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INTERORGANIZATIONAL EMPLOYEE MOBILITY: A BIBLIOMETRIC ANALYSIS[4]

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ABSTRACT

This paper provides a comprehensive overview of the phenomenon of interorganizational employee mobility, defined as a movement of employees between the source and destination organizations that goes beyond simple turnover behaviour. We use a bibliometric analysis approach that applies quantitative and statistical methods to bibliographic data to deepen our objective understanding of how research on interorganizational employee mobility has evolved over time and to examine whether interorganizational employee mobility is multilevel in nature. The results of the performance analysis and various science mapping methods (co-authorship analysis, co-citation analysis, bibliographic coupling, and co-word analysis) reveal clustered networks of key contributors in the field (i.e., authors, journals, affiliations, countries). Authors from the field of management, mainly from the USA and Western European affiliations, dominate the field. However, few of them have more than one publication on the topic of interorganizational employee mobility, which indicates that the literature in the field is still scattered and not yet mature. Our findings contribute to the career development literature by providing a detailed insight into how career has changed over time and highlighting the main constructs and factors associated with individual decisions to change employers.

KEYWORDS: *Interorganizational mobility, Contemporary career, Knowledge transfer, Interorganizational network, Bibliometric analysis*

1. INTRODUCTION

The phenomenon of interorganizational employee mobility differs from and goes beyond mere turnover behaviour (Wille et al., 2010). While the latter focuses only on calculating the ratio of employees who left the organization to those who remained in the same organization over a period of time (Price, 1977), interorganizational employee mobility emphasizes the movement of employees between the two organizations: the source organization, or the organization from which the employee moves and the destination organization, or the organization to which the employee moves (Haunschild, 2003; Collet & Hedström,

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2013; Wynen et al., 2013; Litano & Major, 2016). Thus, it is not just about quitting a job, which could be an involuntary act, but a voluntary decision to change the existing job, which includes changing the employer (Korpi & Mertens, 2003). In contrast to employee turnover, which typically focuses only on the adverse consequences for the source organization, such as reduced performance and loss of expertise (Lambert & Hogan, 2009), and the negative effects for the dismissed employees, interorganizational employee mobility emphasizes the potential benefits for all parties involved (i.e., both the source and destination organizations and the mobile employee). While it provides individuals with the opportunity to gain different work experiences, build their careers, and improve their work attitudes and motivation (Lee, 2018), which consequently increases the employees' market value (Wille et al., 2010), it also provides destination organizations with the opportunity to improve their performance through access to new knowledge, information, and skills from the new employees (Amankwah-Amoaha & Debrahb, 2011; Mascia & Piconi, 2013; Lee, 2020). When interorganizational employee mobility strengthens the market ties between the source and destination organizations and contributes to the development of their collaborative relationships, such a relationship grows beyond the former mutual competition (Somaya & Williamson, 2008; Somaya et al., 2008), which also has a positive impact on the source organizations.

Scholars' attention to this phenomenon was drawn at the beginning of the 21st century, when so-called modern career arrangements such as boundaryless and protean careers, began to develop (Hall, 2004; Arthur et al., 2005). Unlike the earlier traditional career models that were based on organizational rewards and salaries while emphasizing organizational commitment and low mobility, protean and boundaryless careers are self-determined and driven by employees' personal values of freedom and growth and taking responsibility for their own career success (Hall, 2004). These career concepts also undermine the assumption that an organization is capable of providing lifetime employment (Arthur et al., 2005), further reinforcing the phenomenon of interorganizational mobility and leading to a more flexible labour market (Sammarra et al., 2013).

However, despite numerous findings on this phenomenon in recent decades, it has not merited full attention and a comprehensive approach. Rather, research on interorganizational employee mobility remains scattered across different disciplines (e.g., organizational behaviour, human resource management, psychology, sociology, etc.), and the phenomenon is studied in the context of general employee mobility, which includes intraorganizational employee mobility or lateral and vertical promotions within an organization, as well as self-employing options such as employee entrepreneurship (Tzabbar & Cirillo, 2020). Moreover, there are slightly different views on how this phenomenon will develop in the near future. While some scholars and studies suggest that ongoing technological, societal, and economic changes will increase interorganizational employee mobility across sectors and industries (Mawdsley & Somaya, 2016; PricewaterhouseCoopers, 2018; Forbes, 2021), others argue that the overwhelming technological developments, led by automation and digitization, that are lowering barriers to entry into the labour market will change its entire known structure as well as familiar career arrangements (Sokolic, 2022), which could consequently have a negative impact on employees' decisions to move between organizations. Technology is increasingly promoting the so-called gig economy, or a labour market characterized by platform organizations, short-term contracts, and freelance work as opposed to permanent jobs (Duszyński, 2023). While such gig work seems like a good example of a protean and boundaryless career arrangement, as it allows for switching between platform organizations and offers a higher degree of autonomy in choosing tasks, these employees are proving to be increasingly less mobile (Kost et al., 2020). This is largely because these platform organizations dictate the frequency, pay, and context of gig work without providing adequate organizational support, leaving gig workers with limited opportunities to shape their own careers (Kost et al., 2020).

Accordingly, the main purpose of our paper is to provide a comprehensive overview of the phenomenon of interorganizational employee mobility, to examine how it has evolved over time, and to determine its current focus. We also aim to identify the main contributors in the field (i.e., authors, affiliations, journals, etc.) and the emerging networks they build around the main phenomenon (i.e., interorganizational employee mobility) and how such networks contribute to the intellectual structure of the main phenomenon and other related topics. These findings are an important contribution to the career development literature, as they provide detailed insight into how career has changed over time and highlight key constructs and factors associated with individual decisions to change employers. To this end, we reviewed 240 papers in this research field using a bibliometric analysis approach that applies quantitative and statistical methods to bibliographic data (i.e., number of publications and citations) (Mukherjee et al., 2022). All papers were from the ISI Web of Knowledge Social Sciences Citation Index (SSCI) database published un-

til January 2023. In this way, we were able to establish that interorganizational employee mobility should be considered as a multilevel phenomenon and that its determinants and effects should be thoroughly studied at the economic, organizational, and individual levels. The next section describes the methodology used in the bibliometric analysis, while the following sections focus on the results of descriptive statistics (i.e., performance analysis) and cluster analysis (i.e., science mapping and network analysis), followed by concluding remarks.

2. METHODOLOGY OF BIBLIOMETRIC ANALYSIS

To obtain a comprehensive overview of the phenomenon of interorganizational employee mobility, we conducted a bibliometric analysis of the papers in the target field, as this quantitative approach to the literature review is generally more objective than traditional qualitative literature reviews (Zupic & Čater, 2015; Mukherjee et al., 2022). We based our bibliometric analysis on the four-step process of Donthu et al. (2021). The first step involves defining the objectives and scope of the bibliometric study, followed by the second step of selecting appropriate methods for the bibliometric analysis. The third step involves the collection of data for the bibliometric analysis, which includes determining the keywords and search terms, selecting the appropriate database, and cleaning the data to remove possible duplicates or incorrect entries. Finally, the fourth step is to perform the bibliometric analysis and summarize its main findings (Donthu et al., 2021).

The methods for bibliometric analysis can be divided into three main groups (Donthu et al., 2021):

- Performance analysis that includes publication- and citation-related metrics that measure the productivity and impact of key research contributors (i.e., authors, affiliations, journals, etc.) in a given research field.
- Science mapping that includes methods such as citation analysis, co-citation analysis, bibliographic coupling, co-word analysis, and co-authorship analysis that focus on the relationships/networks between/among key research contributors in a given research field.
- Network analysis that includes network metrics, clustering, and visualization that enrich bibliometric assessment by highlighting the relative importance of key research contributors not detected by publication-only or citation-only analyses.

The four-step process, as applied for the purpose of our paper, is shown in Figure 1. In the first step of Donthu et al.'s (2021) bibliometric analysis process, we conducted a preliminary review of the literature in the target field (i.e., interorganizational employee mobility) and found that the literature is broad and scattered across different disciplines (Tzabbar & Cirillo, 2020), thus lacking a comprehensive overview and concrete insights into its origins and current phase, making it a good candidate for our bibliometric study.

