UNVEILING SUBJECTIVE CAREER SUCCESS: A COMPREHENSIVE BIBLIOMETRIC ANALYSIS

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Abstract:

This study aims to offer a comprehensive description of academic research on subjective career success by utilizing bibliometric analysis, VOSviewer, and Harzing's Perish or Publish software. The data used for analysis was derived from the Scopus database in May 2023, gathering the final numbers of 934 articles from 1991 to 2023. This paper followed a rigorous five-step bibliometric process that included searching for relevant criteria within the field, selecting appropriate documents and databases, defining criteria for inclusion and selection, choosing correct data and suitable software, conducting analysis, and interpreting the results. The study shows authors, institutions, and researchers' primary contributions to subjective career success. Most papers were published within the field of Business, Management, and Accounting, and The United States emerged as the top contributor in publication output. The main finding reveals a correlation between subjective career success and factors such as objective career success, career commitment, emotional intelligence, psychological capital, perceived organizational support, COVID-19, career adaptability, and turnover intentions. These identified keywords may serve as either precursors or consequences of subjective career success. These results provide a diverse and up-to-date view of the present studies' status in this discipline. Nevertheless, certain limitations have been identified in this study. Hence, future research is advised to broaden the scope of this study by incorporating additional databases and new keywords for a more comprehensive analysis.

Introduction

Over the past three decades, a significant volume of papers has been published on career success (Pico-Saltos et al., 2021), and the quantity of studies is predicted to increase due to the impact of the Coronavirus pandemic (Jansen et al., 2022). The pandemic led to widespread economic disruptions, with many businesses experiencing closures, layoffs, and reduced operations. Sectors such as hospitality and tourism were severely affected (Onyeaka et al., 2021). The economic downturn resulted in job losses for many individuals, reduced income, and financial instability. It brought about significant changes in work dynamics, such as adapting to remote work technologies and communication tools. According to Kramer and Kramer (2020), due to the epidemic, certain jobs temporarily disappeared while others saw significant expansion. Additionally, it also shifts certain jobs' status and their perceived value. Overall, the coronavirus aftermath has resulted in a reshaping of the economy and career landscape. The long-term effects on career success will likely vary based on individual circumstances, industries, and the overall economic recovery in the post-pandemic period.

According to Aryee et al. (1994), although topics related to job success had been partially explored for over 150 years, it was not until 1990 that a precise definition of career success was formally introduced. Career success can be categorized into two aspects: objective and subjective. The objective career success involves tangible and quantifiable achievements, typically focusing on external markers of success. It is frequently measured through factors such as salary, salary advancement, and position in the hierarchy of social status (Abele et al., 2011). Meanwhile, subjective career success is defined by an individual's assessment of objective accomplishments (Abele et al., 2016). In a recent bibliometric analysis conducted by Jansen et al. (2022), it was recommended that future research should concentrate on specific topics within the career success literature. Accordingly, this study narrows its focus to subjective career success. Dai and Song (2016) mentioned that the study of subjective career success holds particular significance due to the influence of postmodernism on career models. Success has changed from using a conventional model of career development to one with no limitations (Defillippi & Arthur, 2006). Traditionally, career success was often perceived through a linear and structured path. The idea of a "no limitations" model suggests a more flexible and individualized approach to career development. It acknowledges that success can take various forms and does not necessarily follow a one-size-fits-all model. Success is now seen as a more individualized and flexible concept, allowing for diverse paths and a broader range of achievements.

Therefore, the primary contribution of this paper is to enhance the existing knowledge by examining subjective career success using bibliometric analysis. Employing bibliometric analysis enables researchers to quantitatively assess the influence of previous research and identify noteworthy aspects from the past. It serves as a tool for suggesting future research trends (Van Eck & Waltman, 2017). According to Cobo et al. (2015), bibliometric studies have emerged as a valuable research method for analyzing scientific activity within a specific academic discipline.

The following goals are the focus of this paper. Firstly, it seeks to investigate the research patterns on subjective career success by employing bibliometric analysis. This analytical method offers insightful information about specific research areas by providing in-depth information on articles from particular databases, including publication types, location, h-index, authors' names, and citation count (Ahmi & Mohd Nasir, 2019). Secondly, the paper aims to investigate the clusters found within the co-occurrence author keywords. This analysis enables researchers to identify variables primarily associated with subjective career success, warrants further exploration in future studies. Finally, the last objective is to comprehensively analyze research trends related to subjective career success, emphasizing the publication distribution by countries and authorship.

