Pakistan Journal of Life and Social Sciences

RESEARCH ARTICLE

"Spotlight on IWB: Revealing Hidden Trends and Data Gaps in Metadata (2019-2024)"

Niranchana Priya Viswanathan[1*], S. Arun Kumar [2]

[1, 2] Faculty of Management Studies, SRM Institute of Science and Technology (deemed to be University) Kattankulathur, Chennai, Tamil Nadu, India

ARTICLE INFO	ABSTRACT
	This paper aims to qualitatively evaluate the completeness and quality of metadata for 135 documents sourced from Scopus, specifically focusing on trends and patterns in the research related to human resource management and innovative work behaviour (IWB) in various industries from 2019 to 2024. A comprehensive bibliometric analysis was conducted using metadata, including abstracts, authors, document types, journals, publication years, titles, and citations. This study evaluates the completeness of these metadata fields and assesses the gaps, such as the significant missing data in "Keywords Plus" and other categories. The research demonstrates that the "Keywords Plus", "Affiliation," "Cited References" and some other metadata fields are incomplete but abstracts, titles, authors-metadata information did complete. The study also addressed innovation, HR methods and knowledge management. The study is limited by focusing on a specific set of documents between 2019 and 2024. But it does give some indication of the number of metadata, and how this impacts access to research. Lack of metadata in certain categories become problematic when this bibliometric analysis is more comprehensive. This new study shows a unique perspective on the completeness of research metadata, and how important it is to have correct data included in the scroll for bibliometric analysis performed efficiently enough with providing desired outcomes. It also highlights developing trends in the field of human resource strategies and inter-organizational behaviour (IWB) offering future research implications useful for researchers.

INTRODUCTION

Definition of innovative work behaviour

In this context, innovative work behaviour means the creativity of employees to develop new things like ideas, methods, and solutions in IT industry. This means an openness to experimentation; the willingness to roll up our sleeves and take risks and get out of we-have-always-done-it-this-way box if required for progress or process improvements. In the end, innovative work behaviour is necessary in IT for competing with a fast-evolving technology landscape.

Importance of studying HR practices in relation to innovative work behaviour

The study uses a bibliometric approach to understand the HR practices and key attributes fostering IWB in IT industry. One of the major topics that has been received attention is what drives innovative work behaviour from last years with a backdrop in IT industry. When separating the grain from chaff in HR practices, one area for examining this issue is to adopt a bibliometric mode of approach. The

purpose of this study will be to narrow the existing gap between human resources practices and innovative work behaviour in the information technology (IT) sector by providing valuable insights into organizational-level drivers that would potentially foster firm innovation.(Monica & Krishnaveni, 2019) Nevertheless, a specific counterexample included an investigation that revealed no meaningful relationship between HR practices and innovative work behaviour within the IT sector. This would imply that other extra-systemic factors, like market forces or technological advancement will have more impact on innovation in an organization.

More research is needed to determine the possible influence of these intervening variables on innovative work behaviour particularly in IT industry. Moreover, future studies may focus on the specific HR practice(s) that impact innovation in organizations and explore which practices have a greater effect. Organizations can be more effective in designing strategies for encouraging and supporting innovation among employees if they understand how HR practices relate to innovative work behaviour. In the end, this could improve competitiveness and contribute to success for companies in today's rapidly changing IT industry. Additionally, this research will also be beneficial for the HR professionals that want to apply any such innovations in their organizations.(Mishra et al., 2019) Organizations can develop an atmosphere that promotes creativity and challenges employees to think creatively by identifying the most effective HR practices. Thus, driving to a better level of innovation and thus, a right edge into the IT industry. Understanding the role of HR practices in innovation is a crucial step for organizations to grow and remain competitive given today's ever-evolving business environment. An organization may impose a stringent hierarchy which restrains creativity and encourages employees to play it safe, not bring any fresh ideas to the table. Furthermore, if a company only rewards based on individual performance and does not promote collaboration in general, but collaboration is what innovation needs it can be their detriment (and the entire company's) regarding of how much money we talk about competitive edge. Allow employees to work at their most creative times: whether that means flexible hours or remote working. In addition, (Pradhan & Jena, 2019)there can be regular brainstorming channels and idea sharing platforms to enable process of collaboration and innovation in the team. Nevertheless, others suggest that work hours being too flexible and remote options can limit the flow of communication and team collaboration which might have an adverse effect on innovation. This could be accomplished by laying out clear expectations for when it comes to communicating with each other or working together so regularly check-ins as well as group meetings would ideally help this along effective virtual communication coaching. Organizations which find the perfect balance point between flexibility and structure will be able to create an environment where innovation is encouraged whilst fostering a keen sense of teamwork and communication among team members.

R1: What trends and patterns emerge in metadata completeness for documents related to human resource management and innovative work behaviour (IWB) from 2019 to 2024?

R2: How do gaps in metadata fields, such as "Keywords Plus," "Affiliation," and "Cited References," impact the effectiveness of bibliometric analysis in IWB research?

R3: Which authors, journals, and countries are most influential in the IWB literature, and what does their impact reveal about the state of research in this area?

R4: What thematic areas, including innovation, HR practices, and knowledge management, are most prominent in the IWB literature, and how have these themes evolved over the study period?

