



Examination of Career Titled Articles in the Hospitality, Tourism and Sport Field (WoS) using Bibliometric Mapping Technique

Ağırlama, Turizm ve Spor Alanındaki (WoS) Kariyer Başlıklı Makalelerin Bibliyometrik Haritalama Tekniği ile İncelenmesi

Harun ÇALHAN¹, Fadime ERTAN²

Abstract

The purpose of this study is to determine the bibliometric profile and network structures of the "career" titled articles published in international tourism and sport journals. Articles in the category of "hospitality, tourism and sports" of the Web of Science database were examined. In this study, without any year or other limitations, 488 career titled articles in 133 journals were detected. Articles were analyzed using VOSviewer in terms of publication year, keywords, journals, authors, universities of authors, countries of authors and co-citations of authors and journals. Citation and co-citation networks of the articles were visualized using bibliometric mapping technique. As a result of the study, it is revealed that the first "career" titled article was published in 1982, and the number of articles is considerably increased after 2020. In addition, the most cited journals are "Psychology of Sport and Exercise" and "International Journal of Hospitality Management". Moreover, "career development", "dual career" and "gender" were the most used keywords in the articles. Additionally, the most productive countries in terms of publishing "career" titled articles are the USA, UK, China, and Sweden.

Keywords: Career, Bibliometric Mapping, VOSviewer, Tourism and Sport

Özet

Bu çalışmanın temel amacı, ağırlama, turizm ve spor alanında (WoS) yayımlanan "kariyer" başlıklı makalelerin bibliyometrik profilinin ve ağ bağlantılarının tespit edilmesidir. Web of Science veri tabanı kullanılarak, başlığında "kariyer" kelimesi geçen makaleler tespit edilmiştir. Çalışma kapsamında, yıl veya başka herhangi bir sınırlama yapılmaksızın 133 adet dergide 488 makale tespit edilmiş ve incelemeye tabi tutulmuştur. Makaleler VOSviewer kullanılarak yıl, anahtar kelimeler, dergi, yazarlar, yazarların kurumları, ülkeleri ve yapılan ortak atıflar bakımından bibliyometrik analiz yöntemi ile incelenmiş ve ağ analizi ile de görselleştirilmiştir. Çalışmanın bulguları doğrultusunda kariyer ile ilgili makalelerin 1982 yılı itibarıyla başladığı ve 2020 yılından sonra ciddi artış gösterdiği anlaşılmıştır. En çok atıf alan dergilerin "Psychology of Sport and Exercise" ve "International Journal of Hospitality Management" olduğu saptanmıştır. Ayrıca, incelenen makalelerde en sık "kariyer gelişimi", "çifte kariyer" ve "cinsiyet" anahtar kelimelerinin yer aldığı, kariyer konusunda en üretken ülkelerin sırasıyla ABD, İngiltere, Çin ve İsveç olduğu tespit edilmiştir.

Anahtar Sözcükler: Kariyer, Bibliyometrik Haritalama, VOSviewer, Turizm ve Spor

¹Erciyes Üniversitesi, Turizm Fakültesi, Kayseri

²Erciyes Üniversitesi, Sosyal Bilimler Enstitüsü, Kayseri

ORCID:

H.Ç.: 0000-0002-7256-2411

F.E.: 0000-0001-7444-4251

Corresponding Author:

Harun ÇALHAN

Email:

hcalhan@erciyes.edu.tr

Citation: Çalhan, H. ve Ertan, F. (2023). Examination of career titled articles in the hospitality, tourism and sport field (WoS) using bibliometric mapping technique. *Journal of Humanities and Tourism Research*, 13 (4): 747-763.

Submitted: 28.09.2023

Accepted: 28.11.2023

1. INTRODUCTION

The hospitality and tourism sector is a dynamic sector and grows rapidly. The sector offers many employment opportunities for every age group (Pablo-Romero & Molina, 2013). The tourism sector encompasses a variety of businesses such as hotels, restaurants, travel agencies, tour operators, conference and event management businesses and offers many career development opportunities, especially for youths (Medina-Munoz & Gutierrez-Perez, 2016). The tourism sector requires a high level of communication and interaction capability. Therefore, the tourism sector has great advantages for employees in terms of personal and professional career development (Nickson, 2013). In addition, people working in the tourism sector also have travel opportunities. Tourism employees have the opportunity to work in different destinations. Employees also have the opportunity to seize valuable work opportunities to explore the world and gain new experiences (Sharpley, 2000; Baum, 2002). The tourism sector offers many opportunities for qualified individuals aiming for an international career. The nature of tourism and the strong international connections of businesses make the sector more advantageous for career development than many other sectors (Baum, 1995; ILO, 2001).

There are various paths of career development for young people who want to pursue a career in tourism. Factors such as internships, on the job training, professional certification programs, mentoring, and networking contribute to career development. While internships and on the job training provide young people with the opportunity to experience business life and transform theoretical knowledge into practical skills, professional certificate programs can also provide industry-specific knowledge and expertise. Through mentoring and networking, young employees can connect with experienced tourism professionals and gain support for their career progression (Savickas, 2005). Career studies also contribute significantly to increasing academic success, improving the skills of publishing and conducting research projects, and creating academic networks (Tran et al. 2020). Career management applications in academia are also of great importance for academic institutions. Career programs support the career development of students and academics and contribute to the reputation of academic institutions. In addition, career-oriented practices increase students' and academics' satisfaction level in academic institutions. Career-oriented practices support youths to achieve their career goals, and contribute to institutions' sustainability of leadership position in expertize area (Lent et al., 1994).

Tourism researchers emphasize that career in tourism is an important issue and research field (Kılıç & Öztürk, 2009; Soysal & Kılınç, 2016; Işık et al., 2018; Ilgaz & Güzel, 2019; Ünüvar et al., 2021; Işık et al., 2022). Moreover, there is a need for new studies on career issue in tourism (Türkay & Eryılmaz, 2010; Soysal & Kılınç, 2016; Kendir & Özkoç, 2018; Soybalı & Ak, 2019; Çeşmeci et al., 2020; Karacaoğlu & Cankül, 2021). It is also noted in previous studies that there is a great lack of research on career topic in the national tourism literature (Çalhan et al., 2022). In this context, the main purpose of this study is to examine career titled articles published in the field of hospitality, tourism and sport in the Web of Science (WoS) database and determine the profile and network maps of the articles. In the study, 488 international career related articles that were detected without year or any other limitations in the WoS database, in the field of hospitality, leisure, tourism and sport were examined by bibliometric mapping technique.

2. LITERATURE REVIEW

2.1. Concept of Career

Career is defined as an individual's advancement, development, and promotion to a higher position in a job (Granrose & Portwood, 1987). Career refers to all regulated work within a particular job process (Riley & Ladkin, 1994). In general, career refers to the high level that a person wants to

reach in professional life and the development he/she wants to achieve within a certain period of time (Orpen, 1994). In the literature, career topic is examined in two different contexts: individual career management/development and organizational career management. Individual career examines a series of activities related to the personal preferences and orientations of individuals in their current and future working life (Weber & Ladkin, 2008). In the career planning process, people discover themselves and determine their goals by analyzing environmental factors. Therefore, every individual plans his/her future while planning career (Werner & DeSimone 2006). Individual career is essential for a person to continue his/her professional development, to set his/her goals, and to achieve success by using personal abilities (Hoekstra, 2011). Individual career involves assessing one's own abilities, setting goals, and creating appropriate action plans (Wesarat et al., 2014). The individual career development process is extremely important for job satisfaction, motivation, and personal development (Adekola, 2011).

Individual career development encourages continuous development, and allows a person to discover his/her own potential, develop talents, and evaluate future opportunities (Hoekstra, 2011). Career management constantly encourages people to gain new abilities to have a competitive advantage in the work environment (Lent et al., 1994). The success of individual career management depends on increasing self-awareness, determination of personal life goals, and long-term planning (Wesarat et al., 2014). Organizational career is important for employees to develop their abilities, increase their performance, and progress in accordance with organizational goals (Cuic-Tankovic et al., 2023). Businesses need employees who understand environmental factors, discover themselves, and plan their future. Organizational career is the process of considering the future needs of employees in an organization and ensuring the development and promotion of employees within the organization in parallel with their personal career planning (Werner & DeSimone 2006). Organizational career is defined as a person's process of determining a path in an organization that enables him/her to reach future goals and objectives (Balta & Aydın, 2007). From an organizational perspective, career is the result of the organizational opportunities that a business offers to its employees (Weber & Ladkin, 2008).

