable were the publication activities in 2021 and 2022, where approximately 20.26% and 24.76% of all documents were published, respectively. This suggests that research activity peaked during these years, highlighting the field's notable and quick expansion. The yearly average of document citations is shown in Figure 2, which shows that the greatest average amount of article references occurred in 2005 and 2014, respectively.

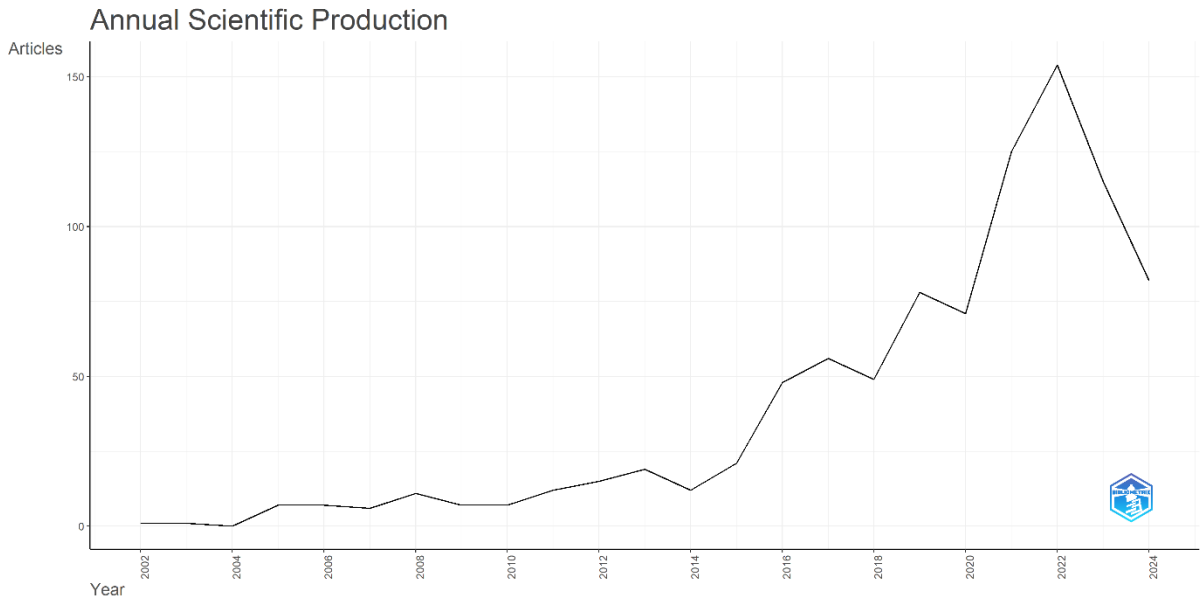


Figure 01: Annual scientific production

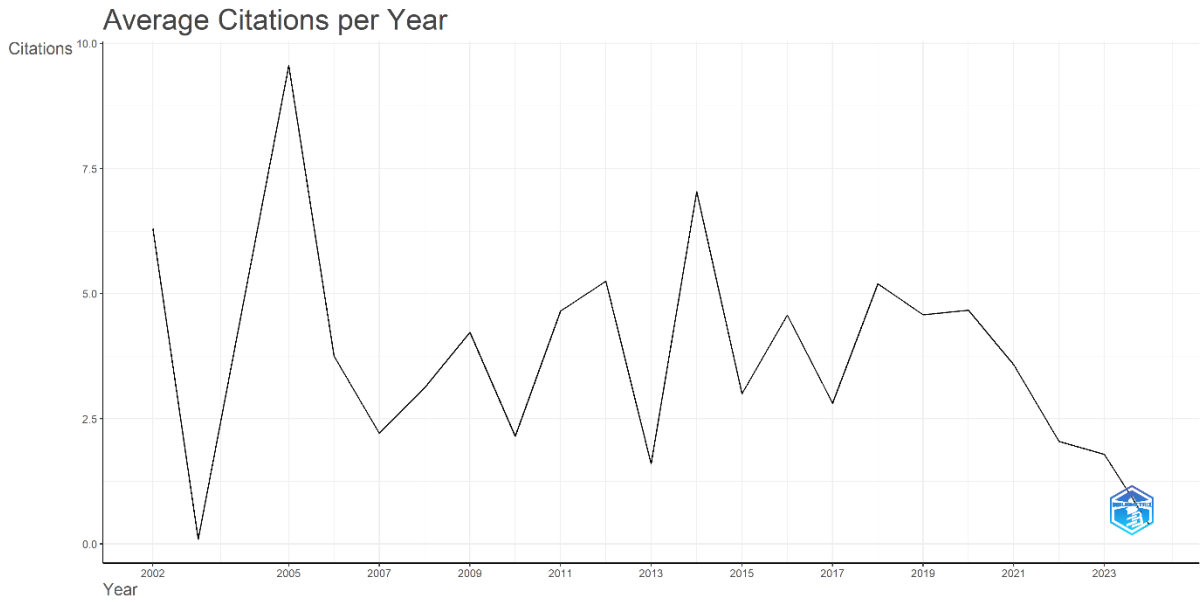


Figure 02: Average citation per year

Geographic distribution of the publications on the well-being of employees and psychological capital

Figure 3A shows that USA has the highest and most consistent growth in publications over the years, showing strong research output. Australia and the United Kingdom both show steady increases with some fluctuations. Spain exhibits a slower but consistent growth trajectory. China demonstrates rapid growth from a very low base, indicating a recent surge in research activity. These trends reflect varying research output patterns among these countries, with the USA leading in volume, China showing rapid growth, and other countries like Australia and the UK exhibiting steady increases. Figure 3B shows that the most productive countries USA(601), Australia(469),UK(414), China(181),Spain(123), Canada (99),Netherlands(72), Italy(65), South Africa(57), New Zealand(56), Germany (48) .

