

# Thematic Evolution and Intellectual Structure of Workplace Incivility Research: A Bibliometric Perspective from 2001 to 2024

**Pankaj Gupta**

*Ph.D. Scholar, School of Commerce and Management SGT University, Gurgaon, Haryana*

**Dr. Niyati Chaudhary**

*Associate Professor, School of Commerce and Management, SGT University, Gurgaon, Haryana,  
Corresponding Author*

## Abstract

The researchers (we) found that Workplace incivility has emerged as a critical problem in the organizations and as a research construct in organizational behaviour research domain in recent years. But workplace incivility has low-intensity nature. The past researchers proved that Workplace incivility has significant consequences for employees and organization as well, it may include Job autonomy, Physical pain, Organizational Justice Perception, employee well-being and organizational outcomes etc. There was a rapid growth of research output on workplace incivility in last 2 decades but we (researchers) found that there is a comprehensive understanding of the intellectual structure, and thematic evolution of workplace incivility remains fragmented. To address this research gap, the researchers conducted a bibliometric science mapping analysis of workplace incivility. This research was conducted by using data retrieved from Scopus database.

The researchers used Biblioshiny to conduct the bibliometric analysis (Aria & Cuccurullo, 2017). Biblioshiny is the web interface of the *bibliometrix* R package. The researchers used multiple complementary techniques to complete this research, which included Three-Field Plots, Trend Topic Analysis, Thematic Mapping, and Factorial Analysis. Because these techniques enabled the researchers to do a systematic examination of publication growth, influential documents, conceptual foundations, and evolving research themes in the workplace incivility research domain.

**Keywords:** Workplace Incivility, Bibliometric Analysis, Factor Analysis, Trend Topics

## Introduction

Workplace incivility has emerged as a significant global challenge for both employees and employers. It has a universal nature, i.e., it is available in all types of organisations, whether it is government or private sector across the globe. The workplace incivility is characterized by low-intensity deviant behaviors (Chaudhary, 2020; S. Gupta et al., 2025; Wang et al., 2025). It means that it violates the norms of mutual respect and with unclear intent to harm others (A. Gupta et al., 2025). There are several forms of workplace mistreatments such as bullying, harassment, incivility are understated, normalized, and frequently overlooked by the organizations. The past researchers found that it has negative effects on employees' mental health, physical health, morale, Self-esteem, Organizational Justice Perception, and Work Withdrawal Behavior (S. Gupta et al., 2025; Hasan et al., 2024; Timming et al., 2024; Zhan et al., 2024). In short, workplace incivility is not good for both employees and organization. In today's modern era, workplaces had become increasingly complex, diverse, and digitally mediated for employees and managers. The workplace incivility is a relevant construct for

research and has grown substantially in the last 2 decades. The workplace incivility has expanded across many disciplines, that includes Organizational Behavior, Psychology, Human Resource Management, Healthcare Management, and Education domain etc. The empirical research studies have proved that there is a link between workplace incivility to Employee Well-Being, emotional exhaustion (Hayat et al., 2025), to Turnover Intentions (Arena et al., 2024), Employee Silence (Chouhan, 2025). This growing body of literature of workplace incivility underscores the theoretical richness of concept and practical significance of the workplace incivility.

Workplace incivility shown a rapid growth of empirical and conceptual research studies in few last years. But the workplace incivility literature remains fragmented over a period of time, with dispersed themes, overlapping constructs, and varied theoretical lenses. The previous research was focused on antecedents, consequences, and mediating variables of workplace incivility at the individual or organizational level. They ignore the narrative and systematic reviews while these reviews provide valuable insights in the research of workplace incivility. But these research reviews are inherently limited in their ability to capture the intellectual structure, thematic evolution, and factor analysis of the workplace incivility as a whole. The traditional review approaches become insufficient for making large-scale knowledge domains in a transparent and reproducible manner (Zupic & Čater, 2015).

Bibliometric analysis is used to do a robust, quantitative, and systematic analysis to map the scientific knowledge (Donthu et al., 2021; Intezar et al., 2024). The bibliometric analysis methods enable researchers to identify hidden intellectual structures, identify influential works, visualize thematic clusters, and the evolution of research trends over time by using science mapping techniques (Bhatia et al., 2024; Cobo et al., 2011). Bibliometric analyses have increasingly been employed to synthesize mature and emerging fields in management and organizational behavior research. It provides evidence-based directions for future research (Aria & Cuccurullo, 2017).

