

**A BIBLIOMETRIC ANALYSIS OF THE STUDIES IN 2019 AND 2020
ON POSITIVE ORGANIZATIONAL BEHAVIOR**

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ABSTRACT

The actions of individuals in organizations and the factors in the emergence of these actions are evaluated in a scientific framework within the concept of organizational behavior. The concepts of workplace friendship and work dedication, which are concepts that try to reveal the ideas that will positively affect the actions of the individuals in the organization, are included in the scope of the study. Workplace friendship is expressed as informal human interactions in the workplace. On the other hand, work engagement is the dedication of employees to fulfilling their job roles, physically, cognitively and emotionally. The aim of the research is to examine the studies on positive organizational behavior in the literature in 2019 and 2020, when the COVID-19 epidemic was intense. For this purpose, bibliometric analysis method was used in the study. In the study, 261 articles in 2019 and 332 articles in 2020 were included in the scope of the Scopus database. The studies included in the research were examined in accordance with the criteria of author, university, country, method, number of pages, keywords and number of references used. It is thought that the findings obtained as a result of the study will be interpreted and it will provide convenience to the researchers in future studies.

Keywords: Positive Behavior, Positive Organizational Behavior

1. Positive Organizational Behavior

The source of positive psychology goes back to the Greek philosophers Plato and Aristotle. These philosophers have sought ways of how people can achieve happiness (Hefferon & Boniwell, 2011, p. 8). Aristotle expresses happiness, the virtuous activity of the soul and all the material and spiritual values gained through this activity (Aristotle, 2014, p. 30).

Martin in the 21st century Positive psychology, which was put forward by Seligman and the psychologists guided by him, states that not enough importance is given to people and the situations that make life livable, and that a new perspective should be given to this situation (Berberoğlu, 2013, p. 6).

Positive psychology “Motivation and Personality (Motivation)” term and Maslow (1954) first mentioned it in his book “Personality”. Maslow emphasized that it is not enough for psychology to focus more on the clinical aspect, and stated that it is necessary to focus on concepts such as love, being loved, optimism and self-actualization, which are also the basis of the humanistic approach (Wright, 2003, p.437).

In the early 2000s, the development of positive psychology gained momentum with the studies conducted by Seligman and the psychologists led by him. Seligman and the psychologists led by him focused on the characteristics of people that make their lives meaningful, and aimed to raise the well-being of societies with an inductive approach, starting with the individual, using scientific methods. The focus of positive psychology has been to ensure that individuals develop at a higher level and increase their happiness even more, not the disease-causing conditions of individuals (Luthans, 2008, p.200). Positive psychology states that not enough importance is given to people and the situations that make life livable, and that a new perspective should be given to this situation (Berberoğlu, 2013, p. 6).

Positive psychology has a three-dimensional field of study: individual, subjective well-being and organizational:

Individual size; It is related to the feeling of being satisfied with the general state of the person; encompasses the past, present and future. Goodness, contentment, satisfaction for past experiences; For today, there are feelings of happiness and letting go, and feelings of hope and optimism for the future (Berberoğlu, 2013, p. 10).

Subjective well-being dimension includes personal characteristics such as professional ability level, sensitivity, spirituality, courage, interpersonal skills, forgiveness, capacity to love, aesthetics, originality, farsightedness, patience, superior talent and wisdom (Özkan, 2018, p. 13).

The organizational dimension is considered as a group and an institution. While the group dimension is related to civic virtue, the institution dimension; orienting the individual to be a better citizen; responsibility, emotional satisfaction, kindness, altruism, compatibility, initiative and work ethic (Luthans, 2002b, p. 697).

Organizational dimension of positive psychology includes all the values that activate the employees' sense of organizational citizenship. Organizational citizenship behavior emerges when these values are put into action. Organizational citizenship behavior is expressed as extra-

role behaviors that employees show voluntarily in order to contribute to the organization by exceeding expectations outside of certain job descriptions (Sezgin F. , 2005, p. 318).