Organizational career refers to the progress and development of an employee within a particular business or organization (Hoekstra, 2011). In the organizational career development process, employees generally have vertical development, progressing through promotion or higher responsibilities (Orpen, 1994). Organizational career management contributes to employees' setting goals, evaluating development opportunities, and creating strategic plans for personal development (Hoekstra, 2011). In addition, organizational career management increases both the motivation of employees and their job satisfaction levels (Preko & Anyigba, 2022). Successful organizational career management is important for attracting and retaining talented employees and maintaining a high level of work performance (Creed & Hood, 2009). Organizations can support their employees' career progress by providing mentorship, training, and development opportunities (Adekola, 2011).

2.2. Career-Oriented Bibliometric Studies

Peritz (1984) examined how the career and terminology of bibliometric have been shaped and developed from the past to the present. She revealed that bibliometric terminology is constantly evolving and gaining different meanings. She also found that the term bibliometric is used in different ways in different disciplines and that these uses have changed over time. Mahlck (2001) conducted a study aimed at bibliometric mapping of gender differences in academic careers. The method of the study involved combining a social network analysis with bibliometric data. First, she examined the relationships between authors in scientific articles using network analysis and investigated how these relationships were distributed in terms of gender. In her research, the number of publications by gender, the number of citations and collaborations were analyzed. The

findings of her study revealed gender differences in academic career. She found that men generally submit more articles and receive more citations. In addition, she determined that there is more intense cooperation among men and that the level of cooperation among women is lower.

Selva et al. (2011) conducted a bibliometric analysis to examine articles based on the career development of female managers. They revealed some important findings that the number of articles published on the career development of female managers has increased over the years; women's access to management positions is still limited; and the articles are mostly published in developed countries. In their study, the necessity for more research on women's career development is also emphasized. Lee et al. (2014a) analyzed career related articles to classify studies using bibliometric visualization method. As a result of their study, they found that career related studies generally focus on individual career development, career decision making process and organizational career management. In addition, they determined that the articles were mostly conducted in developed countries. Lee et al. (2014b) mapped the current status and development of career studies. The authors analyzed career related articles using bibliometric analysis method. Their findings specified that career articles are generally clustered in four main areas which are career development, career planning, career satisfaction and career success. In their study, they also emphasized that career-oriented articles have increased in recent years. Santos et al. (2015) examined scientific research production of academics and citation rates of their articles in Spain using bibliometric method. Their study parameters included the number of publications, number of citations, rate of citations, and interaction of the publications. They determined that the scientific output of academics is mostly high.

Boekhout et al. (2021) made a bibliometric analysis of gender differences in scientific careers, covering all scientific disciplines and many countries around the world. Their study revealed that there is an increasing trend in the percentage of women from 33% in 2000 to approximately 40% in recent years. They also found that women are less likely to continue their careers as publishing researchers than men. Pico-Saltos et al. (2021) conducted a bibliometric research on publications indexed in the Scopus database, to investigate research trends in career management between 1990 and 2020. In their study, articles were examined in terms of publication trends, citation numbers, journals, keywords, and leading research subtopics. The authors revealed that publications are mostly in the fields of business, management, and psychology, and research topics such as career planning, career development, job satisfaction, and leadership are prominent topics in career management publications. They also determined that the USA, UK, and Canada contributed the most to the study area.

Jiang et al. (2022) conducted a research on career proactivity articles using the bibliometric method. The authors searched articles in the WoS database and examined them in terms of conceptual clusters. They revealed that career development, career adaptability, career empowerment, career success, exploration, and performance were the most frequently used keywords in the articles. Jansen et al. (2022) made a study examining career success related articles in the Scopus database using bibliometric method. The authors have clarified the citation evolution of their research subject. As a result of their study, they revealed that most of the articles' average citation is between 1 to 39, and career success articles started to be published since 1960s. They also found that the most cited articles are published between 1994 and 2009, and the most productive journals are "Journal of Vocational Behavior" and "Career Development International". Vidal-Vilaplana et al. (2022) examined dual career related articles in the WoS database using bibliometric analysis. They found that the number of articles increased considerably after 2015 and most prolific and cited researchers in the subject were N.B. Stambulova, T.V. Ryba and P. Wylleman. They also

found that the highest number of articles on the related subject was published in "Psychology of Sport and Exercise" journal. Moreover, they revealed that the most productive countries are Spain, the UK, Finland, Italy, and Germany on the dual career subject.

Çalhan et al. (2022) examined "career" titled articles published in Turkish tourism journals to clarify bibliometric structure of the related topic. The authors analyzed articles according to years of publication, journals, keywords, citation number, analysis methods, and sample size. The authors found that publications on career in Turkish academic tourism journals began in 1999 and the highest number of articles was published in 2019. They also revealed that the number of articles has increased in the last 15 years. They emphasized that there is still a great lack of empirical research in the field. Atacan and Genç (2023) examined master and doctorate thesis, which their main study theme is glass ceiling as career obstacles, published between 2007 and 2022 in the database of the National Thesis Center of the Higher Education Institution using the bibliometric analysis method. In their study, 83 postgraduate theses were examined in terms of universities, publication types, publication year, institute, department, focused subtopic, research methods, target groups, and data collection technique. They revealed that there is an increasing interest in related subjects, especially in recent years, and most of thesis is in the field of business management. Moreover, they found that career problem variables were mostly studied with career management, burnout, organizational commitment, and work motivation.

3. METHODOLOGY

The main purpose of this study is to determine career titled articles published in the field of hospitality, tourism, and sport included in the WoS database and to reveal the basic profile and network maps of these articles. In this study, the bibliometric mapping technique was used. Bibliometrics is a type of research method in which publications in different fields of study of a particular branch of science are examined, classified, and the scientific patterns of these publications are revealed. This method has been widely used in social sciences and tourism recently (Köşker, 2020). The bibliometric technique analyzes scientific publications based on publication trends, citation numbers, and other metrics (Boyack et al., 2005). This method is used to evaluate the development and impact of academic research (Waltman & van Eck, 2013). Bibliometric studies evaluate publishing activities on a scientific topic or discipline by analyzing the content of published articles, leading authors, and journals (Bornmann & Leydesdorff, 2014). The bibliometric method is used in fields such as science and research management, information policy, and scientific discovery (Boyack et al., 2005). Bibliometric analysis of scientific publications provides researchers, institutions, and policy makers information on research trends and published scientific studies (Waltman & van Eck, 2013).

WoS is a selective citation index database that includes scientific journals, conference proceedings, books, and reviews (Somoza-Fernandez et al., 2018). WoS is the oldest academic database developed by Eugene Garfield on behalf of the Institute for Scientific Information in 1964 (Garfield, 1964; Birkle et al., 2020). The database was initially launched as the Science Citation Index (SCI) and, was originally designed as an information retrieval tool containing citation data. It has grown over time and new citation indexes have been added (Singh et al., 2021). Indexes such as SCI, SSCI, and A&HCI were combined worldwide in 1997 and started to be published as WoS (Birkle et al., 2020). In 2015, WoS expanded its scope with new indexes, such as the Emerging Sources Citation Index (ESCI). As of 2016, WoS has become a database belonging to Clarivate Analytics. If a journal is indexed by one of the citation indexes, all its articles are included in the WoS database. According to 2020 data, the WoS covers more than 74.8 million scientific data and datasets and classifies scientific studies in 254 different subject areas (Singh et al., 2021).