In this research paper, The researchers systematically maps the intellectual structure, and thematic evolution of workplace incivility in this research study. This research study contributes in several ways: (i) It is synthesizing the dispersed literature into coherent knowledge clusters, (ii) It identifies the emerging research themes of workplace incivility. This research addresses the following research questions (RQ):

RQ1: *How are authors, keywords, and sources interconnected in workplace incivility research domain?*

RQ2: *How have research themes in workplace incivility evolved in terms of relevance and development over a period of time?*

RQ3: *What underlying conceptual dimensions structure the workplace incivility knowledge domain?*

RQ4: *What topics are gaining or losing scholarly research attention in workplace incivility research over time?*

*To answer the RQ 1, we used to Three-Field Plot (Authors–Keywords–Sources) method (Donthu et al., 2021), for RQ 2 Thematic Map (Centrality–Density Analysis) has been used to classify themes as motor, basic, niche, or emerging/declining (Cobo et al., 2011), for RQ 3 Factorial Analysis has been used to identify latent research streams and intellectual*

foundations (Moral-Muñoz et al., 2020), for RQ 4, Trend Topics Analysis has been used to identify emerging, stable, and declining themes (Donthu et al., 2021)

Researchers searched the literature from Scopus database that includes: We use the Scopus database to extract high-quality articles/ research papers. The researchers used the Boolean search method using several keywords like Incivility, Human, Humans, Workplace, Workplace Incivility, Coworker Incivility, and Instigated Incivility. The Scopus database provided 1431 research articles. The researchers further refined the search by using five criteria for search that are as follows:

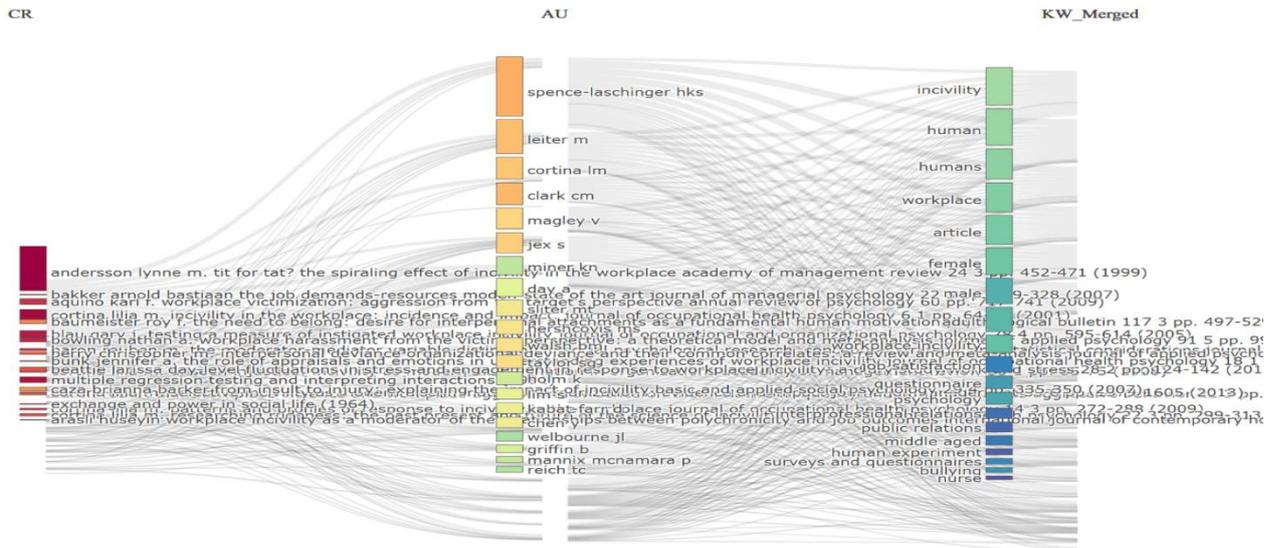
- a. Subject Area: All subject criteria were included in the search.
- b. Publication Years: The researchers took the year range from 2001 to 2024, approximately 2 decades.
- c. Document type: Pure research articles were taken into consideration i.e. conference proceedings, book chapters were excluded.
- d. Publication stage: Final published articles were considered, and
- e. Source type: All source types were included by the researchers. They finally got 789 documents from Scopus database. All the bibliometric statistics are as follows.

