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THE CHANGING WORK LANDSCAPE: A THEMATIC ANALYSIS OF SELF-EFFICACY IN REMOTE WORKING

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ABSTRACT

Purpose-This study aims to systematically explore self-efficacy in remote working by using a bibliometric analysis.

Design/methodology/approach- The study scientifically analysed 68 papers related to self-efficacy in remote working in the Scopus and Web of Science core set from 1991 to 2022, using R package - 'Biblioshiny'.

Findings- An analysis of the key journals, papers, authors, relevant institutions, countries, theme maps and four cluster segments on primary themes and future research directions were found within the existing field of self-efficacy in remote work.

Originality/value: One of the most important indicators of adjustment and successful behavioral methods Self-efficacy was studied in the complex, multifaceted, and globalized business world where remote work (RW) has been the most notable work

KEYWORDS: Self-efficacy, Remote work, Bibliometrics, Scopus and Web of Science.

1. INTRODUCTION

Countries worldwide have implemented emergency measures during the first wave of the pandemic to prevent the spreading of Covid infection, which has accelerated the pace of remote access employment across several industries. With great caution, life return to normal, but the lockdown period significantly altered the working landscape (Prasad & Mangipudi Rao Mangipudi, 2020). According to the latest data by well-known analytics service company 'Valuvox' (2021), remote work (RW) has been the most notable work trend since the pandemic, with hybrid work being second (42%), having a positive impact on the attitude of employee, behaviours, and performance (Gajendran & Harrison, 2007). For organizations to become competitive, working from home — including different hybrid arrangements — gain worldwide importance and 64% of employees view RW as their priority, followed by hybrid work by 45% (Standaert et al., 2022). RW settings offer employees the authority to modify work-life balance (Golden et al., 2006), deliver cost saving for businesses on work real



estate and travel (Martins et al., 2004) and operate as a means of communication and collaboration (Gibson & Gibbs, 2006) in the complex, multifaceted, and globalized business world.

Workers who work for various organizations now, can perform jobs outside their traditional office remotely, where they predominantly operate on their desktops (Hill et al., 2003). RW has been the focus of scholarly investigation from various qualitative, quantitative or combined examinations (Felstead & Henseke, 2017; Koehne et al., 2012; Raghuram et al., 2001). On-demand work, spatiotemporal work, work from home, self-directed work, virtual work, telecommuting, mobile work, work from anywhere, and remote work are all included in the general category of Flexible Working Practices (FWP) (Soga et al., 2022). RW by Di Martino & Wirth, (1990) is defined as “a flexible working arrangement that allows an employee to work from a remote location outside of corporate offices or production facilities, without having personal contact with his/her co-workers but with an ability to communicate with them utilizing information and communication technologies”. Employees have equally beneficial and adverse implications on an individual basis working online in a RW setting (de Vries et al., 2019). It is found that more than 25% of the working population is employed under one of the RW arrangements (Agba et al., 2020; McMenanin, 2007; Mercer, 2020).

Previous research (Nelson et al., 1988; Nicholson, 1984) suggests that an individual's talents are significant determinants of their behavioural tactics and their relocation to a new job situation. One of the most important indicators of adjustment and how much an employee uses successful behavioural methods is self-efficacy (Maddux & Lewis, 1995; Ramos-Sánchez & Nichols, 2007). The theory of Self-efficacy states that when faced with environmental pressures, people evaluate their capacity to successfully handle new problems and self-efficacy notions that are domain-specific. Considering this assessment, people start using behavioural methods and stick with them to overcome the obstacles they face and achieve their goals (Lev, 1997; Maddux & Lewis, 1995). Social cognitive theory (SCT) has the roots of efficacy that have implications on individual performance and behavioural outcomes (Bandura, 1982; Lev, 1997) both intrinsically and extrinsically, with the impact on various factors such as motivation, determination, and one's strategies for resilience supported by a meta-analysis across the diverse dominion of a lifetime (Klassen & Tze, 2014; Miao et al., 2017; Sheeran et al., 2016; Shoji et al., 2016). Few studies such as teacher self-efficacy, green self-efficacy, general self-efficacy, parental self-efficacy, virtual reality self-efficacy is amongst the few self-efficacy which are currently prevalent for remote working (Farooq et al., 2022; Liu et al., 2022; Nguyen et al., 2022; Tai et al., 2022; Wray et al., 2022).