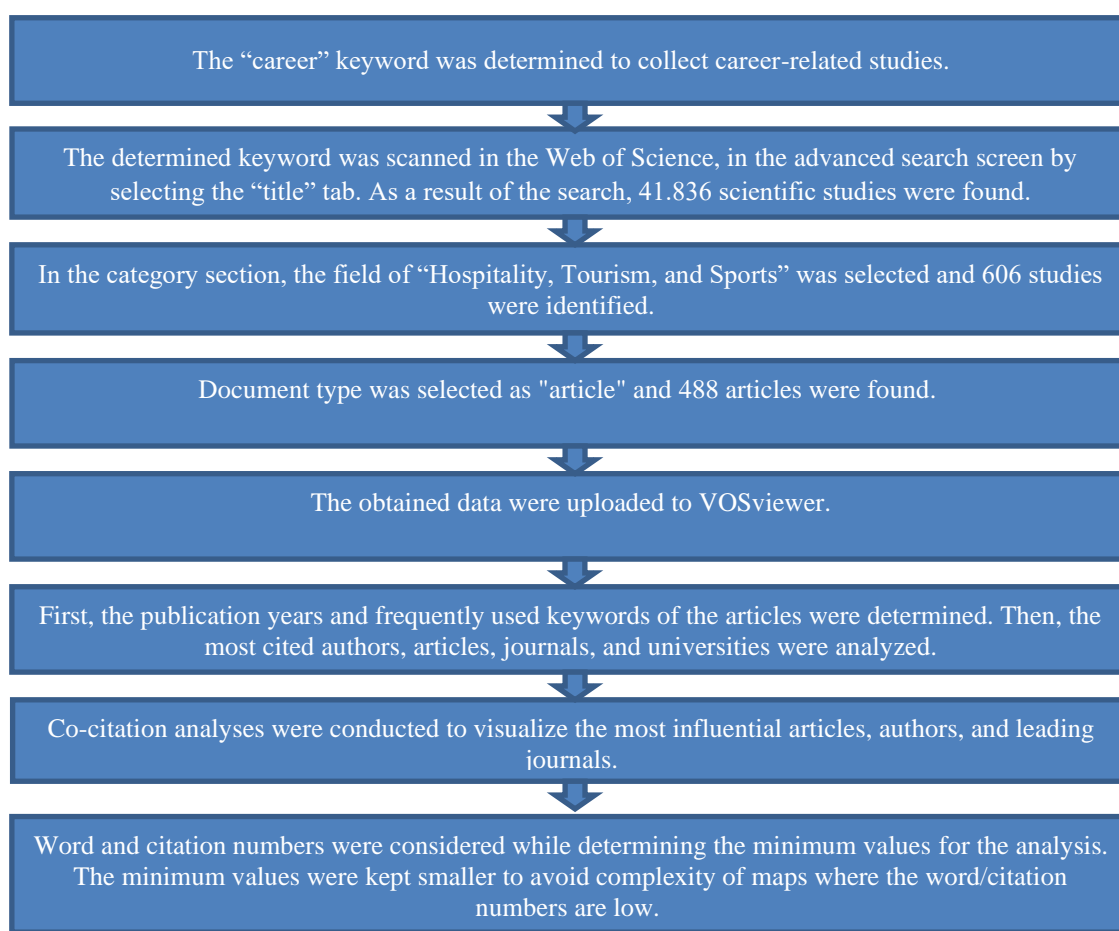


Figure 1. Data Analysis Process of the Study

A search was made in the WoS database on 27.04.2023 with the word of "career" according to the title tab. As a result of the search, 41.836 studies were found. Afterwards, the scope of the search was narrowed down by choosing "Hospitality, Tourism and Sports" as the WoS category. As a result of this narrowing process, 606 studies were identified. "Article" was chosen as the document type and 488 articles were determined as the final result. Apart from the narrowing process, the search process is not limited by the year or any other limitations. The bibliometric review process was conducted for 488 articles. Within the scope of this study, career titled international articles in the WoS database were examined using Visualization of Similarities Viewer (VOSviewer) that creates network maps according to the following criteria; a) keyword analysis, b) author citation analysis, c) document citation analysis, d) journal citation analysis, e) organization citation analysis, f) country citation analysis, g) author co-citation analysis, and h) journal co-citation analysis.

4. FINDINGS

4.1. Publication Years of Career Studies

In the study, a total of 488 career titled articles in the WoS database which are between 1986 and 2023 were examined. According to the results, it is seen that a low number of articles were published between 1986 and 2003, and 2021 was the year with the highest article number. The number of articles generally progressed slowly until 2004, and it was understood that there was a fluctuating increase after 2004. Although there was a decrease in the number of articles published in 2010, the number of articles increased to a high level after 2011. This shows that career topic in tourism has gained more importance, especially in the last decade.

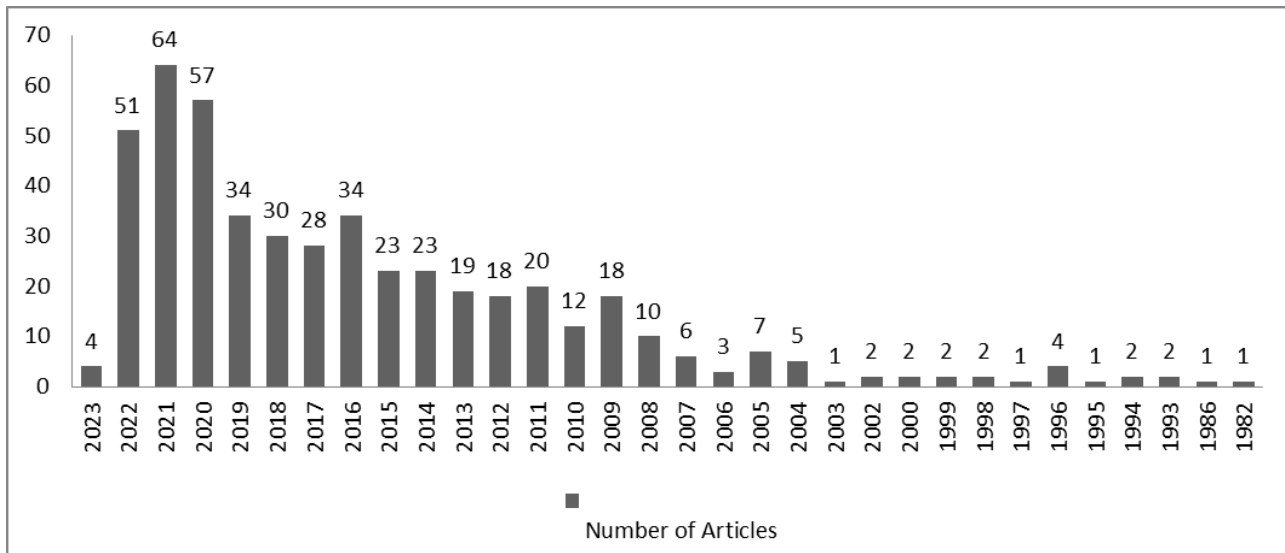


Figure 2. Career Titled Articles by Years

4.2. Keywords Mostly Used in Career Studies

Keywords were analyzed using VOSviewer. The requirement to repeat at least twice for each keyword is defined. The number of keywords repeated at least twice in the articles was 247. A visual map of the most used keywords in career articles is presented in Figure 2. According to the map, the most frequently used keywords are “career development ($f=34$)”, “double career ($f=26$)”, “gender ($f=21$)”, “hospitality ($f = 18$)”, “career satisfaction ($f = 16$)” and “career adaptability ($f = 14$)” respectively. This result shows the specific topics that researchers focus on in career studies and the changes in research topics over time.

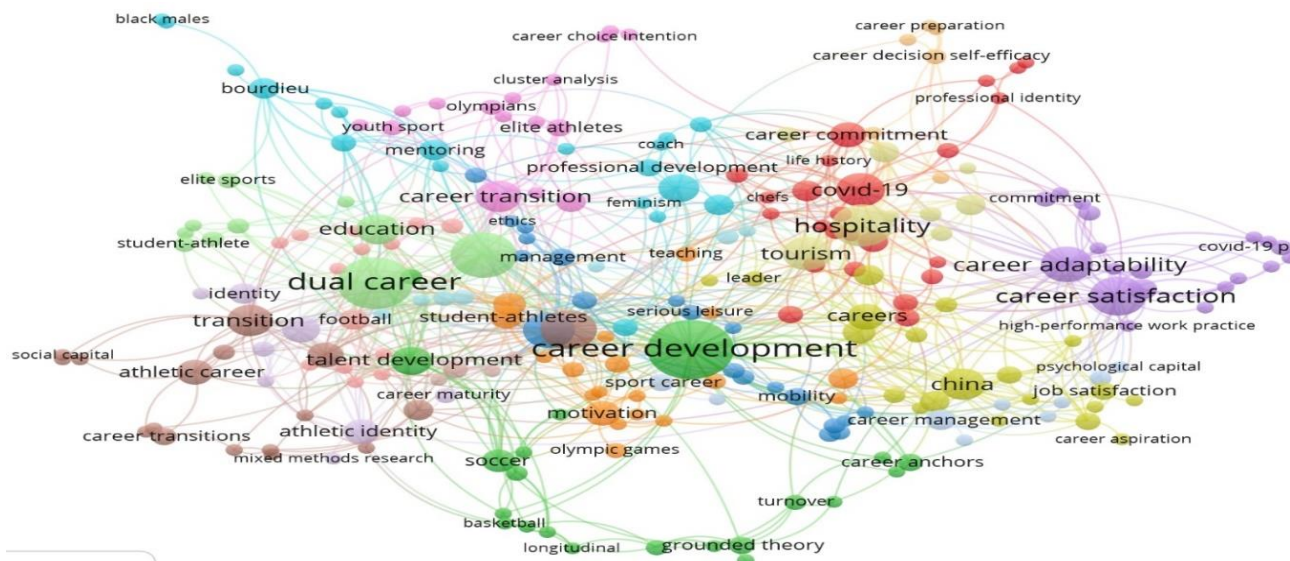


Figure 3. Mostly Repeated Keywords

4.3. Citation Analyzes

4.3.1. The Most Cited Authors

The most cited authors were identified using VOSviewer. The map of authors was created by marking the least number of articles is "1" and the least number of citations is "2". As a result, 140 authors were defined and analyzed. The visual map is presented in Figure 3. According to the results of the author citation analysis, the most frequently cited authors in tourism career studies are; Natalia B. Stambulova (23 articles, 1021 citations) and Tatiana V. Ryba (17 articles, 412 citations). The most cited other authors are Paul Wylleman (6 articles, 241 citations), Noora J. Ronkainen (5 articles,