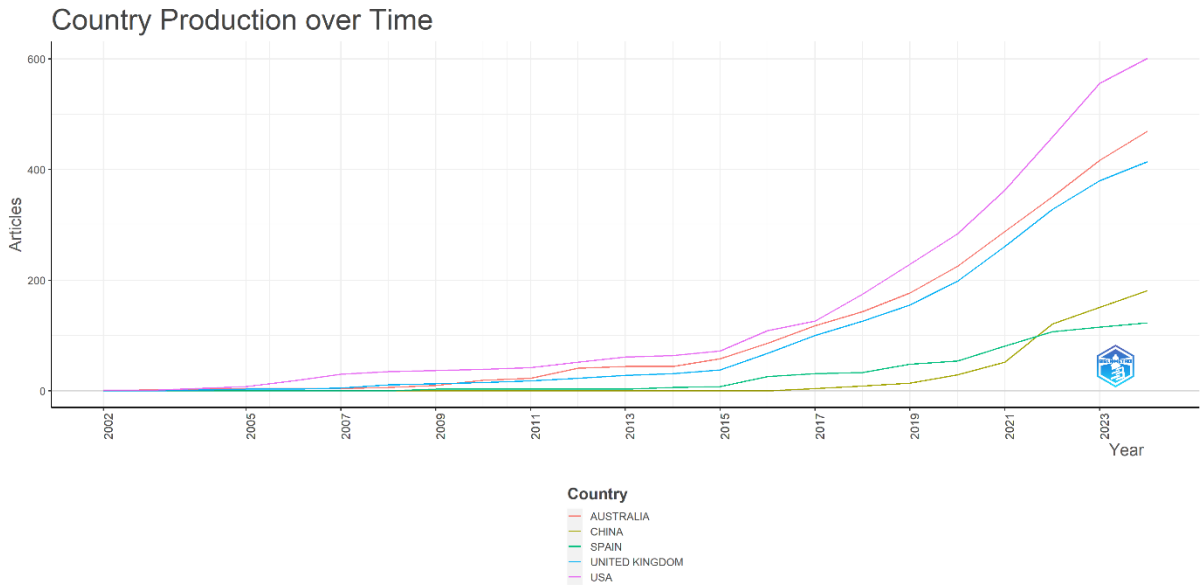


Figure 3A: Country Production over time

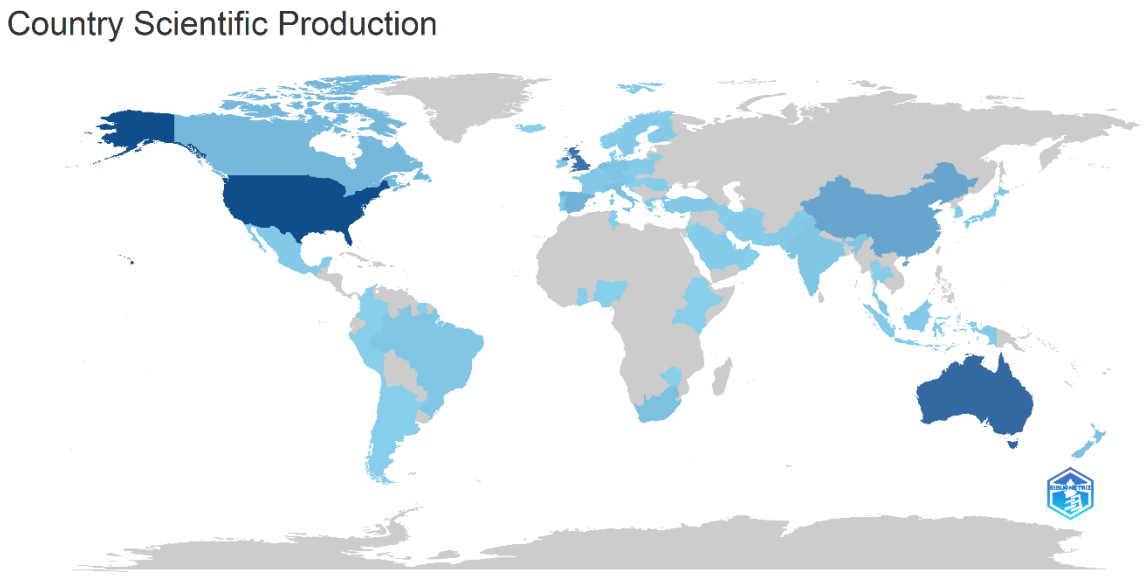


Figure 3B: Country Scientific Production

Figure 4 shows that USA with 5284 citations is the highest number of citations, indicating that research outputs from the USA are cited the most, suggesting strong global impact and recognition followed by Australia with 2682 citations, the second highest, showing significant impact but still less than the USA. This reflects considerable recognition and influence of Australian research. United Kingdom (UK) with 2475 citations which close to Australia in citation count, highlighting substantial global impact and research influence. Canada (1079 citations), Spain (911 citations), China (702 citations), New Zealand (514 citations), Netherlands: 469 citations and Ireland with 449 citations. Figure 5 showsthat USA and Australia have the highest number of articles but with relatively low levels of international collaboration. European countries like the UK, Netherlands, and Spain show higher levels of international collaboration. Canada and the UAE stand out for their high percentages of international collaboration, with the UAE being particularly notable for having 80% of its articles as MCPs. South Africa and China have lower levels of international collaboration compared to other countries on the list.