## 2 Main Information

Description	Results		
<b>MAIN INFORMATION ABOUT DATA</b>			
Timespan	2001:2024	AUTHORS	
Sources (Journals, Books, etc)	349	Authors	2023
Documents	789	Authors of single-authored docs	96
Annual Growth Rate %	18.79	<b>AUTHORS COLLABORATION</b>	
Document Average Age	5.79	Single-authored docs	104
Average citations per doc	39.32	Co-Authors per Doc	3.32
References	4440	International co-authorships %	23.57
<b>DOCUMENT CONTENTS</b>		<b>DOCUMENT TYPES</b>	
Keywords Plus (ID)	1603	Article	789
Author's Keywords (DE)	1642		

## 3 Three-Field Plot

The researchers developed the “Three-Field Plot” from a Scopus dataset with the help of Biblioshiny. This “Three-Field Plot” shows the interconnections between Authors (AU), their Cited References (CR), and the associated Keywords (KW\_Merged) available in the dataset. The structure of the “Three-Field Plot” network and how its Cited References (CR), and the associated Keywords (KW\_Merged) are interconnected with each other is explained by the researchers which is as follows:



A. Overall Network Structure and Central Theme: The “Three-Field Plot” clearly shows that workplace incivility is focused as a highly interconnected research landscape in the whole data. Workplace incivility theme serves as the gravitational center for many researchers. It draws together prominent authors, foundational literature, and key research topics. The thickness of the lines connecting Cited References, Authors and Keywords shows the frequency of association. This makes easy to identify the most impactful relationships among these 3 fields in the plot.

B. Core Authors and Their Research Focus: It is represented by the Authors i.e. “AU - Central Field”. The central column in the plot highlights the most connected authors. We can identify several key players in the research domain of workplace incivility that are Spence-Laschinger H.K.S., Leiter M., Cortina L.M., and Clark C.M. etc, are the most prominent authors in the dataset. It is shown by their taller bars in the author (AU) field of plot.

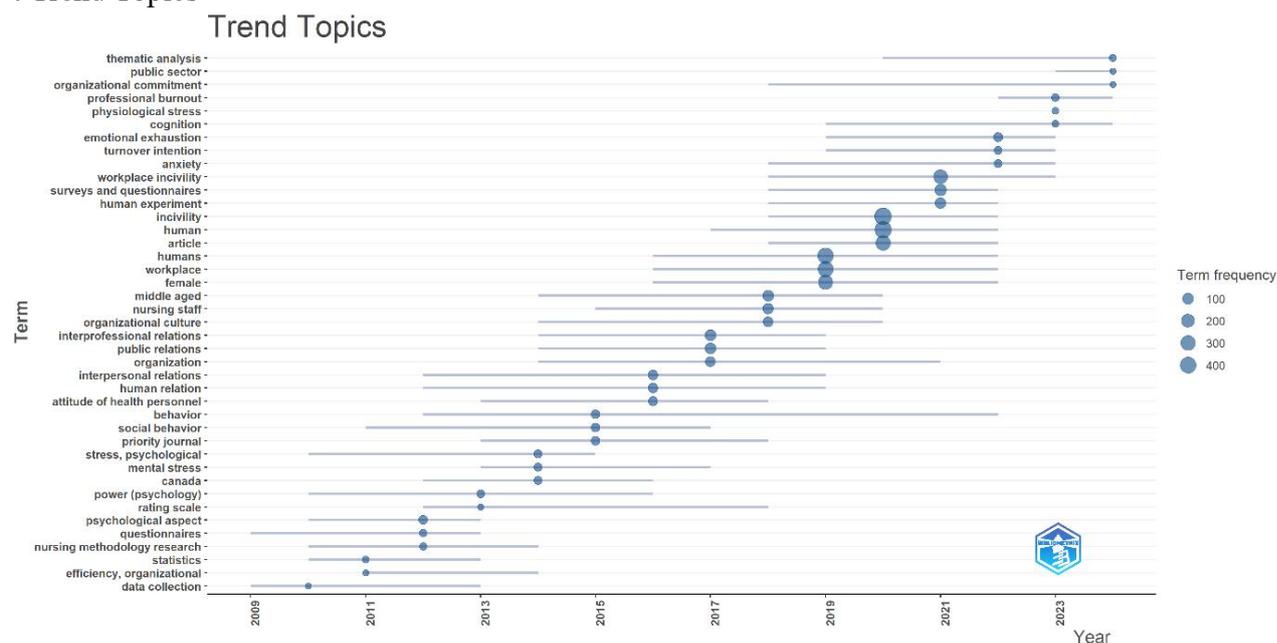
C. Foundational Cited References: It is represented by cited reference field i.e. “CR - Left Field”. The left column shows the intellectual foundation of the workplace incivility research area. A few references have significantly thicker bars and numerous connections with other fields of the plot. It signifies that these research works are important and influential in the domain of workplace incivility. The main important references are i) Andersson L. M. and Pearson C. M.’s “Tit for Tat? The spiraling effect of incivility in the workplace” is the most influential research work on the workplace incivility research theme, ii) Cortina L. M.’s “Incivility in the workplace: Incidence and impact” is another critical reference, iii) Aquino K. F.’s “Workplace Victimization: Aggression from The Target’s Perspective” and Bakker A. B.’s “The job demands-resources model” both are also highly influential research work, iv) Other key references by Baumeister (on belonging), Bowling (workplace harassment), and Berry (interpersonal deviance) expand the theoretical scope for research on workplace incivility. These research work has thick lines that are connected with all major authors.