114 citations), Scott Richardson (5 articles, 241 citations), and Haiyan Kong (10 articles, 398 citations). Natalia B. Stambulova, Tatiana V. Ryba, Paul Wylleman, and Noora J. Ronkainen are mainly sport researchers, while Scott Richardson and Haiyan Kong are hospitality and tourism researchers.



Figure 4. The Most Cited Authors

4.3.2. The Most Cited Documents

Citation analysis was conducted to identify the most frequently cited articles. The minimum number of citations for the analysis was chosen as “50” and a map of 43 articles was created using VOSviewer. The visual map is shown in Figure 4. According to the results, (i) Stambulova et al. (2009), (ii) Wylleman et al. (2004), (iii) Richardson (2009), (iv) Murphy et al. (1996), and (v) Keegan et al. (2009) were the five most cited articles. The number of citations received by the related articles supports this result (Stambulova, $f=271$; Wylleman, $f=225$; Richardson, $f=151$; Murphy, $f=145$ and Keegan, $f=144$). In addition, four of the five most cited articles are on the sport field and only one is on the tourism field.

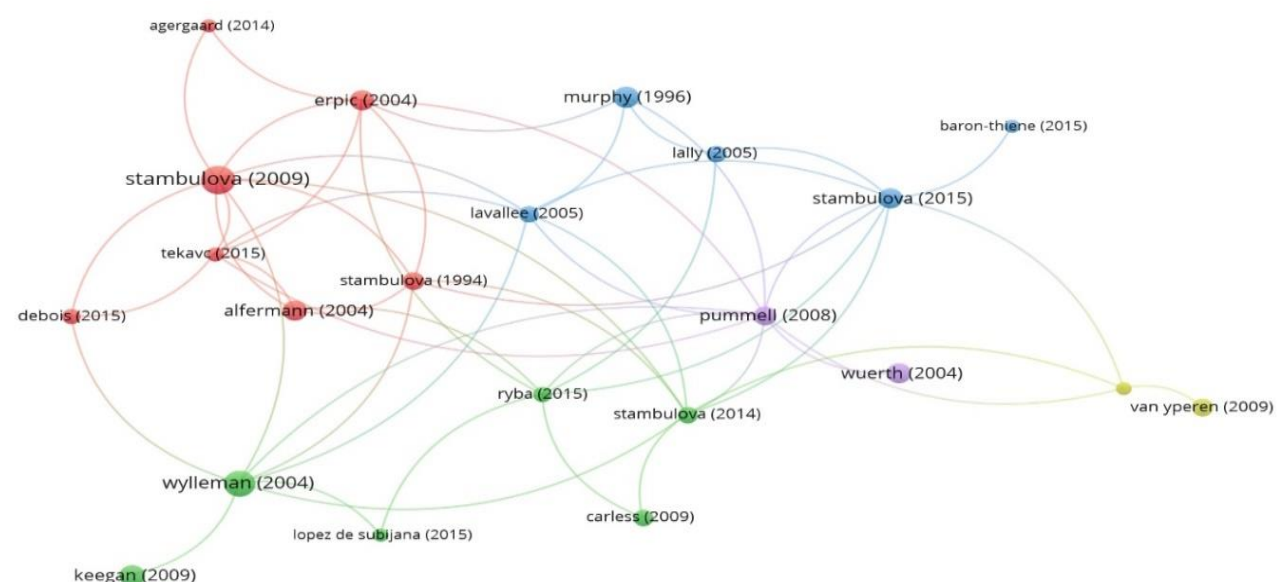


Figure 5. The Most Cited Documents

4.3.3. The Most Cited Journals

In order to visualize the most cited journals analyzed by VOSviewer, the minimum number of document source was selected as “1” and the minimum number of citation as “2”. The number of

journals resulted as “57”. Figure 5 shows the created map. The most cited five journals based on citation analysis results are (i) “Psychology of Sport and Exercise”, (ii) “International Journal of Hospitality Management”, (iii) “International Journal of Contemporary Hospitality Management”, (iv) “Journal of Hospitality Leisure Sport & Tourism Education” and (v) “Sport Psychologist” journals. Psychology of Sport and Exercise has published 29 articles on the related topic and received 1.072 citations. The International Journal of Hospitality Management has published 29 articles and received 867 citations. The International Journal of Contemporary Hospitality Management has published 26 articles and received 822 citations. The Journal of Hospitality Leisure Sport & Tourism Education has published 33 articles and received 579 citations. The Sport Psychologist has published 13 articles and received 533 citations. As it can be seen three of the five journals are in the tourism field and two are in the sport field.

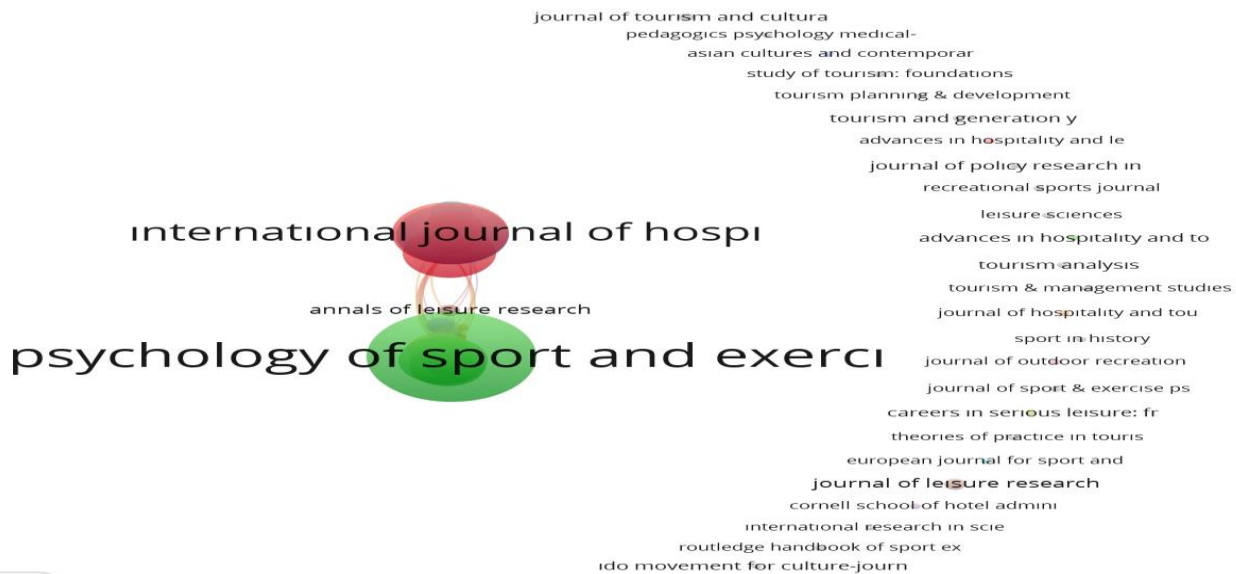


Figure 6. The Most Cited Journals

4.3.4. The Most Cited (Productive) Universities

Bibliometric analysis is of great importance for evaluating universities' contributions to the field. In the analysis to determine the most productive universities in the career topic, the minimum number of articles of a university was identified as “5” and the minimum number of citations as “20”. As a result, the number of universities was determined to be “28”. Figure 6 is presents the map created. The five most productive universities for career studies in hospitality, tourism, and sport are (i) the University of Leipzig (Germany), (ii) Halmstad University (Sweden), (iii) Hong Kong Polytechnic University, (iv) Aarhus University (Denmark), and (v) Brussels Vrije University (Belgium). The University of Leipzig ranks first among 28 universities with 7 articles and 861 citations. The Halmstad University produced 21 articles and received 792 citations, whereas The Hong Kong Polytechnic University produced 24 articles and received 486 citations. The Aarhus University has 9 articles and 313 citations as fourth and the last one The Brussels Vrije University produced 10 articles and got 283 citations. It is understood that four of the five universities that are the most productive on career topic is European universities.