R5: How does the completeness of metadata influence the accessibility and quality of research on innovative work behaviour and human resource management?

II. LITERATURE REVIEW

The significance of metadata in academic research cannot be overstated. Metadata serves as the backbone of research documentation, ensuring that scholarly works are easily discoverable, accessible, and correctly attributed. Previous studies have established that the completeness and accuracy of metadata—encompassing fields such as abstracts, authors, keywords, and citations—are linked to the visibility and impact of research papers. Incomplete or inaccurate metadata can lead to reduced discoverability in academic databases, lower citation rates, and, diminished academic influence. (Bantha & Nayak, 2020)The existing literature highlights the crucial role of complete metadata to raise visibility for research, leading in turn to more citations and greater academic credit. Yet the literature also describes difficulties in obtaining full metadata coverage (Keywords Plus, affiliation), some commonly missed schema as well. In this study, we add to the literature by investigating metadata completeness in a sample set of 135 documents identified from Scopus. This research aims to address this by focusing on the strengths and gaps in metadata for ASR, shedding light into areas that need improvement if we are going to allow academicians work to be more visible and impactful. These results can be valuable for researchers and librarians as well as publishers of academic databases to improve the quality of metadata.(Gupta & Thoma, 2019)

III. THEORETICAL BACKGROUND

The theoretical foundation of our research includes two main pillars: metadata completeness theory, and collaboration theory. (Viswanathan et al., 2019)Metadata completeness theory1 states that the quality of metadata through completeness plays a critical role in finding and higher academic effects for documents. In other words, the full metadata — including abstracts, authors, document types as well keywords and citations of academic works facilitates searchable access via digital repositories. This increased accessibility in turn leads to higher citation rates, which increases the visibility and impact of the research among academia. Similarly, collaboration theory examines the nature of co-authorship and related effects on research productivity as well as dissemination. This proposes that papers co-authored are of better quality because multiple minds, with different expertise and outlooks through combined effort produce superior results together. (KH & Menon, 2020)In addition, multi-authored papers reach a larger audience and are more often cited compared to single authored works mainly because the respective author becomes known in a broader network. Building upon these, this study combined both perspectives to perform an analysis of the impact and outreach results for academic documents regarding metadata completeness by authorship (single or multiple). (Viswanatha & Lakshmi, 2019)This study is an attempt to empirically validate these theoretical frameworks in the context of academic publishing and research dissemination through analysing metadata accompanying 135 documents.

IV. METHODOLOGY

The method used for this research is a quantitative analysis of the metadata completeness from 135 documents, which are obtained through Scopus between the years 2019–2024. This article evaluates a range of different metadata fields (abstracts, authors, document types: journals etc., publication years or titles as well as citation-, keyword- and DOI-references) to analyse the impact, they may have on trend data. (Gupta, 2020)This choice was made due to Scopus' comprehensive indexing of peer-reviewed literature in various disciplines, and thus used as a representative data source for the purpose of assessing metadata completeness. (Rao Jada et al., 2019)The study implements a well-organized data collection system using complete metadata of all the documents which are extracted cautiously and categorized. The percentage of loss in data is then used to quantify the completeness for each metadata field. Drift patterns recorded in fields where data is not missing are labelled as "Excellent", while drift detected in fields with partial or extensive missing data is defined as "Good" and "Missing completely at random (MCAR)" respectively. (Aboobaker & K.A, 2020)It contains both

a description of the rubric and statistical analysis to ascertain whether citation rates are linked to metadata completeness, which would in turn tell us about best practices. The findings are then presented using bar charts, thematic maps and scatter plots which provides an overall understanding from the data. This approach provides a strong, statistically valid method for measuring metadata completeness that will be of interest in the academic publishing space.(Pandey et al., 2019)

V. Data Analysis

Data analysis for this research is done based on Metadata completeness of 135 documents gathered from Scopus. (Rai & Kim, 2021)The analysis provides a detailed breakdown of how policing fared for each category; and in summary, core metadata fields (including abstracts, authors, document types*, journals**, publication years***, titles**** / total citations) performed well with an 'Excellent' rating but there were large gaps elsewhere. Specifically, the Keywords Plus field has a 77.04% in terms of missing and it is defined as "Completely Missing." By the same measure, important metadata fields such as affiliation, cited references, corresponding author (and his or her e-mail address), language used to write abstracts and science category are absent altogether leading to substantial loss in discoverability and citation potential for these documents. (Singh et al., 2021)As we can see in the next table, is that the DOI field has a missing rate of 2.22%, and Keywords with an only lacking at uncountable (at least searching for different terms to extract keywords) 0.74%; however this sparsity indicates that there's still work needed on these fields even when being classified as "Good" data quality level Using statistical analysis it was concluded that metadata completeness is correlated with citation rate, (Aboobaker et al., 2022)the document more well noted in all of its stores usually has an higher number of citations. Displaying this data in the form of bar charts and choropleth maps can reveal what types of metadata are most complete with assorted colours, leaving you with an innovative idea of where there is room to improve. Taken together, the data analysis serves to highlight that rich metadata play a key role in determining success and visibility of academic research. Dixit& Upadhyay, 2021).

