

Exploring the Research Landscape of Turnover Intention: A Bibliometric Analysis

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Abstract: Employee turnover intention remains a critical area of interest for organizational researchers and practitioners, as it directly impacts workforce stability and productivity. This study presents a comprehensive bibliometric analysis of turnover intention from 1957 to 2023 to uncover key trends, influential authors and institutions, and future directions. A systematic literature search was conducted using the Scopus database, resulting in a large dataset of scholarly articles spanning several decades. The analysis conducted in this paper demonstrates a noteworthy increase in the body of research on turnover intention across time, underscoring its enduring significance in organizational studies. Through mapping the research landscape, this study has effectively identified a distinct cluster of scholarly research focusing on turnover intention, job satisfaction, personnel management, and personnel turnover. The trends, influential authors, and institutions of turnover intention fields are identified through citation analysis, shedding light on seminal works and leading contributors in the field. This bibliometric analysis enhances the current body of knowledge by providing a contemporary overview of the literature on turnover intention. It identifies critical research contributions and offers guidance for future research. Finally, this study provides a fundamental basis for scholars who aim to further the area, enhance techniques for organizational retention, and cultivate more satisfying work environments for employees.

Keywords: *Bibliometric Analysis, Trends, Turnover Intention, Citation Network, Scopus.*

1. Introduction and Background

Employee turnover is mainly a topic of interest to Human Resource Management (HRM) scholarship and practice. The withdrawal of individuals from a company can disrupt internal operations and necessitate recruiting, hiring, and training new personnel (Clercq, 2022). Understanding the underlying reasons why employees develop a sense of intention to leave their organizations is of utmost importance, as it serves as a precursor to their subsequent turnover actions (Tett & Meyer, 1993; Tse et al., 2013). Furthermore, many scholars encounter difficulties investigating employee turnover due to its susceptibility to several uncontrolled variables, including employment change and status (Li et al., 2021). Several definitions of turnover intention have been developed through years of research on employee turnover intentions. The term "turnover intention" does not imply that an employee will resign but rather that they are considering doing so. Based on Hom et al. (2000), the most reliable predictor of actual turnover behavior is turnover intention. Following the definition developed by Tett and Meyer (1993), turnover intention is defined as an employee's tendency and readiness to leave their profession.

Extensive research has been undertaken to investigate the phenomenon of turnover intention, owing to its significant implications for business performance and productivity (Sai & Pinapati, 2023; Yin et al., 2023). The act of resigning from the business signifies discontentment in the workplace and has the potential to lead to the departure of an essential employee possessing extensive expertise and talents (Ahmad et al., 2021). Employee turnover could threaten the organization's efficiency and productivity (Das et al., 2017). This is particularly significant as it pertains to the company's ability to maintain long-term viability and attain a competitive edge in the current era of global competition (Zahra et al., 2018). Turnover intention, as conceptualized by Haque et al. (2019), refers to the inclination of individuals to depart from their current organization and pursue employment opportunities elsewhere. It serves as an antecedent to actual employee turnover.

Over the past decade, many authors, including academicians and practitioners, have published works concerning employee turnover. However, there are limited comprehensive discussions of the current trend

regarding employee turnover. In particular, the conceptual structure and emerging trends in studies of employee turnover have not been examined or addressed in depth. To facilitate an in-depth examination of the present bibliometric analysis, this research attempts to comprehensively explore the relevant scholarly literature spanning the years 1957 to 2023. The selection of bibliometric analysis as the methodology for this study was based on its reputation for being a rigorous approach to examining and evaluating enormous quantities of scientific data. This tool facilitates the examination of the dynamic intricacies within a specific discipline, shedding light on new aspects and providing valuable understanding. Therefore, this study aims to explore and assess the research on employee turnover intention and to view the development growth of this topic. In addition, the main focus of this bibliometric analysis study is to review turnover intention research through publication trends, analyze its effects based on specific indicators, and visualize and map the literature based on particular network analyses.

2. Literature Review

In the contemporary era of globalization, a significant challenge faced by many organizations is the inability to maintain a stable workforce over an extended period. Becker (1960) has drawn attention to employee turnover, positing that the inclination to leave an organization originates in employee discontent. According to Haque et al. (201), in instances where individuals experience dissatisfaction, they are likely to disengage from the organization, resulting in the loss of valuable knowledge and skills they possess. This, in turn, can have a detrimental impact on their overall performance.