Seligman and his colleagues described positive psychology in three stages (Seligman & Csikszentmihalyi, 2000, pp. 6-7; cited in İnce & Karacaoğlu, 2012, p. 5-6):

- positive experiences; positive situations in the past (satisfaction, contentment), happiness for the present time, and feelings of hope and optimism for the future.
- Positive individual characteristics; wisdom, interpersonal communication, emotionality and sensitivity, perseverance, forgiveness, courage, foresight, spirituality, originality, giftedness, and professional capacity.
- Explanation of positive individual experience in an evolutionary setting; The contribution of social relations to happiness, the necessity of cultural norms to lighten the burden of individuals' choices, voluntary activities for the development of talented young people and talent development.

The positive organizational behavior approach has brought many situations such as the fact that the quality can be measured and increased within the organization in today's living conditions, that the positive-oriented approaches predominate and that it is easy to manage.. Thanks to the positive organizational behavior, not only the positive and strong sides of the people are revealed, but also the positive orientations that dominate the organization in general have been provided (Youssef and Luthans, 2007).

There are five basic characteristics of positive organizational behavior (Luthans , et al., 2006).

- a. Positive organizational behavior deals with situations that are positive. When traditional organizational behavior theories and approaches are examined, it is seen that they deal with negative behaviors and situations. Positive organizational behavior, on the other hand, seems to have a more balanced approach that deals with positive concepts as well as negative concepts in organizations (Luthans & Youssef , 2007). Positive and negative should not be considered as opposite concepts. Because“ a positive behavior we do ,cannot compensate or balance our negative behavior (Luthans et al., 2006).
- b. Positive organizational behavior is based on research and theory. Other positive approaches other than positive organizational behavior encourage positivity while benefiting from insufficient and limited scientific theory and research. Positive organizational behavior is a scientific approach that creates information that can be developed for leadership, human resources development and performance with the concept of positive psychology it contains. Positive organizational behavior does not include many interesting philosophical commercial structures that do not put itself into scientificization and evaluation, as well as the unfounded qualities and positive characters advocated by popular psychology books (Luthans et al., 2007).
- c. Positive organizational behavior is related to concepts that can be measured. Measurability is a concept that has always been at the center of scientific research and practice. Positive organizational behavior becomes scientific through the use of reliable and valid tools in measuring organizational structures. Positive organizational behavior reveals results by systematically analyzing this reliable and valid data. In this way, it only works on measurable structures and excludes all non-measurable structures.

- d. Positive organizational behavior is flexible and open to development. Human resources management is inadequate today. Since the conditions of the organization will not be the same every term, the employees of the organization should not always have the same competence and should be able to improve themselves. For this reason, in addition to the right person and the right position, there is a need for flexible and developing people, that is, features that can develop and develop positive organizational behavior (Luthans & Youssef , 2007).
- e. Positive organizational behavior is associated with performance. Today, concepts such as salary increase or promotion, which are used to increase the performance of employees, have begun to lose their former popularity. Employees have started to increase their performance in organizations with positive psychological supports based on positive organizational trust. Positive organizational behavior uses the directions of positive psychology to shape processes and thus enables organizational performance to increase.

The structure consisting of four of the sub-dimensions of positive organizational behavior (hope, optimism, resilience, self-efficacy) is called psychological capital. If one of these four dimensions of positive organizational behavior is missing, we will not be able to talk about the concept of self-efficacy. In addition, positive organizational behavior is not limited to these dimensions. Potential organizational positive behavior dimensions are as follows; creativity, wisdom, subjective happiness, flow, humor, gratitude, forgiveness, emotional intelligence, spirituality, authenticity and courage (Luthans et al., 2007 as cited in İnce , 2012).

2. Bibliometric Analysis

When the publications on positive organizational behavior are examined, 261 publications were made in 2019 and 332 publications in 2020.