Table 1: Completeness of Data source: Biblioshiny

Completeness of metadata -- **135** docs from **Scopus**

Metadata	Description	Missing Counts	Missing %	Status
AB	Abstract	0	0.00	Excellent
AU	Author	0	0.00	Excellent
DT	Document Type	0	0.00	Excellent
SO	Journal	0	0.00	Excellent
PY	Publication Year	0	0.00	Excellent
TI	Title	0	0.00	Excellent
TC	Total Citation	0	0.00	Excellent
DE	Keywords	1	0.74	Good
DI	DOI	3	2.22	Good
ID	Keywords Plus	104	77.04	Critical
C1	Affiliation	135	100.00	Completely missing
CR	Cited References	135	100.00	Completely missing
RP	Corresponding Author	135	100.00	Completely missing
LA	Language	135	100.00	Completely missing
WC	Science Categories	135	100.00	Completely missing

The ***table1*** given above is to evaluates the completeness of metadata for 135 documents sourced from Scopus. Metadata such as abstracts, authors, document types, journals, publication years, titles, and total citations are fully complete with no missing data, earning an "Excellent" status. Keywords

are complete with a minor missing percentage (0.74%), and DOI information is mostly complete with a 2.22% missing rate, both rated as "Good." However, critical gaps are found in "Keywords Plus," with 77.04% missing data, and "Affiliation," "Cited References," "Corresponding Author," "Language," and "Science Categories" are entirely missing (100%), marking them as "Completely missing."

Table 2: Main information about data source Vos viewer

MAIN INFORMATION ABOUT DATA	
Timespan	**2019:2024**
Sources (Journals, Books, etc)	**93**
Documents	**135**
Annual Growth Rate %	**-3.04**
Document Average Age	**2.39**
Average citations per doc	**16.44**
References	**0**
DOCUMENT CONTENTS	
Keywords Plus (ID)	**319**
Author's Keywords (DE)	**470**
AUTHORS	
Authors	**390**
Authors of single-authored docs	**9**
AUTHORS COLLABORATION	
Single-authored docs	**10**
Co-Authors per Doc	**3.1**
International co-authorships %	**0**
DOCUMENT TYPES	
article	**135**

Table 2 given above explains the inputs of key insights into the research data spanning from 2019 to 2024. The dataset includes 135 documents from ninety-three sources, (Aboobaker & KA, 2021; Sharma et al., 2022; Vihari et al., 2022)with a slight annual decline in growth at -3.04%. The average age of the documents is 2.39 years, and they receive an average of 16.44 citations per document, highlighting their relevance and impact. The research involves 390 authors, with only nine producing single-authored works. Collaboration is significant, with an average of 3.1 co-authors per document, though none of the collaborations are international. The dataset exclusively comprises articles, with a strong focus on specific keywords, both author-provided (470) and indexed (319).
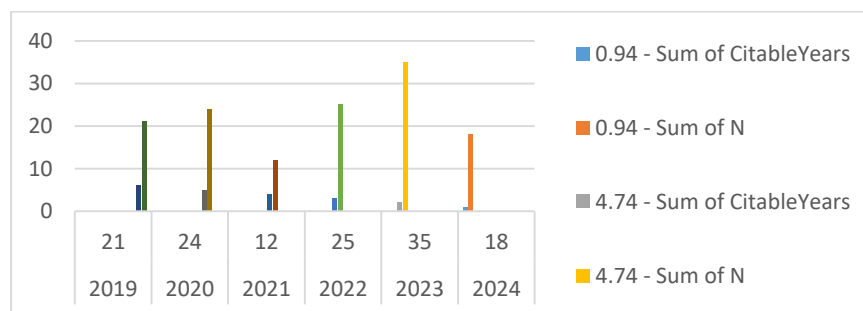

Table 3: Citation Analysis year wise (2019-2024)

Table 3 given above focus on the citation analysis in this the y-axis contains the details of how many citation has been given for the research carried out in the IWB research, and x axis shows the year of