In the second step of the bibliometric analysis process, we selected seven bibliometric methods. Publication- and citation-related metrics served to identify the most productive and influential scholars, affiliations, countries/regions, and journals in the research field, as measured by the number of their publications and citations. In order to thoroughly examine the relationships among the major contributors to the field, we decided on the co-authorship analysis. To adequately examine the phases of interorganizational employee mobility research, we also opted for a co-citation analysis to show what has happened in the past, as well as bibliographic coupling to show what is happening now. Co-word analysis was used to enrich and support findings from previous analyses. All these analyses were supported by a network visualization method.

In the third step of the process, we defined a list of the most important keywords for the database search. The list included "interorganizational mobility" as the main term, along with its synonyms and their spelling variants: interorganizational mobility OR inter-organizational mobility OR interorganisational mobility OR inter-organisational mobility OR interfirm mobility OR inter-firm mobility OR intercompany mobility OR inter-company mobility. As the main database we chose: ISI Web of Knowledge Social Sciences Citation Index (SSCI) with all years (1955-2022) available at the time of the search (until January 2023). This database is considered the most widely used and authoritative database of research publications and citations in the world (Birkle et al. 2020), as it includes approximately 34,000 journals covering leading research in a wide range of scientific fields. It is also widely used for bibliometric studies, as it provides extensive possibilities for searching and filtering publications based on various bibliographic parameters (Ruiz-Real et al., 2018). The initial search of the database using our keyword list yielded 300 publications. After refining this initial result using the categories "Languages" and "Web of Science Index" ("English" and "SSCI" were selected respectively), 240 publications remained as the basis for the bibliometric analysis.

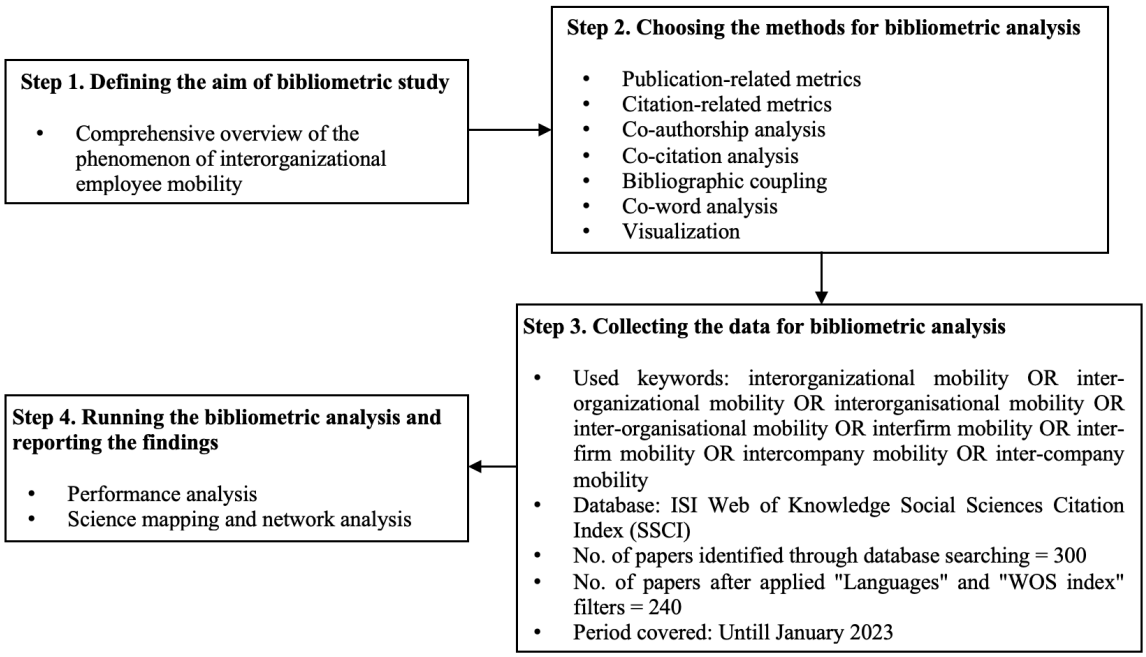

FIGURE 1. Four-step bibliometric analysis process:

SOURCE: Adapted from Donthu et al. (2021)

In the final fourth step of the process, we performed the bibliometric analysis using the VOSviewer software tool, which allowed us to create and display a clustered network of key contributors in our target research field. To create such a network, VOSviewer uses integrated visualization of similarities (VOS) mapping techniques, so no additional computer program is required (van Eck & Waltman, 2010). However, since bibliometrics is not a substitute for an extensive reading of the most relevant literature in the field (Zupic & Čater, 2015), we summarized our main findings based on a thorough reading of the most influential papers in each cluster. The remainder of the bibliometric analysis and the reporting of its findings are described in the following sections.

3. PERFORMANCE ANALYSIS

Performance analysis is a descriptive statistical analysis of the target field of research (Donthu et al., 2021). The most commonly used measures for performance analysis are the number of publications and the number of citations, which can be calculated per year or per selected research contributor such as author, his/her affiliation, country/region from which the affiliation originates, journal, etc. (Donthu et al., 2021). While the number of publications provides information about the most productive research contributors in a target field, the number of citations indicates the most influential contributors. The publication- and citation-related metrics for our bibliometric analysis are shown in Table 1.

A total of 480 authors contributed to 240 publications in the field of interorganizational employee mobility. Seventy-two publications (30%) were authored by a single author, while the remainder were authored by multiple authors, indicating a high degree of collaboration among authors in this field (0.7). This degree is simply calculated as the ratio between the number of research papers co-authored and the total number of papers published in a given period (Subramanyam, 1983). All of these authors come from 40 different countries and have 316 different affiliations, most of them from Europe (159 affiliations), with England, the Netherlands, Germany, Italy, and France being the five countries with the highest number of publications (see Appendix - Table A1). However, when looking at a single country, the USA dominates among all other countries with a total of 73 affiliations and a total of 62 publications, which is more than 25% of all publications in this field. The USA is also the most influential country in terms of the number of citations, followed by three European countries (England, the Netherlands, and Germany) and South Korea in the 5th place (see Appendix - Table

TABLE 1. Publication and citation-related metrics in the field of interorganizational employee mobility

Number of publications on interorganizational mobility and its synonyms	240
Number of authors	480
Number of sole-authored publications	72
Number of co-authored publications	168
Degree of collaboration	0.7
Number of countries/regions	40
Number of affiliations	316
Number of journals and other publication titles	135
Number of publishers	34
Number of research fields	28
Active years of publication	36
Average number of publications per active year	6.7
Number of total citations	13,874
Average number of citations per year	385.4
Average number of citations per publication	57.8
Number of total publications/references cited	16,899
Average number of cited publications/references per publication	70.4
h-index	52
g-index	114
i10-index	148

SOURCE: Authors' work based on data from ISI Web of Knowledge Social Sciences Citation Index (SSCI)

A2). In terms of individual affiliations, the USA dominates in both number of publications and number of citations, with the University of California being the most productive (13 publications) and the University of Pennsylvania the most influential (2,962 citations) (see Appendix - Tables A3 and A4).

All of these papers have been published in 135 different journals and other publications. Among them, Organization Science is slightly in the lead with 14 published papers (5.8%), followed by Strategic Management Journal (10 papers), Research Policy (8 papers), and Administrative Science Quarterly (7 papers) (see Appendix - Table A5). However, when looking at the number of citations, the order of the most influential journals is slightly different. Management Science (2,853 citations), Academy of Management Journal (1,104 citations), and Academy of Management Review (865 citations) rank highest, while the 10 most cited journals (see Appendix - Table A6) account for more than 75% of all citations (10,556 citations). All of these journals belong to 34 publishers, five of which publish 65% of all papers: Elsevier (45 papers), Willey (40 papers), Sage (26 papers), Taylor & Francis (25 papers), and Springer Nature (21 papers) (see Appendix - Table A7).

