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A RESEARCH TREND: TALENT MANAGEMENT PRACTICE IN HALAL MANAGEMENT

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Abstract:

The abstract highlights the growing significance of integrating talent management practices within Halal management frameworks to ensure compliance with Halal standards and foster sustainable growth in the global Halal industry. Despite limited research, this research utilizes a Systematic Literature Review (SLR) using Scopus to investigate current trends, challenges, and opportunities. Bibliometric analysis and visualization techniques are employed to map the research landscape, identify key contributors, and analyze thematic evolution. Results indicate a growing interest in integrating talent management with Halal principles, emphasizing the need for Islamic ethics, Halal standards, and cultural sensitivities in talent strategies. Emerging themes include Sharia-compliant leadership and ethical recruitment, suggesting areas for further exploration. The research underscores the significance of tailored talent management approaches in Halal-certified organizations to address unique challenges and leverage opportunities for sustainable growth.

This work is licensed under [CC BY 4.0](https://creativecommons.org/licenses/by/4.0/)**Keywords:**

Talent, Talent Management, Recruitment, Retention, Halal Management, Sustainability

Introduction

Talent Management Practice in Halal Management delves into the intersection of talent management strategies and the unique framework of Halal management (Abd. Wahab et al., 2023; Abdul Rahim et al., 2022; Joeliaty et al., 2020). In the global business landscape, where diversity, ethics, and sustainability are increasingly prioritized, the concept of Halal management emerges as a significant paradigm (Soebahar et al., 2021). Halal, an Arabic term meaning permissible or lawful, encompasses a broad spectrum of principles governing multiple aspects of life, which includes commerce and trade, particularly in the context of Muslim consumers (Azam & ABDULLAH, 2020; Belopilskaya et al., 2019). Talent management, on the other hand, resembles the strategic process of acquiring, developing, as well as retaining skilled individuals to fulfill organizational objectives (Tymon et al., 2010). Notably, integrating talent management practices within the Halal management framework presents a nuanced approach that aligns with ethical, cultural, and religious considerations (Abdul Rahim et al., 2022). One key aspect of talent management in Halal management is ensuring a workforce knowledgeable about Halal principles and practices (Abdul Rahim et al., 2022). This involves recruiting individuals who understand Halal requirements and providing ongoing training and development programs to improve their competency ("Impact of Talent Management Strategies on Organizational Performance in Selected Deposit Money Banks in Lagos State, Nigeria," 2017).

Organizations may collaborate with religious scholars or Halal certification bodies to ensure compliance and authenticity in their products and services. Furthermore, talent management in Halal management emphasizes diversity and inclusion. Recognizing the global reach of Halal markets, organizations must cultivate a workforce that reflects the diversity of their consumer base (Omar, 2023). This involves embracing cultural sensitivity and promoting an inclusive workplace environment where people from various backgrounds feel appreciated and respected (Zhu et al., 2018). Regarding recruitment and selection, talent management in Halal management may involve screening candidates for their skills and qualifications and alignment with Halal values and principles (Aina & Atan, 2020). This ensures that employees are capable and committed to upholding ethical standards in their work. Moreover, talent retention strategies in Halal management can involve creating pathways for career growth, ensuring a supportive workplace that respects religious practices, as well as building a strong sense of community among employees (Al-Halal, 2017).

In conclusion, the Talent Management Practice in Halal Management underscores the significance of integrating talent management strategies with Halal principles to foster organizational success in an increasingly diverse and ethically conscious marketplace. Accordingly, by prioritizing knowledge, diversity, and inclusion, organizations can effectively navigate the complexities of Halal management while harnessing the full potential of their workforce.

Literature Review

Talent management is critical to organizational success, particularly in sectors like higher education and service organizations, where attracting and retaining skilled individuals is paramount. Several researchers such as Urme (2023) and Mathur & Srivastava (2024) have delved into various dimensions of talent management, revealing insights into its significance, implementation strategies, and impact on organizational effectiveness. The strong, positive effect of talent management techniques on employee retention is clear, highlighting their essential role in boosting organizational effectiveness and productivity (Urme, 2023). Talent management practices serve a vital role in influencing employees' intention to stay with the organization and these practices help build a sense of organizational commitment, which ultimately boosts employee retention (Mathur & Srivastava, 2024). The literature on talent management in various contexts provides valuable insights for the article "Talent Management Practice in Halal Management." Certain reviews offer comprehensive overviews of talent management research in different domains. Battisti et al. (2023) performed SLR to examine the current research on talent management in emerging markets and its links to firm performance. Here, the study reviewed 31 peer-reviewed articles and summarized five central categories of talent management in emerging markets (Battisti et al., 2023).

Another SLR by different authors focused on macro talent management, emphasizing its complexity as well as the influence of socio-economic and cultural macro factors on human capital mobility. The review identified the scarcity of detailed consideration with regards to implementing the macro talent management system and its influence on innovative development at the macro level (King & Vaiman, 2019). In the context of hospitality and tourism, an SLR aimed to provide an empirical mapping analysis with regards to talent management research in this domain. The review identified key research topics, such as talent management practices, conceptualization of talent as well as talent management, and key stakeholders (Kravariti et al., 2022). However, a general literature review on talent management emphasized its importance as a source of competitive advantage in the current business environment. The review clarified the definitions and the importance of talent management and the factors influencing its growth (Singh, 2021). Additionally, a critical literature review addressed the transferability of talent management strategies to the public industry. The review provided a definition of public sector talent as well as talent management, examined how talent management applies to public organizations, and critically appraised its transferability to the public sector (Kravariti & Johnston, 2020).