citation happened and according to the analysis the year 2019 t 2024 were the research is carried out according to this the year 2023 were most citation has been recorded with the data set. Still 2024 have way we are in, so it shows the year 2023 is more citation year for this IWB were thirty-five citation we recorded in the year 2023.(Peerzadah et al., 2024a)
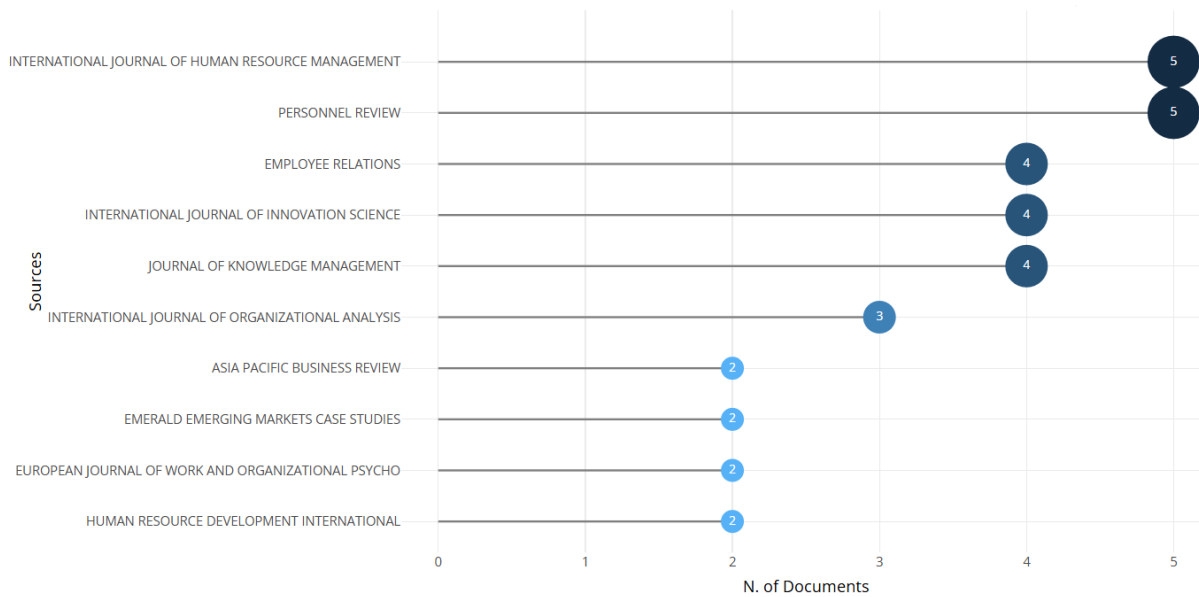

Figure 1 : Journal List (2019-2024)

This *Figure 1* above is a horizontal bar chart that displays the number of documents (articles) published by various academic journals related to human resource management and organizational studies.(LIU et al., 2024) The chart shows that the **International Journal of Human Resource Management** and **Personnel Review** have the highest publication count, each with five documents. Following closely are **Employee Relations**, **International Journal of Innovation Science**, and **Journal of Knowledge Management**, each with four documents. The remaining journals, such as the **Asia Pacific Business Review** and **Human Resource Development International**, have fewer contributions, indicating their lower influence or focus in this specific research area.
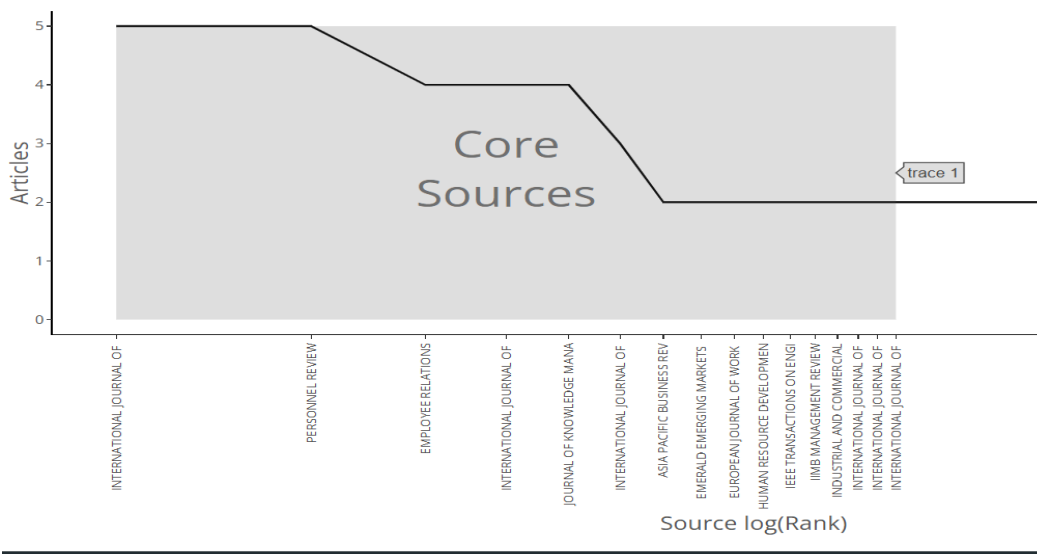

Figure 2: Core Sources by Bradford's Law

The ***Figure 2*** given above is the sources within the "Core Sources" by Bradfords law shaded area are key contributors to the body of knowledge and would be crucial for your literature review or for submitting your research to ensure it reaches the relevant academic audience. The graph suggests that the first few journals on the x-axis have published consistently high numbers of articles, making them central to this research domain.
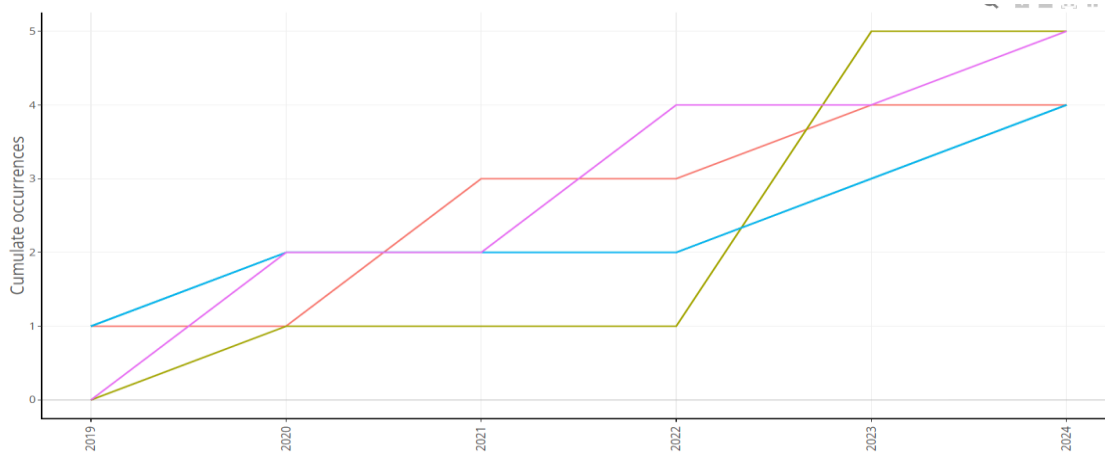
Figure 3: Cumulative occurrence (Source) Biblioshiny