Objective: In the present study, we looked at the evolution of self-efficacy by carefully (1) reviewing core periodicals, journals, Authors, institutions, countries, corresponding authors on Self-efficacy in Remote Work and secondly (2) find the existing knowledge and future gaps on Self-efficacy in



Remote Work.

Following is the structure of the paper. We have started by outlining the introduction in section 1. Data sources and research methods are explained in section 2. The bibliometric analysis including science mapping with clusters found during the analysis is then represented in section 3, further followed by a discussion of results in section 4. The next sections shall reveal the implications in section 5, conclusion in section 6 and finally limitations in section 7.

2. Data sources and research methods

We restrict the bibliometric data search to Scopus and web of science (WoS) database for effective, high-quality analysis from a chosen core set of 1991 to 2022. Searches of the resources in the Scopus and WoS databases were conducted using the keywords listed in fig 1. 51 articles from Scopus and 42 articles from WoS were found during the original search; however, after deleting 25 duplicates, the number of results decreased to 68. The bibliometrix R package (version 2.3.2, released on November 23, 2019) was installed and downloaded using R Studio to run bibliometric study for each Bibtex file, adhering to Aria & Cuccurullo, (2017) guidelines and R codes. Fig 2 represents the steps used to obtain final document and Table 1 presents the overall description of the literature of the present study below.