Almost 75% of all publications were from business and economics, followed by psychology (9.2%), environmental studies (7.9%), geography (7.9%), sociology (7.5%), and public administration (6.7%) (see Appendix - Table A8). Among them, empirical papers represented the largest group (93%). In this group, authors applied different study designs and methods, such as surveys, interviews, experiments, qualitative and quantitative case studies, econometrics, and ethnographies. The remaining papers were mainly literature reviews or meta-analyses (14 papers) and theoretical/conceptual papers (4 papers).

Although the oldest paper was published in 1978, Figure 2 shows that there has been a continuity of publications in this research field since 1991, with about seven publications per year. Moreover, despite the total of 36 active publication years, 65% of all papers were published in the last decade (from 2010), with a record number of 19 papers in 2020, almost tripling the average publications per year.

The total number of citations is 13,874, with an average of 385.4 citations per year and 57.8 citations per publication. The most cited publication is from 1999 and counts 1,403 citations, while the top 10 most cited papers (Table 2) have a combined total of 6,531 citations, accounting for almost half (47%) of the to-

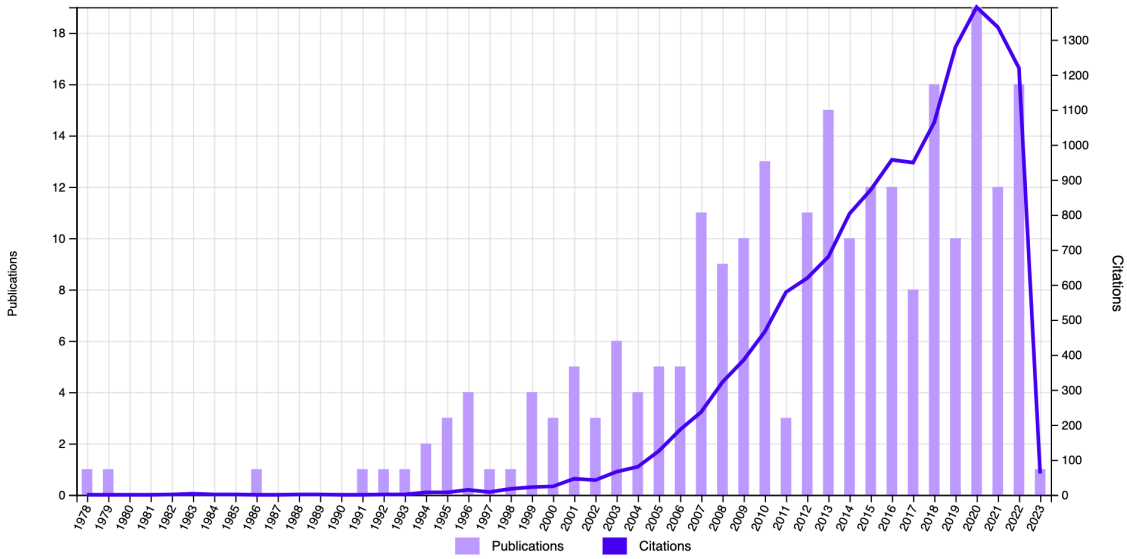

FIGURE 2. Number of publications and citations on interorganizational mobility per year

SOURCE: ISI Web of Knowledge Social Sciences Citation Index (SSCI)

tal number of citations. Most of these top 10 papers were published between 2003 and 2007, while the most recent of them is from 2012.

All publications in the sample for our bibliometric analysis (240 papers) cited 16,899 other papers, indicating an average of 70.4 references per publication. The h-index, the most widely used measure of an individual's research productivity and impact (Hirsch, 2005), is 52, indicating that 52 of the 240 publications in the sample were cited at least 52 times. The g-index, developed as an improvement to the h-index (Egghe, 2006), gives more weight to highly cited papers, as it is the largest number that counts for the top g cited papers that together have at least g^2 citations, which is 114 in our data. Finally, the i_{10}-index, a metric used by Google Scholar, measures the number of publications with at least ten citations, which in the case of our data is 148 publications.

4. SCIENCE MAPPING AND NETWORK ANALYSIS

Science mapping uses various methods (e.g., co-authorship analysis, co-citation analysis, bibliographic coupling, etc.) to examine the relationships among various research contributors such as authors, affiliations, countries, journals, etc., in a given research field (Donthu et al., 2021). Moreover, this forms the network among these key contributors, which consists of thematic or knowledge clusters that reveal their shared constructs, contexts, disciplines, fields, methods, and theoretical concepts (Mukherjee et al., 2022). This type of network in bibliometric research is also called a distance-based network because the distance between two elements (e.g., publications, authors, journals, etc.) reflects the strength of their connection (van Eck & Waltman, 2010). A smaller distance means a stronger connection between the elements, so they are grouped in the same cluster. In addition, science mapping methods are usually combined with some network analysis methods (e.g., visualization, clustering, etc.) and together yield the overall bibliometric and intellectual structure (i.e., underlying themes) of the targeted research field (Donthu et al., 2021). In the next subsections, we present the results of several science mapping methods that we used to build a clustered network in the field of interorganizational employee mobility: co-authorship analysis, co-citation analysis, bibliographic coupling, and co-word analysis. All of these methods were combined with a visualization method that provides more detailed insight into the clusters of main authors, affiliations, countries, and journals in the field.

4.1. Co-authorship analysis

Co-authorship analysis examines interactions among key contributors in a research field (Donthu et al., 2021). It typically provides insights into their mutual collaboration by identifying what factors contributed

TABLE 2. Top 10 most cited publications in the field of interorganizational employee mobility

Title	Author(s) and publication year	Journal	Total no. of citations	Best citation year (no. of citations)
Localization of knowledge and the mobility of engineers in regional networks	Almeida, P.; Kogut, B., 1999	Management Science	1,403	2013 (102)
Overcoming local search through alliances and mobility	Rosenkopf, L.; Almeida, P., 2003	Management Science	881	2020 (82)
Competitor analysis and interfirm rivalry: Toward a theoretical integration	Chen, M.J., 1996	Academy of Management Review	767	2021 (66)
University-industry relationships and open innovation: Towards a research agenda	Perkmann, M.; Walsh, K., 2007	International Journal of Management Reviews	720	2020 (85)
R&D alliances and firm performance: The impact of technological diversity and alliance organization on innovation	Sampson, R.C., 2007	Academy of Management Journal	651	2016 (74)
Career success in a boundaryless career world	Arthur, M.B.; Khapova, S.N.; Wilderom, C.P.M., 2005	Journal of Organizational Behavior	628	2019 (62)
Learning-by-hiring: When is mobility more likely to facilitate interfirm knowledge transfer?	Song, J.; Almeida, P.; Wu, G., 2003	Management Science	569	2018, 2020 (47)
Networks, Propinquity, and Innovation in Knowledge-intensive Industries	Whittington, K.B; Owen-Smith, J.; Powell, W.W, 2009	Administrative Science Quarterly	330	2014, 2020 (35)
Transnational elites in the city: British highly-skilled inter-company transferees in New York City's financial district	Beaverstock, J.V., 2005	Journal of Ethnic and Migration Studies	308	2019 (31)
Who leaves, where to, and why worry? Employee mobility, entrepreneurship and effects on source firm performance	Campbell, B.A.; Ganco, M.; Franco, A.M.; Agarwal, R., 2012	Strategic Management Journal	274	2019 (49)

SOURCE: Authors' work based on data from ISI Web of Knowledge Social Sciences Citation Index (SSCI)

to such collaboration (e.g., disciplinary background, research topics, geographic proximity, etc.) and how collaboration affects the impact of an individual publication (Zupic & Čater, 2015). Moreover, as some authors suggest, co-authorship analysis can be conducted at different levels (Mukherjee et al., 2022). Using a country/region as the unit of analysis typically indicates collaboration among key contributors at the policy level, while using an affiliation (i.e., an organization/institution) as the unit of analysis indicates collaboration at the strategic level. Using authors as the unit of analysis and assessing their individual performance and influence refers to the tactical level (Mukherjee et al., 2022).