D. Dominant Research Themes: It is represented by Keywords Merged Field i.e. KW\_Merged - Right Field. It is the right column in the plot. It reveals the key thematic areas explored by the authors in the previous researches. Incivility, human, humans, and workplace

are the most prominent keywords, which reinforce the central focus of the entire network. Several specific thematic clusters emerged and are visible in the plot, which are as follows:

- i. **Impact and Well-being:** The Keywords like Occupational Health Psychology, Motivation, Job Satisfaction, and Burnout in the dataset are strongly connected with each other.
  - ii. **Context-Specific Research:** The keywords like Nurses, Nursing Education, and Clinical settings shows a significant application area of research on the workplace incivility.
  - iii. **Demographic and Discrimination Aspects:** In includes the keywords like Female, Gender, Sexual Harassment, and Discrimination etc.
  - iv. **Methodology:** The keywords like Surveys and Questionnaires also appear as a significant keyword, are included in this.
- E. **Interconnectedness Analysis:** The connections illustrate a clear intellectual lineage and thematic coherence between all 3 fields, which is explained as follows:
- i. **Authors Used Foundational Theory:** This indicates that current researches are consistently builds upon established theoretical models of incivility, aggression, and workplace well-being by the previous authors.
  - ii. **Authors Drive Specific Thematic:** Authors like Spence-Laschinger and Leiter often explore psychological impacts of workplace incivility, particularly in nursing area. While Cortina explores workplace incivility into sociodemographic dimensions like gender and discrimination. Clark C.M. focused on educational contexts within nursing area.
  - iii. **Keywords Reflect Both General and Niche Interests:** The prevalence of incivility and workplace as overarching terms is complemented by more specific keywords. It shows to researchers' sub-disciplines (e.g., nursing education, occupational health psychology) and particular research questions (e.g., sexual harassment, burnout).
  - iv. **Feedback Loop of Influence:** The plot shows us both authors citing foundational works and also authors whose own works become foundational (e.g., Cortina L.M. appearing as both AU and CR).

#### 4 Trend Topics



The “Trend Topics” plot given above was developed from Biblioshiny by using Scopus Dataset. It provides insights into the evolution of key concepts by merging keywords (“KW\_Merged”) in approx. last 2 decades. It gives the three most prominent terms by annual median frequency for each year. This Trend Topics shows thematic shifts and emerging research interests from 2009 to 2023. The light blue lines show the interquartile range of each term’s frequency over its appearance. The central point is the median frequency for that specific year. The size of the circle in the diagram shows the relative annual prominence of each term. The researchers found that overall, the Trajectory is from Foundational Methods to Human-Centric, Workplace, and Well-being Studies on the workplace incivility domain. Macro-Trend emerged on workplace incivility i.e. the research landscape has shifted from focusing on foundational methodologies and broad organizational concepts in the early years to increasingly specific, human-centric, psychological and workplace-related topics in recent years.