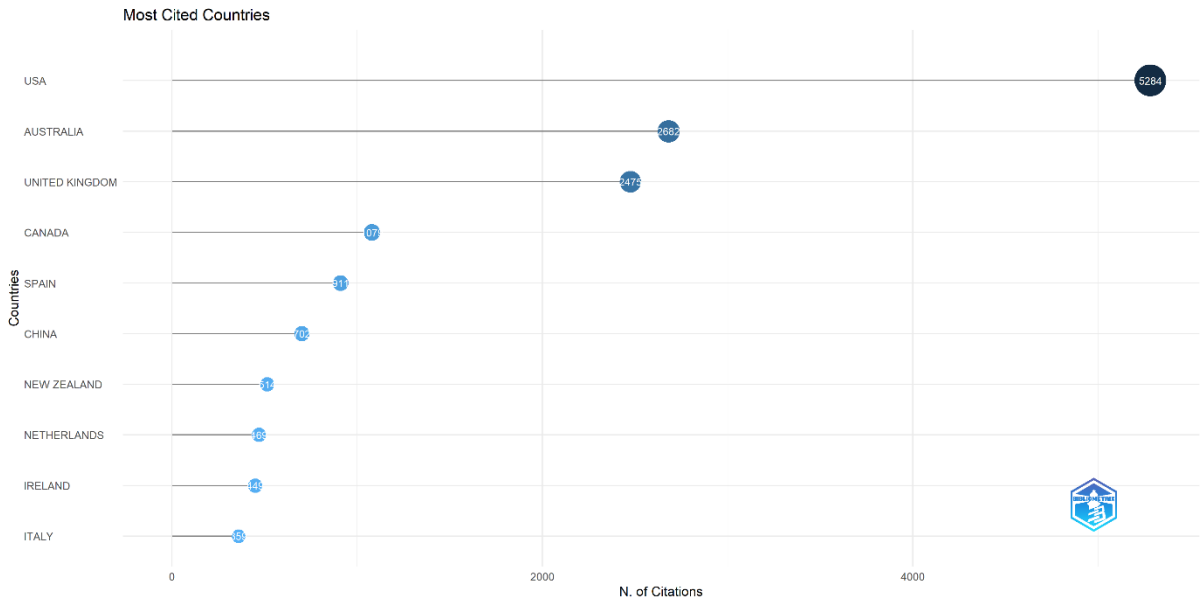


Figure 04: Most cited countries

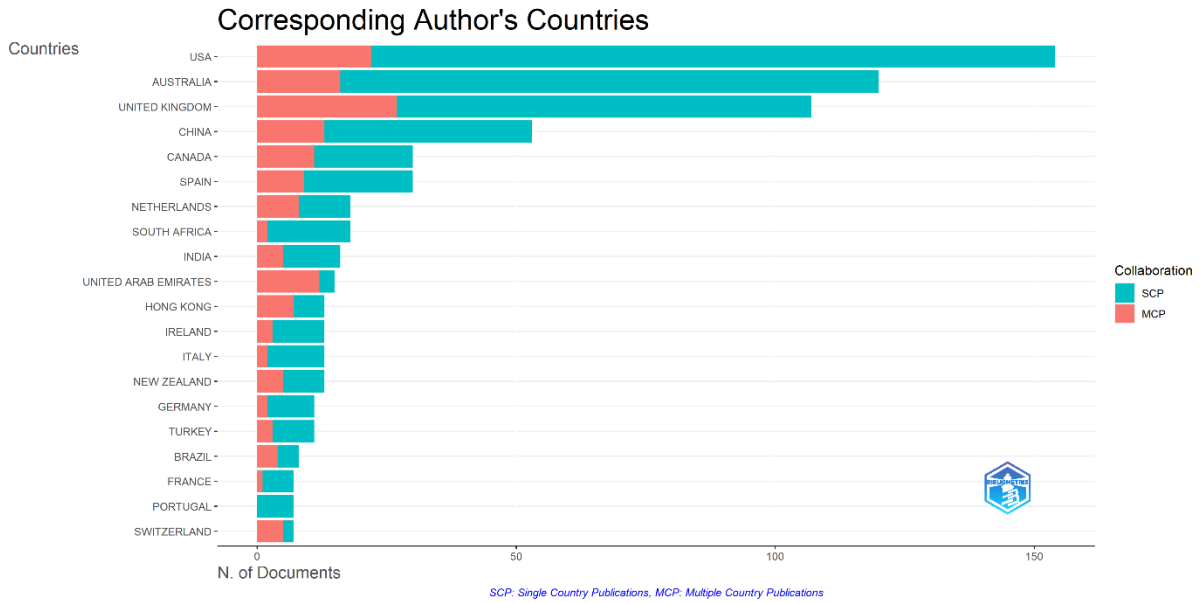


Figure 05: Corresponding authors country

Publication by institutions

Figure 06 shows that University of East London leads with 44 articles. The university of Melbourne appears twice with slight variations in its name ("The University of Melbourne" and "University of Melbourne") with 43 and 38 articles, respectively. This could indicate a duplication or slight variation in the affiliation name, which is a common issue in bibliometric data. Other universities like Griffith University and Claremont Graduate University have also contributed significantly with 30 and 22 articles, respectively. The list includes a mix of universities from different countries, with institutions from the UK, Australia, and the USA being prominent.

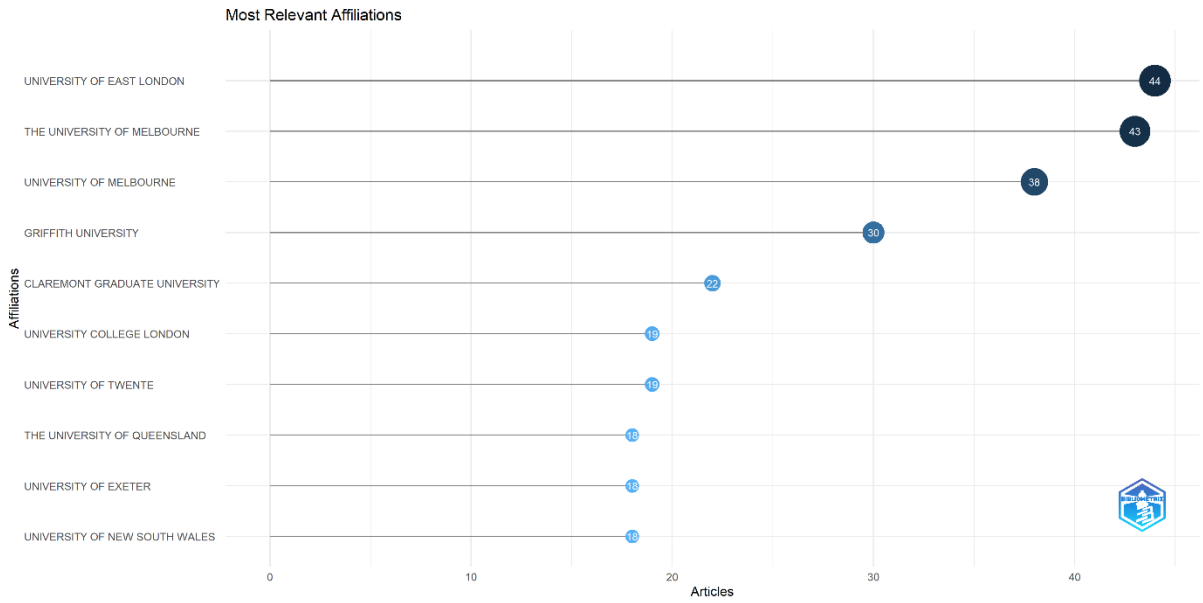


Figure 06: Publication by institutions

Publications by journal

Frontiers in psychology is the most prolific source with 55 articles published, indicating it is a leading journal in this area. Journal of positive psychology and journal of happiness studies follow with 46 and 37 articles, respectively, which suggests these are also significant journals for research in positive psychology and related fields. The international journal of environmental research and public health has published 30 articles, which indicates an interdisciplinary interest in how environmental factors might relate to psychological well-being. The presence of more specialized outlets like the international journal of applied positive psychology and positive psychology coaching in the workplace with 20 and 14 articles, respectively, shows a focus on applied research in positive psychology. The list also includes more niche or regional sources, such as positive psychology in the middle east/north Africa: research, policy, and practise with 10 articles, indicating interest in positive psychology in specific geographic areas. (Figure 07)