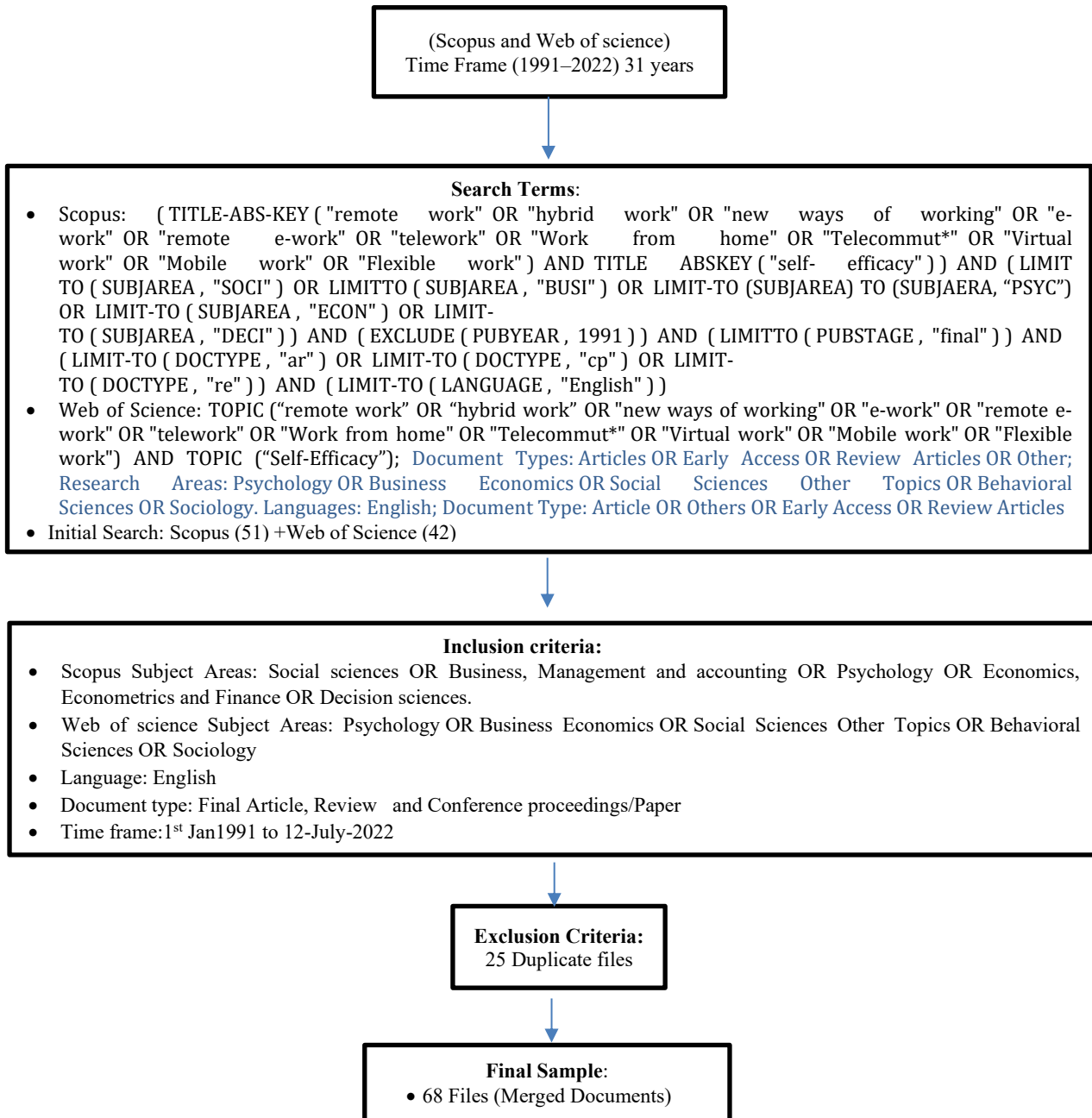


Fig 1: Flowchart of the experimental procedure to identify the emerging research trends in Self-efficacy in RW.