#### **4.1 Key Trends of the Topics are explained as follows:**

1. **Foundations and Methodological Underpinnings:** In the early years covers the time period from 2009 to 2013, terms, such as “data collection”, “efficiency, organizational”, “statistics”, and “nursing methodology research”, indicate an initial emphasis were on research design, data handling, and organizational performance, particularly within the nursing profession. These terms reflect the methodological foundation of the studies. Emerging concepts were “questionnaires”, “psychological aspect”, “rating scale”, and “power, psychology” started to introduce elements of human measurement and psychological constructs. It shows that a developing interest in human factors by the authors. The appearance of “Canada” in 2013 suggests a specific regional research cluster of work originating from Canada during this period of time.
2. **Human Relationships, Organizational Dynamics, and Stress:** This is the Mid-Period, starting from 2014 to 2018. It includes Human Interactions, Terms like “human relation”, “interpersonal relations”, “public relations”, and “social behavior” become prominent during this period. But it highlights a growing interest in how individuals interact within the various contexts. The increasing sizes of circle for “interpersonal relations” and “public relations” in 2017-2018 shows a significant rise in their research and discussion. Organizational Context like “organization”, “organizational culture”, “attitude of health personnel”, and “nursing staff” further contextualize these human interactions within professional and organizational settings. It was particularly in healthcare sector. The Well-being concerns like “mental stress” and “stress, psychological” emerged as a beginning of a focus on psychological well-being and its various dimensions. Demographic Specificity like “middle aged” and “female” indicate research was focused on particular demographic groups, and potentially in relation to health, work, or social behavior.
3. **Workplace Challenges, Mental Health, and Specific Outcomes:** It can be noticed in recent years, starting from 2019 to 2023. Workplace Focus Intensifies like “workplace” appears as a major theme around 2019-20. It is accompanied by highly relevant issues like “incivility” and “workplace incivility”. The large bubble sizes for “incivility”, “human”, and “workplace” in 2019-2020 shows that these were prominent constructs for research. They reflect the increased research into negative workplace behaviors and their impact on human. There was a expansion of Psychological & Health Dimensions like “anxiety”, “emotional

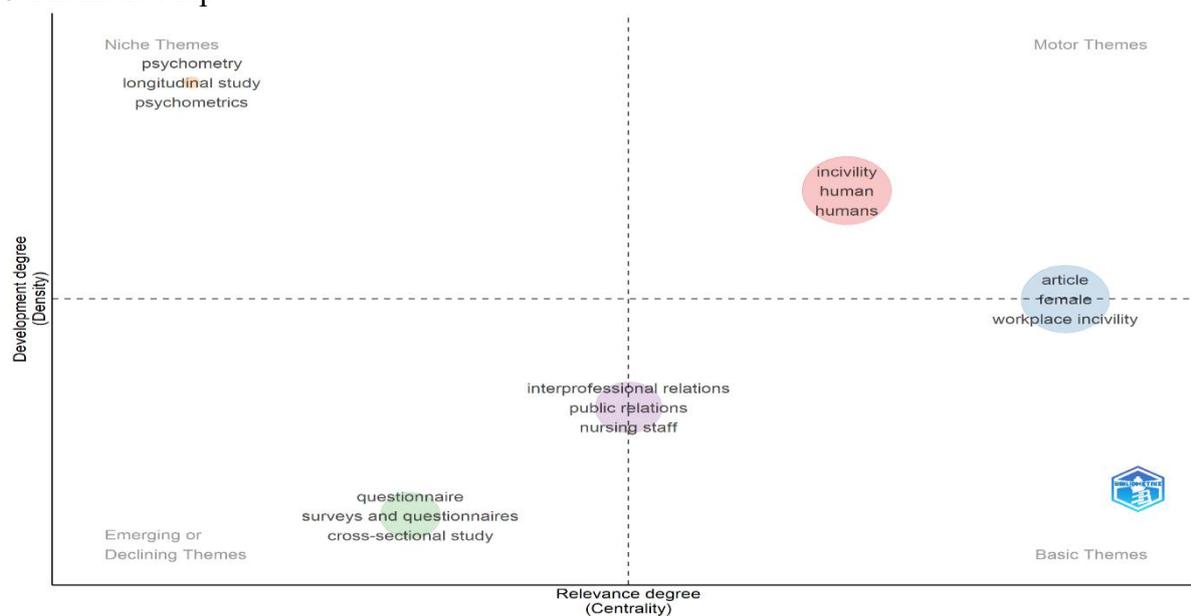
exhaustion”, “turnover intention”, “professional burnout”, and “physiological stress” become central for research during this period.

#### 4.2 Key Thematic Shifts in Trend Topic Plot

The researchers in this review explain thematic shift of research on workplace incivility as follows:

- a. From What to Measure to How People Are Affected: The evolution of workplace incivility shows a move from establishing research parameters to understanding of the specific psychological, social, and professional experiences of individuals at workplace.
- b. Dominance of Human and Organizational Psychology: It is observed by the researchers that there is a consistent appearance and increasing frequency of terms related to stress, emotion, behavior, and organizational dynamics (e.g., commitment, culture, turnover).
- c. Emergence of Negative Workplace Phenomena: There was a rapid rise of “incivility”, “workplace incivility”, “emotional exhaustion”, and “professional burnout” in recent years. This reflects a growing awareness of these issues, their impact on employees, and the need for research-backed interventions for a healthy workplace.