Definition of Turnover Intention: Researchers have devised numerous definitions of employee turnover intention over the years. For instance, Carmeli and Weisberg (2006) defined turnover intention as the individual's anticipation of leaving the organization in the future. Takase (2010) describes turnover intention as the immediate precursor to turnover intention, which is the likelihood that the employee will quit within a specific time frame. Moreover, Chao et al. (2015) refer to turnover intention as the conscious intent of the employee to quit their position voluntarily within a specified time frame, which reflects their attitudes toward the work and organization. In addition, Zaheer et al. (2019) refer to turnover intention as the employee's willingness to leave their current position, either by transferring to a different department within the same organization or by remaining in their current job while pursuing employment with another company.

The Consequences of Employee Turnover Intention: There are numerous repercussions of turnover intention to the organization. Turnover intention is a significant indicator that describes the psychological propensity of employees to quit their current workplace and seek new job opportunities (Mowday et al., 1979). Organizations are committed to reducing employee turnover intention due to the importance of turnover intention in maintaining the internal structure of an organization (Yang et al., 2021). The turnover intention significantly impacts the organization regarding finances, knowledge, resources, and profit and may significantly impact organizational efficiency and performance (Ghosh et al., 2018). Moreover, turnover can cost twice as much as the current employee's salary because the organization must spend more on advertising, attracting, recruiting, and training employees (Guzeller & Celiker, 2020; Deraman et al., 2018).

According to Laily et al. (2020), one of the adverse effects of turnover intention is that the organization must compensate adequately for employment substitution. Karatepe (2013) noted that the negative perception of the organization, decreased employee engagement, and persistent job disenchantment in the workplace were some of the effects of turnover intention on an organization. The organization must retain the employee's talent to confront the challenges of today's intense global competition since Alias et al. (2018) asserted that the employee's talent cannot be transferred to another. Thus, the researchers argued that the organization should develop or modify the workplace dynamic and that relevant policies should be implemented or modified to prevent employees from departing (Alola et al., 2019; Lu & GURSOY, 2016; Prentice & King, 2013; Rashid et al., 2020). Understanding turnover intention rates may aid in mitigating actual turnover rates and enabling solutions to be implemented to reduce human resource loss.

As a result, the organization must reduce employee intentions to avoid incurring additional costs associated with recruiting and training new employees. Since numerous costs are associated with replacing employees, organizations must invest in employee retention programs, such as creating plans to work better and improve

working conditions (Wickramasinghe & Kumara, 2010). In addition, organizations must implement comprehensive rules and procedures to foster an environment that will keep employees. An adequately implemented retention strategy is one of the most effective recruitment techniques (Mathimaran & Kumar, 2017).

Bibliometric Analysis and Turnover Intention Research: In 1969, Pritchard defined the concept of bibliometrics, which involves using mathematical and statistical techniques in analyzing literature and various modes of communication. The term "biblio" originally derives from the fusion of the Latin and Greek words "billion," denoting a written work or record. According to Ahmi (2022), "books" in this context include scholarly works such as journal articles, conference proceedings, book chapters, editorials, review notes, and short surveys. Metrics are derived from the Latin and Greek words "metricus" or "metricos". Metrics refer to the measurement, which indicates the meter science. In this study, the researchers will measure the properties of a collection of books and articles related to turnover intention.

Although numerous studies have been conducted on the causes of employee turnover, the turnover rate continues to rise while the employee retention rate begins to decline yearly. This has increased the relevance of topic and retention issues today. To the best of our knowledge, limited research has been done focusing on turnover intention. Only 24 articles with the term turnover intention were discovered to be associated with the bibliometric study out of 3414 papers in the Scopus database. Therefore, this study implements bibliometric analysis to determine the global trend of employee turnover intention. There are three research objectives for this study. Firstly, this study seeks to determine the current publication trend in turnover intention and identify the most influential authors and institutions on turnover intention. Secondly, this study intends to measure the impact and performance within turnover intention publication by looking at the numbers of citations and h-index. Finally, this study aims to identify the density visualization of the co-occurrence of turnover intention themes.