The following ***Figure 3*** shows above the line graph illustrates the cumulative frequency of a different, un-specified stat from 2019 to 2024. Five coloured lines: blue, red, and pink categories or data series; line yellow — last value above zero; light-blue- category/series near bottom. Certain lines increase linearly, whereas others level off and then surge. Y-axis: Number of occurrences, from 0-5 A title and labels for the lines are missing making it difficult to understand what data is being shown. TRENDLINE: Every category is up over a five-year horizon The options in range search allow the report consumers to evaluate their funnels with respect to each other over certain times making it simple for the user to identify tenures and overlaps.

Figure 4: Timeline chart (Source) Bibliophagy

This **Figure 4** above image presents a timeline of many people's 2019–2023 performance or activities. These are rows corresponding to someone like ABOOBAKER N, GUPTA V, KIM M and so on.

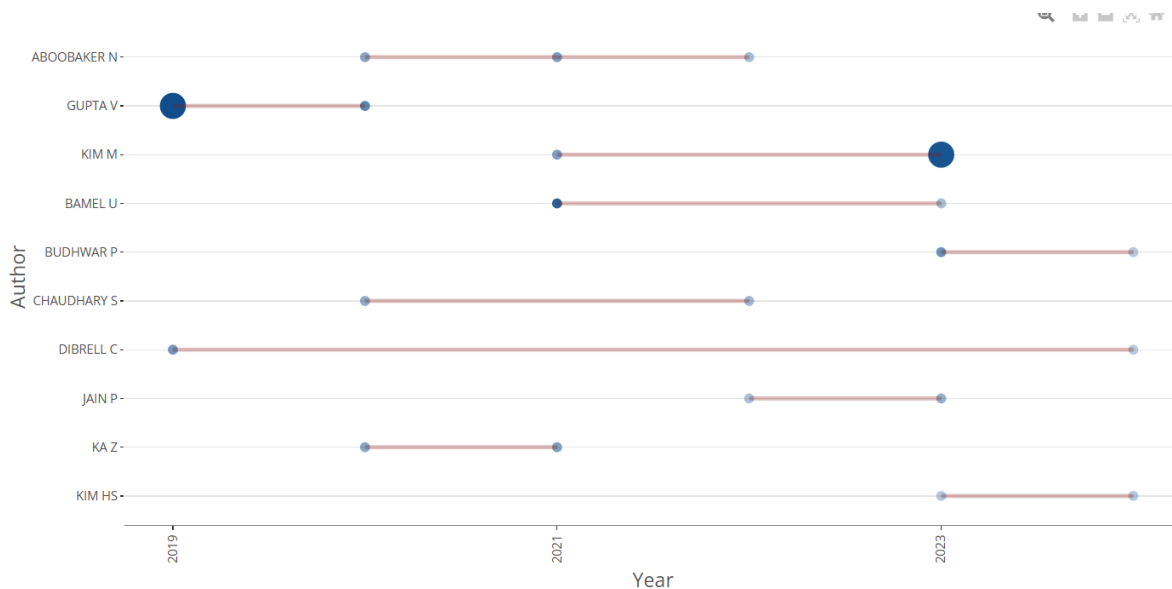The horizontal lines indicate which years they were involved and some lasted across the entire era, others did not. Some of the blue circles at both ends of a line could mark milestones. It indicates when that person was active or contributing something to some project / organisation during the total given time, so you can compare since how long anyone served and in parallel.

Figure 5: Global citation (Source) Biblioshiny

The plot is a horizontal bar chart *Figure 5* above show of academic documents, and the respective citation counts global. The format for each document includes the name of an author with a final score, year, and abbreviation of publication. Evidence of scholarly efficacy can be found in their 53 to 205 citations per document. The document of "PAPA A, 2020 TECHNOL. FORECAST. SOC. CHANG." with 205. It means the work has significantly impacted its field. This is easy to see from the graph of document citation distribution.