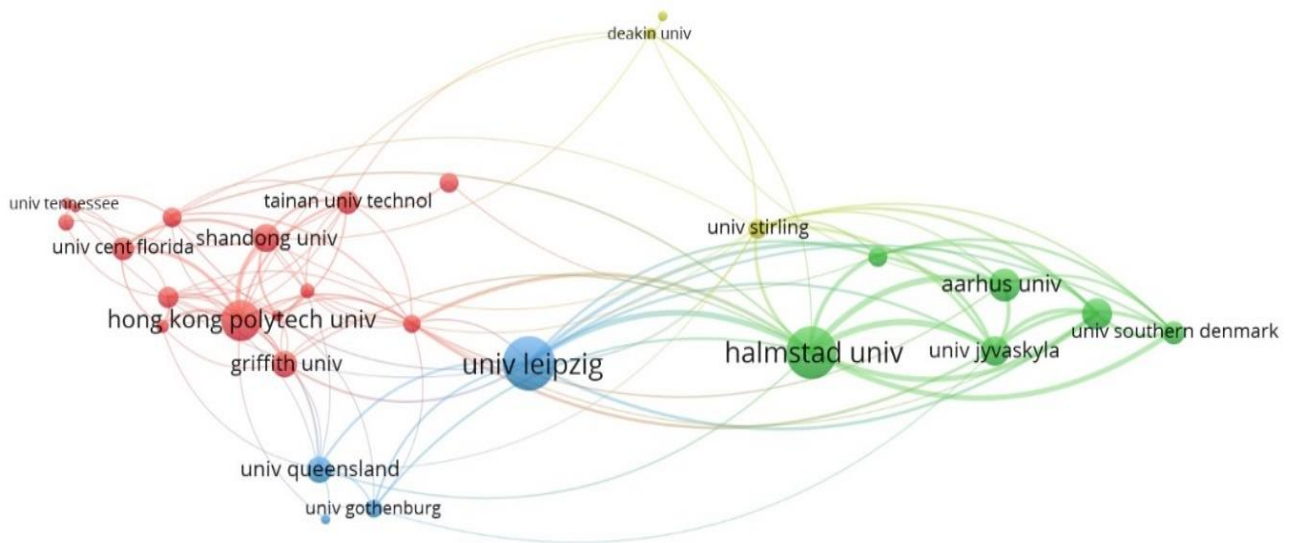


Figure 7. The Most Cited Universities

4.3.5. The Most Cited (Productive) Countries

The country's minimum number of articles and citations set to "2" in VOSviewer to find out the most productive countries. In total "45" countries were selected automatically. The most productive countries in terms of career studies in the hospitality, tourism, and sport field are presented in Figure 7. According to the results, the most productive countries in terms of career studies are the USA, UK, China, Sweden and Germany. The USA comes first in the ranking of the most productive country among 45 countries with 113 articles and 1.708 citations. The UK comes second with 64 articles and 1.360 citations. China came third with 62 articles and 1.195 citations, while Sweden came fourth with 32 articles and 982 citations. The fifth country is Germany, with 19 articles and 924 citations.

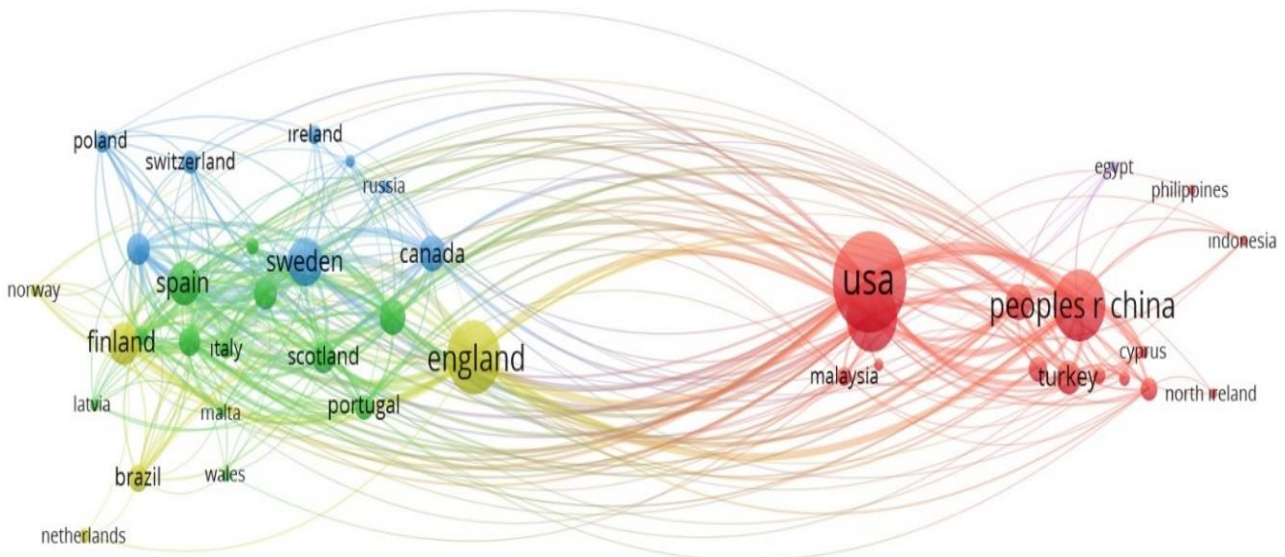


Figure 8. The Most Cited Countries

4.4. Co-citation Analyzes

4.4.1. Authors' Co-Citation Analysis

The co-citation analysis shows the frequency of two articles being cited simultaneously by other articles. As the frequency of citation of these articles that are cited together increases, their

strength also increases. Co-citation analysis is used to clarify subfields within a discipline and to explain conceptual relationships. It also provides for changes in the relevant literature over time. Co-citation is a subcategory representing articles and authors that have a high impact on the research topic (Pelit & Katircioglu, 2022).

In this study, author co-citation analysis was conducted to identify the leading authors in career studies in the hospitality, tourism, and sports field and the relationships between authors. At the beginning of the analysis, the minimum number of citations for an author was set as “50” and accordingly the number of authors was determined as “23” by the VOSviewer. Figure 8 shows the intellectual connections among the authors. According to the results of the author co-citation analysis, Natalia B. Stambulova is the most co-cited author among 23 authors with 283 citations. In addition, Paul Wylleman (f=184), Tatiana V. Ryba (f=113), Osman M. Karatepe (f=78) and Brett Smith (f=76) were the most commonly cited authors. The group of red linked authors in red dots have co-citations among themselves and the green cluster of authors have co-citations among themselves on the map. The map shows the links more clearly about which authors are cited together.