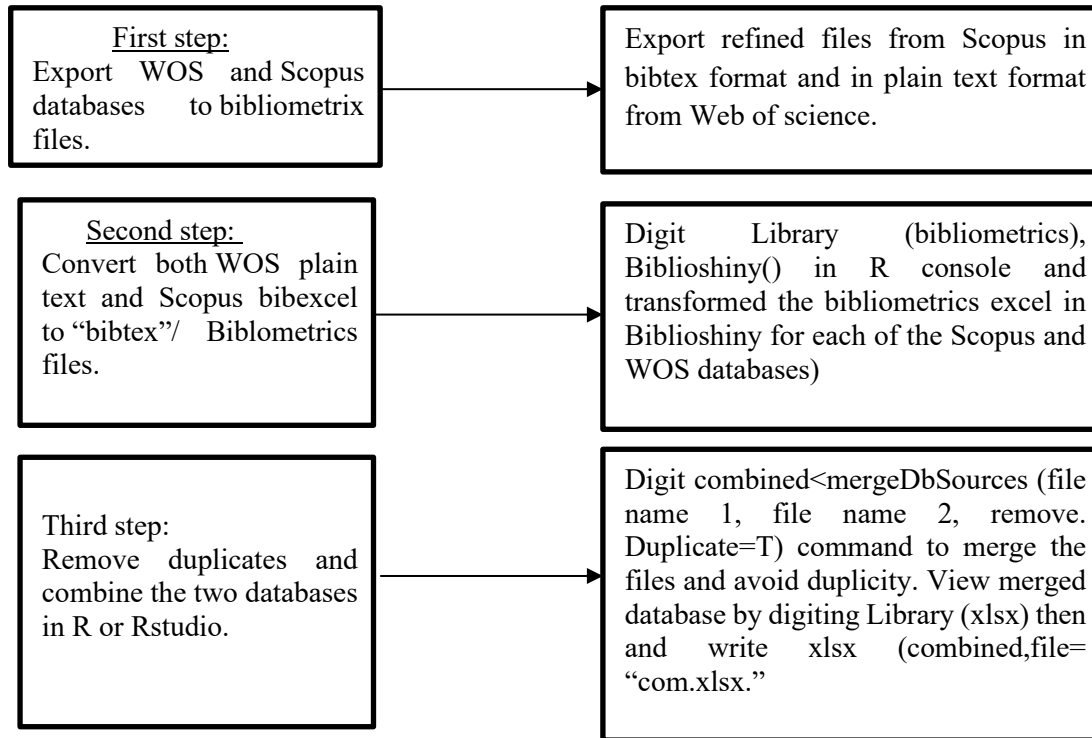


Fig 2: Three-step procedure to obtain a final document.

Table 1: Description of characteristics of Self-efficacy in RW

Description	Results
Timespan	1991:2021
Sources (Journals, Books, etc.)	54
Documents	68
Average years from publication	6.94
Average citation per document	6.11
Average citations per year per doc	35.76
References	4645
Keywords Plus	246
Author's Keywords	228



Authors 217

2.1. Analysis of core cited articles, authors, periodicals, institutions, and related countries

2.1.1. Analysis of core cited articles

Table 2 contains a ranking of the top 20 publications ever referenced worldwide. At the front, Gajendran, Ravi S.; Harrison, David A. constructed a theoretical framework by conducting a meta-analysis of 46 studies in remote work settings, including 12,883 employees, to address three key concerns in their inquiry (Gajendran & Harrison, 2007). According to the study, RW benefits proximal outcomes including role stress, competence, work happiness, and turnover intentions. Staples & Webster, (2006) ranking second, outlines crucial ways that increased RW self-efficacy enhancing the employee productivity of a remote employee.

Table 2: The most cited articles in the world.

Table with 3 columns: Articles, Total citation, T.C. per year. Rows include articles like 'The good, the bad, and the unknown about telecommuting...' and 'A self-efficacy theory explanation for the management of Remote workers...'.



About the dark and bright sides of self-efficacy: Workaholism and work engagement	66	6.00
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2.1.2 Analysis of core Authors

Ten authors of self-efficacy in RW literature of Scopus and Web of Science’s and Scopus from 1991 to 2022 have more productivity over time, as given in Table 3. The ranking is founded on the H index. Raghuram. S. Faculty from San Jose State University was one of the most influential authors from 1991 to 2022. The latest article, “Crafting telework: a process model of need satisfaction to foster telework outcomes,” in Personnel Review-Journal in Emerald Publishing Limited on February 2022. Furthermore, Raghuram. S cooperated with Wiesenfeld, (2001) and published the far-reaching article “Organizational identification among virtual workers: The role of need for affiliation and perceived work-based social support. His remote working articles were referenced 746 times at least, contributing significantly to self-efficacy in RW literature. Salanova. M university of Jaume,1 Spain, is indeed the second author here on the list. His articles on self-efficacy possess been mentioned 794 times, ranking second in citation times and H index. BM Weisenfeld in third place, is from New York University. (Raghuram et al., n.d.) proposed a study, “Adjustment to telecommuting: Role of Self-efficacy and Structuring Behavior”, and received the best paper Proceeding from the Academy of Management. The study noted that self-efficacy is fundamental for telecommuters, to meet the challenges on working remotely.

Table 3: Core authors and their local impact on H index.

Authors	Author local impact of H index
Raghuram.S	2
Salanova. M	2
Wiesenfeld.B	2
Albright.D	1
Ali.I	1
Andorfer.J	1
Andressen.P	1
Atzara. S	1
Bal.P	1



2.1.3 Analysis of core periodicals/journals and countries

Table 4 provides core journals clustering through Bradford’s law. Among the journals, Frontiers in psychology have largest frequency 7, Journal of Vocational Behavior is second and International Journal of Human Resource Management third.