3. Methodology

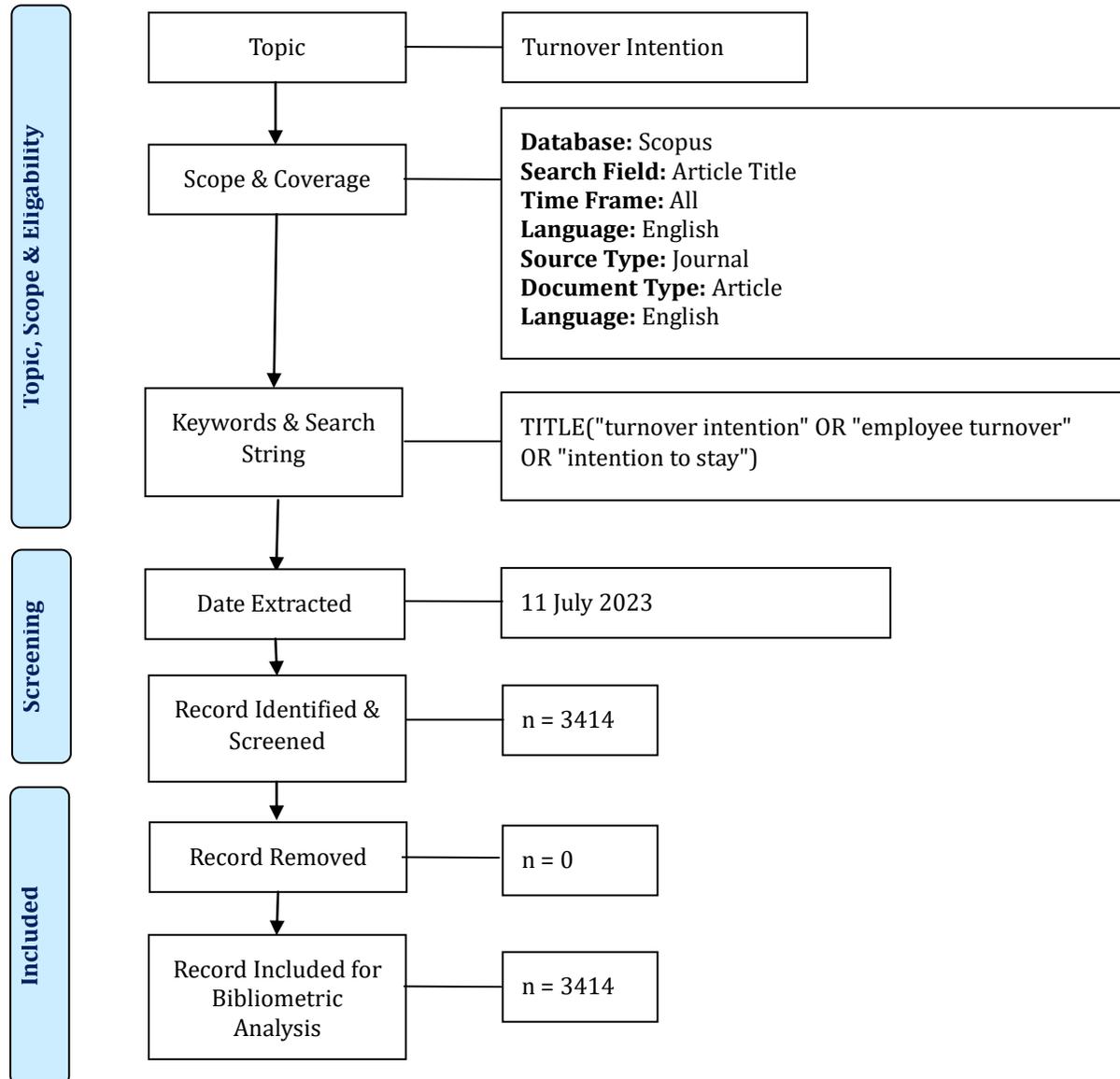
This study used bibliometric analysis to analyze the published articles on the turnover intention fields. Bibliometric analysis is a comprehensive method for exploring and interpreting vast amounts of scientific data (Donthu et al., 2021). It allows the researcher to examine the evolutionary nuances of a particular discipline while offering insight into the growing fields. The researcher's first step in conducting bibliometric analysis is to conduct a literature search by choosing the topic and obtaining the dataset for a particular problem. For this study, the researchers used the university database for Scopus to examine the changing trends in turnover intention. The researchers then utilized Harzing's Publish or Perish software to determine the number of citations and h-index to evaluate the effect of previous authors' published works.