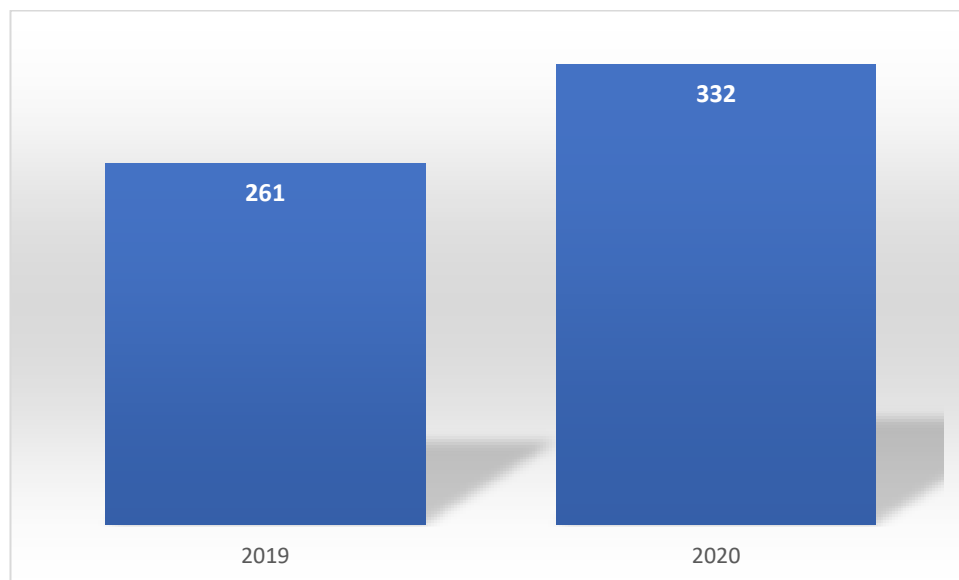


Figure 1

When we look at the subjects studied together with positive organizational behavior, it is seen that many subjects are handled together with positive organizational behavior. The most studied subject on these subjects has been Job Satisfaction with a total of 50 publications. This is followed by leadership with 46 publications, Organizational Citizenship Behavior with 37

publications, Human with 36 publications and Organizational Commitment with 32 publications.

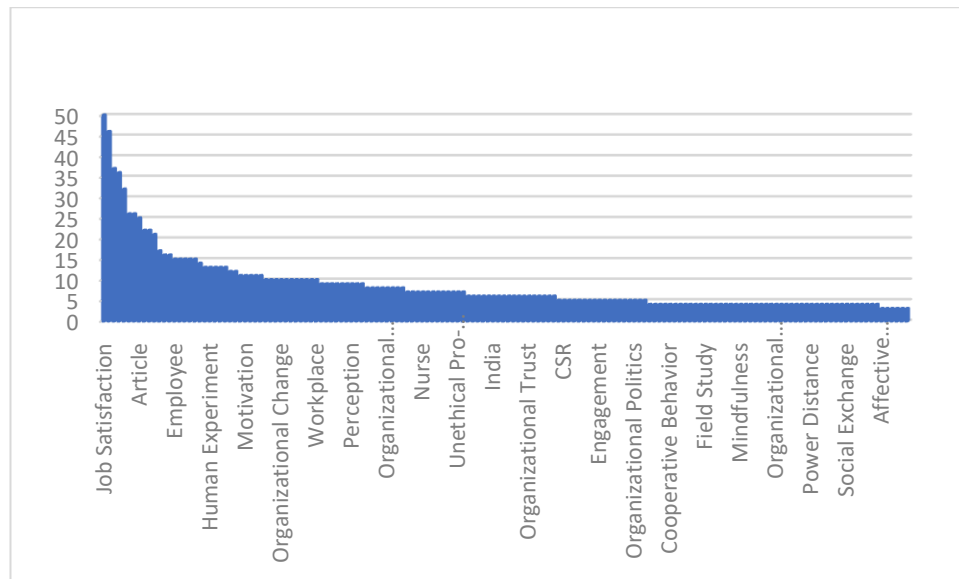


Figure 2

When the countries with publications on positive organizational behavior are examined, the United States has the highest number of publications with 128 publications. United States is followed by China with 83 publications, United Kingdom with 64 publications and India with 53 publications. In Turkey, 18 publications on positive organizational behavior were made in 2019-2020.