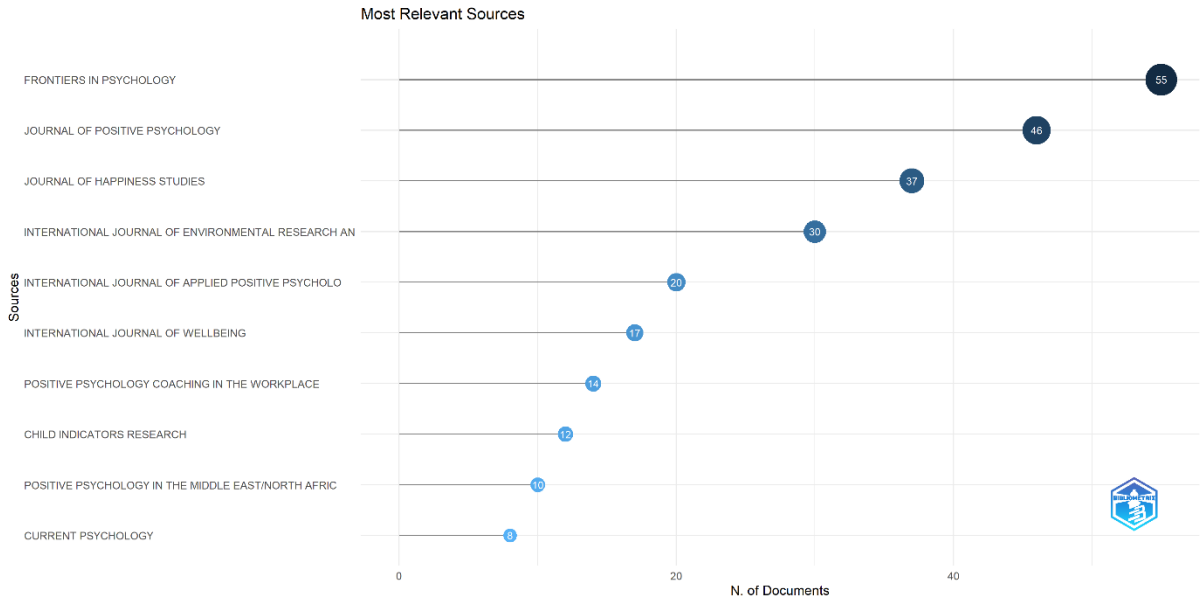


Figure 07: Most relevant source

Most productive authors

Lomans T , Lambert L are the most prolific, each with 15 articles. Authors like Waters L(10 articles), Arslan G (9 articles), and Jarden a (9 articles) also have significant contributions. Seligman MEP, a well-known figure in positive psychology, has 5 articles listed. Other authors have published between 3 to 9 articles, showing varied levels of contribution.

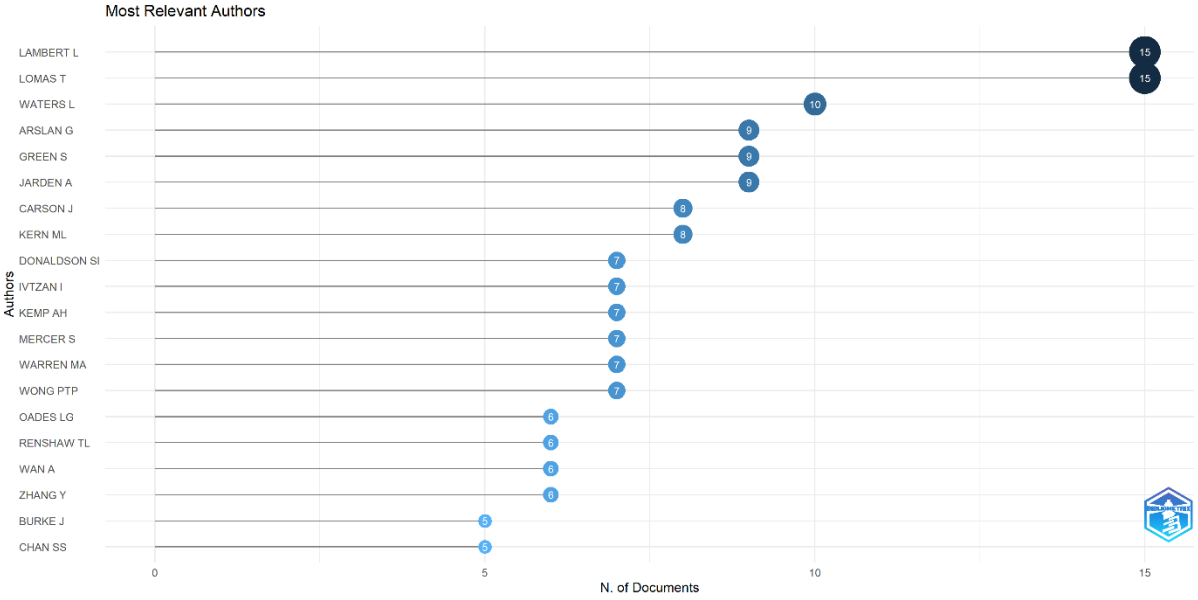
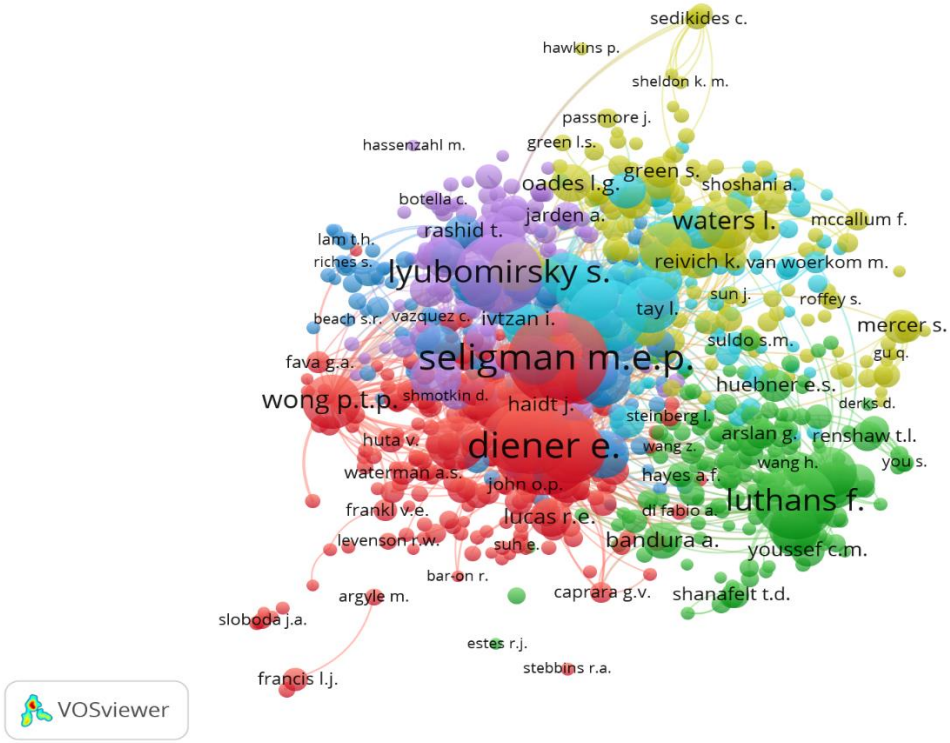