Literature Review

Subjective career success is individual satisfaction in a specific career that encompasses various aspects, as highlighted by Abele and Spurk (2009). These aspects include satisfaction with income goals, overall career goals, skills development, advancement goals, and success achievement. According to Seibert et al. (1999), subjective career satisfaction encompasses the personal growth and development individuals experience throughout their careers, encompassing the psychological and work-related outcomes and accomplishments they attain during their work tenure, while Ng and Feldman (2014) refer to subjective career success as career satisfaction. Recent studies discussed subjective career success during the Coronavirus pandemic have reported psychological capital (Zyberaj et al., 2022), perceived organizational support (Hamzah et al., 2022; Oubibi et al., 2022), and job satisfaction (Zientara et al., 2022) to have a significant relationship with subjective career success. Al-Ghazali et al. (2021) found that psychological capital mediated the relationship between corporate social responsibility perceptions and subjective career success. In addition, perceived organizational support is a crucial factor significantly influencing subjective career success. It pertains to employees perception on the support extended to them by their organization. In contrast, Elangovan et al. (2021) disputed that experiencing job satisfaction tends to strengthen the overall sense of subjective career success in most cases.

Hildred et al. (2023) suggested that various factors can influence subjective career success, including organization culture and objective or perceived reputation, which should be explored as a potential avenue for future research. Gaile et al. (2022) studied knowledge workers, examining the factors associated with subjective career success. They utilized personal, behavioral, and sociodemographic factors to establish the relationship with subjective career success. In separate studies, Van der Heijden et al. (2022), Ekmekcioglu et al. (2020), and Najam et al. (2020) examined how career commitment relates to subjective career success. Furthermore, subjective career success encompasses multiple indicators, including personal pride in accomplishments, intrinsic job satisfaction, self-worth, dedication to work or organization, satisfying relationships, and moral contentment, as identified by Smale et al. (2019). A meta-analysis by Ng and Feldman (2014) examined subjective career success and revealed various predictors, such as traits, motivation, social factors, and organizational aspects. They also identified that certain elements, such as employees' backgrounds and skills, were found to have no association with subjective career success. While many former studies concentrated on examining the predictors of subjective career success, some examine the outcomes or consequences associated with subjective career success. For instance, subjective career success has also been used to predict the intention to leave (Zientara et al., 2022). According to several studies (Elangovan et al., 2021; Flinkman et al., 2010; Hämmig et al., 2018), career satisfaction consistently affects the intention to leave a field or profession.

Additionally, Lehtonen et al. (2022) employed a study to examine how an individual's subjective career success predicts turnover intention and job satisfaction. Shockley et al. (2016) discovered that subjective career success is positively associated with career commitment, career self-efficacy, and life satisfaction. Furthermore, Bargsted et al. (2021) found that subjective career success serves as a partial mediator in the connection between the competence employability model and perceived employability. The summary of predictors and outcomes of subjective career success is depicted in Table 1.

Table 1: Predictors and Outcomes of Subjective Career Success

Predictors

No.	Items	Author
1.	organization culture, company objective, perceived reputation	Hildred et al. (2023)
2.	Psychological capital	Zyberaj et al. (2022)
3.	Perceived organizational support	Hamzah et al. (2022) Oubibi et al. (2022)
4.	Job satisfaction	Zientara et al. (2022) Elangovan et al. (2021)
5.	Personal, behavioral, sociodemographic	Gaile et al. (2022)
6.	Career commitment	Van der Heijden et al. (2022) Ekmekcioglu et al. (2020) Najam et al. (2020)
7.	Personal pride in accomplishments, intrinsic job satisfaction, self-worth, dedication to work or organization, satisfying relationships, moral contentment	Smale et al. (2019)
8.	Traits, motivation, social factors, organizational aspects	Ng and Feldman (2014)

Outcomes

No.	Items	Author
1.	Intention to leave	Zientara et al. (2022) Elangovan et al. (2021) Flinkman et al. (2010) Hämmig et al. (2018)
2.	Turnover intention, job satisfaction	Lehtonen et al. (2022)
3.	Career commitment, career self-efficacy, life satisfaction	Shockley et al. (2016)

Previous studies have explored theories related to subjective career success. Spurk et al. (2019) formulated a taxonomy of career success outcomes, which offers guidance for investigating career success theories and achieving a more comprehensive integration of research on the antecedents and outcomes of career success. In a current investigation conducted by Hamzah et al. (2022), the researchers utilized the Social Cognitive Career Theory (SCCT) to examine subjective career success and its implications on employees' career development during the Coronavirus pandemic. This theory was proposed by Lent et al. (1994) and is rooted in the broader Social Cognitive theory (Bandura, 1986). SCCT and protean career theory, which

concentrate on an individual's work attitudes, career management, and proactive behaviors, are the most typical theoretical frameworks explaining subjective career success (Spurk et al., 2019). Moreover, Ng and Feldman (2014) utilized the Conservation of Resources (COR) theory, which revealed that employees' subjective career success could be impeded by obstacles that deplete their resources. As a result, these hindrances hinder their advancement in achieving career success.