By the number of publications and citations in Table 5, the USA reigns supreme. The USA's average article sources took the highest spot in the list of average article citations. The relevant reference trend is depicted on the right side. In terms of publications and citations, the USA succeeds, followed by Canada, Belgium, and Spain in the ranking. The average article sources from the USA also ranked first in terms of citations.

Table 4: Source clustering through Bradford’s Law

Table with 4 columns: Rank, Source Clustering, Freq., and Cum Freq. It lists 10 journals and their respective frequencies and cumulative frequencies.

Table 5: Top countries in terms of publications and citations.

Table with 3 columns: Country, Total Citations, and Average Article Citations. It lists the top 5 countries based on these metrics.

Germany	72	36.00
France	48	48.00
Netherlands	26	13.00
Australia	24	8.00
Switzerland	22	11.00

3. Existing knowledge and future gaps in Self-efficacy and remote working

3.1 Thematic map analysis

Figure 3 shows the thematic map which was generated entering the first 200 author keywords into the "Biblioshiny" program and establishing a minimum frequency of 4 in leading eigenvalues for the items shown in the cluster. Each topic has a maximum of two relevant categories; the author's keywords constitute the author's qualitative interpretation. We categorize the researched issues into a strategic chart to comprehend self-efficacy in RW research areas (Cobo et al., 2012).

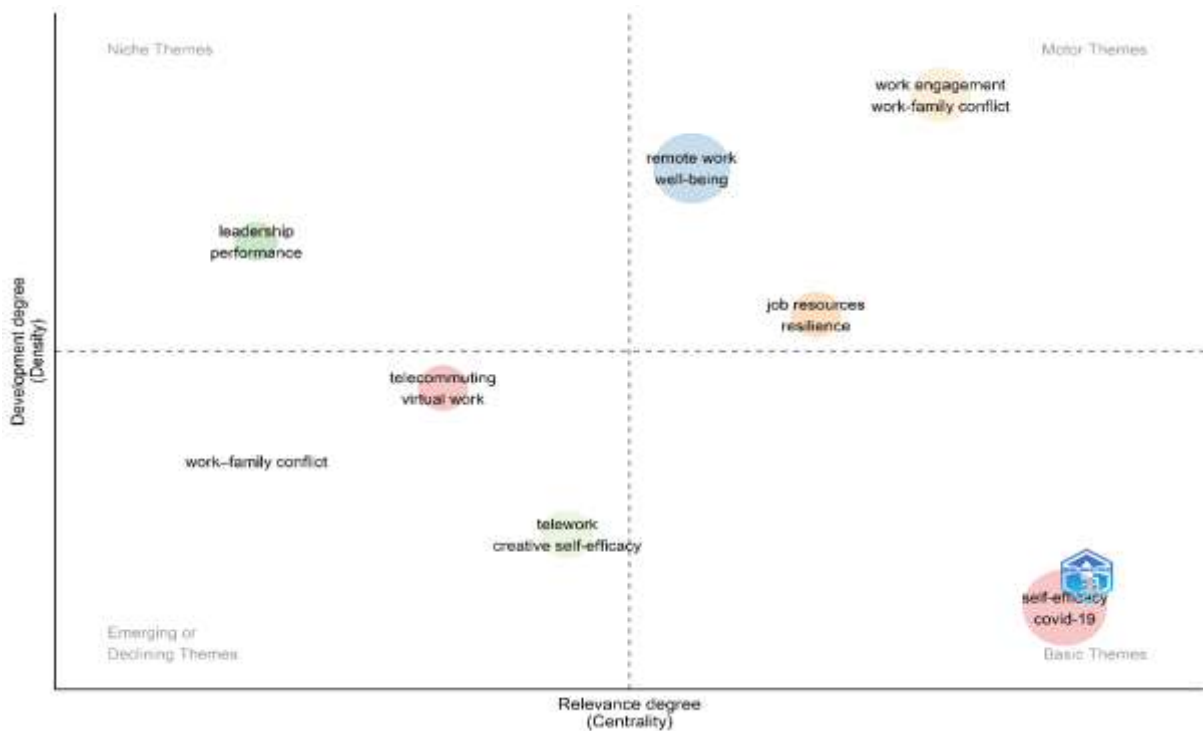


Fig 3: Thematic Map/Thematic Network analysis

The very first quartile (right upper corner) in figure 3, is structured using topic maps where articles and sub-themes are arranged into four segments. This cluster have massive growth momentum are motor themes; Highly advanced and isolated parts can be seen in the top left corner of the second quadrant that are well developed but are now considered to be rather specialized study subjects; The