Figure 08: Most relevant authors

Co-citation network for the authors psychological capital and employee wellbeing their clusters

The co-citation network for authors and clusters was used to assess the intellectual framework of the understanding foundation on the psychological capital and employees' wellbeing.

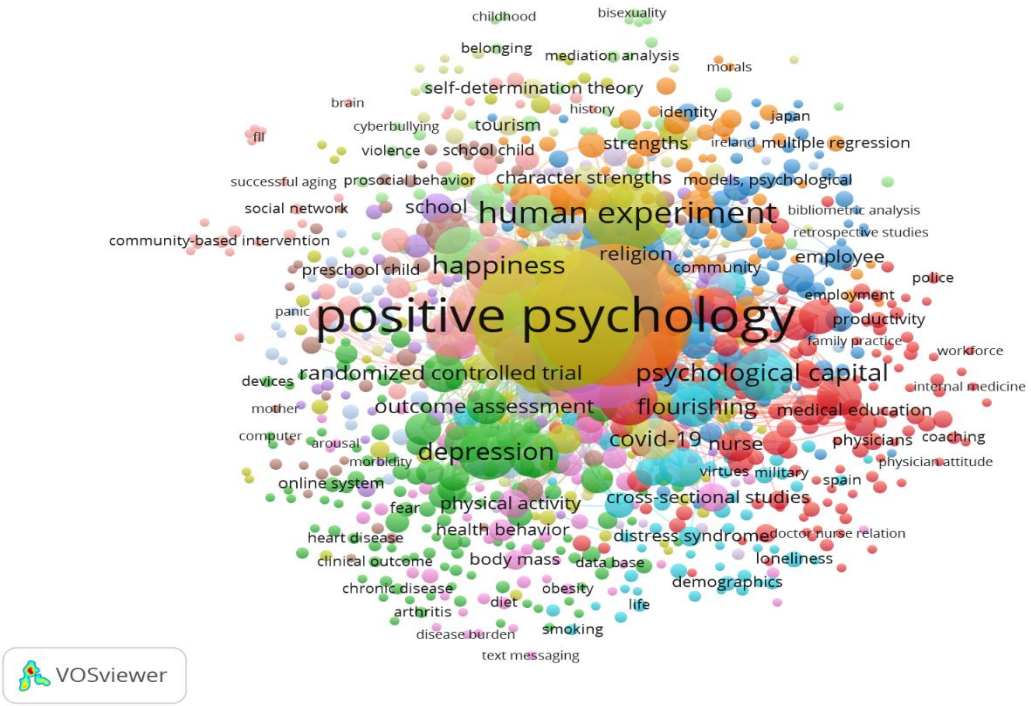
Among the 71,239 authors, 974 with at least 15 citations have been selected. Based on the co-citation network study, six clusters have been established. Cluster 1 comprises 228 authors, while Cluster 2 has 191 authors. Cluster 3 has 185 authors. Cluster 4 has 154 authors. Cluster 5 has 140 authors. Cluster 6 has 77 authors.



Diener E. 954 citations and 967 links , Seligman M.E.P. 873 citations and 955 links Lyubomirsky S. 654 citations 955 links Fredrickson B.L. 507 citations and 936 links Peterson C. 534 citations and 960 links ,Csikszentmihalyi M. 492 citations 965 links , Luthans E. 570 citations and 846 links Ryan R.M. 409 citations and 931 links Wong P.T.P. 304 citations and 681 links and Park N. 322 citations and 936 links.

Co-occurrence Analysis:

The occurrence of keywords was minimized to 2; out of 3841 keywords, only 1183 met the threshold. From cluster 1, Wellbeing has occurred 119 times and shares a total link strength of 465.



The most appeared keywords include wellbeing (450), positive psychology (474), article (272), female (205) , psychology (190), adult (171),controlled study(127) , human experiment (128), mental health (111), well-being (127), questionnaire(79), depression (61),psychological well-being(59) emotion (63), quality of life (60).

The core areas of positive psychology scholarship are covered by this center cluster, which focuses on the investigation of happiness, well-being, and the experimental techniques employed to measure these dimensions.

Physical activity, health behavior, body mass, diet, chronic disease, arthritis with clinical outcome, disease burden, smoking, text messaging are also presenting a strong cluster. This cluster focuses on the relationship between positive psychology and physical health, exploring how behaviors like physical activity and diet impact overall well-being and chronic disease management.

The third main cluster include employee, productivity, employment, coaching with police, workforce, family practice, internal medicine, physicians, nurse as related keywords. This cluster examines the role of positive psychology in the workplace, particularly in enhancing employee productivity and well-being. It includes research on various professions, such as police, physicians, and nurses.