Methods
This paper assesses current developments in scholarly literature growth concerning subjective career success through bibliometric analysis. The findings of this study are presented through network visualization and bibliometric indicators. According to Zyoud et al. (2016), bibliometric analysis is widely accepted for evaluating and assessing research in various academic disciplines. This analysis examines bibliographic metadata and aims to depict the patterns and trends in knowledge creation associated with a particular set of documents. Ahmi and Mohamad (2019) emphasized the increasing popularity of bibliometric analysis to identify research trends in specific domains. This analytical technique involves identifying the year of publications, source type, language, most active source titles, and subject area. Researchers must exert meticulous efforts to delve into an academic discipline. Thus, achieving this requires a rigorous and systematic method like bibliometric analysis, which guarantees reproducibility and transparency throughout the process (Fahimnia et al., 2015).

This study gathered bibliographic data to identify primary themes, network themes, and their interconnections. Harzing's Publish or Perish software was employed to gather and analyze academic citations, while the VOSviewer software was employed to visualize key topics and their interrelationships in a network format. Harzing's Publish or Perish software is a frequently used instrument for finding and evaluating scholarly citations. Its primary purpose is to aid individuals in effectively showcasing the impact of their research, even in cases where citation counts are limited (Anuar et al., 2021). On the other hand, in visualizing nodal networks, the VOSViewer software employs two standardized measures: the number and total strength of links. The size of the nodes and the interconnected lines between them convey the strength and importance of these connections (Donthu et al., 2020). Consequently, this study employs VOSViewer and Harzing's Publish or Perish to explore the influence of publications by analyzing citation counts, impact per publication, and citation per publication.

Source and Data Collection
Discussions on career success have been ongoing for a considerable period. Nevertheless, it was only in 1991 that a study integrating both aspect: objective and subjective was documented in the Scopus database. The keywords used for the search string are subjective career success, career success, and career satisfaction. The keyword career success was included as the authors found that some articles used the word "career success" for subjective career success. This paper also adheres to the operational terms outlined by the PRISMA (Preferred Reporting Items for Systematic Reviews and Meta-Analyses). It is used as guidelines to search necessary documents (Moher et al., 2019). Scopus database was used to gather the data for this bibliometric analysis. The notable advantage of Scopus is its convenient and direct provision of bibliometric indicators (Sweileh et al., 2018). Considering its prominent position as one of the top academic databases, Scopus was considered suitable for this study.
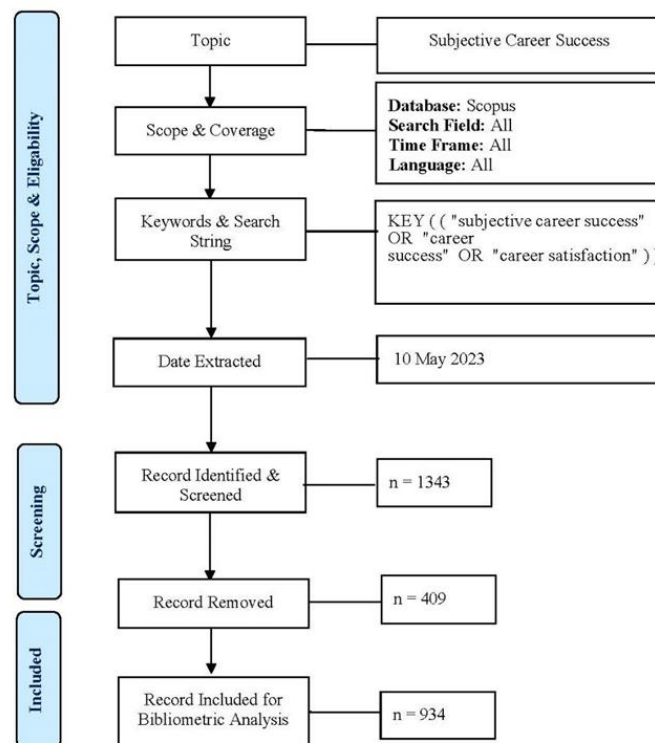
Figure 1: PRISMA Flow Diagram

The information used in this study was obtained from the Scopus database on 5 May 2023. The keyword string is as follows: KEY (("subjective career success" OR "career success" OR "career satisfaction")). The initial search yielded 1343 documents. Subsequently, the search was narrowed to document type (article) and language (English), resulting in 1090 documents. Further refinement was carried out by focusing solely on the exact keywords "subjective career success," "career success," and "career satisfaction," leaving 999 remaining documents. In this study, the focus was explicitly on subjective career success, leading to the exclusion of studies that solely examine the objective perspective. After manually reading the abstract, 65 non-relevant documents were discarded, leaving a total of 934 documents for analysis.