#### 5 Thematic Map



This strategic map and gain deeper insights into our bibliometric analysis. This map offers a powerful visualization of the thematic structure of workplace incivility, based on keyword co-occurrence. This strategic map was generated using data downloaded from SCOPUS, focusing on KW\_Merged (merged author and index keywords) from the top 250 most frequent keywords, with a minimum frequency of 3. The Louvain algorithm was used for community detection (clustering), creating the thematic clusters. The parameters (no ngrams, no stemming) mean keywords are analyzed in their original form. Each cluster depicted on our strategic map, Interpretation of Thematic Clusters are as follows:

1. Incivility Cluster (Red Bubble): The keywords are “incivility”, “human”, “humans”. The position of cluster is Upper-Right Quadrant (Motor Theme). Its high centrality indicates us its significant relevance and strong connections across the overall research domain of Workplace Incivility. Its high density signifies that “incivility” research is a well-developed, cohesive, and active area of research study. The inclusion of “human” and “humans” suggests

us a focus on the direct impact of incivility on individuals, or the human factors involved in its perpetration and experience. The Most Central Articles are: i. Kile D, Eaton M, deValpine M, Gilbert R.(2019), having Page Rank 0.424, ii. Logan TR, Michael Malone D. (2018), Page Rank 0.409, iii. Schwarz LM, Leibold N. (2017), Page Rank 0.402. The recency (2017-2019) and high Page Rank scores of these articles underscore their contemporary influence within this cluster. These publications in nursing-focused journals like *Journal of Nursing Management* and *Creative Nursing* strongly suggests us that workplace incivility, particularly within the nursing profession.

2. Article Cluster (Blue Bubble): The keywords are “article”, “female”, “workplace incivility”. The position of cluster is Lower-Right Quadrant (Basic Theme). While it exhibits high centrality, it means broadly connected and important to the overall field, but on other hand its lower density suggests its less internally developed or specialized. The generic keyword “article” might indicate a broad category for published research. However, the presence of “female” and “workplace incivility” points to a crucial transversal area i.e. the study of workplace incivility specifically concerning women. The most central articles are: i. Campbell LA, LaFreniere JR, Almekdash MH, Perlmutter DD, Song H, Kelly PJ, et al. (2021), Page Rank 0.452, ii. Matthews RA, Ritter KJ. (2019), Page Rank 0.436, iii. Yang LQ, Liu C, Nauta MM, Caughlin DE, Spector PE. (2016), Page Rank 0.432. The high Page rank scores across a range of journals (*PLOS ONE*, *Journal of Occupational Health Psychology*, *Stress and Health*) reinforce the broad influence and foundational nature of this cluster. The articles span a reasonable time frame from 2016 to 2021, that indicates us ongoing relevance, and their high centrality and highlights their role in shaping discussions on this fundamental aspect of workplace dynamics.

3. Psychometry Cluster (Orange Bubble): The **Keywords in this cluster are** “psychometry”, “longitudinal study”, and “psychometrics”. The **Position** is Upper-Left Quadrant (Niche Theme). Its high density signifies a strong internal coherence and specialized focus, that indicate us a well-developed and often technical research area. However, its low centrality suggests it is less interconnected with other broader themes in the overall research landscape of workplace incivility. This cluster likely focuses on the methodological aspects of measurement, scale development, validation, and advanced study designs like “longitudinal study”, that are important within specific sub-disciplines but do not necessarily overlap with all other thematic areas. The **Most Central Articles** are: i. Clark CM, Sattler VP, Barbosa-Leiker C. (2018), Page Rank 0.432, ii. Clark CM, Landis TT, Barbosa-Leiker C. (2021), Page Rank 0.27, iii. Tsuno, K., Shimazu, A., Osatuke, K., Shimada, K., Ando, E., Inoue, A., Kurioka, S., & Kawakami, N. (2022), Page Rank 0.191. The recent dates confirm it’s an active, albeit specialized, area.