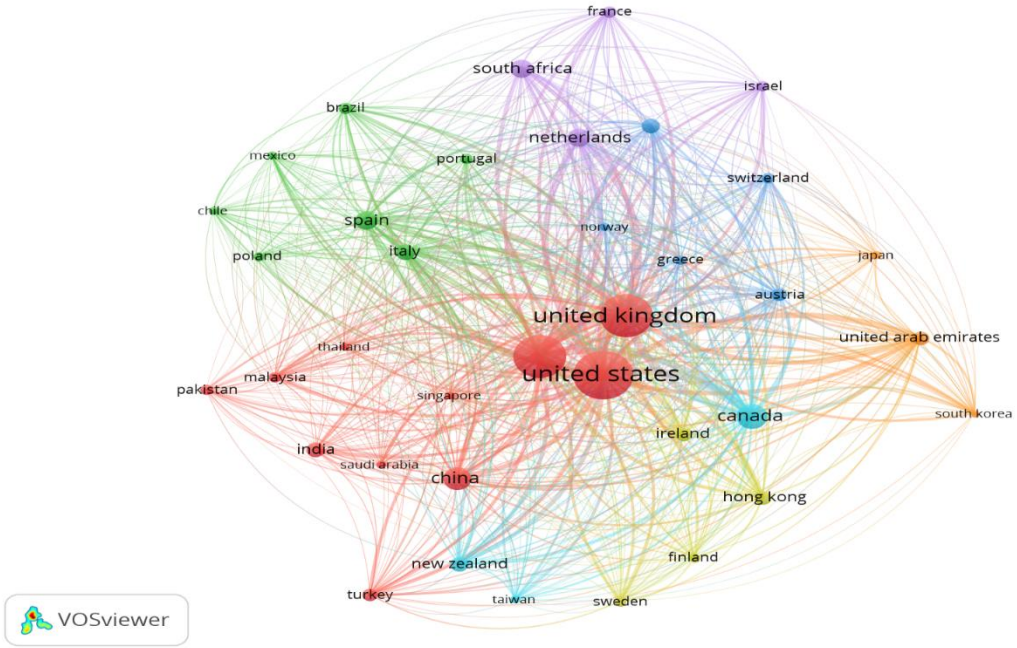
Community, belonging, identity and school child also form an important cluster with cyberbullying, violence, prosocial behavior, social network and successful aging. This cluster highlights the social and community aspects of positive psychology, addressing issues like identity, belonging, and social behaviors in different populations, including children and older adults.

Bibliographic coupling of nations:

For a nation to be selected bibliographic coupling analysis, it was anticipated to have the atleast publications of 5 documents.Out of the 80 nations, 37 were able to reach the minimal criteria of 5 publications that was set. The overall connection strength of the bibliographic coupling for each of the 37 prosperous nations was determined. Notably, the nations chosen had the greatest overall connection

strengths. With 227 publications, 6,770 citations, and 83,313 total link strength, the United States is clearly the best-ranked nation among the top ten. For the next nine leading countries that were sorted in decreasing sequence, the first figure in the brackets represents the number of publications; the second one shows the number of citations; and the last one shows the total link strength. Therefore, these nations are as follows: United States (227; 6770; 83313), United Kingdom (177 ;3440; 71794), Australia (182; 3956; 681920), Canada (59;1427; 38741), Netherlands (35;1341; 21975), United Arab Emirates (20 ;220: 19021), Spain (35; 1031; 17314), China (51; 611; 14643), Italy (26; 781; 14288) and Austria (16; 251; 13472).

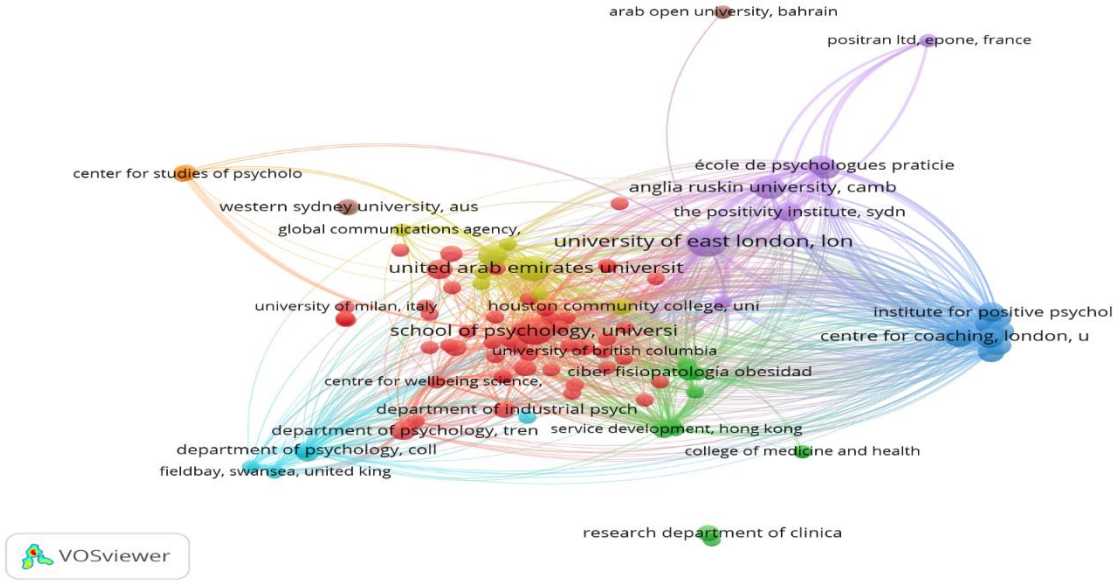
Taking into consideration the bibliometric analysis results previously discussed, it is evident and concerning that Asian economies—with the exception of China—do not rank among the top 10. In comparison to the more prominent nations, countries like Pakistan, Malaysia, Thailand, Chile, and Poland that have less connections and fewer nodes could be viewed as "backward" or less engaged in this particular field of study. In the context of psychological capital and employee wellbeing research, these nations are less influential or have published less frequently, which may indicate a lack of funding for the field, less scholarly partnerships, or a lesser priority placed on the subject.



Five distinct colours represent the five groups that came from the bibliometric study, as shown in Fig. 2 above. This suggests that, in contrast to cross-cluster citations, research projects conducted inside the same cluster were more likely to cite one another. The following is a descending order of these 5 clusters: *Cluster 1 with eleven countries* (Australia, China, India, Malaysia, Pakistan, Saudi Arabia, Singapore, Thailand, Turkey, United Kingdom and United States). *Cluster 2 includes seven countries* (Brazil, Chile, Italy, Mexico, Poland Portugal and Spain). *Cluster 3 with five countries* (Austria, Germany, Greece, Norway and Switzerland). *Cluster 4 comes with four items* (Finland , Hong Kong ,Ireland and Swede) *Cluster 5 also have 4 items* (France, Israel, Netherlands, South Africa). *Cluster 6 have three countries* (Canada, New Zealand, Taiwan) and lastly *cluster 7 which comes with 3 items* (Japan, South Korea and United Arab Emirates).

