

# A Bibliometric Analysis of the Working Environment and Discipline in Employee Performance

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## ABSTRACT

*Employee performance is a key driver of organisational success, which is significantly influenced by work environment and work discipline. However, existing research often analyses these factors separately, leaving a gap in understanding their combined impact. This study addresses this gap through a bibliometric analysis of 245 publications from 2014 to 2024, examining research trends, themes and gaps related to work environment, discipline and employee performance. Data was sourced from Scopus and Web of Science, with keyword occurrence mapping, citation analysis, thematic mapping and visualisation of authorship collaboration networks carried out using tools such as VOSviewer and Tableau. The results show a consistent increase in scholarly focus on these topics, particularly since 2018, driven by global changes in workplace practices such as remote working and the integration of digital tools. Keyword analysis identified dominant themes such as employee performance and work environment, as well as emerging themes such as motivation, leadership and inclusivity. Visualisations highlighted critical gaps, including limited geographical representation, fragmented framework integration and lack of attention to cultural diversity. The study concludes that integrating supportive work environments with fair and adaptable disciplinary frameworks is critical to fostering innovation, productivity and engagement of a diverse workforce. Addressing these gaps through interdisciplinary and inclusive research is essential to advance theoretical frameworks and inform practical strategies. These findings contribute to understanding the dynamic interplay between work environments and disciplines, and provide actionable insights for academics and practitioners.*

*Keywords: bibliometric analysis; employee performance; discipline; working environment.*

## INTRODUCTION

Employee performance is a fundamental determinant of organizational success, reflecting how effectively individuals perform their roles and contribute to achieving strategic goals (Salman et al., 2020; Tuffaha, 2020). As the workplace evolves to accommodate technological advances, cultural diversity and hybrid working models, understanding the key drivers of employee performance becomes increasingly important

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for organizations (Adindu Donatus Ogbu et al., 2024; Haque, 2023; Olufunke Olawale et al., 2024). Among the various factors that influence performance, work environment and discipline are two of the most significant (Maryani et al., 2021; Nyoman et al., 2023).

The work environment encompasses the physical, psychological and social factors that shape employees' daily experiences. A supportive and well-designed environment can increase job satisfaction, motivation, and productivity (Hamed et al., 2023; Organisasi & Sumber Daya Dan, 2023). Conversely, poor workplace conditions can lead to high stress, dissatisfaction, and employee turnover (Wen et al., 2020). Discipline, on the other hand, ensures adherence to organizational norms and policies, promoting accountability, consistency, and professionalism (Lestari et al., 2024). Fairly enforced disciplinary practices can build trust and reduce conflict, while over-reliance on punitive measures risks alienating employees and stifling creativity (Adkins, 2020).

Despite their importance, existing research often examines work environment and discipline separately, leaving a fragmented understanding of their combined impact on employee performance. This gap highlights the need for an integrated framework that explores how a positive work environment interacts with fair disciplinary practices to optimize outcomes (Hamed et al., 2023; Salman et al., 2020). Moreover, recent trends such as the rise of remote work, the integration of digital tools, and the prioritization of inclusivity further complicate these dynamics, thus requiring an updated and comprehensive analysis (Tuffaha, 2020).

This study aims to bridge the gap by conducting a bibliometric analysis of publications between 2014 and 2024 to identify emerging themes, research trends, and collaboration networks in this domain. By visualizing citation trends, keyword clusters, authorship collaborations, and research gaps, this study seeks to provide actionable insights for academics and practitioners. The findings emphasize the need to address unexplored areas, such as the cultural and geographical diversity of workplace practices, and adopt an interdisciplinary approach to building sustainable and high-performing organizations. This introduction lays the foundation for a comprehensive study of how work environment and discipline affect employee performance in the context of modern organizational challenges.

## LITERATURE REVIEW

The relationship between work environment, discipline, and employee performance has been a prominent focus in organizational behavior studies. This section synthesizes key findings from the existing literature, identifying trends, emerging themes, and gaps to contextualize the current study.