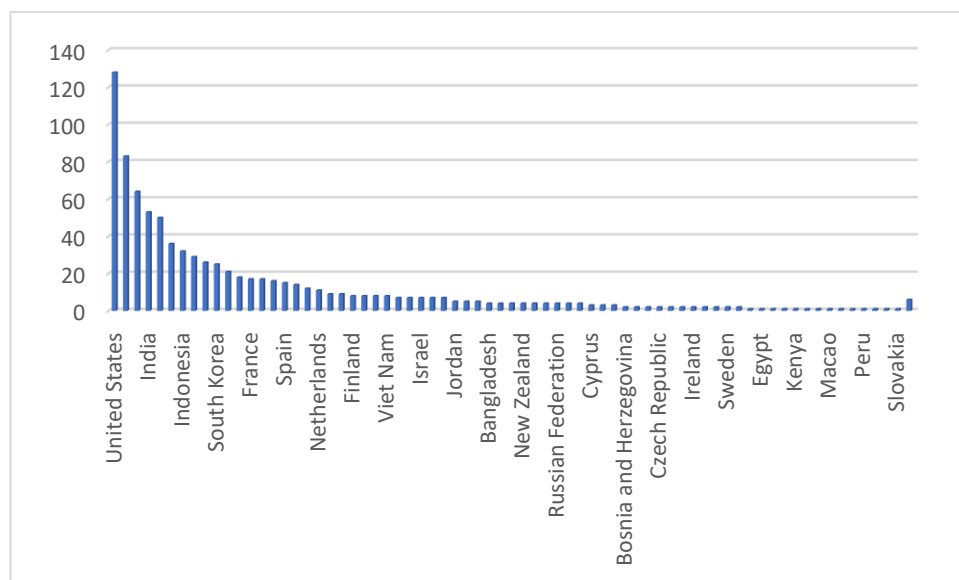


Figure 3

Swinburne has 9 publications. The University of Technology ranks first, while Swinburne Business School ranks 2nd with 8 publications. Renmin then with 7 broadcasts University of China , Griffith University , Tongji University follows

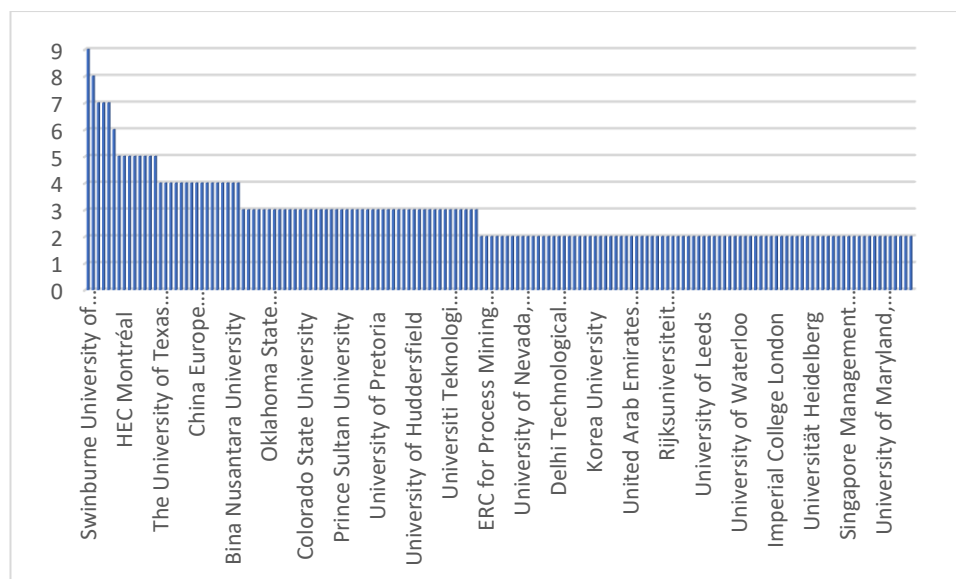


Figure 4

When we look at the journals about positive organizational behavior, ' Journal Of Business Ethics ' took the first place with 19 publications, 'Management Research Review ' is in the second place with 15 publications and ' Journal Of Management And With 11 publications. Organization ' and ' Personnel It 's in the review.