Figure 6: The word cloud (Source) VOS Viewer

The word cloud represents knowledge management and IT methodologies which is shown in the *Figure 6* above Proper nouns for "Knowledge," "Management,": "Information,", and "Technology"— remind us how important they are. Cloud Data Centres Infrastructure Career IT Org(repository)integration Terms such as "sharing," "learning" and "innovation" reflect the

collaborative nature of knowledge management, underscoring information utilization for organisational advantage. The focus on "competitive," "strategy" and "performance", these are the aspects which underline that knowledge management is strategic imperative in achieving organizational performance. The cloud is to today's businesses the morass that comprises modern knowledge management practices.

Figure 7: Tree diagram (Source) Biblioshiny

The graphic *Figure 7* above shows a tree map of studied subjects and proportions. Larger rectangles of assorted colours of the figure's upper part indicate topics that have repetition times and proportionally represented using coloured rectangles with their frequencies and percentages. Some majorly discussed topics are Behavioural Research with eleven papers representing 7%, clustered under Innovation and others under Work Behaviour. Human seven papers, representing 4% and Design/ Methodology/ Approach 7 papers, representing 4%. Other broad topics are at 2-4% include Knowledge Management, Female, Qualitative Research, Technology Adoption, and Leadership 4%. Personnel and Employment also fall under the 4% bracket. The rest of the topics are at 1-2%, and they include Hospitals, India, Psychology, Sales, and Skill. The ideas make it easy for researchers to visualize the most relevant topics of discussion based on rectangle sizes. Larger rectangles show how much a specific topic has been studied.

Figure 8: Clustering by Coupling (Source) Biblioshiny

HRD and OP journals: Word Cloud *Figure 8* above picture is from "Human Resource Development International" which tells how leading it may be. The remaining titles are those of "Journal of Occupational and Organizational Psychology, "European Journal of Work and Organizational

Psychology"& International Journal of Business Innovation & Research. The overlapping text in red and black serve to highlight the connectedness of these academic fields as well that thematically they are intertwined. This visualization might show up big papers in some area for education or research.
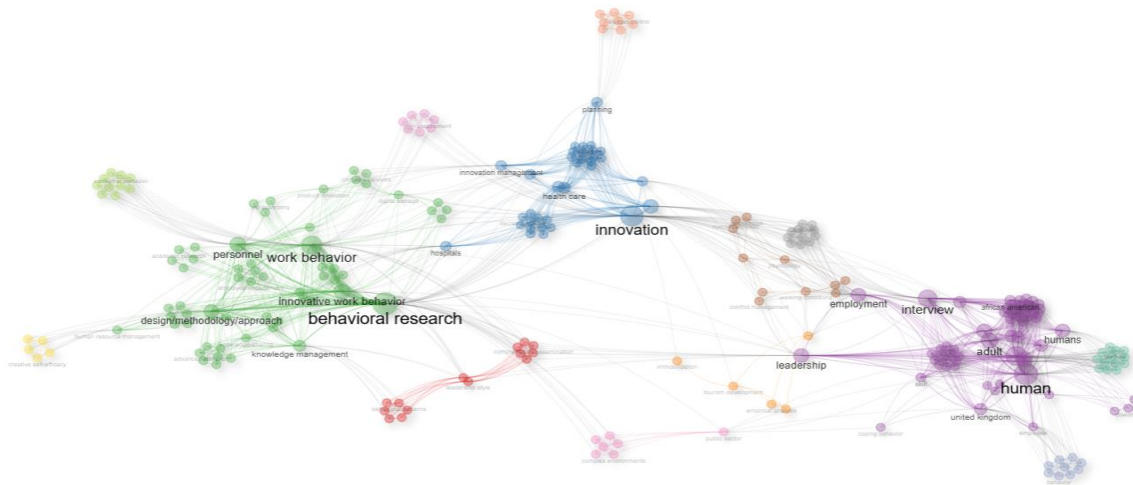

Figure 9: Thematic Map (Source) Biblioshiny

Figure9: The above figure Complexity Network Illustration of Innovation and Behavioural Research Ideas The concept places "behavioural research" at its core, which in turn connects to "work behaviour," leadership" and finally, 'employment." Nodes are color-coded according to thematic groups (egg, disease characteristics) and connected by lines denoting relationships or effects. It is an image showing how ideas in a subject area are connected or related.
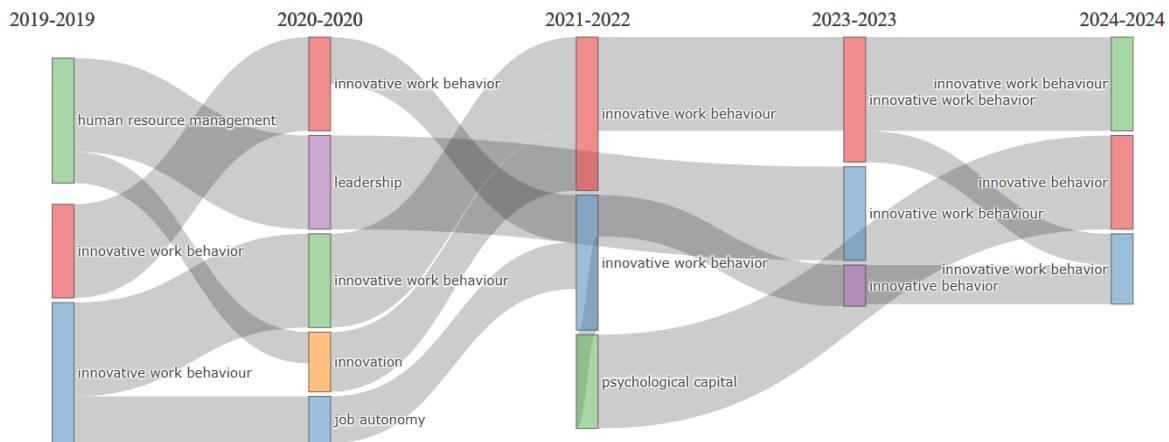
Figure 10: Thematic evolution (Source) Biblioshiny