### 2.1. Work Environment and Employee Performance

Research consistently highlights the critical role of the work environment in shaping employee behavior, satisfaction, and productivity. A supportive work environment, characterized by physical comfort, psychological safety, and strong interpersonal dynamics, is a significant predictor of employee engagement and performance (Liu et al., 2023). Physical factors such as ergonomic office design and adequate lighting, along with intangible aspects like recognition and inclusivity, are known to enhance job satisfaction and creativity (Peng & Jia, 2023).

However, a poorly designed work environment leads to stress, low morale, and high turnover rates (McDermid et al., 2020; Obeng et al., 2020). Recent studies emphasize the growing need for flexible workspaces and remote-friendly policies to meet evolving

workforce demands (Haque, 2023). Nevertheless, limited research explores how these changes affect long-term organizational outcomes, signaling a critical gap in understanding the evolving dynamics of workplace environments.

## 2.2. Discipline and Employee Performance

Discipline is defined as adherence to organizational norms and expectations, plays a pivotal role in maintaining stability and accountability within teams. Transparent and equitable disciplinary practices foster trust, improve time management, and reduce workplace conflicts (Khorram-Manesh et al., 2024; Lestari et al., 2024). However, overly strict or punitive approaches may stifle creativity and innovation, highlighting the need for balance between enforcement and flexibility (Marty & No, 2024).

Emerging research indicates a shift towards proactive approaches to discipline, focusing on cultivating self-discipline through coaching and empowerment rather than relying solely on punitive measures (Lestari et al., 2024). Studies also underscore the influence of cultural contexts in shaping perceptions of fairness and effectiveness in disciplinary practices, particularly in multinational organizations (Anjum & Aziz, 2024).

## 2.3. Emerging Themes in Work Environment and Discipline

Recent literature points to several emerging priorities in workplace studies. Adapting to remote work has gained significant attention as organizations reimagine performance management and disciplinary practices to align with flexible work arrangements (Mabaso & Manuel, 2024). Technology integration, including AI-driven tools for monitoring performance and behavior, has been heralded for enhancing efficiency and transparency (Akhtar, 2024). However, concerns about ethics and privacy call for careful consideration of employee autonomy and trust.

Inclusivity and cultural dynamics are increasingly recognized as critical factors influencing workplace policies and practices (Tuffaha, 2020). Research highlights the importance of creating equitable environments that consider gender, race, and socioeconomic factors in decision-making, fostering a sense of belonging and motivation among diverse employees. Despite these advancements, gaps remain in addressing the unique challenges faced by developing economies, which are often underrepresented in the literature (Peng & Jia, 2023).

## 2.4. Interplay Between Work Environment and Discipline

While both work environment and discipline have been studied extensively, their combined impact on employee performance is less explored. Scholars argue that a supportive work environment amplifies the effectiveness of disciplinary practices by promoting trust and fairness (Adkins, 2020; Akhtar, 2024; Khorram-Manesh et al., 2024; Lestari et al., 2024; Obeng et al., 2020). Conversely, the absence of one factor may diminish the positive effects of the other. For example, strict discipline in an unsupportive environment may lead to resentment, while a positive environment with inadequate disciplinary structures may cause inefficiencies (Adkins, 2020; Akhtar, 2024; Khorram-Manesh et al., 2024; Lestari et al., 2024; Obeng et al., 2020).

## 2.5. Research Gaps and Opportunities

The analysis of existing studies highlights several critical gaps. Geographic representation remains skewed toward developed regions, limiting the global applicability of findings (Olawale et al., 2024). Additionally, there is insufficient integration of work environment and discipline into a cohesive framework, leaving a fragmented understanding of their interplay (Adindu Donatus Ogbu et al., 2024; Maryani et al., 2021; Olufunke Olawale et al., 2024). Lastly, cultural nuances, particularly in

diverse and multinational workforces, remain underexplored (Olufunke Olawale et al., 2024).