The clustered network of countries in the field of interorganizational employee mobility based on the co-authorship analysis is shown in Figure 3. Each node in the figure represents a country, and the countries from each cluster have the same colour. The size of the node indicates the strength of a country's collaboration with others in that research field (i.e., the larger the node, the higher the number of relationships with other countries). The thickness of the links between two countries indicates the strength of their mutual collaboration.

Although there are only 40 countries in our sample, the result of a clustered network between them is quite scattered, as it divides these countries into 8 different clusters displayed in Figure 3 with different colours. This means that the overall level of collaboration between countries is not very high, nor is the

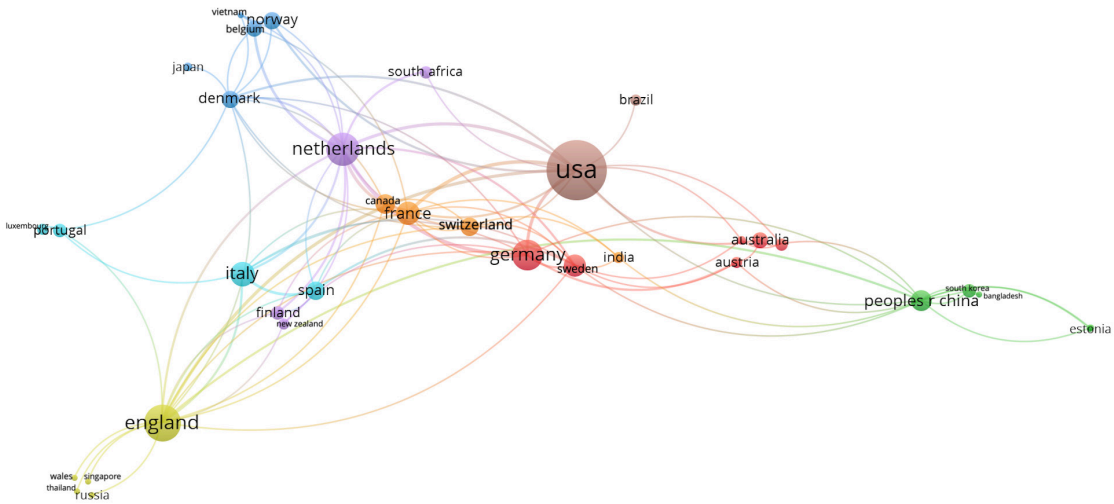

FIGURE 3. Clustered network of countries based on the co-authorship analysis

SOURCE: authors' work based on analysis in VOSviewer

collaboration within each cluster, as can be seen from the relatively thin links between nodes. Depending on the size of the node, the USA has the strongest collaborative relationships with other countries, which was to be expected based on the earlier performance analysis showing that the USA has the most affiliations and produces the most publications in the field. The USA collaborates mainly with other countries, which also showed the highest performance: England, the Netherlands and Germany. A closer look at their cluster networks (Figure 4) reveals that they also share a high level of mutual relations and connections with other countries in this field.

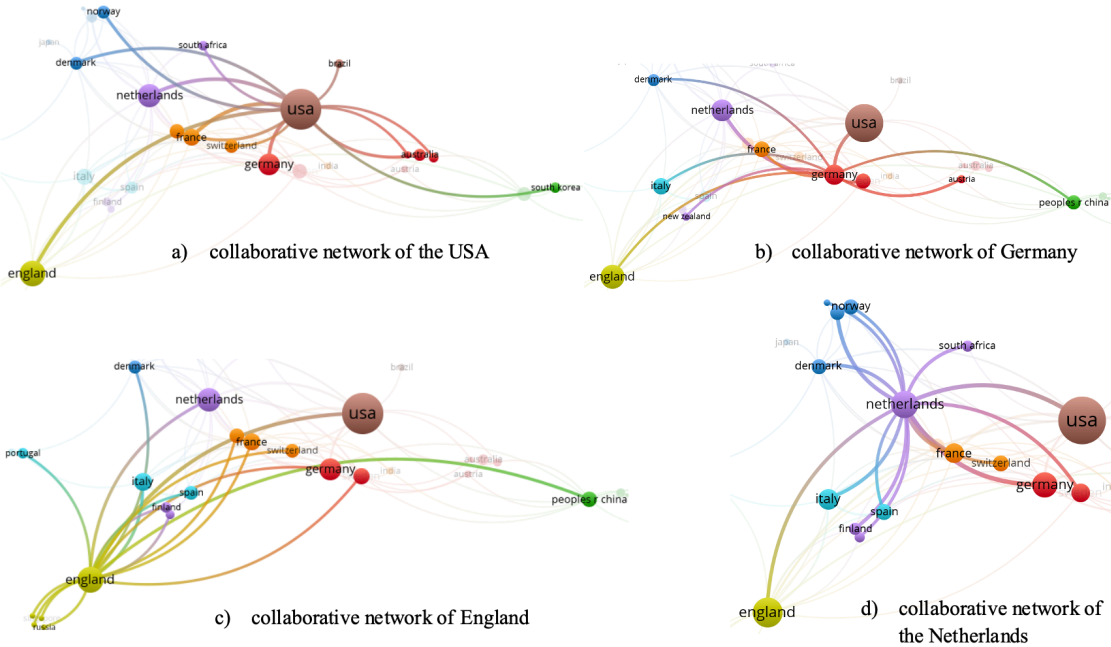

FIGURE 4. Clustered networks of the most productive countries based on the co-authorship analysis

SOURCE: authors' work based on analysis in VOSviewer

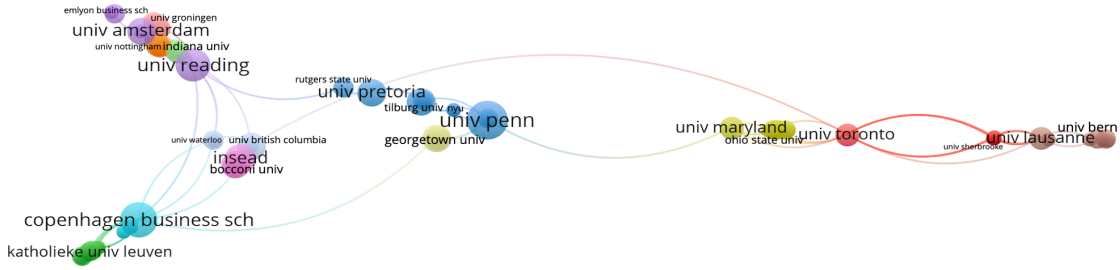

FIGURE 5. Clustered network of the most productive affiliations based on the co-authorship analysis

SOURCE: authors' work based on analysis in VOSviewer

In addition, we performed the same analysis, but this time using an affiliation or organization as the unit of analysis to see if this clustered network differs from the network between countries. The results, shown in Figure 5, reveal there is no significant difference compared to the clustered network between countries, as the network between affiliations is even more dispersed and divided into 13 different clusters.

These clusters tend to focus on the most productive and influential affiliations, such as the University of Pennsylvania (USA), Copenhagen Business School (Denmark), and the University of Reading (England). While the University of Pennsylvania primarily collaborates with others in operations research on topics such as knowledge spillovers, technology, and innovation, the Copenhagen Business School's cluster is more dedicated to strategic human capital, which relates to social capital, entrepreneurship, and careers. The University of Reading and its collaborating partners in this cluster focus more on broader issues related to sustainability and globalization. There are two clusters that include only US universities, one around the University of Maryland and the other around Indiana University, one cluster with only Swiss affiliations around the University of Lausanne, and one with Canadian affiliations around the University of Toronto, primarily from the health sciences. Despite these examples, however, most of the clusters contain affiliations from multiple countries, demonstrating that collaboration is occurring on a global rather than national scale.