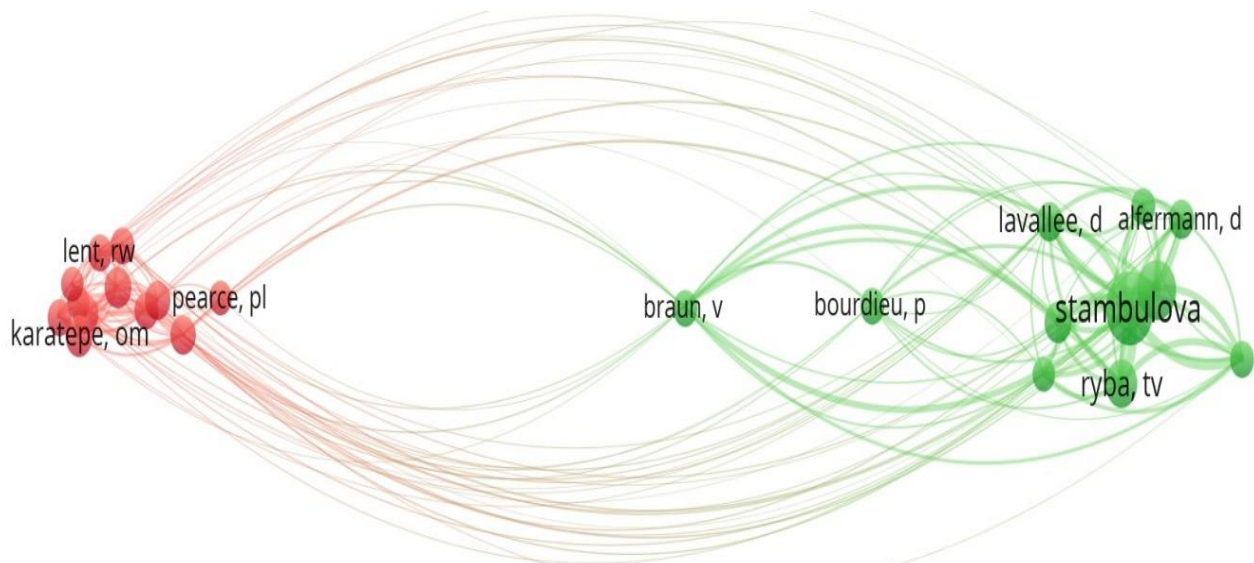


Figure 9. Author Co-Citation Analysis

4.4.2. Journal Co-Citation Analysis

In order to perform co-citation analysis for journals, the minimum journal citation count was set to “50” and “59” journals automatically determined by the VOSviewer. The created map is presented in Figure 9. The figure shows that there are four colored clusters. According to the results, “Journal of Vocational Behavior” and “International Journal of Hospitality Management” are the two most cited journals. Moreover, “Psychology of Sport and Exercise” was the most influential journal with 711 citations and 10.259 total link strength. “Journal of Vocational Behavior” was the second most influential journal with 667 citations and 17.665 total link strength while “International Journal of Hospitality Management” was the third most influential journal with 520 citations and 15.479 total link strength. “International Journal of Contemporary Hospitality Management” was the fourth most influential journal with 419 citations and 12.061 total link strength, and “Tourism Management” was the fifth most influential journal with 304 citations and 7.045 total link strength.

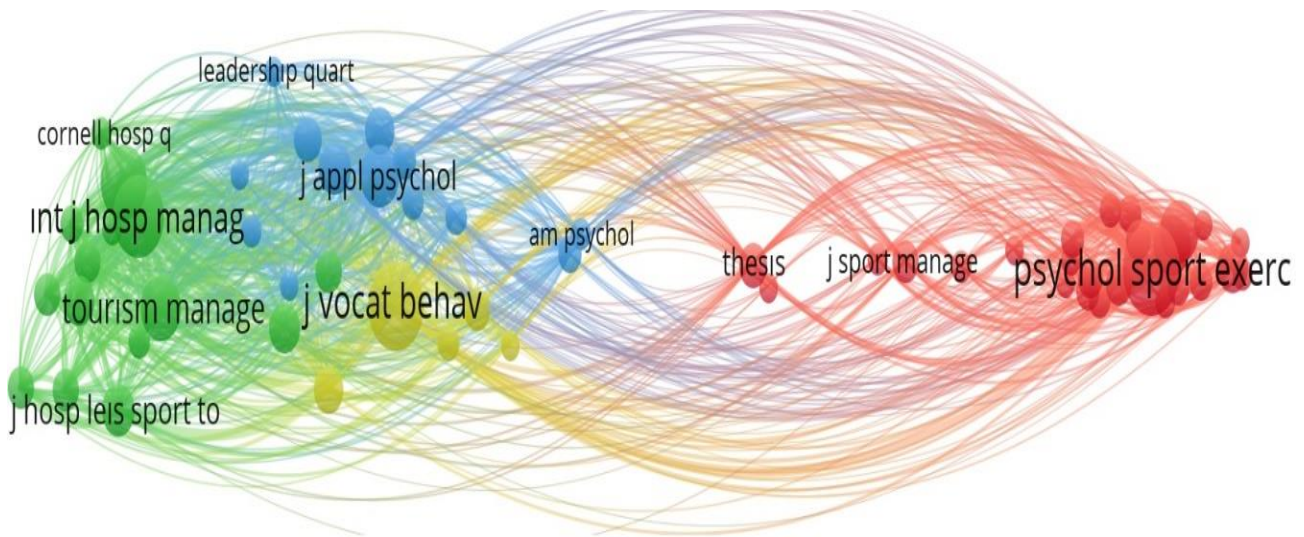


Figure 10. Journal Co-Citation Analysis

CONCLUSION

In this study, career titled articles in the hospitality, tourism, and sport field of the WoS database are examined using bibliometric analysis. In this context, 488 career titled articles which published in 133 journals between 1982 and 2023 were analyzed using VOSviewer. Articles were examined in terms of publication year, keywords, citation of authors, journals, universities, authors' countries, and co-citations. The findings were visualized using network analysis of VOSviewer. In this study, it is understood that the publication years of the articles generally fluctuated over the years. However, the number of articles significantly increased after 2020. Lee et al. (2014b), Jansen et al. (2022), Vidal-Vilaplana et al. (2022), Çalhan et al. (2022), and Atacan & Genç (2023) emphasize that there is an increasing interest in career topic, especially in recent years. It can be said that the findings of this study support previous studies.

Keyword analysis results show that researchers' frequently used keywords are career, career development, dual career, gender, hospitality, career satisfaction and career compatibility. Pico-Saltos et al. (2021), Jiang et al. (2022), and Çalhan et al. (2022) recently determined that researchers frequently used concepts such as career development, career planning, job satisfaction, leadership, and career success factors. In this context, when the Turkish literature on career is compared with the international literature, it is understood that the main variables used in the studies also show similarities. The bibliometric results of the author analyses revealed that the most cited and most influential author is Natalia B. Stambulova (1021 citations). Natalia B. Stambulova is an important sport researcher whose main research area includes career, health, and sport psychology of athletes. In addition, Stambulova et al. (2009) was determined to be the most cited article. It should be noted that the main variable examined in the related study is career development. It is thought to be an important finding for researchers who will conduct research on career. It also supports the results of keyword analysis that career development keyword is one of the most used keyword in the articles. The results also support Vidal-Vilaplana et al. (2022) who revealed N.B. Stambulova, T.V. Ryba and P. Wylleman were the most productive and cited authors.

Bibliographic analysis of journals revealed that "Psychology of Sport and Exercise" is the most important journal in career literature, having the highest numbers in terms of both the number of articles and citations. This result is compatible with Vidal-Vilaplana et al.'s (2022) study results that they found the same journal as the highest numbered article publisher on dual career subject. The

journal is declared as an open access official journal of the European Federation of Sport Psychology (FEPSAC) and has a 7.5 citesscore and 3.4 impact factor. It is a Science Citation Index Expanded (SCIE) indexed journal, and its main subject areas are orthopedics, sports medicine and rehabilitation, applied psychology, neuropsychology and physiological psychology. Moreover, tourism journals which “International Journal of Hospitality Management” and “International Journal of Contemporary Hospitality Management” are the other prominent journals. “International Journal of Hospitality Management” started publishing in 1982 and is an extremely important journal indexed in the Social Science Citation Index (SSCI) and has 9.23 impact factor. “The International Journal of Contemporary Hospitality Management” is also an important journal that started in 1989 and is currently indexed in SSCI and has an impact factor of 9.32. Mulet-Forteza et al. (2019) conducted a bibliometric study in the tourism, leisure, and hospitality fields and found that “International Journal of Contemporary Hospitality Management” and “International Journal of Hospitality Management” are some of the most influential journals. Pelit and Katircioglu (2022) made a bibliometric study on HRM studies and found that “International Journal of Hospitality Management” and “International Journal of Contemporary Hospitality Management” are the most cited journals. Therefore, it can be said that the study results support previous findings.

The most cited universities are the University of Leipzig (Germany), Halmstad University (Sweden), Hong Kong Polytechnic University, Aarhus University (Denmark), and Brussels Vrije University (Belgium). The countries where these universities are located can be considered as developed countries and/or countries with higher economic welfare. In addition, when the citation numbers of countries are examined, it is understood that the most influential country in the related topic is the USA, and the second is UK. On the other hand, Malaysia, Indonesia, Egypt, Netherlands, Norway, and Russia were the last countries in terms of citation numbers in career topic. It can be said that the results support Pico-Saltos et al. (2021) and Vidal-Vilaplana et al. (2022). In addition, Selva et al. (2011), and Lee et al. (2014a) also found that studies on career are mostly conducted in developed countries. In this respect, it can be said that the findings of the study support the results of previous studies. Furthermore, studies on career in Turkish tourism literature started in 1999 (Çalhan et al. 2022), but it was determined that in the international tourism literature, career related articles started to be published in 1982. This situation shows that Turkish literature began to be interested in the subject 17 years later compared to the international literature.