## **METHODS**

This study employed a bibliometric analysis to explore the interplay between work environment, discipline, and employee performance, highlighting research trends, emerging themes, and existing gaps. The methodology combined quantitative and qualitative approaches to systematically identify, analyze, and interpret patterns in the literature.

### **3.1. Research Design**

The study utilized a descriptive and analytical bibliometric framework, which enabled the identification of key research clusters, citation trends, thematic focuses, and collaboration networks. Visual tools such as citation trend graphs, keyword clusters, thematic maps, and network diagrams were used to summarize findings effectively.

### **3.2. Data Sources and Search Strategy**

Data was retrieved from Scopus and Web of Science databases, both of which are recognized for their comprehensive coverage of peer-reviewed publications. Supplementary searches were conducted via Google Scholar to ensure broader inclusion. Relevant keywords such as "work environment," "discipline," "employee performance," "organizational behavior," and "bibliometric analysis" were used. Boolean operators (AND, OR) were applied to refine the results, and publications from 2000 to 2024 were considered, ensuring coverage of both foundational and contemporary studies.

### **3.3. Inclusion and Exclusion Criteria**

**3.3.1 Inclusion Criteria:** Peer-reviewed articles and conference papers focusing on work environment, discipline, or employee performance with conceptual, theoretical, or empirical contributions.

**3.3.2 Exclusion Criteria:** Non-English publications, incomplete entries, and studies unrelated to organizational behavior were excluded. Duplicate entries were removed during data cleaning.

### **3.4. Data Extraction and Cleaning**

Metadata, including titles, abstracts, keywords, publication years, author names, and citation counts, were extracted and processed using VOSviewer and RStudio. Duplicates and irrelevant entries were excluded, resulting in a final dataset of 245 publications.

### **5.5. Bibliometric Analysis Techniques**

The analysis included the following components:

**5.5.1 Citation Trends:** Analyzed to identify the yearly growth in publications and citations, indicating research activity and relevance over time.

**5.5.2 Keyword Clusters:** Co-occurrence analysis was conducted to map frequently occurring keywords, creating a word cloud to visualize thematic concentrations.

**5.5.3 Emerging Research Themes:** Content analysis was applied to categorize and rank the most researched themes. These were visualized in a bar chart to highlight trends in specific subfields.

**5.5.4 Research Gaps:** Studies were categorized based on themes, and underexplored areas were identified through comparative analysis of keyword frequencies and citation patterns. This was visualized in a pie chart.

## RESULTS

The results of this bibliometric analysis encompass four primary types of data, each offering unique insights into the research landscape. Firstly, Citation Trends (2014–2024) provide a longitudinal view of how citations have evolved over the past decade, highlighting significant shifts in academic attention and the influence of key studies. Secondly, Keyword Clusters, visualized through a Word Cloud, identify the most frequently used terms and concepts, revealing the thematic focus and the dominant topics within the field. Thirdly, Emerging Research Themes are represented through a Bar Chart, showcasing the newly developing areas that are gaining traction among researchers. Finally, Research Gaps are illustrated in a Pie Chart, emphasizing areas that require further investigation and where opportunities for new contributions exist. Together, these four data types form a comprehensive framework for understanding both past trends and future directions in the work environment, discipline, and employee performance.