In order to perform bibliometric analysis, the researcher employs two techniques: citation analysis and co-occurrence analysis. The first technique is based on Dzikowski (2018), which cites significant studies. This analysis includes the publication trends by year, most active authors, active institutions, and countries. The researchers' second technique is co-occurrence analysis, which will be assessed using VOSviewers software. In this co-occurrence analysis, this study will identify how the work association method determines the significant relationship between words. More profoundly, the occurrence analysis evaluates the keywords repeated among different papers and evaluates them in the same document by visualizing and mapping the knowledge networks. VOSviewers is a software application that assists in constructing and visualizing networks of documents, sources, authors, organizations, and countries (Martinez-Lopez et al., 2018).

Data Collection: Figure 1 presents the systematic protocols for getting the dataset. The process protocols pertain to the study's specific plan. The following research protocol is designed to help the researchers answer the study questions and achieve the objectives. The researchers used the modified PRISMA diagram to explain the research process in this study. Figure 1 summarizes the strategy, beginning with the study's topic, scope, and coverage, which are based on some criteria for the total number of documents to be studied in the bibliometric study.

The process described in Figure 1 began with a document search in the Scopus database, with the scope and coverage limited to article titles focusing on journals and the English language. Next, the keyword and search string process started with a screening of the fundamental paper about "turnover intention," OR "employee turnover," OR "intention to stay." The approach for gathering data from the Scopus database includes phrase searching (using double quotation marks) and Boolean operators (such as OR) in the search document box. The final result of the screening and identified records downloaded on 11 July 2023 comprised 3414 articles.

Figure 1: Systematic Protocol of Getting the Datasets



(Source: Present study)

4. Results and Discussion

This section begins by analyzing and interpreting the data gathered from the Scopus database. There are three research objectives for this study. Firstly, to determine the current publication trend in turnover intention, identify the most active authors on turnover intention, and recognize the most active institutions on turnover intention. This study's second objective is to measure the impact and performance within the turnover intention publication by the number of citations and h-index. Finally, this study aims to identify the

density visualization of the co-occurrence of turnover intention keywords. The dataset results are evaluated and described in two parts to answer the research questions and achieve the objectives.

Descriptive Analysis: This section presents the descriptive analysis results of research question one, which aims to investigate the current publication trend in turnover intention, identify the authors who have been most active in studying turnover intention, and recognize the institutions that have been most active in researching turnover intention. The evaluation of the descriptive analysis will contribute to the attainment of the first objective.

Publication Trends by Year: Table 1 shows the publication trend results by year on turnover intention. There is a total of 3414 articles from the year 1957 until 2023. The first research on turnover intention, entitled need satisfactions and employee turnover, by Gong et al. (1957), was published in 1957. Even though the first study of turnover intention was documented in 1957, Table 2 reveals that the number of studies on the subject began to increase after 2004 and increased in 2022 with a total of 488 publications. From 2004 to 2022, there has been a rise in studies on turnover intention and related organizational behaviors for various reasons, including the growing importance of human resources. Organizations began to pay more attention to employee turnover and retention as they recognized the vital role of human resources in their success. High turnover rates can be expensive in terms of recruiting, training, and lost productivity, driving employers to look for solutions and tactics to reduce turnover intention.

Besides that, it is anticipated that the increased number of publications is due to the greater emphasis on employee's well-being. Employee well-being and satisfaction at work become increasingly important as the 21st century evolved. Organizations began to recognize the importance of a contented and engaged workforce for productivity and success. Thus, more research on factors influencing turnover intention and measures to improve employee satisfaction were completed. Finally, the increasing numbers of publications from 2004 to 2023 are related to the technology advancement and data availability for the topic turnover intention. The Internet and digital tools have transformed the way research is conducted. Researchers now have more access to a broader range of data sources, online surveys, and research papers, making it easier to collect data and conduct large-scale studies on various topics, including turnover intention.