RECOMMENDATIONS AND LIMITATIONS

Boekhout et al. (2021), Atacan & Genç (2023) determined that career-related studies are generally conducted in social sciences, business, and management fields. It will be instructive for researchers who will study on career, they should search related areas for publications and read the studies of Natalia B. Stambulova, Tatiana V. Ryba, Paul Wylleman, Noora J. Ronkainen, Scott Richardson, and Haiyan Kong. Moreover, researchers should read the most cited studies that Stambulova et al. (2009), Wylleman et al. (2004), Richardson (2009), Murphy et al. (1996), and (v) Keegan et al. (2009). In addition, articles in the Psychology of Sport and Exercise, International Journal of Hospitality Management, International Journal of Contemporary Hospitality Management on the relevant subject can make great contributions to researchers.

This study has some limitations. First, only the WoS database was used to obtain the data. Therefore, only articles indexed in the WoS database were examined. Therefore, some related articles indexed only in other different databases were not included in the study. Researchers may add other databases in future studies. Second, in the study during the research process, only articles were chosen as the source type. Future studies may include other types of resources such as books, book chapters, papers, and research notes to provide a broader view of the subject area.

REFERENCES

- Adekola, B. (2011). Career planning and career management as correlates for career development and job satisfaction. A case study of Nigerian Bank Employees. *Australian Journal of Business and Management Research*, 1(2), 100-112.
- Atacan, T. & Genç, K. Y. (2023). Kadın çalışanların kariyer gelişimlerinde cam tavan sendromunun etkisi: Türkiye’de “cam tavan sendromu” konusunda yapılan lisansüstü tezlerin bibliyometrik analiz yöntemiyle incelenmesi. *Asya Studies*, 7(24), 275-298. <https://doi.org/10.31455/asya.1215280>
- Balta-Aydın, E. (2007). *Örgütlerde kariyer yönetimi, kariyer planlaması, kariyer geliştirmesi ve bir kariyer geliştirme programı olarak koçluk uygulamaları* (Yayımlanmamış Yüksek Lisans Tezi). Pamukkale Üniversitesi Sosyal Bilimler Enstitüsü, İşletme Anabilim Dalı, Yönetim ve Organizasyon Bilim Dalı, Denizli.
- Baum, T. (1995). *Managing Human Resources in the European Hospitality Industry: A Strategic Approach*. London: Chapman & Hall.
- Baum, T. (2002). Skills and training for the hospitality sector: a review of issues. *Journal of vocational Education and Training*, 54(3), 343-364. <https://doi.org/10.1080/13636820200200204>
- Birkle, C., Pendlebury, D. A., Schnell, J. & Adams, J. (2020). Web of Science as a data source for research on scientific and scholarly activity. *Quantitative Science Studies*, 1(1), 363-376. https://doi.org/10.1162/qss_a_00018
- Boekhout, H., van der Weijden, I. & Waltman, L. (2021). Gender differences in scientific careers: A large-scale bibliometric analysis. <https://doi.org/10.48550/arXiv.2106.12624>
- Bornmann, L. & Leydesdorff, L. (2014). Scientometrics in a changing research landscape: Bibliometrics has become an integral part of research quality evaluation and has been changing the practice of research. *EMBO Reports*, 15(2), 122-125. <https://doi.org/10.15252/embr.201439608>
- Boyack, K. W., Klavans, R. & Börner, K. (2005). Mapping the backbone of science. *Scientometrics*, 64(3), 351-374. <https://doi.org/10.1007/s11192-005-0255-6>
- Çalhan, H., Tüfek, H., Irk, N. & Tantalkaya, Z. (2022). Turizm dergilerinde yayınlanan “kariyer” başlıklı makalelerin bibliyometrik profili. *Journal of Tourism & Gastronomy Studies*, 10(3), 2490-2514. <https://doi.org/10.21325/jotags.2022.1102>
- Çeşmeci, N., Çalışkan, N. & Özsoy, A. (2020). Turizm rehberliği öğrencilerinin bireysel kariyer hedefleri ve mesleğe yönelik tutumları. *Journal of Tourism & Gastronomy Studies*, 8(2), 852-869. <https://doi.org/10.21325/jotags.2020.584>
- Creed, P. & Hood, M. (2009). Career development, planning, and management from the organisational perspective. A. Collin and W. Patton (Ed.). In *Vocational psychological and organisational perspectives on career* (pp. 39-62), Rotterdam: Sense Publishers. https://doi.org/10.1163/9789087909178_005
- Cuic Tankovic, A., Kapes, J. & Benazic, D. (2023). Measuring the importance of communication skills in tourism. *Economic Research-Ekonomska Istrazivanja*, 36(1), 460-479. <https://doi.org/10.1080/1331677X.2022.2077790>
- Garfield, E. (1964). Science Citation Index-A new dimension in indexing science. *Science*, 144(361), 649-654. <https://doi.org/10.1126/science.144.3619.649>
- Granrose, C. S. & Portwood, J. D. (1987). Matching individual career plans and organizational career management. *Academy of Management Journal*, 30(4), 699-720. <https://doi.org/10.5465/256156>
- Hoekstra, H. A. (2011). A career roles model of career development. *Journal of Vocational Behavior*, 78(2), 159-173. <https://doi.org/10.1016/j.jvb.2010.09.016>
- İlgaz, B. & Güzel, Ö. (2019). Turist rehberliği bölümü öğrencilerinin kariyer devamlılığı: Çoklu uyum analiz çalışması. *Turizm Akademik Dergisi*, 6(2), 61-74.

- ILO (2001). Human Resources Development, Employment and Globalization in the Hotel, Catering, and Tourism Sector. Geneva: ILO.
- Işık, M. F., Tokgöz, L., & Işık, Z. (2022). Öğrencilerin kariyerleri ile ilgili karar verme süreçlerinde kariyer günleri etkinliklerinin rolü: Atatürk Üniversitesi Turizm Fakültesi örneği. *Journal of Humanities and Tourism Research*, 12 (2), 300-316. <https://doi.org/10.14230/johut1214>
- Işık, N., Pektaş, Ç. & Atılğan, E. (2018). Turizm ön lisans eğitiminde kariyer planlaması: Gaziantep örneği. *Türk Turizm Araştırmaları Dergisi*, 2(2), 10-20. <https://doi.org/10.26677/tutad.2018.28>
- Jansen, A., Dima, A. M., Biclesanu, I. & Point, S. (2022). Career success through the past six decades: A bibliometric analysis. *Sciendo*, 16(1), 750-761. <https://doi.org/10.2478/picbe-2022-0070>
- Jiang, Z., Wang, Y., Li, W., Peng, K. Z. & Wu, C. H. (2023). Career proactivity: A bibliometric literature review and a future research agenda. *Applied Psychology*, 72(1), 144–184. <https://doi.org/10.1111/apps.12442184>
- Karacaoğlu, S. & Cankül, D. (2021). Turist rehberliği öğrencilerinin mesleki kariyer algılarının belirlenmesi: Yükseköğrenim düzeylerine göre bir karşılaştırma. *Türk Turizm Araştırmaları Dergisi*, 5(3), 1616-1634. <https://doi.org/10.26677/TR1010.2021.810>
- Keegan, R. J., Harwood, C. G., Spray, C. M. & Lavalley, D. E. (2009). A qualitative investigation exploring the motivational climate in early career sports participants: Coach, parent and peer influences on sport motivation. *Psychology of Sport and Exercise*, 10(3), 361-372. <https://doi.org/10.1016/j.psychsport.2008.12.003>
- Kendir, H. & Özkoç, A. G. (2018). Otel işletmelerinde çalışanların kariyer tatmini ve kariyer bağlılığı ilişkisinde öz yeterliliğin rolü. *Journal of Tourism and Gastronomy Studies*, 6(4), 78-112. <https://doi.org/10.21325/jotags.2018.299>
- Kılıç, G. & Öztürk, Y. (2009). Kariyer yönetimi: Beş yıldızlı otellerde bir uygulama. *Anatolia: Turizm Araştırmaları Dergisi*, 20(1), 45-60.
- Köşker, H. (2020). Coğrafi işaret konusunda yazılmış lisansüstü tezlerin bibliyometrik analizi. *Journal of Humanities and Tourism Research*, 10(4), 775-787. <https://doi.org/10.14230/johut916>
- Lee, C. I. S., Felps, W. & Baruch, Y. (2014b). Mapping career studies: A bibliometric analysis. S. Taneja (Ed.), *Academy of management proceedings*, p. 14214. <https://doi.org/10.5465/ambpp.2014.284>
- Lee, C. I., Felps, W. & Baruch, Y. (2014a). Toward a taxonomy of career studies through bibliometric visualization. *Journal of Vocational Behavior*, 85(3), 339-351. <https://doi.org/10.1016/j.jvb.2014.08.008>
- Lent, R. W., Brown, S. D. & Hackett, G. (1994). Toward a unifying social cognitive theory of career and academic interest, choice, and performance. *Journal of Vocational Behavior*, 45(1), 79-122. <https://doi.org/10.1006/jvbe.1994.1027>
- Mahlck, P. (2001). Mapping gender differences in scientific careers in social and bibliometric space. *Science, Technology & Human Values*, 26(2), 167-190. <https://doi.org/10.1177/016224390102600203>
- Medina-Munoz, D. R., Medina-Munoz, R. D. & Gutierrez-Perez, F. J. (2016). The impacts of tourism on poverty alleviation: An integrated research framework. *Journal of Sustainable Tourism*, 24(2), 270-298. <https://doi.org/10.1080/09669582.2015.1049611>
- Mulet-Forteza, C., Genovart-Balaguer, J., Mauleon-Mendez, E. and Merigo, J. M. (2019). A bibliometric research in the tourism, leisure and hospitality fields. *Journal of Business Research*, 101, 819-827. <https://doi.org/10.1016/j.jbusres.2018.12.002>
- Murphy, G. M., Petitpas, A. J. & Brewer, B. W. (1996). Identity foreclosure, athletic identity, and career maturity in intercollegiate athletes. *The Sport Psychologist*, 10(3), 239-246. <https://doi.org/10.1123/tsp.10.3.239>
- Nickson, D. (2013). Human Resource Management for Hospitality, Tourism Industries. NY: Elsevier.
- Orpen, C. (1994). The effects of organizational and individual career management on career success. *International Journal of Manpower*, 15(1), 27-37. <https://doi.org/10.1108/01437729410053617>