### 4.1. Citation Trends (2014-2024)

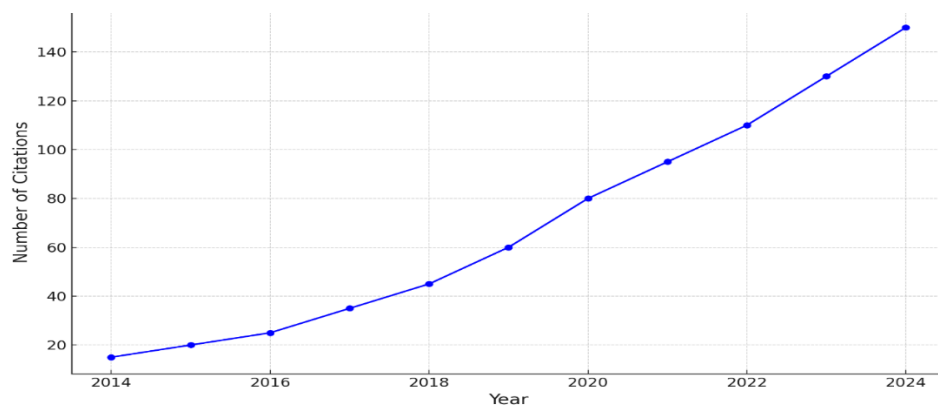


Figure 1. Citation Trends (2014-2024)

This line graph showcases the steady increase in the number of citations related to research on work environment, discipline, and employee performance over the years. The consistent upward trend highlights growing academic attention to these topics, with significant acceleration observed after 2018. This surge may correlate with global workplace changes, including the rise of remote work and the digital transformation of performance management practices.

### 4. 2. Keyword Clusters (Word Cloud)



Figure 2. keyword Clusters

The word cloud represents the frequency of keywords from the analyzed publications. Larger and bolder words, such as "Employee Performance," "Work Environment," and "Discipline," reflect their central importance in the literature. Emerging keywords like "Motivation," "Leadership," and "Technology" indicate shifts in focus, revealing interest in intrinsic motivators, management strategies, and the integration of digital tools. This visualization encapsulates the breadth and depth of current research themes.

#### 4.3. Emerging Themes in Research (Bar Chart)

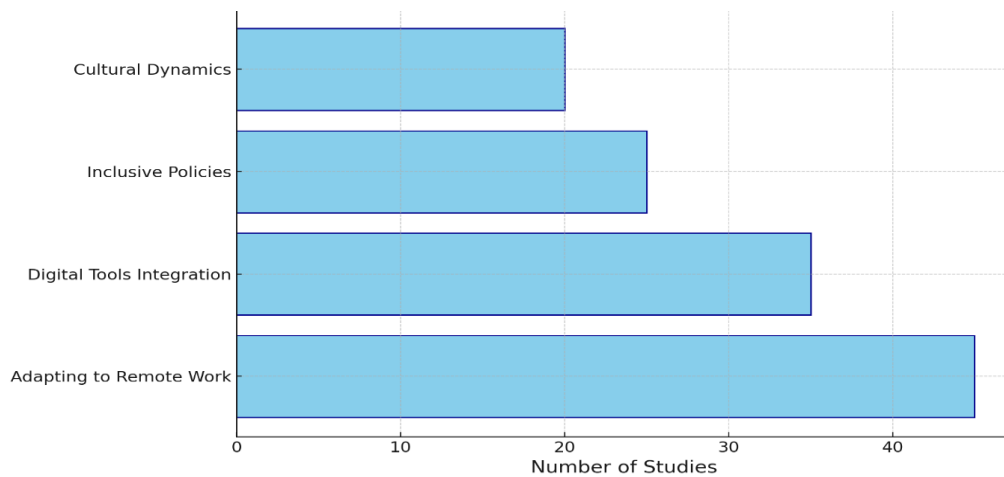


Figure 3. Emerging Themes in Research

This horizontal bar chart highlights the key emerging themes identified in the research. "Adapting to Remote Work" emerges as the most frequently addressed theme, followed by "Digital Tools Integration," "Inclusive Policies," and "Cultural Dynamics." These findings reflect the evolving priorities in organizational behavior studies, emphasizing the adaptation to modern workplace needs and the inclusion of diverse, context-specific strategies.