emerging subject, a study topic that has recently developed or is going to fade, is located in the third quadrant (lower left corner) is crucial to the field, alludes to significant study areas but has not been fully established. Furthermore, an explanation of the clusters is mentioned in Table 6. Keywords in the clusters are explained below.

First cluster -Motor themes; Due to the first theme's high relevance and richness, RW, Work engagement, and job resources are its fundamental components.

High relevance is given to studies related to RW (Caesens & Stinglhamber, 2014; Staples et al., 1999). Through analysis, we find that engagement, workaholism, well-being, social support, demand for resources, work stress, productivity, and knowledge workers are the critical themes throughout this field of research (Caesens & Stinglhamber, 2014; Calderwood & Gabriel, 2017; Howe & Menges, 2021; Meyer et al., 2021; Rodríguez-Sánchez et al., 2011; Staples et al., 1999; Straus et al., 2022). In the second research direction, Work engagement is impacted by job autonomy, high-performance work system, work-family conflict, e-work, burnout, social support, work-life conflict, stressors, political skills, work performance, and job stress (Haq et al., 2021; Simbula et al., 2011; Van Zoonen et al., 2021; Wattoo et al., 2020). Resilience is a major aspect of job resources, which is entitled in the third research area (Cook et al., 2020). Such fields of study have a lot of potential, and scholars can make a meaningful contribution to these areas.

Second cluster- niche theme; the leadership subject leading the collection of well-developed research agenda includes and performance, virtuality, workplace isolation, sales performance, and related topics (Andressen et al., 2012; Prakash Mulki & Jaramillo, 2011, 2011; Prodanova & Kocarev, 2021). Third cluster- emerging themes; Fundamental elements of the emerging theme cluster are telecommuting, telework, and work-family conflict.

The first research area is telecommuting. Scholars have approached this novel theme through the viewpoints of psychological mediators, Individual consequences, I.S. Security, Structuring behaviour, and crisis specific variables (Carillo et al., 2021; D'Arcy & Hovav, 2008; Gajendran & Harrison, 2007; Galanti et al., 2021; Raghuram et al., 2003). The second issue is teleworked (Varga & Denniston, 2022). The third research focus theme is the conflict between work and family (Lapierre et al., 2016). The study is helpful to those who want to decide whether to accept or stay with a job requiring more telework than they would desire. Unquestionably, there is a lot of potential for such a subject, and scholars can make a valuable contribution to these fields.

Fourth cluster- Basic theme; It comprised cluster related to Self-efficacy, and Covid-19. The first direction of research is emphasized on Self-efficacy, which encompasses Digital Competencies,

Pandemic, Social and academic expectations, work-study boundaries, Congruences, Stress, Satisfaction, Self-esteem, Online marketplaces, Task performance, Workplace Isolation and virtual internship (AlGhamdi, 2022; Barrón, 2020; Chu et al., 2021; Kondratowicz et al., 2022, 2022; Munir et al., 2016; Taufiq-Hail et al., 2021; Wang Yinglei & Haggerty nicole, 2006). Covid-19 is indeed the second field of research. Topics of discussion in this entail virtual internship, psychological empowerment, Remote Worker mindset, satisfaction, working parents, technology, technostress and virtual RW environment (AlGhamdi, 2022; Fawehinmi et al., 2022; Frieder et al., 2022; Kondratowicz et al., 2022; Meyer et al., 2021; Mihalca et al., 2021; Misra et al., 2022). In common parlance, the two basic and longitudinal issues have acquired considerable attention; contrary, there is still a need for the value-added study.