Results
Throughout the search procedure, the following traits were utilized to evaluate the extracted academic work: documents and source types, publication years, subject area, source title (most active), keywords analysis, publications contributions by countries, authorship, most significant institutions, and citation analysis.

Document and Source Types
The document type used in this study is the article, and there are two source types involved; 930 documents are from journals, and the remaining four are from trade journals. A trade journal is a specialized periodical that centers on a specific industry, profession, or trade. Results of the source type are reported in Table 2.

Table 2: Source Types

| Source Type	Total Publications (TP)	Percentage (%)
Journal	930	99.57
Trade Journal	4	0.43
Total	934	100.00

Publication Years

Table 3 presents the publication years related to the subject from 1991 to 2023. The number of publications starts with just one article in 1991 and steadily rises yearly. The peak occurs in 2022, with 123 documents published, indicating a discernible upward trend in scholarly research on subjective career success. Researchers can use publication years to track the growth of literature in a specific area. Rapid growth may indicate increased interest and activity in a particular field.

Table 3: Publication Years

Year	Total Publications	Percentage (%)
2023	42	4.50
2022	123	13.17
2021	89	9.53
2020	86	9.21
2019	71	7.60
2018	56	6.00
2017	57	6.10
2016	55	5.89
2015	48	5.14
2014	56	6.00
2013	36	3.85
2012	34	3.64
2011	30	3.21
2010	25	2.68
2009	22	2.36
2008	17	1.82
2007	14	1.50
2006	18	1.93
2005	10	1.07
2004	11	1.18
2003	7	0.75
2002	6	0.64
2001	4	0.43
2000	2	0.21
1999	2	0.21
1998	1	0.11
1997	2	0.21
1996	2	0.21
1995	2	0.21
1994	3	0.32

1993	2	0.21
1991	1	0.11
Total	934	100.00

This growth in publication activities is visually represented in Figure 2. As of May 2023, 42 documents have already been published, and this number is expected to continue to rise.
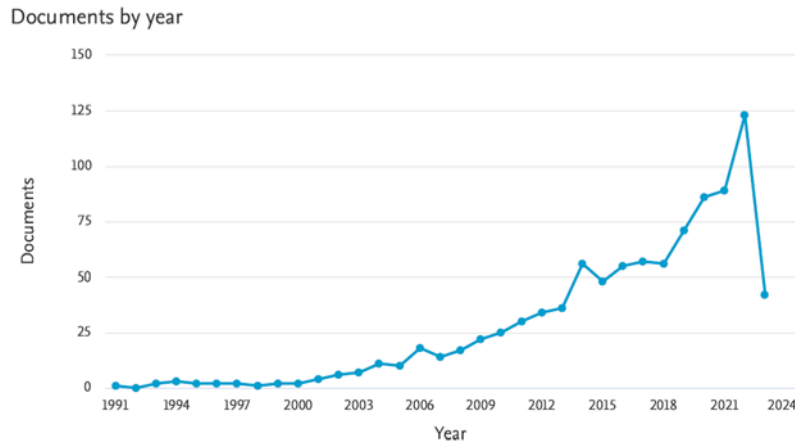