The co-authorship analysis at the individual level, i.e., with authors as the unit of analysis, showed that there is no concrete link between the authors of the publications from our sample. This means that despite the high degree of collaboration in the field and the fact that more publications were co-authored than by a single author, these authors usually collaborate on only one publication and thus do not form stronger ties with each other. This is also confirmed by the fact that only 34 authors have authored more than one publication in the field, while four of them have authored three publications and only one author has authored four publications in the field (Paul D. Almeida), which is the highest number of publications per author. When examining how collaboration affects the impact of publications, no significant differences are observed, as publications with one author have an average of 55.3 citations, while publications with co-authors have slightly more citations (58.9 citations per publication). In addition, three of the 10 most cited publications are authored by one author. When examining the publications with at least 52 citations, since the h-index of the sample is 52, 35 of them were co-authored and 17 had a single author, which corresponds to the degree of collaboration of the whole sample (0.7). Among these most frequently cited co-authored publications, those whose authors were from the same country had an average of 268.3 citations, while publications whose co-authors were from different countries had significantly fewer citations - an average of 174.4.

4.2. Co-citation analysis

Co-citation analysis is the most commonly used and validated bibliometric method (Zupic & Čater, 2015). It examines the intellectual structure of a research field by identifying the most influential publications, authors, and their knowledge base (Zupic & Čater, 2015; Donthu et al., 2021). It uses cited documents, cited authors, or cited journals as the unit of analysis and creates a clustered network linking these units based on their co-occurrence in another publication's reference list. Co-citation analysis is based on the assumption that the more two units (i.e., documents, authors,

journals) are cited together, the more likely it is that their content is related in some way (Zupic & Čater, 2015). Since this method is based on the number of citations, it is biased towards highly cited publications and usually omits the less cited ones. Furthermore, because the entire publication process changes over time, co-citation analysis focuses on the past state of a research field rather than the current situation or possible changes in the future (Zupic & Čater, 2015).

The clustered network of publications in the field of interorganizational mobility based on the co-citation analysis is shown in Figure 6. In this clustered network, each node represents a publication that was cited by another publication in our sample, while the size of the node indicates how many times it was cited (i.e., the larger the node, the higher the number of citations). We set the number of citations of cited publications to at least 10, resulting in 70 cited publications. In other words, 70 papers from the reference lists of citing publications from our sample were cited by these citing publications at least 10 times. In addition, the cited publications that co-occurred in the reference list of another citing publication from our sample have thicker links and are usually clustered together.

The co-citation analysis revealed 4 main clusters, each marked by a different colour (i.e., red, green, blue, and yellow). The red cluster is the largest and consists of 21 publications that together appear 320 times in reference lists in our sample, which means that each publication appears on average 15.2 times. This cluster mainly combines constructs from the field of sociology, so its publications were mostly published in the American Journal of Sociology. The publications in this cluster mostly examined social networks or how social ties between mobile employees affect interorganizational knowledge diffusion. The most influential publication in this cluster is a theoretical paper by Granovetter (1973), who posited a theory of the strength of weak ties, which states that weak ties between individuals and organizations are helpful in transmitting information about new employment opportunities because they open a new labour market to a wider social network (Granovetter, 1973). Other publications are mostly empirical works based on a quantitative methodology that examine patent applications by inventors in the US biotechnology sector (Powell et al., 1996; Owen-Smith & Powell, 2004; Powell et al., 2005; Agrawal, 2006; Breschi & Lissoni, 2009).

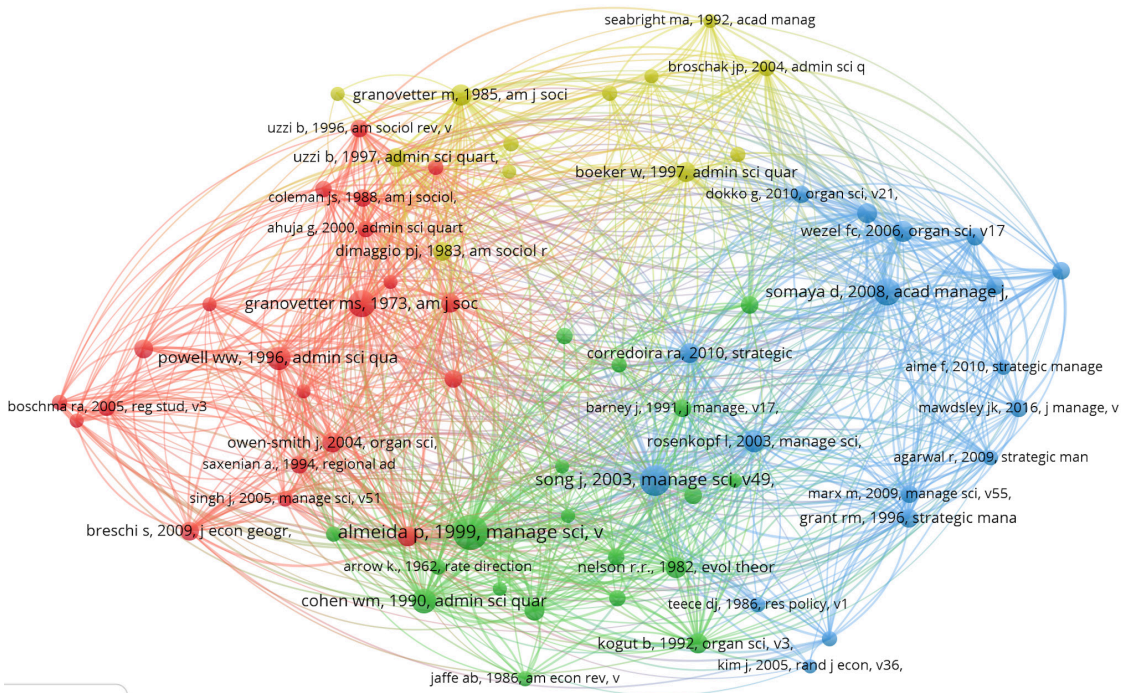

FIGURE 6. Clustered network of cited publications based on the co-citation analysis

SOURCE: authors' work based on analysis in VOSviewer

The green cluster consists of 19 publications that together appear 314 times in the reference lists of our sample, which means that each publication appears on average 16.5 times. The publications in this cluster are mainly from the field of management and use quantitative operations research methods. The theoretical concept of this cluster is based on the 1982 work of Nelson and Winter, who founded the theory of modern evolutionary economics and challenged previous mainstream approaches to economic growth, technological progress, and competition among organizations. Thus, the main construct in this cluster is the organization's innovation and absorptive capacity, defined as its ability to use the knowledge of new employees to commercialize its innovations (Cohen & Levinthal, 1990; Kogut & Zander, 1992; Jaffe et al., 1993). The leading publication is that of Almeida and Kogut (1999), who were the first to investigate the effects of interorganizational mobility of patent holders on the pattern of patent citations. The authors empirically demonstrated that mobility of engineers in the semiconductor industry is a driving force for local knowledge transfer because it diffuses new ideas (Almeida & Kogut, 1999).

The blue cluster consists of 18 publications that together appear 318 times in the reference lists of our sample, which means that each publication appears on average 17.7 times. The main theme of this cluster is social capital theory and the study of both knowledge transfer and the development of social ties as consequences of interorganizational employee mobility, while also examining the differences in mobility between two competing and between two collaborating organizations (Rosenkopf & Almeida, 2003; Song et al., 2003; Somaya et al., 2008; Corredoira & Rosenkopf, 2010; Wezel et al., 2006). Thus, this cluster basically summarizes the main constructs of the previous two clusters, as it considers the social component of interorganizational employee mobility and its impact on the performance of both the source and the destination organizations. Strategic Management Journal and Management Science are the dominant journals in this cluster.