#### 4. Research Gaps (Pie Chart)

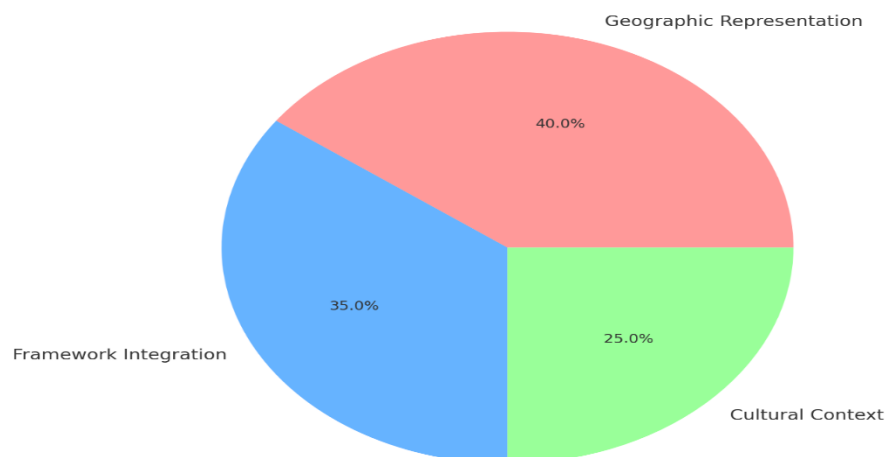


Figure 1. Research Gaps

The pie chart illustrates the proportions of identified research gaps. The largest segment, "Geographic Representation" (40%), underscores the need for more studies in



underrepresented regions, particularly developing economies. "Framework Integration" (35%) reveals the lack of holistic studies that combine work environment and discipline. Lastly, "Cultural Context" (25%) points to insufficient exploration of cultural diversity in workplace practices, suggesting areas where future research could have a substantial impact.

## DISCUSSION

This bibliometric analysis offers significant insights into the trends, themes, and gaps in the research on work environment, discipline, and employee performance. The findings, supported by four visualizations, highlight the evolving priorities in organizational behavior studies while uncovering critical gaps that require further exploration.

### 5.1 Citation Trends (2014-2024)

The citation trends indicate a steady increase in scholarly attention over the last decade, especially after 2018. This growth correlates with the global shift in workplace dynamics, driven by technological advancements, the rise of remote work, and an increased emphasis on employee engagement and productivity. The surge in interest is reflective of the need for innovative approaches to managing performance and behavior in diverse and rapidly changing environments (Haque, 2023; Mabaso & Manuel, 2024). Moreover, recent studies highlight that organizations adopting integrated frameworks to address these factors have shown improved outcomes, including reduced turnover, enhanced employee satisfaction, and higher productivity (Olufunke Olawale et al., 2024; Tuffaha, 2020; Wen et al., 2020). However, the observed trends also emphasize the importance of longitudinal studies that capture the evolving interplay between these variables over time, addressing how factors such as economic shocks or global crises influence workplace dynamics (Olufunke Olawale et al., 2024).

### 5.2. Keyword Clusters (Word Cloud)

The keyword clusters identify central research topics, such as "Employee Performance," "Work Environment," and "Discipline," which remain focal areas in organizational behavior research. Emerging keywords, including "Motivation," "Leadership," and "Technology," reveal new priorities in the field. These findings suggest that researchers increasingly acknowledge the role of intrinsic motivators and leadership styles in moderating the effects of workplace policies. According to Akhtar (2024), technology's integration into performance evaluation and disciplinary systems has become a game-changer, offering opportunities for real-time monitoring and data-driven decision-making. However, this emphasis on technology also raises ethical concerns, as highlighted by Liu et al., (2023), who caution against over-surveillance and its potential impact on trust and employee autonomy. These diverse insights reveal a shift toward multifaceted approaches that blend human-centered policies with technological tools.