Table 6: Thematic clusters representation

Cluster Representation	Theme	Keywords in Cluster
Self-efficacy	Basic theme	Digital Competencies, Pandemic, Social and academic expectations, work-study boundary, Congruences, Stress, Satisfaction, Self-esteem, Online marketplaces, Task performance, Workplace Isolation, virtual internship
Covid-19	Basic theme	Covid-19, Personal resources, Creative self-efficacy, Higher Education, Resilience virtual internship, psychological empowerment, Remote worker mindset, satisfaction, working parents, technology, technostress, virtual RW environment
Telecommuting	Emerging theme	Psychological behaviour, Individual consequences, I.S. Security, Structuring behaviour, and epidemic-induced telecommuting
Telework	Emerging theme	Technostress, Employee performance, electronically distributed work, Perceived work productivity, job performance, Training environment, Satisfaction, Creativity, and Attitude of managers
Work-family conflict	Emerging theme	Financial sales, Work and family responsibility, High-performance work system, Work-family Interface, Job autonomy, and Self-efficacy
Leadership	Niche theme	Self-leadership, Performance, virtuality, Workplace Isolation, Sales Performance, Job performance
RW	Motor theme	Work Engagement, Workaholism, Well-being, Social support, Demand resources, work stress, Productivity, Knowledge workers
Work engagement	Motor themes	Work-family conflict, High-performance work system, Job autonomy, e-work, Burnout, Social



		support, Work life conflict, Stressors, Political skills, Work performance, and Job stress
Job resource	Motor themes	Job resource, Resilience, and social support

4. DISCUSSION

The COVID-19 outbreak has caused uncertainty, tragedy, and the need for a major economic experiment. Self-efficacy might be utilized to create a diagnostic evaluation instrument that could be used to find people who have traits and abilities that make them more effective while working remotely. The agencies related to self-efficacy are extremely keen on alternatives that together allow them to continue to engage remotely in such an environment and for those workers, who require to foster their self-efficacy while dealing with digital work. Workplaces, however, are becoming complex and dynamic. In these Volatile, Uncertain, Complex, and Ambiguous (VUCA) environments, Top level management, political, and social institutions must develop policies to combat the uncertainties.

Given the analysis in the present paper, policymakers, International Labour Organisation, and Organisations dealing with a new practice must approach discussions on RW pragmatic care, nor for the reason that there is not much information in the RW literature. In light of this, we contend that our data carry key consequences for policymakers (and researchers) interested to increase Self- efficacious employees who work on a remote or Hybrid basis. First, it's imperative for those striving to advance RW to acknowledge that Albert Bandura's concept of Self -efficacy has reached a wide audience, precisely, the Scholars. Considering the fact which differentiates the intellectual clusters within the RW literature, decision-makers ought to be fully cognizant that the suggestions and recommendations made by researchers and academic intellectuals must be firmly embedded to instil the faith and credibility of workers in the company.

Our analysis shows the existence of significant differences across RW publications in terms of potential ideological effect and factual contents. The various conceptual groupings (clusters) and subgroups that form the structure of RW must indeed be addressed to truly comprehend diverse self-efficacies, notably remote work self-efficacy. Second, employees who are considering RW should be aware of various forms of flexible working arrangements that not only differ but these practices are also beneficial for a sustainable and healthy work-life balance as well as for Stress management. Given the growing relevance in RW throughout more than 31 years, the field of research remains in its infancy. This is evidenced by the varied and occasionally competing, ways of working and remote working. Some practices emphasize Working from home, some emphasize Telecommuting, while others emphasize Hybrid work. Not implying that one of these approaches should prevail, specifically. Instead, it is because these methods are founded on various assertions about how an employee works,



and more importantly, how an organization can sustain even in a turbulent environment.