Finally, the smallest yellow cluster consists of only 12 publications that together appear 158 times in the reference lists of our sample, which means that each publication appears on average 13.2 times. These publications are a combination of theoretical and empirical papers that combine both qualitative and quantitative methods. They mostly focus on the construct of organizational embeddedness in the social and interorganizational network that affects organizational outcomes such as productivity, performance, competitive advantage, etc. (Dimaggio & Powell, 1983; Granovetter, 1985; Boeker, 1997; Uzzi, 1997; Broschak, 2004).

4.3. Bibliographic coupling

Bibliographic coupling is a bibliometric method that uses the number of references (i.e., cited publications) that two publications (i.e., citing publications) share, as a measure of similarity between them (Zupic & Čater, 2015). Thus, it is based on the assumption that the more references two publications share, the more they are related. According to these shared references, bibliometric coupling creates a clustered network of key contributors (i.e., publications, authors, journals, etc.) in a research field (Donthu et al., 2021). Even if the number of references in publications does not change over time, the citation trend does. Therefore, it is recommended to apply bibliographic coupling to publications from the same time period or within a certain time frame. Since the bibliographic coupling is based on the citing references and not on the cited references, as it is the case with the co-citation analysis, even the most recent publications that have not been cited much gain concrete visibility when this method is applied. In this sense, bibliographic coupling is suitable for highlighting current topics and their recent developments, thus providing insight into the current state of a research field (Zupic & Čater, 2015). We applied this method to the journals in the field of interorganizational employee mobility, whose clustered network based on the number of shared references can be seen in Figure 7.

Each node represents a journal whose size is determined by the productivity of the journal (i.e., the number of publications on the topic of interorganizational employee mobility). Those journals that share a higher number of references have thicker links, as journals belonging to the same cluster have the same colour. The basis for clustering journals this time is a specific time frame, i.e., the journals that have published in this field within a period of about 5 years are clustered together. In the case of our data, the bibliographic coupling method covered a period of the last two decades, as shown by the previous performance analysis, which proved that the influence (i.e., the number of citations) of the field of interorganizational employee mobility started to increase at the beginning of the 21st century and peaked in 2020. Since the entire field of interorganizational employee mobility is mainly covered by the management discipline, there are journals throughout the whole period studied that deal with theories and practices on all aspects of management such as strategy, entrepreneurship, innovation, and technology. These are: Management Science, Journal of Management Studies, Strategic Management Journal, and Journal of Management. In the late 20th and early 21st centuries, however, the emphasis tends to be on publishing

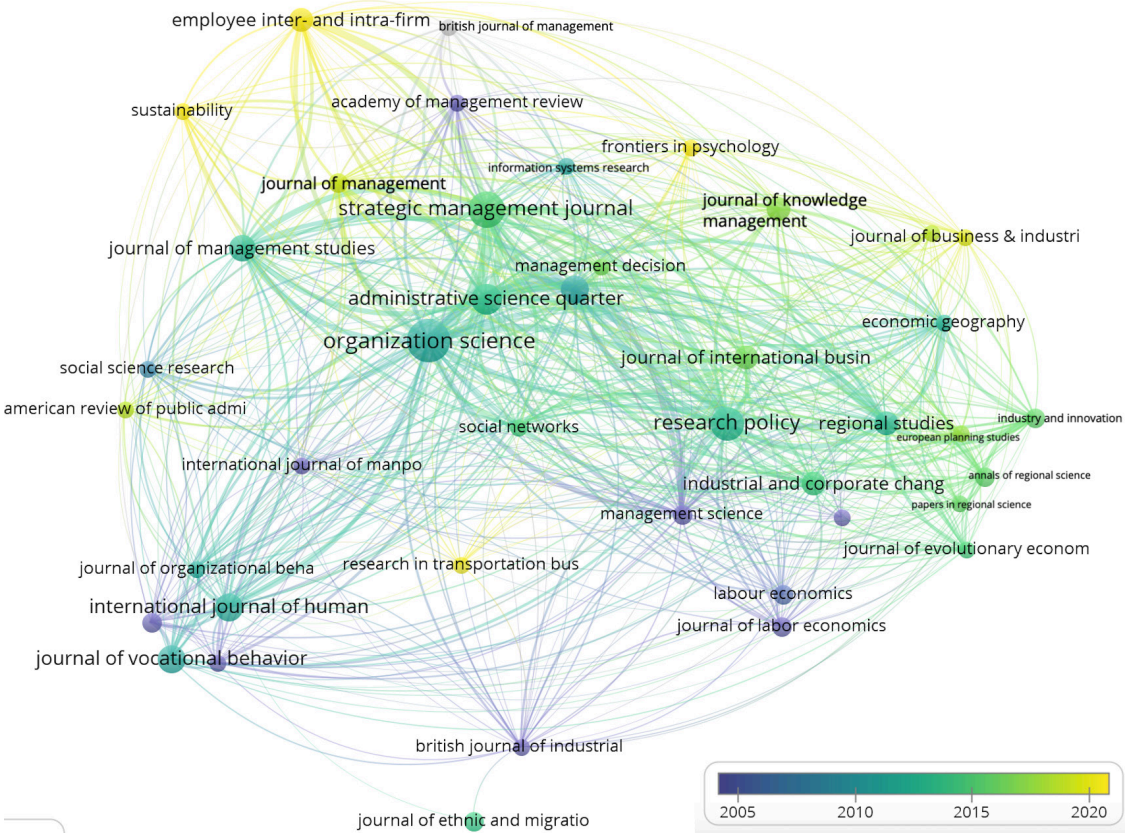

FIGURE 7. Clustered network of journals based on the bibliographic coupling

SOURCE: authors' work based on analysis in VOSviewer

topics related to employment and work organization, labour supply and demand, income, unions and collective bargaining, or basically anything related to labour economics from a local, national, and international perspective (British Journal of Industrial Relations, Journal of Labor Economics, and International Journal of Manpower).

Toward the end of the first decade of the 21st century, the field of interorganizational employee mobility was viewed more through an organizational lens that incorporated constructs such as organizational processes, structures, capabilities, and performance. Organization Science journal took centre stage, emphasizing the inclusion of other disciplines such as psychology, sociology, political science, information systems, etc. As technology advanced, many topics addressed how products, processes, and services could be improved through the dissemination of knowledge and innovation by mobile employees, paving the way for an even more multidisciplinary approach.

In the second decade of the 21st century, the organizational perspective as well as multidisciplinary approach continued, focusing on constructs such as the learning organization and the information organization in journals such as the Journal of Knowledge Management and the Journal of International Business. In addition, research at different levels of analysis such as the economic, organizational, and individual levels were proposed. Such a multi-level approach has persisted to this day, implying that interorganizational employee mobility is a multi-level phenomenon and therefore should be studied across these levels. For this reason, publications dealing with the individual level are a welcome topic in psychological sciences (Frontiers of Psychology journal). In addition, the phenomenon of interorganizational employee mobility has recently increasingly engaged scholars in the marketing discipline (The Journal of Business & Industrial Marketing) and addresses issues related to human, environmental, cultural, and social sustainability (Sustainability).

4.4. Co-word analysis

Co-word analysis is a bibliometric analysis based on the actual content of a publication (Donthu et al., 2021). Unlike co-citation analysis and bibliographic coupling, which deal with the cited or citing publications, co-word analysis uses the keywords of the publications or authors as the unit of analysis. If these keywords are not known, other words from the title, abstract, or full text of the publication can be used. Co-word analysis is based on the assumption that the more frequently two words occur together, the greater the connection between publications containing those words. Accordingly, a network of topics emerges that represent the conceptual space of a research field (Zupic & Čater, 2015). The main limitation of co-word analysis is the fact that words can be used in different contexts and therefore do not always reflect the exact and concrete content of a publication, which means that these words may also not be correctly assigned to a specific thematic cluster. Therefore, it is recommended that this method is used as a supplement that enriches the understanding of clustered networks derived through co-citation analysis and bibliographic coupling (Donthu et al., 2021). It could also be useful for predicting future research in a field, especially when using words from the text of publications on future research directions (Donthu et al., 2021). The clustered network and density visualization of keywords in the field of interorganizational employee mobility is shown in Figure 8.