Table 1: Publication by Year

Year	TP	Percentage (%)	Cumulative Percentage (%)
1957	1	0.03%	0.03
1968	1	0.03%	0.06
1969	1	0.03%	0.09
1971	3	0.09%	0.18
1972	2	0.06%	0.24
1973	2	0.06%	0.30
1974	1	0.03%	0.33
1975	1	0.03%	0.36
1977	1	0.03%	0.39
1978	3	0.09%	0.48
1979	6	0.18%	0.66
1980	4	0.12%	0.78
1981	5	0.15%	0.93
1982	5	0.15%	1.08
1983	5	0.15%	1.23
1984	5	0.15%	1.38
1985	4	0.12%	1.50
1986	8	0.23%	1.73
1987	8	0.23%	1.96
1988	8	0.23%	2.19
1989	7	0.21%	2.40
1990	7	0.21%	2.61
1991	7	0.21%	2.82

1992	9	0.26%	3.08
1993	3	0.09%	3.17
1994	8	0.23%	3.40
1995	11	0.32%	3.72
1996	13	0.38%	4.10
1997	8	0.23%	4.33
1998	7	0.21%	4.54
1999	20	0.59%	5.13
2000	9	0.26%	5.39
2001	18	0.53%	5.92
2002	8	0.23%	6.15
2003	14	0.41%	6.56
2004	24	0.70%	7.26
2005	25	0.73%	7.99
2006	34	1.00%	8.99
2007	53	1.55%	10.54
2008	56	1.64%	12.18
2009	56	1.64%	13.82
2010	76	2.23%	16.05
2011	91	2.67%	18.72
2012	95	2.78%	21.5
2013	110	3.22%	24.72
2014	120	3.51%	28.23
2015	151	4.42%	32.65
2016	182	5.33%	37.98
2017	192	5.62%	43.6
2018	210	6.15%	49.75
2019	267	7.82%	57.57
2020	334	9.78%	67.35
2021	372	10.90%	78.25
2022	488	14.29%	92.54
2023	255	7.47%	100
Total	3414	100.0	-

Note: TP = Total number of publications

Figure 2 depicts a line chart of turnover intention publication trends by year. From 2004 to 2022, the number of related articles on turnover intention increased gradually. However, as seen in the figure below, there has not been much study published on turnover intention from 1957 to 2003. It is anticipated that the lack of research during this period was because organizational behavior and human resource management were not as well-established or popular as they are now. The investigation could have centered on other urgent or pertinent topics. In addition, it is posited that the notion of turnover intention and its significance in organizational behavior may not have been as well delineated or acknowledged during that particular era. Researchers may not have recognized the significance of the subject matter as they currently do. Finally, the cultural attitudes towards work and career choices may have differed during that period. Job loyalty and tenure might have been more valued, leading to less emphasis on studying turnover intention.