Considering this perspective, varied practitioners should be aware that context affects the workplace. The steps taken to promote the Self-efficacy of remote workers working outside of that particular context may not be practicable in all organizations. Due to the individuality of each employee. Despite the geographic separation between the two companies, there may still be a gap between them due to regional, governmental, language, cultural, as well as online work capability disparities. Such variances must be recognized and properly considered.

This finding generally implies that, to date, employee's self-efficacy varies in a different working context. Therefore, policymakers need to understand the multifaceted behavior of employees in a remote work setting. Additionally, organizations must run the measures to mitigate the risk of online work practices as well.

5. Implications of the study

In the post-COVID-19 world, where RW will be an essential component of business environment operations (Beham et al., 2015; Purvanova & Kenda, 2018), our findings have consequences for leaders as they set up their workplaces and personnel. Managers only have a limited degree of control, which necessitates them to change their processes, working design, and leadership style, accordingly (Bartsch et al., 2020; Spagnoli et al., 2020). To help its personnel sense a feeling of belonging, leaders should embrace a transformative style. Furthermore, when it comes to human resource development, managers, supervisors, and employees all should receive training in remote working practice, providing and receiving individualized feedback, and coming up with unique ideas. Notable employees moreover, do not have a pleasant working environment at home and require various forms of assistance from their employers, such as one in the form of flexible work schedules (Sekhar & Patwardhan, 2021). Additionally, allowing workers to work remotely fosters a trustworthy corporate culture, empowering them to manage the problems of work and family life at their speed.

The "right to disconnect" is one notion that has been mentioned frequently (Dingel & Neiman, 2020; Messenger, 2017). This principle may assist to prevent the "invasion" of work into personal life. To assist its remote managers to understand and use good remote management practices, virtual firms must provide training programs, these training interventions boost employee productivity, job satisfaction, organizational commitment, and coping skills while lowering stress levels at work (Staples et al., 1998). Besides this, Organisations must address every employee equitably, and companies that provide RW environments should foster a culture of trust. Companies that provide RW environments should promote a culture of trust in addition to treating every employee fairly. Finally, an organization must strive to recruit employees who are self-efficacious and self-confident (Munir et



al., 2016).

6. CONCLUSION

Based on the prominent 68 articles retrieved from the WoS and Scopus core set from 1991 to 2021, this study does a bibliometric review of self-efficacy in RW research. Researchers can use the study's analysis to better comprehend the topic and obtain necessary information. We graphically presented the technical field by presenting the top relevant core journals, core papers, core authors, institutions, relevant countries, and thematic map analysis. Following are some noteworthy conclusions:

The analysis of the present study examined the trend in which self-efficacy in RW has evolved and addressed certain recommendations for future areas. The self-efficacy in RW research fields is represented as icons in this study using theme maps. Four clusters of the sequence are generated from them (Motor themes, highly developed and isolated pieces, Emerging themes, and Basic themes). Research on resilience, well-being, work engagement, job resources, and other areas is advancing well. Leadership and performance are modest research areas with solid development underpinnings. Meanwhile, emerging research directions include telecommuting, virtual work, work-family conflict, and telework. Self-efficacy and Covid-19 are essential topics.

7. LIMITATIONS AND FUTURE SCOPE

The present bibliometric analysis shines a light on academics' work and aids in strengthening and championing the knowledge. The main constraint of the analysis is the paucity of self-efficacy-related literature in Scopus and Web of Science's core collection, as more research is needed to solve the emerging trend's job needs in the business background workplace. Furthermore, it is required to take into account the difficulties that a change in working methods may entail for the actors in remote work, scholars can get future insights on other components of psychological capital (HERO) like Resilience, Hope, and Optimism in remote work. In addition to the main research themes, it gives insights and recommendations for further examination of related theories and practices. Finally, due to their extended lifespan, recent prominent papers may have had less of an influence than they should have, favouring older ones.

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