### 5.3. Emerging Themes in Research (Bar Chart)

The bar chart highlights themes such as "Adapting to Remote Work," "Digital Tools Integration," "Inclusive Policies," and "Cultural Dynamics," reflecting the priorities in modern workplace research. Remote work adaptation has gained prominence, with studies documenting how organizations reframe performance expectations and disciplinary protocols to accommodate flexibility (Khorram-Manesh et al., 2024; Lestari et al., 2024). Digital tools, such as AI-driven performance trackers, have been lauded for their ability to enhance efficiency and transparency, though their implementation varies across industries (Maryani et al., 2021; Wen et al., 2020). Inclusivity, identified as a key

emerging theme, has led to discussions about creating equitable workplace policies that consider gender, race, and socioeconomic factors. Studies by [Olawale et al., \(2024\)](#) stress the role of cultural dynamics in shaping perceptions of fairness and expectations in disciplinary practices, underscoring the importance of context-specific strategies to promote employee engagement.

#### 5.4. Research Gaps (Pie Chart)

The pie chart draws attention to critical research gaps, with "Geographic Representation" (40%) emerging as the most significant challenge. Most studies remain concentrated in developed regions, leaving countries in Southeast Asia, Africa, and South America underrepresented. This disparity limits the generalizability of findings and underscores the need for context-sensitive research that captures diverse cultural and economic realities ([Anjum & Aziz, 2024](#); [Khorram-Manesh et al., 2024](#); [Olawale et al., 2024](#)). Similarly, "Framework Integration" (35%) points to the need for studies that explore how work environment and discipline interact in creating high-performing organizations. Research by [Olawale et al., \(2024\)](#) suggests that aligning these factors into a cohesive framework can address inconsistencies in workplace policies and enhance organizational outcomes. Lastly, the gap in "Cultural Context" (25%) reveals the insufficient exploration of cultural norms in influencing employee behavior and disciplinary effectiveness, particularly in multinational organizations where cultural diversity is high ([Wen et al., 2020](#)).

#### 5.5. Integrated Insights and Recommendations

Collectively, the visualizations underscore the complexity and interconnectedness of research on work environment, discipline, and employee performance. Future studies should aim to address geographic and contextual gaps by fostering collaborative research between developed and developing regions. Additionally, researchers should prioritize integrating frameworks that connect workplace dynamics with technological, cultural, and leadership influences.

Practical implications for organizations include adopting regionally and culturally tailored strategies to ensure inclusivity and equity in policies. Leveraging technology must be balanced with ethical considerations, ensuring employee autonomy and trust are not compromised. Leadership development programs and feedback mechanisms can further foster trust and engagement, as emphasized by multiple studies ([Mabaso & Manuel, 2024](#)).

## CONCLUSION

This study highlights critical insights into the interplay between work environment, discipline, and employee performance, derived from four key visualizations that showcase trends, emerging themes, and research gaps in the field. The citation trends reveal a steady growth in scholarly interest over the past decade, reflecting the increasing complexity of workplace dynamics and the necessity for innovative management strategies. Keywords like "Employee Performance," "Work Environment," and "Discipline" dominate the discourse, while emerging themes such as "Motivation," "Leadership," and "Technology" suggest a shift toward integrated and multifaceted approaches to workplace management. The focus on adapting to remote work, digital tools integration, inclusivity, and cultural dynamics highlights how organizations and researchers are responding to evolving demands of modern workplaces. However, the pie chart on research gaps underscores persistent challenges, including limited geographic



representation, a lack of holistic frameworks, and insufficient attention to cultural diversity. These gaps indicate the need for geographically and contextually sensitive studies to create more inclusive and comprehensive frameworks for managing employee performance. By combining these findings, it is evident that organizations must prioritize the integration of supportive work environments with flexible and transparent disciplinary practices. Leveraging technology responsibly while addressing cultural and regional nuances can create sustainable, high-performing workplaces. Future research should aim to address identified gaps by fostering cross-regional collaborations, conducting longitudinal studies, and developing culturally relevant strategies. In conclusion, the visualizations collectively provide a nuanced understanding of how work environment and discipline influence employee performance. By bridging existing research gaps and aligning with emerging trends, both researchers and practitioners can better equip organizations to meet the dynamic challenges of the global workforce, fostering innovation, productivity, and sustainability.

#### Declaration of Conflicting Interests

The authors declare that there is no conflict of interest regarding the publication of this article.

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