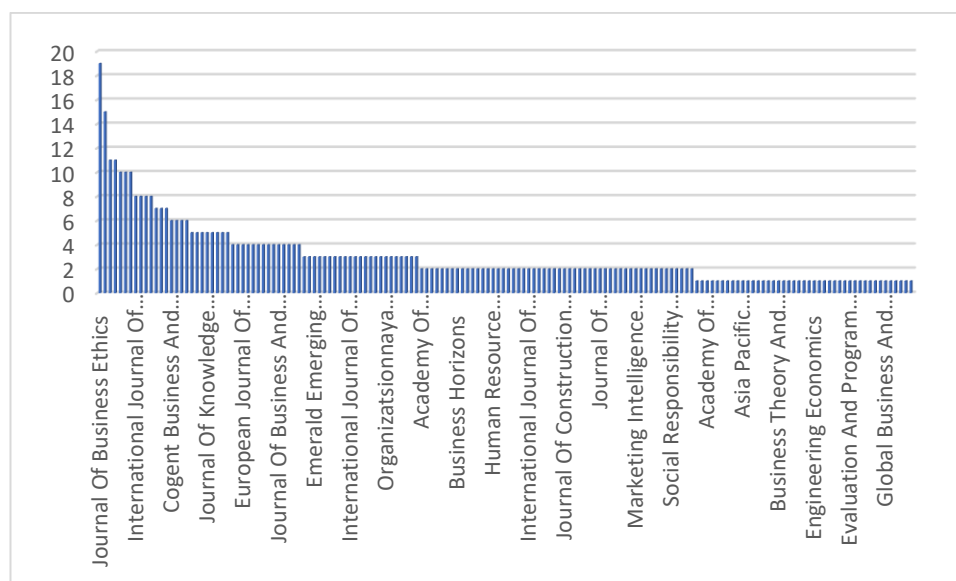


Figure 5

When we look at the publication languages made with positive organizational behavior, the most writing was in English with 584 publications. Other languages used in the publications were Spanish, Russian and German.

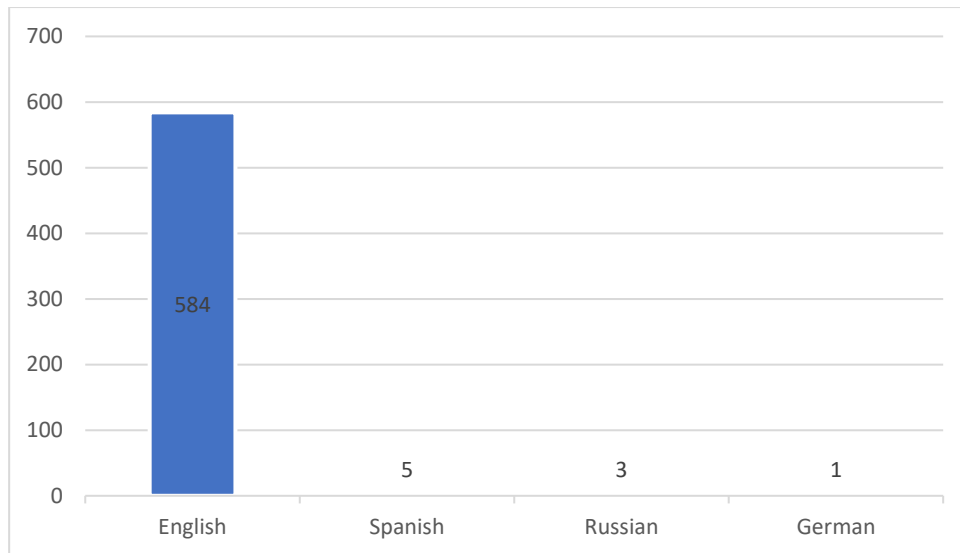


Figure 6

When we look at the scientists working on positive organizational behavior, Luu is the scientist with the most studies in this field with six publications, while Lee takes the second place with four publications.