Organisational factors, 2019–2024 Sankey diagram *Figure 10* above model depicts the development of key HRM, innovative work behaviour, leadership, and innovation relationship outcomes (Q2: How influence happens) through elements such as job autonomy and psychological capital, among others. For example, the graphic illustrates how some things (i.e., innovative work behaviour) persist across time while others are one-time occurrences during a specific time (e.g., leadership in 2020 and psychological capital from late-Sept to mid-Oct). The visualization registers changing priorities in the

management of workplaces along with employee behaviour over five years. The below diagram represents worldwide organizational theory-practice time-traced evolutions.
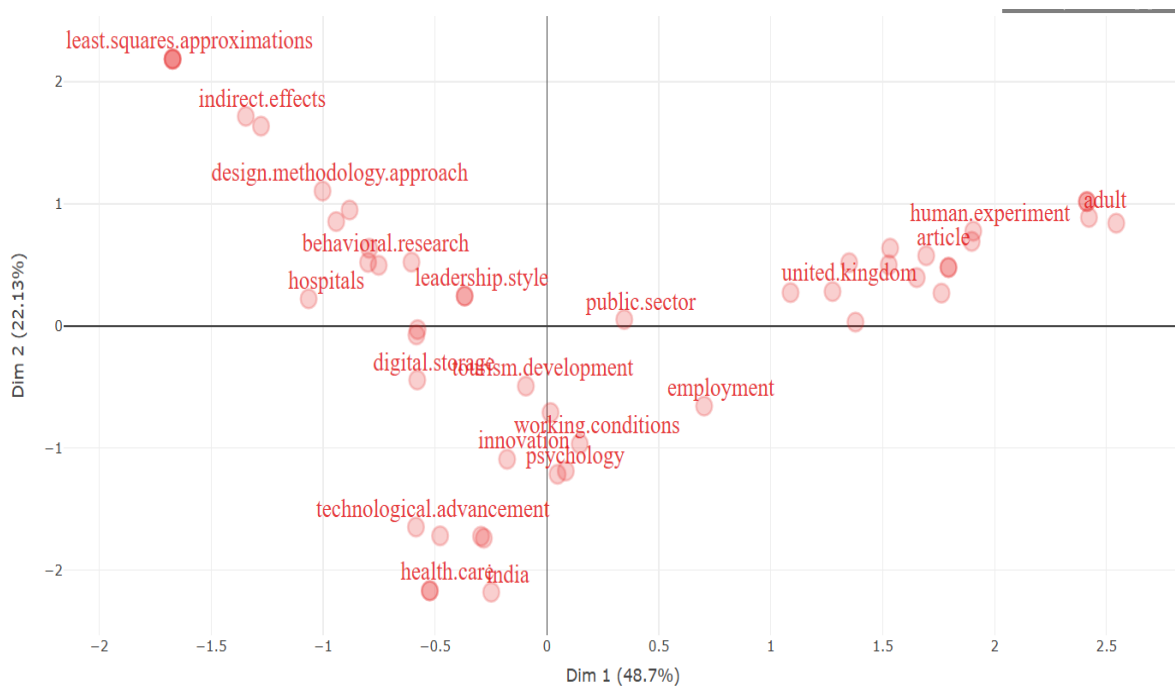

Figure 11: Factorial Analysis (Source) Biblioshiny

A scatter plot *Figure 11* above explains the topics/concepts on "Dim 1 (48.7%)" and Dim 2 (22.3%) is depicted These dimensions explain a 71% variance in the data. It includes least squares approximations, indirect effects, design methodology approach and behavioural research as well. Topic distribution of the plot demonstrates clustering based on similarity Say a proximity search for "health care" with "India"), suggests health studies or data from India. Spatial organization influences how topics are connected and grouped together in the plot.
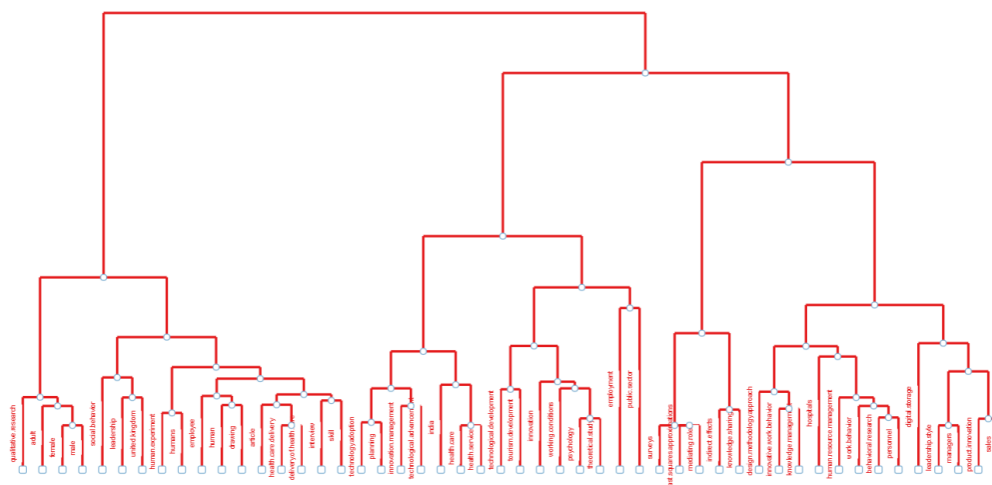
Figure 12: Dendrogram (Source) Biblioshiny