Figure 2. Document by Year

Subject Area

Figure 3 provides a summary of the publications distributed across various subject areas. The analysis reveals that the highest percentage of publications, represented by 33.5%, fall under business, management, and accounting. Subsequently, the social science category comprises 22.5% of the publications, while the psychology category represents 17.7%. The remaining subject areas, including finance, economics, econometrics, medicine, decision sciences, arts and humanities, environmental science, computer science, engineering, and others, comprised less than 7% of the total publications. Researchers can identify the main research fields, the topics, and emerging trends within a given domain by analyzing the subject area.
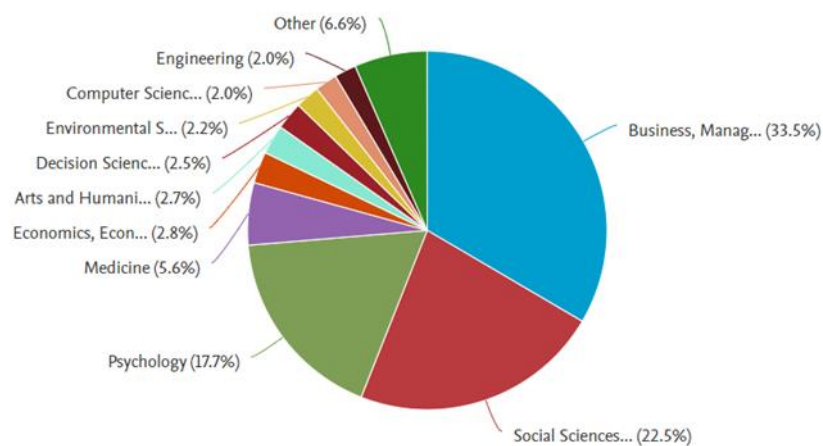
Figure 3: Subject Area

Source Titles (Most Active)

Table 4 reports the source titles with the most active publications on subjective career success. The highest publications were from the Journal of Vocational Behavior, representing 8.35% of the documents analyzed. The second and third highest source titles were Career Development International (5.89%) and International Journal of Human Resource Management (3.10%), respectively. The lowest is the International Journal of Hospitality Management, Journal of Psychology in Africa, and Social Behavior and Personality, with 0.89% for each category. Examining the sources title can assist researchers in evaluating the influence and importance of research, pinpointing prominent publishers within a particular field, and appraising the quality and reliability of the literature.

Table 4: Source Title (Most Active)

Source Title	Total Publications	Percentage (%)
Journal Of Vocational Behavior	78	8.35
Career Development International	55	5.89
International Journal of Human Resource Management	29	3.10
Journal Of Career Development	22	2.36
Journal Of Career Assessment	20	2.14
Frontiers In Psychology	18	1.93
Personality And Individual Differences	14	1.50
Sustainability Switzerland	14	1.50
Personnel Review	12	1.28
Human Relations	9	0.96
International Journal of Environmental Research and Public Health	9	0.96
Journal Of Managerial Psychology	9	0.96
International Journal of Hospitality Management	8	0.86
Journal Of Psychology in Africa	8	0.86
Social Behavior and Personality	8	0.86

Keywords Analysis

The co-occurrence author keywords extracted from the collected documents were examined using VOSviewer software, employing the full counting method. VOSviewer is specifically designed for constructing and visualizing bibliometric networks. In this study, 934 Scopus-indexed papers were uploaded to VOSviewer, and the software examined the review database's document titles, keywords, and summaries to assess the frequency of co-occurrence of author keywords. Figure 4 shows a four-cluster network visualization of the author keywords created using VOSviewer.

Cluster 1 (18 items), marked in blue, contain keywords: career satisfaction, age, burnout, career choice, career mobility, decision making, employment, income, internship and residency, job satisfaction, life satisfaction, personal satisfaction, political skill, psychological aspect, satisfaction, stress, work environment, and workload.

Cluster 2 (18 items), marked in red, contains keywords: career success, boundaryless career, career management, career development, career self-management, career planning, employability, human capital, human resource management, job performance, motivation,

organizational commitment, proactive personality, professional aspects, professional development, protean career, self-efficacy, and social capital.

Cluster 3 (7 items), marked in yellow, contain keywords: work-life balance, employee, well-being, leadership, organization, perception, and skill.

Cluster 4 (9 items), marked in green, contain keywords: subjective career success, objective career success, career commitment, emotional intelligence, psychological capital, perceived organizational support, covid-19, career adaptability, and turnover intentions.