Figure 2: Publications Trends by Year from 1957 to 2023

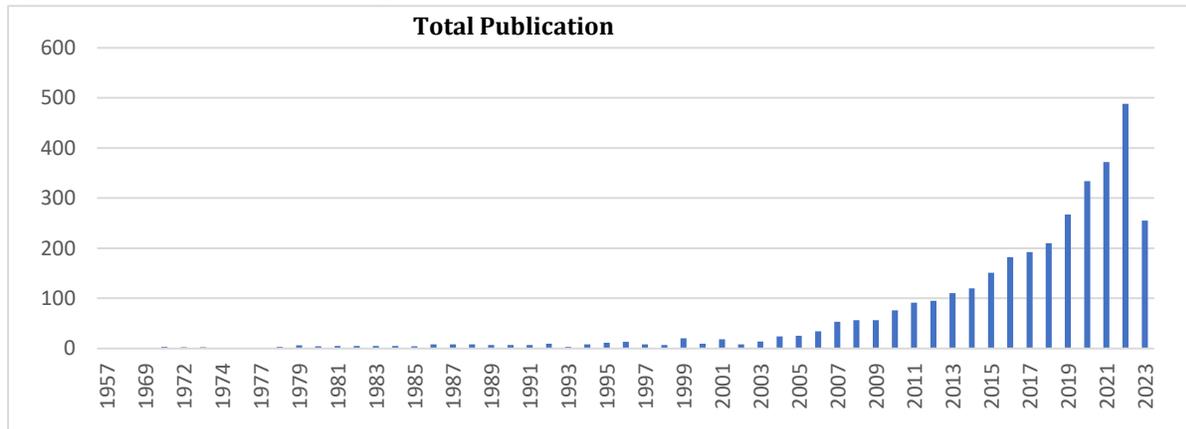


Table 3 shows the top ten of the most active authors within the turnover intention field in the previous decade. Out of the ten authors below, it is found that Allen, D. G. from Texas Christian University has actively published documents on turnover intention. He has been cited 7086 times and with a 39 h-index. The author's article, "The Effects of perceived organizational support and perceived supervisor support on employee turnover," was cited more than 376 times by many worldwide authors. In addition, Hom, P. W. was recorded as the second most prolific author, behind Allen D. G., with 7635 citations. His article, "A meta-analysis of antecedents of employee turnover: update, moderators test, and research implication for the next millennium," was cited 2523 times by previous authors.

Table 3: Top 10 Most Active Authors

Author Name	TD	%	TC	h-index	Affiliation	Country
Allen, D. G.	14	0.41%	7086	39	Texas Christian University	United States
Hom, P. W.	14	0.41%	7635	36	W. P. Carey School of Business	United States
Griffeth, R. W.	13	0.38%	9536	35	Ohio University	United States
Karatepe, O. M.	13	0.38%	8907	56	Eastern Mediterranean University	Turkey
Labrague, L. J.	12	0.35%	3491	33	Sultan Qaboos University	Oman
Lee, T. W.	12	0.35%	7881	34	Foster School of Business	United States
Lin, C. P.	12	0.35%	4921	38	National Yang Ming Chiao Tung University	Taiwan
Zeytinoglu, I. U.	10	0.29%	1259	23	DeGroote School of Business	Canada
Battistelli, A.	8	0.23%	1086	19	Laboratoire de Psychologie	France
Mitchell, T. R.	8	0.23%	14615	58	University of Washington	United States

Source: Prepared by the Authors

Table 4 lists the ten most active institutions worldwide that published turnover intention articles. Based on the result, Universiti Sains Malaysia and Universiti Teknologi Malaysia from Malaysia recorded the highest total publications with 31 articles. The third position is occupied by Yonsei University from South Korea and Huazhong University of Science and Technology from China with 28 articles, followed by Renmin University of China from China with 26 articles. Based on the obtained findings, it can be inferred that the research on turnover intention has exhibited a greater degree of development and progress in Malaysia compared to other nations.

Table 4: 10 Most Active Institutions

Institutions	TP	Percentage (%)	Country
Universiti Sains Malaysia	31	0.91%	Malaysia
Universiti Teknologi Malaysia	31	0.91%	Malaysia
Yonsei University	28	0.82%	South Korea
Huazhong University of Science and Technology	28	0.82%	China

Renmin University of China	26	0.76%	China
Universiti Putra Malaysia	24	0.70%	Malaysia
Pennsylvania State University	22	0.64%	United States
University of the Punjab	22	0.64%	Pakistan
Hong Kong Polytechnic University	21	0.62%	China
University of Central Florida	21	0.62%	United States

Citation Metric Analysis: The second study question assesses the impact and performance of turnover intention publication by measuring citations and h-index. To answer this research question, this study performed the citation metric analysis by assessing the turnover intention publication number of citations and h-index. Baker et al. (2020) assert that assessing an article's impact depends upon the number of citations it receives from other scholarly works. Thus, this study used Harzing's Publish or Perish (PoP) software to analyze the citation metric.

Table 5 shows information about the datasets and the impact and performance of the overall turnover intention publications. The study of turnover intention was recorded from 1957 to 2023 and resulted in a total of 3414 publications from 165 authors. The citation per paper (average number of citations per paper) is 26.94, and the citation per year is 1393.41. In addition, the average number of citations per author is 609.55, and the average number of papers per author is 1441.89.

In addition, the h-index is one of the metrics that can help measure productivity and citation impacts (Ahmi, 2022). The h-index is based on the set of highly cited papers for a particular collection. In this study, the h-index is 128. In other words, there are 128 publications, each with at least 128 citations. Like the h-index, the g-index is another alternative metric to measure productivity and citation impact. Egghe (2006) posits that when ranking a collection of articles in descending order according to their citation counts, the g-index represents the highest value for which the cumulative number of citations received by the top g articles is equal to or exceeds g^2 . The present study reveals a g-index value of 215, indicating that the author has successfully written 215 papers with a minimum of 430 citations.