- Pablo-Romero, M. D. P. & Molina, J. A. (2013). Tourism and economic growth: A review of empirical literature. *Tourism Management Perspectives*, 8, 28-41. <https://doi.org/10.1016/j.tmp.2013.05.006>
- Pelit, E. & Katircioglu, E. (2022). Human resource management studies in hospitality and tourism domain: A bibliometric analysis. *International Journal of Contemporary Hospitality Management*, 34(3), 1106-1134. <https://doi.org/10.1108/IJCHM-06-2021-0722>
- Peritz, B. C. (1984). On the careers of terminologies; the case of bibliometrics. *Journal of Libri*, 34(3), 233-242. <https://doi.org/10.1515/libr.1984.34.1.233>
- Pico-Saltos, R., Carrión-Mero, P., Montalván-Burbano, N., Garzás, J. & Redchuk, A. (2021). Research trends in career success: A bibliometric review. *Sustainability*, 13(9), 4625. <https://doi.org/10.3390/su13094625>
- Preko, A. & Anyigba, H. (2022). The tourism and hospitality career progression pathway. *International Hospitality Review*, 2516-8142. <https://doi.org/10.1108/IHR-02-2022-0005>
- Richardson, S. (2009). Undergraduates' perceptions of tourism and hospitality as a career choice. *International Journal of Hospitality Management*, 28(3), 382-388. <https://doi.org/10.1016/j.ijhm.2008.10.006>
- Riley, M. & Ladkin, A. (1994). Career theory and tourism: The development of a basic analytical framework. *Progress in Tourism, Recreation & Hospitality Management*, 6(2), 225-237.
- Santos, P. B., Miro, O., Martin-Sanchez, F. J., Perez, C. F. & Casademont, J. (2015). Scientific production and bibliometric impact of a representative group of Spanish internists with established research careers. *Revista Clínica Española (English Edition)*, 215(7), 371-379. <https://doi.org/10.1016/j.rceng.2015.06.001>
- Savickas, M. L. (2005). The theory and practice of career construction. S. D. Brown & R. W. Lent (Eds.). In *Career development and counseling: Putting theory and research to work* (pp. 42-70), New Jersey: Wiley.
- Selva, C., Sahagun, M. A. & Pallares, S. (2011). Studies on careers and women's access to management positions: A bibliometric analysis. *Revista de Psicología del Trabajo y de las Organizaciones*, 27(3), 227-242. <https://doi.org/10.5093/tr2011v27n3a6>
- Sharpley, R. (2000). Tourism and sustainable development: Exploring the theoretical divide. *Journal of Sustainable Tourism*, 8(1), 1-19. <https://doi.org/10.1080/09669580008667346>
- Singh, V. K., Singh, P., Karmakar, M., Leta, J. & Mayr, P. (2021). The journal coverage of Web of Science, Scopus and dimensions: A comparative analysis. *Scientometrics*, 126, 5113-5142. <https://doi.org/10.1007/s11192-021-03948-5>
- Somoza-Fernandez, M., Rodriguez-Gairin, J. M. & Urbano, C. (2018). Journal coverage of the emerging sources citation index. *Learned Publishing*, 31(3), 199-204. <https://doi.org/10.1002/leap.1160>
- Soybalı, H. H. & Ak, S. (2019). Kariyer platosunun iş tatmini ve işten ayrılma niyetine etkisi üzerine bir araştırma: Otel işletmeleri örneği. *Turizm Akademik Dergisi*, 6(2), 169-183
- Soysal, A. & Kılınc, E. (2016). İşletmelerde stratejik insan kaynakları yönetimi sürecinde performans değerlendirme ve kariyer yönetimi uygulamaları. *Sosyal Ekonomik Araştırmalar Dergisi*, 31, 326-347. <https://doi.org/10.30976/susead.302170>
- Stambulova, N., Alfermann, D., Statler, T. & Cote, J. (2009). ISSP position stand: Career development and transitions of athletes. *International Journal of Sport and Exercise Psychology*, 7(4), 395-412. <https://doi.org/10.1080/1612197X.2009.9671916>
- Tran, N., Pham, T., Tomlinson, M., Medica, K. & Thompson, C. (2020). Developing and Utilizing Employability Capitals: Graduates' Strategies across Labour Markets. New York: Routledge. <https://doi.org/10.4324/9781003004660>
- Türkay, O. & Eryılmaz, B. (2010). Kariyer değerleri ve kariyer yolu tercihleri ilişkisi: Türk turizm sektöründen örnekler. *Muğla Üniversitesi Sosyal Bilimler Enstitüsü Dergisi*, 24, 179-199.

- Ünüvar, Ş., Sarı, Ş. & Dağhan, M. (2021). Eysenck kişilik özelliklerinin kariyer yapma isteği üzerine etkisi: Turizm eğitimi alan öğrenciler üzerine bir araştırma. *Turizm ve İşletme Bilimleri Dergisi*, 1(1), 30-49.
- Vidal-Vilaplana, A., Valantine, I., Staskeviciute-Butiene, I., González-Serrano, M. H., Capranica, L., & Calabuig, F. (2022). Combining sport and academic career: Exploring the current state of student-athletes' dual career research field. *Journal of Hospitality, Leisure, Sport & Tourism Education*, 31, 100399.
- Waltman, L. & van Eck, N. J. (2013). A systematic empirical comparison of different approaches for measuring scholarly impact. *Journal of Informetrics*, 7(2), 1-12. <https://doi.org/10.1016/j.joi.2013.08.002>
- Weber, K. & Ladkin, A. (2008). Career advancement for tourism and hospitality academics: Publish, network, study, and plan. *Journal of Hospitality & Tourism Research*, 32(4), 448-466. <https://doi.org/10.1177/1096348008321365>
- Werner, J. M. & DeSimone, R. L. (2006). Human Resource Development. Ohio: Thomson South-Western. <https://doi.org/10.1007/s11575-013-0197-9>
- Wesarat, P. O., Sharif, M. Y. & Majid, A. H. A. (2014). A review of organizational and individual career management: A dual perspective. *International Journal of Human Resource Studies*, 4(1), 101-113. <https://doi.org/10.5296/ijhrs.v4i1.5331>
- Wylleman, P., Alfermann, D. & Lavallee, D. (2004). Career transitions in sport: European perspectives. *Psychology of Sport and Exercise*, 5(1), 7-20. [https://doi.org/10.1016/S1469-0292\(02\)00049-3](https://doi.org/10.1016/S1469-0292(02)00049-3)