The different colors, circle size, text size, and thickness of the line are used in the visualization to highlight the strength of the associations between the terms. A larger circle indicated that a keyword has been co-selected in publications more frequently. For instance, the analysis revealed that Cluster 4 is anchored by subjective career success. This keyword is strongly associated with objective career success, which was subsequently followed by career commitment.
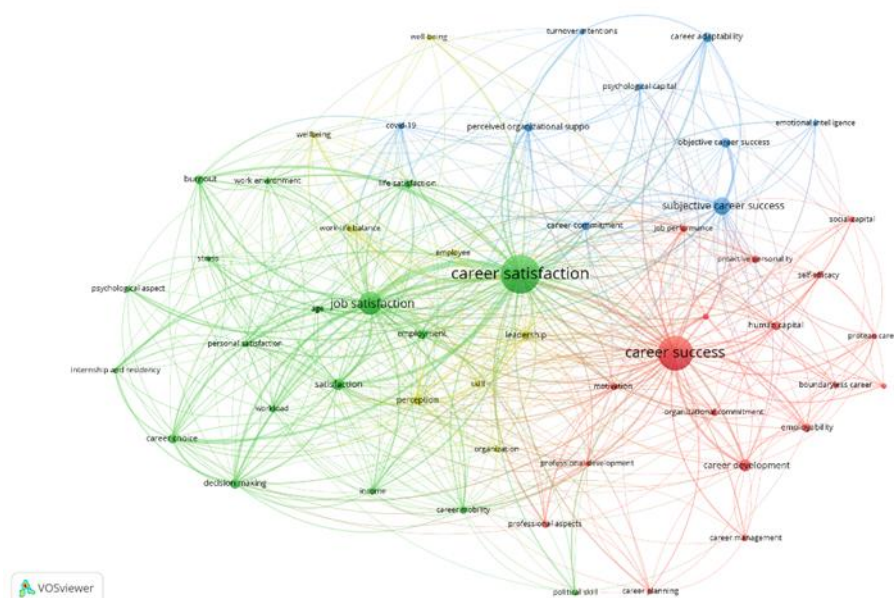
Figure 4: Network Visualization Map of The Author Keywords

Figure 5 shows the overlay visualization map of the author keywords. The darker colors indicate research topics from the earliest period of literature, while lighter colors indicate topics from the most recent period. The overlay visualization shows the career studies publication from 2014 to 2022. The biggest nodes in each color represent the key topic published in the particular time frame. The earlier publication before 2014 starts with the keyword job satisfaction, followed by career satisfaction and career success. Finally, the latest publication which is approximately between 2019 and 2022 involved the keyword subjective career success. This analysis shows a chronological development of publications, with an initial emphasis on job satisfaction, followed by a progression towards broader concepts like career satisfaction and career success, and ultimately the subjective aspects of career success. The ongoing publication trend of subjective career success suggests a need for further investigation.
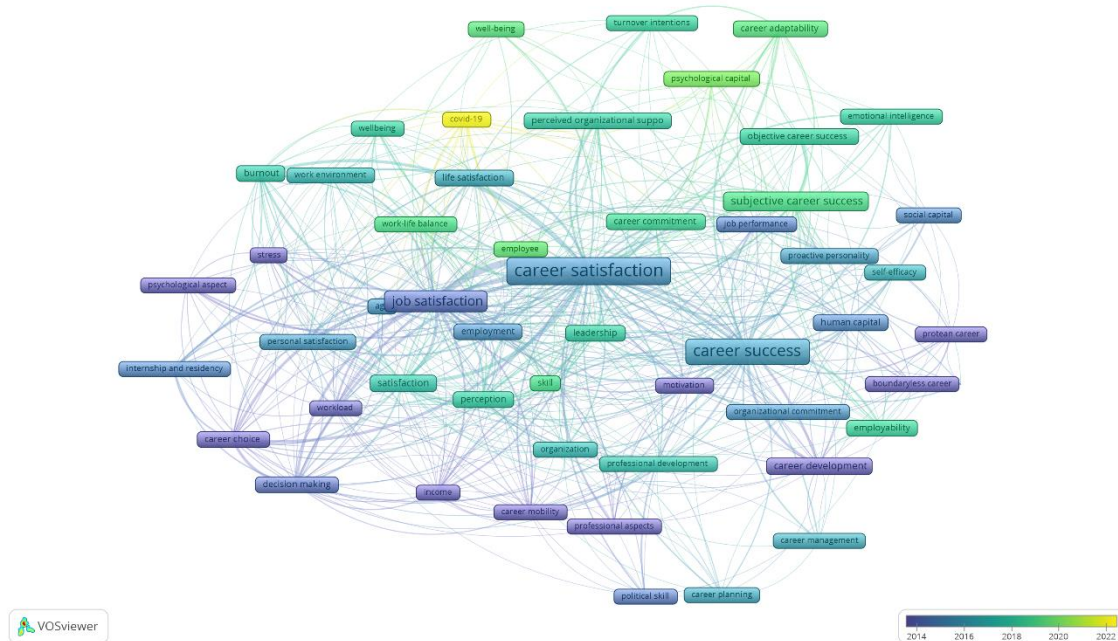
Figure 5: Overlay Visualization Map of The Author Keywords

Publications Contributions by Countries

Authors from 79 different countries have contributed to the articles on subjective career success. Among these, Table 5 presents the top 10 publishing countries. The country count was determined based on the affiliation of the authors. For instance, if two people from the United States and China co-authored an article, it would count as one publication for the United States and one for China. The findings showed that the United States emerged as the leading producer of publications on this subject, accounting for 31.8% of the total. China followed closely with 10.92%, and Germany ranked third with 7.39%.