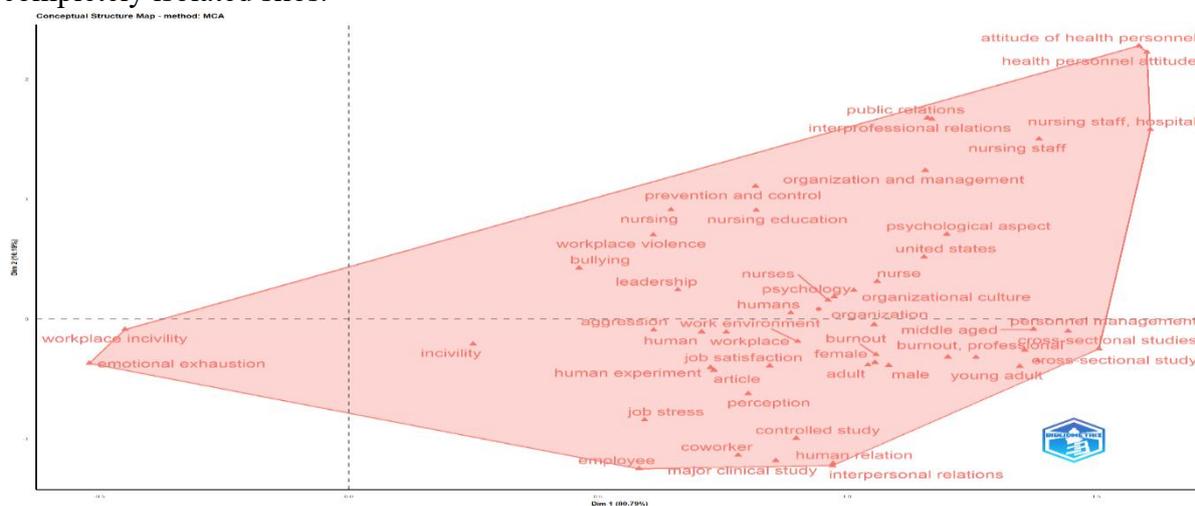
4. Interprofessional Relations Cluster (Purple Bubble): The keywords are “interprofessional relations”, “public relations”, “nursing staff”. The Position is Center, leaning towards Lower-Left (Transitional / Emerging or Declining Theme). This cluster is situated near the center of the map, that indicates us moderate centrality and moderate-to-low density. Its exact classification can be nuanced, but it leans towards the **Emerging or Declining Themes** quadrant, or perhaps represents a theme in transition. The keywords “interprofessional relations” and “nursing staff” highlight a focus on collaborative dynamics within the healthcare sector. The inclusion of “public relations” might suggest an angle on how these relations are perceived or communicated externally. The moderate positioning

indicates it is neither a highly central motor theme nor a deeply specialized niche, and its density suggests it may not be as internally cohesive or developed as other clusters. The Most Central Articles are: i. SPENCE LASCHINGER, H. K., LEITER, M., DAY, A., & GILIN, D. (2009), Page Rank 0.431, ii Read, E., & Laschinger, H. K. (2013), Page Rank 0.389, iii. Oyeleye O, Hanson P, O'Connor N, Dunn D. (2013), Page Rank 0.368. Notably, the publication years of these central articles range from 2009 to 2015. When it is compared to other clusters, these are older. It strongly suggests us that while interprofessional relations within “nursing staff” was a significant area in the past (reflected by moderate Pagerank scores). It might now be a **declining theme** in its current form or has evolved into more specific sub-topics not captured by these keywords.

5. Questionnaire Cluster (Green Bubble): The keywords are “questionnaire”, “surveys and questionnaires”, “cross-sectional study”. It is positioned at Lower-Left Quadrant (Emerging or Declining Theme). It shows both low centrality and low density. The keywords represents fundamental methodological approaches. Given the context of recent articles, it is more likely an **Emerging Theme**. The most central articles are: i. Durmuş A, Ünal Ö, Türktemiz H, Öztürk YE. (2024), Page Rank 0.463, ii. Alshehry AS, Alquwez N, Almazan J, Namis IM, Cruz JP. (2019) Page Rank 0.414, iii. Lee YH, Lee J, Lee SK, (2022) Page Rank 0.409. The exceptionally recent publication dates (2019, 2022, and especially 2024 for DURMUŞ A) with strong Pagerank scores for “DURMUŞ A, 2024” are a strong indicator that this is an **Emerging Theme** rather than a declining one.

## 6 Factorial Analysis

This Factor analysis map is generated by using Multiple Correspondence Analysis (MCA) on “KW\_Merged” (Keywords) from a Scopus dataset collection. It gives a visual representation of the thematic structure. The Factor Analysis map is focused on its structure, the emerging clusters, and the relevance of the most contributing terms of research on workplace incivility. The parameters used are “minDegree: 39”. It ensures keywords appearing in at least 39 documents are considered for analysis. These are the most frequently discussed and central themes of the dataset. The absence of clustering, k.max=8, clust=1 suggests either no clustering was applied or only one large cluster was found by default. It ensures themes are distinct, but they are likely part of a broader, and interconnected research domain rather than completely isolated silos.