Table 5: Citation Metrics

Item	Data
Publication years	1957-2023
Citation years	66
Papers	3414
Citations	91965
Citations per year	1393.41
Citations per paper	26.94
Citations per author	609.55
Papers per author	1441.89
Authors per paper	3.06
h-index	128
g-index	215

Network Analysis: The justification for performing co-occurrence and keyword analysis is that an author's chosen keyword adequately captures the essence of an article's subject (Comerio & Strozzi, 2019). In this study, a network visualization analysis was performed to address the third research question, which pertains to the prevalence of the 10 most common themes related to turnover intention among researchers. In meeting the research objective, this study used VOSviewer software for constructing and visualizing the networks of documents (journals and articles).

Co-Occurrence of the Ten Most Keywords in Turnover Intention Research: Table 6 summarizes the top ten keywords used in the research on employee turnover intention. According to the findings in Table 6, turnover intention emerges as the predominant keyword employed in the existing body of literature on turnover intention with a frequency of 1306. The keyword frequently utilized in second place is "job satisfaction," indicating that the predominant focus of turnover intention research is employee satisfaction

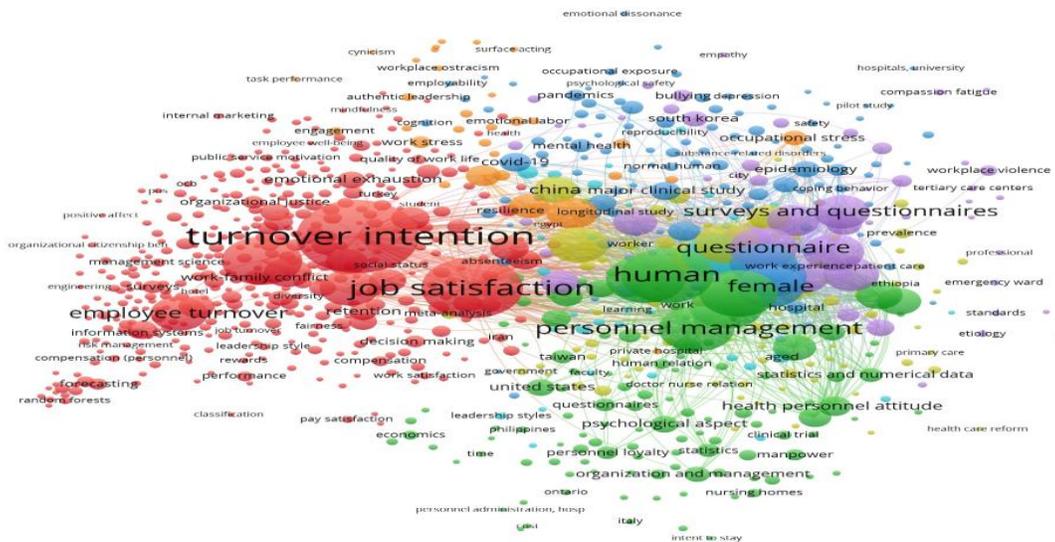
with the firm. Turnover intention is commonly observed when employees experience a sense of dissatisfaction within their present work environment.

Table 6: Ten Top keywords by the Frequency of their Occurrence

Keywords	Frequency	Percentage (%)
Turnover Intention	1306	38.25%
Job Satisfaction	893	26.16%
Human	738	21.62%
Turnover Intentions	565	16.55%
Article	552	16.17%
Personnel Management	501	14.67%
Personnel Turnover	476	13.94%
Female	405	11.86%
Adult	397	11.63%
Questionnaires	395	11.57%

The overlay visualization of the co-occurrence of author keywords is depicted in Figure 3. In this visualization, several visual properties, such as color, square size, font size, and thickness of the connecting lines, were employed to represent the relationship between the keywords and other related terms. For example, keywords with the same color were commonly listed together. Hence, within the context of this research, turnover intention, job satisfaction, employee turnover, and retention have a similar red color. This observation implies a strong association and frequent occurrence of these keywords, usually co-occur together.

Figure 3: Network Visualization of the Co-occurrence of Keywords



Discussion and Future Research Directions: Bibliometric analysis is a research methodology that examines and evaluates patterns and trends within scholarly literature and scientific publications. Bibliometric research offers valuable insights into the progression of the turnover intention field, influential authors, prominent research subjects, and researcher collaborations. Therefore, this study would suggest recommendations for future research in bibliometric for turnover intention.