Table 5: Publications Contributions by Countries (Top 10)

Country	Total Publications	Percentage (%)
United States	297	31.80
China	102	10.92
Germany	69	7.39
United Kingdom	67	7.17
Canada	55	5.89
Malaysia	44	4.71
Australia	42	4.50
India	40	4.28
Netherlands	39	4.18
South Korea	38	4.07

Authorship

Table 6 presents the number of authors for each document. The data indicates that 18.68% of the documents were single-authored, two individuals authored 26.84%, and 25.75% had three authors. The remaining 28.73% of the documents were publications with authors ranging from

four to ten. The author's name was also not stated in 10 documents, and this information could not be gathered from the Scopus database.

Table 6: Number of Author(s) for Each Document

Author Count	Total Publications	Percentage (%)
1	206	18.68
2	296	26.84
3	284	25.75
4	175	15.87
5	67	6.07
6	42	3.81
7	9	0.82
8	7	0.63
9	1	0.09
10	2	0.18
11	1	0.09
21	1	0.09
22	1	0.09
26	1	0.09
0*	10	0.91
Total	1103	100.00

*The conference review document does not include any author information.

Table 7 illustrates the 20 most productive authors in the field. The highest publication was made by Hirschi, followed by Lounsbury and Spurk, with 20, 15, and 11 publications, respectively. This information can help researchers to identify potential collaborators. Collaborating with prolific authors can enhance the quality and visibility of research projects. Highly productive authors may also serve as mentors or role models for emerging researchers.

Table 7: Most Productive Authors

Author's Name	No. of Documents	Percentage (%)
Hirschi, A.	20	2.14
Lounsbury, J.W.	15	1.61
Spurk, D.	11	1.18
Gibson, L.W.	10	1.07
Verbruggen, M.	10	1.07
Baruch, Y.	9	0.96
Karatepe, O.M.	9	0.96
Dries, N.	8	0.86
Koekemoer, E.	8	0.86
Andresen, M.	7	0.75
Bozionelos, N.	7	0.75
Briscoe, J.P.	7	0.75
Blickle, G.	6	0.64
Drost, A.W.	6	0.64
Loveland, J.M.	6	0.64
Zhou, W.	6	0.64
Akkermans, J.	5	0.54
Coetzee, M.	5	0.54

Dickmann, M.	5	0.54
Jawahar, I.M.	5	0.54

Most Significant Institutions

Table 8 highlights the top 20 most significant institutions that published the subjective career success articles. The University of Bern has the highest publication rate, which is 2.25% out of total publications. Renmin University of China comes in second (1.71%), followed by Vrije Universiteit Amsterdam (1.28%).

Table 8: Most Significant Institutions (Minimum of Five Publications)

Institution	Total Publications	Percentage (%)
University of Bern	21	2.25%
Renmin University of China	16	1.71%
Vrije Universiteit Amsterdam	12	1.28%
Indiana University Bloomington	12	1.28%
Chinese University of Hong Kong	11	1.18%
Universität Bamberg	11	1.18%
The University of Tennessee, Knoxville	11	1.18%
KU Leuven	11	1.18%
University of Macau	10	1.07%
Open Universiteit	10	1.07%
Eastern Mediterranean University	9	0.96%
Wirtschaftsuniversität Wien	8	0.86%
Universiteit Utrecht	8	0.86%
Northern Illinois University	8	0.86%
Philipps-Universität Marburg	8	0.86%
Radboud Universiteit	8	0.86%
University of Southampton	8	0.86%
University of Minnesota Twin Cities	8	0.86%
Universiteit Gent	8	0.86%
Universiti Kebangsaan Malaysia	7	0.75%

Citation Analysis

The citation metrics for the documents extracted on 17 May 2023 are shown in Table 9. The gathered data from the Scopus database was used to find the citation metrics using Harzing's Publish or Perish software. The analysis provides information on the number of citations per year, per paper, and per author. The findings also showed that there were 934 papers on subjective career success, accumulating a total of 23,662 citations within 32 years (1991-2023). On average, these publications received 739.44 citations per year. Each paper, on average, was cited 25.33 times. The h-index and g-index were determined to be 75 and 116, respectively.