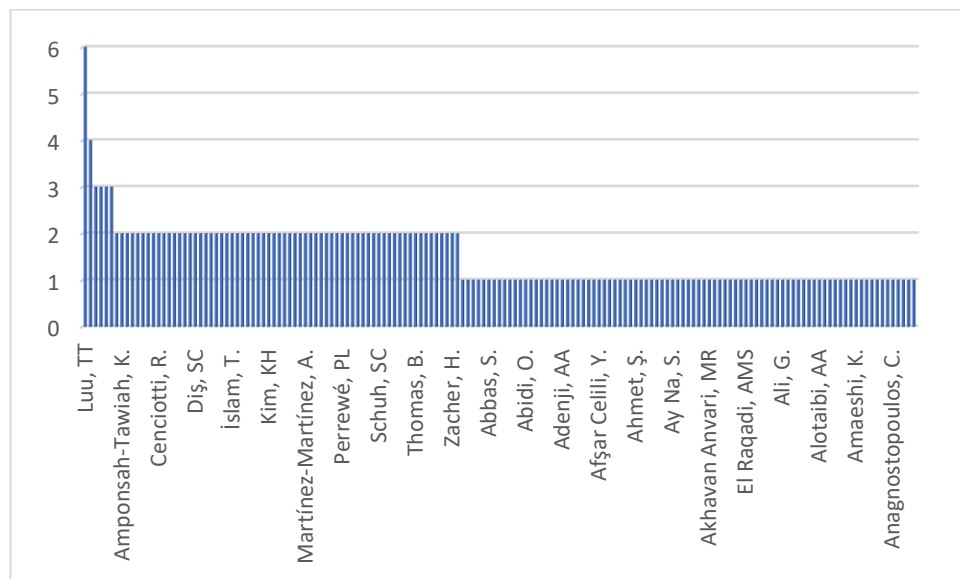


Figure 7

When we look at the subjects covered in the studies, the areas where positive organizational behavior is investigated are Business, Management and Accounting with 583 publications, Social Sciences with 152 publications, Psychology with 83 publications, Economics, Econometrics and Finance with 73 publications, Decision Sciences with 70 publications, Arts with 37 publications. and Humanities, Engineering with 34 publications, Medicine with 19 publications, Computer Science with 18 publications, Environmental Science with 17 publications, Nursing with 4 publications, Energy with 3 publications, Health Professions and Materials Science have 2 publications. There are also publications associated with Agricultural and Biological Sciences and Pharmacology, Toxicology and Pharmaceutics.

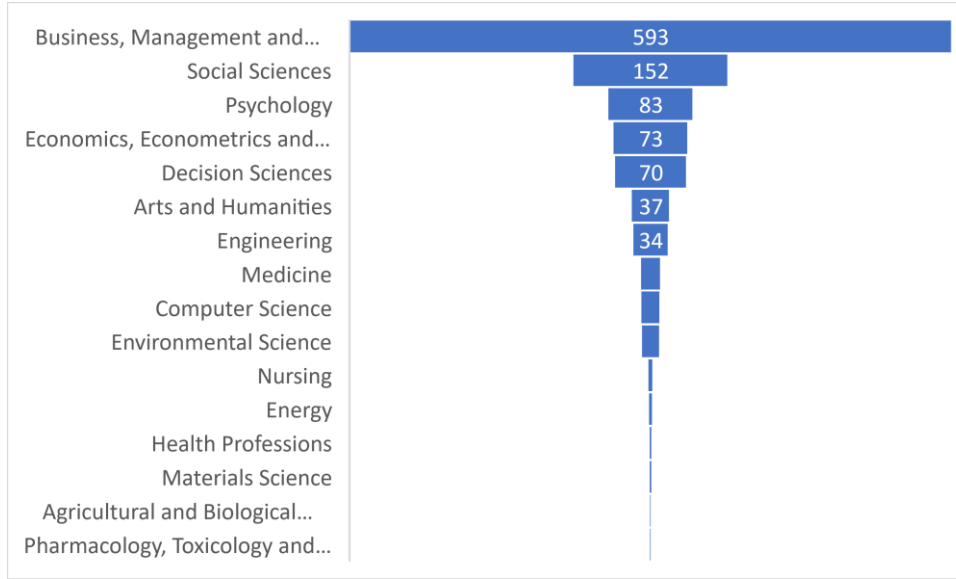


Figure 8

3. Conclusion

When we examine the publications made in 2019-2020 on positive organizational behavior, it is seen that these publications are generally published in English and that the publications made in 2020 are more than the publications made in 2019. These publications were generally discussed together with Job Satisfaction, with the most publications made in the United States and mostly in the field of Business, Management and Accounting. When we look at the authors who publish the publications, there are publications that were put forward by 2 or 3 people in general, it is important in the development of positive organizational behavior that will make significant contributions to the literature by a single person and in collaboration with other languages and other disciplines in the publications to be published hereafter will play a role.

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