Bibliographic coupling of research instituitions

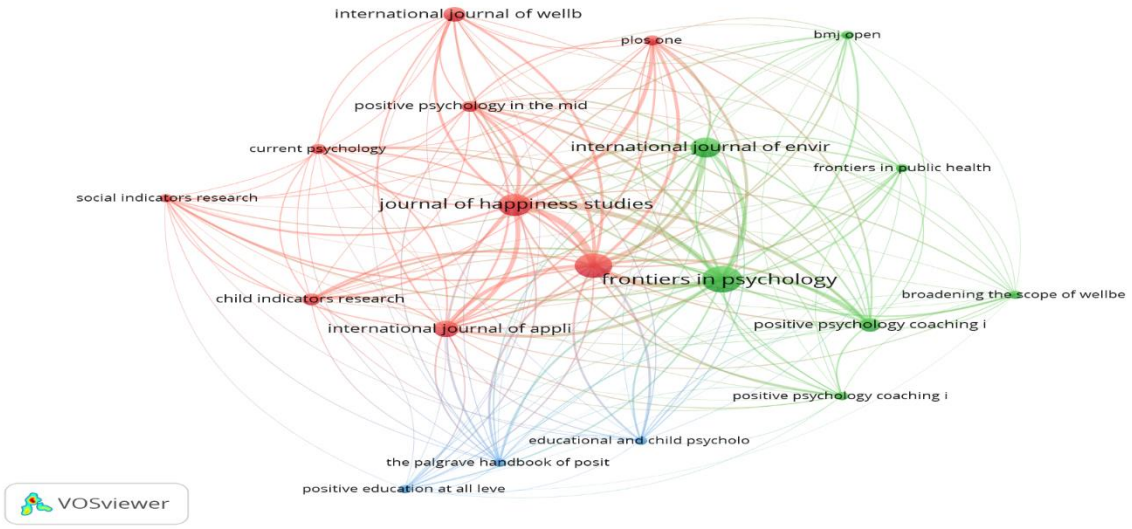
An organization was considered acceptable for the bibliographic coupling of research institutions if it contained two papers or more. 29 institutions out of 976 met the bibliometric analysis standards. Following the computation of the overall quantity of their bibliographic coupling links with different organizations, the 39 institutions with the highest total link strength were chosen. Fig. 3 presents the findings.



The Institute for Positive Psychology and Education at ACU, Institute for Wellbeing Cambridge University, Melbourne Graduate School of Education, United Arab Emirates University, Black Dog Institute Australia, Coaching Psychology Unit Federal University Rio, and Western Washington University were the top 10 research institutions, listed in descending order.

Bibliographic coupling of journals

Following the completion of the bibliographic coupling of research publications, the researcher proceeded to identify the most commonly read journals pertaining to psychological capital and worker well-being by looking at the bibliographic coupling of journals**.** In Figure 3, the journal bibliometric findings are presented. It was anticipated that a journal would need to publish at least five times in order to be properly included in our bibliographic coupling study. Nineteen sources out of 464 satisfied the pre-established criterion for selection. The sources linked to the strongest connections were chosen after calculating the overall strength of these 19 sources. Remarkably, and even more interestingly, the "Journal of Happiness Studies" was in the top 10 trendiest journals in terms of studies published around psychological capital and employee wellbeing.Regarding this, it was linked to 7645 total link strength, 1489 citations, and 37 documents. Number one is the number of documents, number two is the number of citations, and number three is the overall link strength for the other nine top journals, arranged in chronological order. As so, they are grouped as follows in descending orders: Journal of Happiness Studies (37; 1489 ;7645), Journal of Positive Psychology (46; 1562; 7405), Frontiers in Psychology (55; 684; 6650), International Journal of Applied Positive Psychology (20; 193; 3383), International Journal of Environmental Environmental Research and Public Health (30; 396; 2963), Positive Psychology in the Middle East//North Africa and Social Indicators. (10; 11; 2109), Positive Psychology Coaching in the Workplace (14; 24 ;2064), Plos One (8; 214; 2022), Child Indicators Research (12 ;161; 1305), International Journal of Wellbeing (17;174; 1238).



Regarding Fig. 3, distinct colors denote different clusters. Thus, based on the bibliographic coupling of journals, three clusters were identified. *Cluster 1 includes nine items* (Child Indicators Research, Current Psychology, International Journal of Applied Positive Psychology, International Journal of Wellbeing, Journal of Happiness Studies, Journal of Positive Psychology, Plos One, Positive Psychology in the Middle East/North Africa and Social Indicators). *Cluster 2 has seven items* (BMJ Open, Broadening the Scope of Wellbeing Science: Multidisciplinary and Interdisciplinary Perspectives on Human Flourishing and Wellbeing, Frontiers in Psychology, Frontiers in Public Health, International Journal of Environmental Research and Public Health, Positive Psychology Coaching in Practice and Positive Psychology Coaching in the Workplace). *The last and the 3rd cluster comes with three items* (Educational and Child Psychology, Positive Education at All Levels: Learning to Flourish, The Palgrave Handbook of Positive Education).

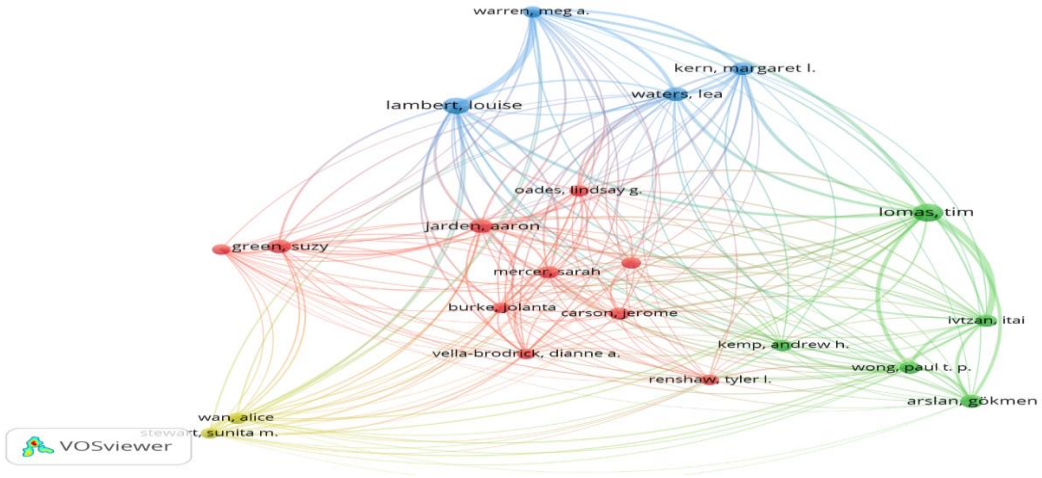
Authors' bibliographic coupling

Following the presentation of the findings from the bibliographical couplings of journals, the investigator took the decision to disseminate the bibliometric findings from the author coupling. A minimum of five publications were required in order for the author's articles to be taken into account in this analysis. Out of the 2527 writers, 21 were able to fulfill the pre-established requirement. The writers with the greatest overall link strength were chosen after the total link strength of each one of the 21 notable contributors was calculated. With 15 documents, 548 citations, and a total link strength of 5119, Lomas, Tim was in the top five in this regard, as seen in Table 2.