The data presented indicate a notable upward trend in the number of articles published on turnover intentions for 66 years (1957-2023). Nevertheless, a gradual upward trend was observed between 1957 and 2003, characterized by a moderate increase in the number of articles. Subsequently, there is a period of increased activity spanning from 2004 to 2023, during which there is a surge in articles and a noticeable increase in attention, aligning with the findings of Sai et al. (2023). It is recommended that future research should perform an extensive bibliometric study to represent the research setting about turnover intention visually. This inquiry aims to discern the primary key research areas, trends, and themes throughout the discipline across various temporal periods. This could perhaps facilitate the comprehension of the topic's evolution and its most noteworthy advancements for scholars and practitioners.

The authors who exhibited the highest level of activity in terms of article publications were predominantly affiliated with institutions in the United States. In ranking the top three most active authors, the United States emerges as the leading country, exhibiting more publications and citations than other nations. This finding aligns with the research by Zhang et al. (2023), which highlighted the predominant focus on turnover intention inside the United States. It is recommended that future research should be directed toward the examination of bibliometric data to assess the body of literature on turnover intention across various countries and cultural contexts. This can facilitate the acquisition of insights about examining and comprehending turnover intention within a wide range of contexts.

Furthermore, the findings of this study indicate that the institutions with the highest level of activity in publishing research on turnover intentions were Universiti Sains Malaysia and Universiti Teknologi Malaysia, both located in Malaysia. According to Ahmi (2022), there is a correlation between the number of articles generated by institutions and the presence of a central research group or team dedicated to studying turnover intention. Hence, it is suggested that future studies may investigate the co-authorship networks involving these universities to gain insights into the collaborative dynamics among researchers in the domain of turnover intention. Such investigations can potentially foster the development of research clusters and facilitate collaboration between institutions or nations, thereby offering valuable insights into global research networks.

Moreover, this study found that the ten keywords or themes the authors selected relate to turnover intention, job satisfaction, human, turnover intentions, article, humans, personnel management, personnel turnover, female, and adult. These keywords have identified additional research areas based on the findings derived from the VOSviewer map. Finally, given that this study exclusively relied on the Scopus database, it is strongly advised that future research use additional database sources, such as WOS, Google Scholar, EBSCO Host, and Science Direct, to comprehensively examine research trends about the same terms.

5. Implications and Conclusion

The researchers believe the present study benefits scholars and practitioners in human resources and organizational behavior. Firstly, this study can help to identify the most prominent and recurring themes, concepts, and methodologies within the turnover intention literature. It can be seen from this study's findings of the keywords of turnover intention publication (turnover intention, job satisfaction, human, turnover intention, article, personnel management, female and adult). This can provide a valuable resource for guiding future research and facilitating scholars' access to the most recent advancements in turnover intention publications. In addition, through recognizing the influential authors and research groups, this study highlights experts in the field whose work has had a significant impact. This information possesses significant potential in terms of fostering collaborative opportunities and facilitating mentorship. In conclusion, understanding the most influential research on turnover intention can provide significant insights for human resource professionals and organizational leaders, enabling them to develop evidence-based approaches to mitigate turnover intention and retain high-performing individuals.

Conclusion: In conclusion, this study on bibliometric analysis of turnover intention research provided a complete and systematic assessment of the discipline's progression, trends, and well-known scholars. The results highlight turnover intention's ongoing importance and relevance as a crucial subject of inquiry in organizational studies. The analysis revealed a significant increase in the study of turnover intention through

time, signifying the ongoing interest of researchers and practitioners in comprehending and addressing employee turnover within organizational contexts. The utilization of bibliometric analysis in the study of turnover intention allows researchers to enhance their comprehension of the current body of literature, discover areas that lack sufficient investigation and potential research prospects, and make valuable contributions to the progression of knowledge in this significant domain of organizational behavior. In pursuing talent retention and cultivating a productive workforce, the findings of this study can contribute to informed decision-making based on empirical evidence. Furthermore, these insights can aid in developing impactful interventions to mitigate turnover rates and bolster employee satisfaction and commitment. In the future, ongoing research on turnover intention is expected to significantly influence the field of organizational studies and enhance our comprehension of employee retention dynamics in a constantly evolving work environment.

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