Each node in the clustered network represents a keyword that occurs at least three times in one of the publications in our sample. The larger the node, the more frequently the keyword occurs. The thickness of the links between the nodes indicates how often the keywords occur together in a publication. Nodes of the same colour represent keywords that share a common theme.

In the case of our sample, there are a total of 1,331 keywords, but only 176 of them occur at least three times in a publication. These 176 keywords are divided into 7 clusters. The word "mobility" (green cluster) has the largest number of occurrences as well as the strongest connections to other terms and is mostly mentioned in the context of interorganizational or job, as well as employee mobility. This word is followed by other words (see Appendix - Table A9) that, according to our earlier co-citation analysis, usually imply the effects of interorganizational employee mobility. These are: "Performance" (dark blue cluster), which usually refers to the performance of the source and/or destination organization after the loss/hiring of an employee, as well as the performance of a mobile individual; "Knowledge" (dark blue cluster), which is usually mentioned in the context of knowledge transfer, knowledge flow, knowledge diffusion, and knowledge spillover, which usually occur in the direction from the source to the destination organization; and "Innovation" (red cluster), which is usually mentioned in the context of the organization's ability to innovate after the loss/hiring of focal employees.

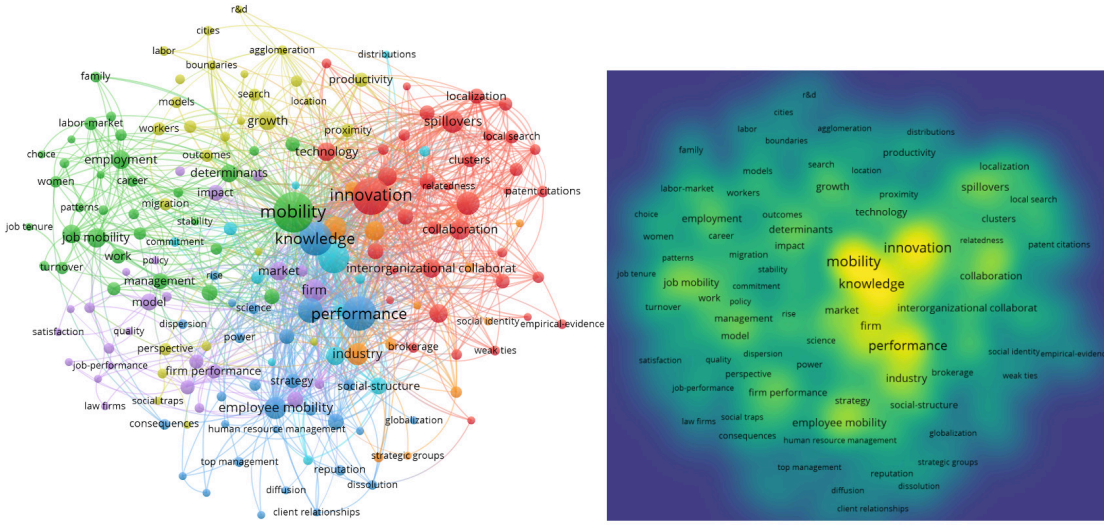

FIGURE 8. Clustered network and density visualization of keywords based on the co-word analysis

SOURCE: Authors' work based on analysis in VOSviewer

The word "mobility" is accompanied in its cluster by terms such as employment, career, organization, and management. In addition, terms such as determinants and gender also appear in a considerable number of cases, suggesting that the study of mobility effects alone is not sufficient to understand the entire phenomenon of interorganizational employee mobility. This suggests that it is important to also consider determinants (Tzabbar & Cirillo, 2020) that might be different from the determinants of turnover behaviour already explored. In addition, many studies that have addressed gender differences in the decision to change employers have yielded opposite results (Doering & Rhodes, 1996; Valcour & Tolbert, 2003; Huang et al., 2006; Valcour & Ladge, 2008; Ituma & Simpson, 2009; Wynen et al., 2013; Sgobbi & Suleman, 2015), implying that this determinant should be further investigated. Also worth mentioning are the words network and cooperation/collaboration, which appear in several clusters and generally refer to the network of cooperating/collaborating organizations and the impact of this network on employee mobility between these organizations (Donnelly, 2009; Whittington et al, 2009; Culié et al., 2014) and to how this mobility affects network formation after it has occurred (Broschak, 2004; Casper, 2007; Corredoira & Rosenkopf, 2010; Dokko & Rosenkopf, 2010; Carnahan & Somaya, 2013; Broschak & Block, 2014).

5. CONCLUSION

Although research on interorganizational employee mobility has been conducted for more than 20 years, a comprehensive overview is still lacking, as much of the existing evidence on this phenomenon is scattered and incomplete, focusing only on some aspects, mainly on the effects of mobility. In this paper, by applying different bibliometric methods to the literature in the field of interorganizational employee mobility, we have provided a missing comprehensive approach to the target phenomenon by highlighting its main contributors and its evolution over time.

The performance analysis revealed that the most prolific and influential authors in the field are from the United States and Western Europe. Although 70% of publications are authored by more than one author, the overall level of collaboration among authors in the field is low, i.e., they collaborate on only about one publication. This is also confirmed by the fact that only 34 authors (7.1%) have more than one publication in this field. Such a wide dispersion of literature also proves that there are still some unresolved research issues in this field and that it has yet to reach maturity (Alayo et al., 2021).

The science mapping and network analysis have shown that in its early days, mobility research was mainly concerned with labour economic constructs such as labour market, unionization, migration, etc., which did not yet sufficiently distinguish this phenomenon from the simple employee turnover. Later, it was realized that this phenomenon is something that links at least two organizations (i.e., the source and destination organizations) through a mobile employee, which shifted the focus to studying the impact of mobility on both organizations. These impacts were primarily recognized as knowledge transfer between organizations and their innovation capacity and productivity, especially in the context of knowledge-intensive industries. In addition, many scholars looked at social networks and interorganizational collaboration, noting that these direct effects of interorganizational employee mobility are beneficial to both the source and destination organizations, as the exchange of an employee allows them to establish a collaborative rather than a competitive relationship. Some others were more inclined to prove that these social ties and collaborative relationships between organizations are a prerequisite for a mobility decision, and thus focused more on the determinants of this phenomenon. However, neither the determinants nor the impacts of interorganizational employee mobility have been fully and comprehensively studied, which should be done in the future. As awareness of the multilevel approach to many phenomena increases, future research could also examine these determinants and impacts of interorganizational mobility at different levels (Tzabbar & Cirillo, 2020). A similar multilevel approach has already been proposed and applied, but only in the context of the employee turnover literature, where determinants of the decision to leave an organization have been distinguished between the economic, organizational, and individual levels (Muchinsky & Morrow, 1980; Moynihan & Landuyt, 2008). However, as the phenomenon of interorganizational mobility goes beyond simple turnover behaviour, current mobility research calls for a missing multilevel typology of its determinants and impacts that would contribute to a complete and adequate understanding of the whole phenomenon.

The major limitation of our paper is that it relies exclusively on bibliometric methods and thus tends to be too descriptive and lacks theoretical insights. Although all of the science mapping methods we used (i.e., co-authorship analysis, co-citation analysis, bibliographic coupling, and co-word analysis) are quantitative in nature, our observations of the clustered networks that these methods provided, as well as our overall conclusions, are purely qualitative and thus may be too subjective and should be

supported by an additional review method, such as a systematic literature review. Finally, the results of bibliometric studies tend to change over time as the number of publications, citations, and citation trends change. Therefore, any predictions based on this type of literature review are short-lived and will require repeating the entire process in the future, which might also include publications from other databases (e.g., Scopus) as well as those that are not solely in English.