1. **Structure of the Map:** The chart is defined by two principal dimensions. **Dimension 1 (Dim 1)**, It is the horizontal axis that accounts for an exceptionally high 80.79% of the total variance. **Dimension 2 (Dim 2)**, the vertical axis, explains 10.19% of the variance. Together, these two dimensions capture over 90% of the information, providing a robust and meaningful representation of the keyword landscape.
2. **Presence and Nature of Clusters:** Based on the spatial proximity of keywords, several distinct thematic clusters are identified by the researchers identified:
  - a. **Healthcare Professional Dynamics & Attitudes:** It is the Upper Right Quadrant that has High Dim 1, High Dim 2. This includes Attitudinal Focus, Interprofessional and Organizational Aspects, Management & Prevention.
  - b. **Workplace Well-being, Perception & Research Methods:** It is the Lower Right Quadrant that has High Dim 1, Low Dim 2. This includes Job Experience, Methodological Focus.
  - c. **Workplace Malpractice & Leadership:** It is the Upper Left Quadrant that has Low Dim 1, High Dim 2. This includes Negative Workplace Behaviors, Leadership Context.
  - d. **Workplace Incivility and Emotional Exhaustion:** It is the Lower Left Quadrant that has Low Dim 1, Low Dim 2. This includes Psychological Impact on employees of workplace Incivility. This cluster strongly links workplace incivility with emotional exhaustion.
3. **Relevance of Most Contributing Terms & Thematic Interpretation:** Dim 1 is the primary axis of the research landscape because Dim 1 explains 80.79% of variance.
  - a. **Dimension 1:** It represents from workplace maladies to professional attitudes and organizational outcomes. It is on the left side with negative Dim 1 values. This side has keywords related to negative workplace phenomena and their psychological consequences on employees. The positive Dim 1 values is on the right side with positive value. This side represents research concerning professional attitudes, interprofessional relations, job satisfaction, and organizational or methodological aspects.
  - b. **Dimension 2:** This dimension represents from broad organizational or relational dynamics to individual experiences or methodologies. It is on the Upper Part with positive Dim 2 values. This area has terms related to broader organizational issues and interpersonal dynamics, and often with a focus on specific professions. The negative Dim 2 values are on the Lower Part of chart. This area is associated with individual psychological states and specific research methodologies.

## Conclusion

Bibliographic information from Scopus database shown that the research on workplace incivility is rapidly growing. It is highly active and influential domain shown by high annual growth rate and high average citation count on relatively new documents. Three-Field Plot told that it is a mature and interconnected research domain. It gave strong intellectual fundamental concepts around workplace incivility literature. The key authors drawing from established theories to explore its diverse manifestations, impacts, and contexts etc. The Three-Field plot provided a roadmap of who is citing whom, and which themes are most prominent within workplace incivility's literature. Trend Topics analysis shows longitudinal evolution of workplace incivility research. It shows the shifting from methodological and organizational foundations to human-centric, psychological, and workplace well-being of employees between 2009 and 2023. In the mid-period the focus were on constructs like interpersonal relations, organizational dynamics, and emerging stress-related concerns, particularly within healthcare sector. In recent years focus were on themes such as workplace incivility, emotional exhaustion, burnout, anxiety, and turnover intention. It shows that

researches shifted toward negative workplace phenomena and mental health outcomes. The findings of Trend Topic Analysis indicate a mature research landscape that prioritizing employee well-being and evidence-based interventions for healthier workplace in the organizations. From Thematic Map, we concluded that 1) Dominant Research Drivers are Incivility (especially its human aspects in the workplace) is a highly matured and influential Motor Theme, 2) Foundational Element is Workplace incivility specifically related to female experiences acts as a Basic Theme, 3) Specialized Methodological Focus was on Psychometry and “longitudinal study” constitute a well-developed Niche Theme, 4) Emerging Methodological Application is the questionnaire and “cross-sectional study” theme appears to be an Emerging Theme, 5) Potential Declining Focus were on Interprofessional relations and “nursing staff” seem to be a Declining Theme. The Factorial Map tells about the researches that are concerned with the well-being and dynamics of employees within organizational settings, particularly within healthcare sector. The dominant theme is a contrast between Challenges & Stressors (Left of Dim 1) and Professional Functioning and Positive Outcomes (Right of Dim 1).

### Limitation of the study

Scopus Bias: As the data is from Scopus database, the results will give the coverage and disciplinary focus of Scopus database only. If the research domain is heavily represented in other databases (e.g., Web of Science, PubMed for medical fields), this analysis might not capture the full landscape.

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