Table 9: Citations Metrics

Metrics	Data
Publication years	1991-2023
Citation years	32 (1991-2023)
Papers	934
Citations	23662
Citations/year	739.44
Citations/paper	25.33
Citations/author	10311.4
Papers/author	386.85
h-index	75
g-index	116

Meanwhile, Table 10 lists the top 5 articles mentioned most times in the Scopus database. The article "Change driven by nature: A meta-analytic review of the proactive personality literature" by Fuller and Marler (2009) has the most citations (493 citations, or an average of 35.21 citations per year). However, if the articles were ranked based on the number of citations they receive each year, the article by Rudolph, Lavigne, and Zacher (2017) is the most impactful (55.35 citations per year).

Table 10: Highly Cited Articles

No.	Authors	Title	Year	Cites	Cites Per Year
1.	B. Fuller Jr., L.E. Marler	Change driven by nature: A meta-analytic review of the proactive personality literature	2009	493	35.21
2.	S.E. Seibert, M.L. Kraimer	The Five-Factor Model of Personality and Career Success	2001	409	18.59
3.	C.W. Rudolph, K.N. Lavigne, H. Zacher	Career adaptability: A meta-analysis of relationships with measures of adaptivity, adapting responses, and adaptation results	2017	332	55.33
4.	J.W. Boudreau, W.R. Boswell, T.A. Judge	Effects of Personality on Executive Career Success in the United States and Europe	2001	296	13.45
5.	H.-G. Wolff, K. Moser	Effects of Networking on Career Success: A Longitudinal Study	2009	295	21.07

Conclusion and Recommendation

Conclusion
This paper reviewed scholarly works published on subjective career success for 32 years (1991-2023), indexed in the Scopus database. The first objective is to present past study patterns using selected bibliometric indicators derived from the Scopus database. The analysis involved 934 documents, and the findings reveal that the topic of subjective career success started to emerge in 2004 and experienced significant growth in 2022. In total, 123 publications were made in

2022, the highest number. The growing interest in subjective career success within academic literature signifies an amplified recognition of individual perceptions of their career. Scholars have increasingly focused on subjective career success, highlighting its impact on employees' long-term value and favorable perceptions of their work (Dai & Song, 2016; Spurk et al., 2019). This shift highlights the change from purely objective career needs to emphasizing subjective career needs such as opportunities for advancement and new skills development.

The second objective is achieved by finding the clusters within the co-occurrence author keywords. Four clusters are identified: Cluster 1 is anchored by career satisfaction, Cluster 2 is anchored by career success, cluster 3 is anchored by work-life balance, and Cluster 4 is anchored by subjective career success. The analysis shows that subjective career success is strongly associated with objective career success, career commitment, emotional intelligence, psychological capital, perceived organizational support, covid-19, career adaptability, and turnover intentions. These keywords can be the antecedents or outcomes of subjective career success. For example, Aydogmus (2019) has found positive relations between emotional intelligence and the subjective career success of millennial knowledge workers. Lehtonen et al. (2022) found that turnover intention is negatively correlated with the experience of having a job that meets personal needs and preferences and feeling responsible for one's career path.

This study achieved its third research objective by providing insights on subjective career success, including geographical distribution and the contributions of the most cited journals, authors, and documents. Altogether, 934 articles, 79 countries, and 159 authors were evaluated in this study. The data indicate a consistent increase in authorships per document over time. Regarding contributing authors, the United States accounted for the most contributors, closely followed by China, Germany, and the United Kingdom.

Recommendation

The findings from this bibliometric analysis can serve as directions for future studies. Firstly, it is recommended that future researchers investigate further these variables: objective career success, career commitment, emotional intelligence, psychological capital, perceived organizational support, covid-19, career adaptability, and turnover intentions. Secondly, the overlay visualization shows that the subjective career success topic has recently gained the researcher's interest. The career studies published in the SCOPUS database between 2019 and 2022 contain subjective career success keywords, showing an increased interest in subjective career success. Thus, further study is needed as there is still room for investigation and improvement.

This study has contributed to the existing knowledge in several ways, yet it also has certain limitations. Firstly, the study used specific keywords to identify the compilation of academic papers published and indexed by Scopus. It is a common practice in previous bibliometric studies. Scopus is widely recognized as one of the largest online databases indexing academic publications. However, it may only encompass some available sources. Consequently, a few exceptions are likely to happen in this study. Additionally, the search query is only partially flawless in capturing all scholarly works in the subject area, leading to potentially inconsistent results. Secondly, this paper did not conduct a detailed analysis of the content of the 934 articles. Thirdly, only articles were reviewed; fourthly, selected documents were limited to English. In the future, researchers could enhance this study to yield more accurate results when searching for articles. Therefore, it is recommended for future research to expand this investigation by including other databases such as Web of Science, Dimension, and Google

Scholar. It is also recommended for future research to expand this study by incorporating new keywords such as professional success.

Acknowledgement

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