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APPENDIX

TABLE A1. The most productive countries in the field of interorganizational employee mobility

Country/region	No. of affiliations	No. of publications	% of sample (240 publications)
USA	73	62	26
England	27	24	10.1
Netherlands	14	19	8.1
Germany	19	17	6.9
Italy	17	10	4.3
France	9	10	4
Sweden	11	8	3.5
Canada	15	8	3.2
China	12	8	3.2
Spain	10	6	2.6

SOURCE: Authors' work based on data from the ISI Web of Knowledge Social Sciences Citation Index (SSCI)

TABLE A2. The most productive countries in the field of interorganizational employee mobility

Country/region	No. of affiliations	No. of citations	% of total no. (13,874 citations)
USA	73	8,076	58.2
England	27	1,952	14.1
Netherlands	14	1,692	12.2
Germany	19	761	5.5
South Korea	7	597	4.3
Sweden	11	505	3.6
France	9	406	2.9
Canada	15	370	2.7
Italy	17	332	2.4
Norway	8	298	2.1

SOURCE: Authors' work based on data from the ISI Web of Knowledge Social Sciences Citation Index (SSCI)

TABLE A3. The most productive affiliations in the field of interorganizational employee mobility

Affiliation	Country	No. of publications	% of sample (240 publications)
University of California	USA	13	5.4
University of Pennsylvania	USA	10	4.2
University of Illinois	USA	10	4.2
University of Michigan	USA	8	3.3
University of Texas	USA	8	3.3
University of London	England	8	3.3
Copenhagen Business School	Denmark	7	2.9
Lund University	Sweden	6	2.5
University of Reading	England	6	2.5
Utrecht University	Netherlands	6	2.5

SOURCE: Authors' work based on data from the ISI Web of Knowledge Social Sciences Citation Index (SSCI)

TABLE A4. The most influential affiliations in the field of interorganizational employee mobility

Affiliation	Country	No. of citations	% of total no. (13,874 citations)
University of Pennsylvania	USA	2,962	21.3
Georgetown University	USA	2,869	20.7
Loughborough University	England	1,216	8.8
University of Maryland	USA	1,094	7.9
Columbia University	USA	699	5
Suffolk University	USA	646	4.7
Utrecht University	Netherlands	636	4.6
University of Twente	Netherlands	628	4.5
Yonsei University	South Korea	569	4.1
Lund University	Sweden	400	2.9

SOURCE: Authors' work based on data from the ISI Web of Knowledge Social Sciences Citation Index (SSCI)

TABLE A5. The most productive journals in the field of interorganizational employee mobility

Journal	No. of publications	% of sample (240 papers)	Publisher	Scimago Journal & Country Rank (2021)
Organization Science	14	5.8	Informs	Organizational Behavior & Human Resource Management Q1
Strategic Management Journal	10	4.2	Wiley	Strategy & Management Q1
Research Policy	8	3.3	Elsevier	Strategy & Management Q1
Administrative Science Quarterly	7	2.9	Sage	Public Administration Q1
Academy of Management Journal	6	2.5	Academy of Management	Strategy & Management Q1
International Journal of Human Resource Management	6	2.5	Taylor & Francis	Organizational Behavior & Human Resource Management Q1
Journal of Vocational Behavior	6	2.5	Elsevier	Organizational Behavior & Human Resource Management Q1
Advances in strategic Management	5	2.1	Emerald Group Publishing	Strategy & Management Q1
Journal of Management Studies	5	2.1	Willey	Strategy & Management Q1
Industrial and Corporate Change	4	1.7	Oxford University Press	Economics and Econometrics Q1

SOURCE: Authors' work based on data from the ISI Web of Knowledge Social Sciences Citation Index (SSCI)

TABLE A6. The most influential journals in the field of interorganizational employee mobility

Journal	No. of citations	% of total no. (13,874)	Publisher	Scimago Journal & Country Rank (2021)
Management Science	2,853	20.6	Informs	Strategy & Management Q1
Academy of Management Journal	1,104	8	Academy of Management	Strategy & Management Q1
Academy of Management Review	865	6.2	Academy of Management	Strategy & Management Q1
International Journal of Management Reviews	720	5.2	Wiley	Strategy & Management Q1
Organization Science	678	4.9	Informs	Organizational Behavior & Human Resource Management Q1
Journal of Organizational Behavior	646	4.7	Wiley	Organizational Behavior & Human Resource Management Q1
Administrative Science Quarterly	643	4.6	Sage	Public Administration Q1
Strategic Management Journal	597	4.3	Wiley	Strategy & Management Q1
Research Policy	565	4.1	Elsevier	Strategy & Management Q1
Regional Studies	369	2.7	Routledge	Social and Environmental Sciences Q1

SOURCE: Authors' work based on data from the ISI Web of Knowledge Social Sciences Citation Index (SSCI)

Table A7. The most productive publishers in the field of interorganizational employee mobility

Publisher	No. of publications	% of sample (240 papers)
Elsevier	45	18.8
Wiley	40	16.7
Sage	26	10.8
Taylor & Francis	25	10.4
Springer Nature	21	8.8
Informs	17	7.1
Emerald Group Publishing	15	6.3
Oxford University Press	10	4.2
Academy of Management	8	3.3
University of Chicago Press	4	1.7

SOURCE: Authors' work based on data from the ISI Web of Knowledge Social Sciences Citation Index (SSCI)

TABLE A8. The most productive research fields

Research field	No. of publications	% of sample (240 papers)
Business & Economics	178	74.2
Psychology	22	9.2
Environmental Sciences & Ecology	19	7.9
Geography	19	7.9
Sociology	18	7.5
Public Administration	16	6.7
Information Science	10	4.2
Engineering	6	2.5
Transportation	6	2.5
Computer Science	5	2.1

SOURCE: Authors' work based on data from the ISI Web of Knowledge Social Sciences Citation Index (SSCI)

TABLE A9. The most occurring keywords in the field of interorganizational employee mobility

Keyword	No. of occurrences	Keyword	No. of occurrences
Mobility	154	Spillovers	23
Performance	70	Dynamics	22
Knowledge	70	Industry	21
Innovation	57	Technology	21
Network	55	(Un)Employment	18
Organization/Firm	55	Model	18
Collaboration/Cooperation	47	Gender	15
Capability	26	Embeddedness	14
Market	26	Growth	14
Research & Development	25	Determinants	13

SOURCE: Authors' work based on data from the ISI Web of Knowledge Social Sciences Citation Index (SSCI)

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MEĐUORGANIZACIJSKA MOBILNOST ZAPOSLENIKA: BIBLIOMETRIJSKA ANALIZA

SAŽETAK

Ovaj rad pruža sveobuhvatan pregled fenomena međuorganizacijske mobilnosti zaposlenika, definirane kao kretanje zaposlenika između izvornih i odredišnih organizacija koje nadilazi običnu fluktuaciju osoblja. Koristimo pristup bibliometrijske analize koji primjenjuje kvantitativne i statističke metode na bibliografske podatke kako bismo produbili naše objektivno razumijevanje evolucije istraživanja o međuorganizacijskoj mobilnosti zaposlenika tijekom vremena te istražili je li međuorganizacijska mobilnost zaposlenika višerazinska po svojoj prirodi. Rezultati analize performansi i različitih metoda znanstvenog mapiraja (analiza koautorstva, ko-citacijska analiza, bibliografsko sprezanje i analiza ko-riječi) otkrivaju grupirane mreže ključnih dionika u području (npr., autora, časopisa, afilijacija, zemalja). Autori iz područja menadžmenta, uglavnom iz SAD-a i zapadnoeuropskih afilijacija, dominiraju područjem. Međutim, malo njih ima više od jedne publikacije o temi međuorganizacijske mobilnosti zaposlenika, što ukazuje da je literatura u području još uvijek raspršena i nije potpuno razvijena. Naši rezultati doprinose literaturi o razvoju karijere pružanjem detaljnog uvida u to kako se karijera mijenjala tijekom vremena te ističu glavne konstrukte i faktore povezane s individualnim odlukama o promjeni poslodavaca.

KLJUČNE RIJEČI: *međuorganizacijska mobilnost; suvremena karijera; transfer znanja; međunarodna povezanost; bibliometrijska analiza*