Author	Documents	Citations	Total link strength
Lomas, Tim	15	548	5119
Lambert,Louise	12	108	4683
Wan, Alice	6	72	4185
Warren, Meg A.	6	68	4164
Stewart, Sunita M	5	62	3566
Lam, Tai Hing	4	61	3490
Chan, Sophia S.	4	58	3336
Yew, Carol	4	58	3336
Waters, Lea	9	457	3295

Jarden, Aaron	9	220	3160

Additionally, the study revealed three clusters that is *cluster 1 with ten authors* (Burke, Colanta; Carson, Jerome; Donaldson, Stewart I.; Green, Suzy; Jarden, Aaron; Mercer, Sarah; Oades, Lindsay G.; Palmer, Stephen; Renshaw, Tyler I.; Vella-Brodrick, Dianne A*). Cluster 2 with five authors* (Arslan, Gökmen; Ivtzan, Ital; Kemp, Andrew H.; Lomas,Tim; Wong, Paul T.P.) *Cluster 3 with four authors* (Kern, Margaret L. Lambert, Louise Warren, Meg A. Waters, Lea) Cluster 4 with two authors (Stewart, Sunita M. Wan, Alice.)



This ranking technique highlights the importance of the links within the research network as well as the volume of citations. Furthermore, the formation of three separate clusters was predicated on the writers in the group having similar topic interests, indicating different study specializations in the area of psychological capital & employee well-being. This empirical clarification provides a comprehensive picture of how important works and authors impact the research landscape in psychological capital & employee wellness, aiming to clarify any differences observed in the initial investigation.

Research implications

The current literature on psychological capital and employee wellbeing is fragmented because the topic has been approached from a number of perspectives including academics, entrepreneurial spirit, financing, economic and business management, human resources management, as well as in OB & applied psychology. This bibliometric inquiry into this topic enhances the body of currently available literature. As a result, the body of research on psychological capital and worker well-being is still sparse. The conceptual implications of the current study are validated by a bibliometric examination of the existing material on psychological capital and employee well-being. The. This inventory was completed following several international catastrophes.What's even more incredible is that the bibliographic information in this study demonstrate that deficiencies in scientific comprehension need to be addressed in order to properly characterize the academic plan of action.The practical implications of the results of this bibliographic investigation on psychological capital and worker well-being are just as significant. In this regard, it is likely that owners and management experts will gain from the study's findings in that they will be more equipped to understand psychological capital and worker well-being when handling catastrophes in an environment that is evolving quickly. This is so that they can cope with catastrophes resulting from the dynamic nature of the corporate environment and have a greater knowledge of the significance of psychological capital and employee health. Authorities can use the results of the bibliometric examination of psychological capital and employee health to help create corporate laws that support organizations dealing with significant staff turnover and burnout issues. This visualization offers a thorough summary

of the state of positive psychology research today, emphasizing important issues and outlining potential avenues for further research.

Future Research Agenda:

Based on the above bibliometric analysis, future research in positive psychology could focus on the following areas:

1. **Integration of Physical and Mental Health**: Further explore the connection between physical activity, diet, and mental well-being. Investigate interventions that simultaneously target physical health behaviors and psychological outcomes.

2**.Workplace Well-Being**: Develop and evaluate positive psychology interventions aimed at improving employee well-being and productivity across different professions. Examine the impact of coaching and other support mechanisms on employee mental health.

3. **Community-Based Interventions**: Design and implement community-based programs to enhance social belonging and prosocial behaviors. Address specific issues such as cyberbullying and violence through positive psychology frameworks.

4. **Application of Psychological Theories**: Continue to test and refine theories like self-determination theory and character strengths in diverse populations.Utilize advanced statistical methods to better understand the mechanisms underlying positive psychological interventions.

5**. Pandemic and Crisis Response**: Research the impact of global crises, such as COVID-19, on mental health and well-being. Develop resilience-building interventions tailored to coping with large-scale disruptions.

6. **Psychological Capital and Employee Wellbeing together is under-explored in most of the Asian countries**: it is evident and concerning that Asian economies—with the exception of China—do not rank among the top 10. In comparison to the more prominent nations, countries like Pakistan, Malaysia, Thailand, Chile, and Poland that have less connections and fewer nodes could be viewed as "backward" or less engaged in this particular field of study. In the context of psychological capital and employee wellbeing research, these nations are less influential or have published less frequently, which may indicate a lack of funding for the field, less scholarly partnerships, or a lesser priority placed on the subject. Future studies on psychological resources and worker well-being in these nations should be prioritized.

Conclusion

This study, using a creative bibliometric technique, broadens the splintered amount of published literature on psychological capital and employee well-being by identifying significant patterns and pinpointing important areas for further investigation Major themes emerged from our investigation, which made use of VOSviewer's bibliometric visualization tool such as flourishing, cyberbullying, violence, prosocial behaviour, and quality of life, which are becoming increasingly important in managing the unpredictable, multifaceted, and unclear conditions that organizations confront today. Notably, the United States' rise as a prominent contributor in this sector demonstrates worldwide interest and broad institutional participation in improving psychological capital and employee well-being. The conclusions we obtained contribute to the literature by providing a comprehensive review of the topic and assisting practitioners in better preparedness for unanticipated circumstances. Furthermore, the study lays the groundwork for future research by bringing to light hitherto unexplored subjects like the connection between psychological capital and employee wellbeing, the need for more empirical study on the subject, and the significance of psychological capital and employee wellbeing in economically developing countries like

South Asian countries.This is essential for developing focused strategies to improve employees' general wellness, resilience, hope, and effectiveness in a variety of corporate settings.

Due to the fact that it just examined data that was taken from the Scopus database, it has several shortcomings. We limited our evaluation to English-language publications on business, management, and accounting, psychology, social sciences, medicine, arts and humanities, economics, econometrics, and finance, as well as interdisciplinary themes. We also did not include book chapters or reviews. We might get different results if we change the search terms. It is also possible that slight errors in data retrieval will prevent some important publications from being appraised.

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