A complex org chart or family tree **Figure 12** This design has a few branches: the text, on top of bright white and popping red lines. Two of the lesser branches originated on one beneath it and these created either two or three significant sub-levels The text in the nodes or boxes may represent names, titles as familial and organizational positions. It is easier to communicate corporate or genealogical links and reporting structures with this visual representation. An intricate map of a large, mature organization or lineage shows relationships and hierarchies.

Figure 13: Collaboration Network (Source) Biblioshiny

Names or User-IDs are written on a gradient from light orange to dark-red colour (**Figure 13**). The names in varied sizes or orientations generate a hierarchy, they highlight certain names. Larger names like "Aboobaker. Centre and right in the image, you have 6n," "raisers" and maihlsghcaudharys, respectively. The non-linear, random layout creates a dynamic visual impact. We could use a social network or organizational chart; the importance of each person will affect whether it is displayed as larger text and how high up on the y-axis they are positioned.

VI. CONCLUSION

Although this study identifies that metadata for must-have categories (abstract, authors, document type and citation) are generally rich in the surveyed publications it also highlighted serious shortcomings in majority missingness of other critical information which can seriously hamper discoverability and impact development these research outputs For 135 Scopus papers analysed Keywords Plus; affiliation, cited references, and author details were lacking while key metadata elements have good coverage. (Sengupta et al., 2023)This lack of standardization also negatively impacts the discoverability and spread even lower citation rates in scholarly databases, preventing these documents from becoming part for wider discussion. If documents with better metadata receive more citations, it implies that the completeness of your research impacts itself on how well everyone will be able to search and find you. The results of the study underscore an appreciation for less often used metadata fields, which are overlooked but crucial in assisting readers to find and access research. These results contribute to the discussion on academic publication metadata by answering that fully disclosing evidence leads to higher exposure and impact.

VII. Practical Implications

For academic publishers, for researchers and for libraries is this study of great significance. His findings also spotlight why metadata is needed in all areas, not just for abstracts and titles. The importance of providing comprehensive metadata when submitting your research to a publisher and how this can affect the exposure and citation for that work is underscored by the study. But there

should be strict guidelines for the metadata fields to get published.(Vallabh et al., 2024) This is comprised of investigating disregarded category and keywords plus. affiliations, author information etc. According to the report, librarians and academic database curators should reduce missing data and standardize metadata categories. Regularizing metadata: Metadata management rules, or best practices across colleges and universities may need to maintain consistency. Conclusion This study underscores collaboration among all the stakeholders involved in academic publication to make sure complete metadata are provided accurately to enhance research visibility, exposure, and impact.

VIII. Findings

135 Scopus documents have incomplete metadata in other elements. The main metadata fields, including abstracts, authors, document formats, journals, publication years, titles, and total citations, have near-perfect completeness rates above 99.78%. As such, academic databases with structured indexing systems can easily identify and retrieve them. Their completeness makes the documents discoverable and retrievable and even indicates that more all these documents will be locatable and citable. The bunch severe gaps in other metadata elements include Keywords Plus, with a 77.04% missing rate, while other elements such as affiliation, cited references, and author information are completely missing. Such severe gaps diminish the documents' impact given the many documents with sufficient metadata but in languishing more than total citations. (Peerzadah et al., 2024b)Gaps in cited references and author information impaired documents' search from the database. Such an association suggests the need to close existing gaps in metadata. Metadata is an important aspect of the academic impact of research because documents with fully complete metadata are cited highly. From the above-findings, full metadata completion in all domains needs to be addressed to increase the exposure and the impact of scholarly work.

IX. Suggestions

Academic research metadata completeness methods proposed from this study When submitting their work for publication, researchers must fully disclose the studies and analyses that they conducted. Abstracts and Titles + Keywords Plus + affiliations + Author information When authors fill in all the metadata fields, it increases the visibility and cutability of their work. Secondly, initially publishers should complete thorough metadata checks for completeness prior to publication. An integrated system may be able to identify and alert when metadata is lacking from a journal by automated means, prompting the authors to provide it. Support standardized metadata fields across databases — Both academic institutions and libraries should work to ensure compliance with best practices in managing metadata. This could get rid of the missing data and ensure difference study cataloguing. Future research should investigate how the completeness of metadata in disciplines with the poorest coverage affects visibility and impact on academic work.

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