Kolachina et al. (2024) highlighted the importance of talent management within Human Resource Management (HRM), concentrating on key practices like recruitment, staffing, training, as well as compensation (Kolachina et al., 2023). Their study underscored the significance of career management, talent retention, as well as employee engagement for organizational growth. They surveyed to analyze the effect of talent management practices on employee performance, highlighting its continuous nature and its contribution to organizational performance. Meanwhile, Shrivastava (2022) examined how talent management impacts the effectiveness of recruitment processes within higher education institutions in Central India (Shrivastava, 2022). The research emphasized the need for clear talent acquisition and management policies, aligning talent management strategies with organizational goals. They also advocated for training programs to improve employee competencies as well as enhance retention rates, thereby ensuring the effectiveness of recruitment processes. In a similar light, Musakuro (2022) addressed talent management challenges in public universities in South

Africa, proposing a framework to attract as well as retain academic personnel. The mixed-methods approach identified shortcomings in talent management processes, emphasizing the significance of strategic workforce planning, compensation, training, and development for talent retention. Moreover, it offered practical implications for enhancing talent management practices in higher education institutions (Musakuro, 2022). Furthermore, Alsakarneh et al. (2023) focused on Jordanian service organizations, examining the talent management practices impact on employee retention as well as performance. Moreover, their research highlighted the positive impact of recruitment and selection, training and development, as well as rewards and compensation on employee performance and retention. They emphasized the significance of establishing talent management practices to enhance organizational outcomes in service sectors (Alsakarneh et al., 2023).

On the other hand, Birou and Hoek (2021) contributed to the literature by investigating the act of executives in developing supply chain management talent within companies. Their research underscored the strategic importance of executive engagement in recruiting, onboarding, and developing supply chain talent. They also highlighted the critical role of executives in driving talent management initiatives aligned with organizational goals, improving competitive advantage and organizational performance (Birou & Hoek, 2022). In addition, a bibliometric analysis with regards to talent management research in higher education by Razali et al. (2023) offered insights into research publication patterns, influential authors, and emerging trends. Their study highlighted key topics, for example, recruitment, leadership, talent development, as well as employee engagement in talent management research. By charting the field of talent management research, they contributed to shaping future research directions in this field (Razali et al., 2024). Notably, the literature on talent management in various contexts offers meaningful perspectives into the practices, challenges, and future directions with regards to talent management. Artificial Intelligence (AI) increasingly integrates with HRM, particularly in recruitment, selection, training, talent acquisition, and retention (Kaushal et al., 2023). They proposed an AIHRMI framework to guide organizations in leveraging AI in HRM effectively. Similarly, Naidu et al. (2024) explored the interplay of AI and the metaverse in HR, highlighting the potential applications of these technologies in recruitment, career development, talent management, and organizational performance (Naidu et al., 2023).

Sigala et al. (2023) focused on examining talent management within the hospitality industry amid the COVID-19 pandemic, utilizing a contingency theory framework. They identified contingent talent management practices like planning, deployment, training, as well as changing attitudes in recruitment and retention, emphasizing their role in shaping the new normal in talent management (Sigala et al., 2023). Conversely, the talent management practices in private as well as public universities in Jordan reported a slight difference in Talent Management (TM) practices between the two sectors, particularly in recruitment and selection processes (Taamneh et al., 2022). The study by Mmatabane et al. (2023) explored the future of talent management in the City of Tshwane Metropolitan Municipality, highlighting themes such as training, retention management, and recruitment and selection (Mmatabane et al., 2023). They highlighted the need for Human Resources (HR) professionals to keep up with technological advancements to bring value to organizations. Meanwhile, Hoque and Tshutsha (2022) investigated factors influencing the attraction as well as retention with regards to academic employees at the Durban University of Technology, identifying training, flexible working hours, job satisfaction, and challenging roles as crucial factors (Hoque & Tshutsha, 2022). At the same time, Zareen and Khan (2023) discussed the increasing dependence of HRM

on the Internet of Things (IoT) as well as digital marketing, emphasizing the potential benefits for recruitment, training, and retention while also acknowledging privacy and security concerns (Zareen & Khan, 2023). Other than that, a bibliometric analysis provides an understanding of talent management in academia, identifying typical management activities involved in talent management processes for academic staff (Kusumastuti et al., 2023).

The literature on talent management within the framework of Halal management reveals a multifaceted landscape, emphasizing the pivotal role of skilled personnel in upholding Halal standards and fostering Halal industry growth. Yaacob et. Al., (2023), underscored the necessity of a competent workforce in Halal logistics, highlighting critical control points in the Halal supply chain that necessitate stringent handling procedures and hygiene practices (Yaacob et al., 2023). Similarly, Fischer (2018) explored the significance of talent in managing Halal markets in Malaysia and Singapore, where state-mandated Halal committees or teams underscore the recognition of Halal expertise as essential for compliance (Fischer, 2018). Joeliaty et al. (2020) delved into strategic HRM within Halal hotels in Indonesia, advocating for comprehensive talent strategies aligned with growth objectives (Joeliaty et al., 2020). Nevertheless, the literature also revealed gaps, as highlighted by Abd. Wahab et al. (2023) indicated a relative dearth of studies in Halal management compared to other Islamic finance domains, suggesting a need for further inquiry to support the burgeoning Halal economy (Abd. Wahab et al., 2023). Furthermore, research like Abdul Rahim et al. (2022) and Ghadimi et al. (2020) shed light on challenges and innovative approaches to sustainability within Halal talent management. Abdul Rahim et al. (2022) identified structural challenges and advocated for mutual benefit arrangements to enhance positivity among Halal talents, while Ghadimi et al. (2013) employed the Theory of Inventive Problem Solving (TRIZ) analysis to propose innovative solutions for improving talent sustainability (Abdul Rahim et al., 2022; Ghadimi et al., 2013). Collectively, this research underscored the evolving landscape of talent management within Halal contexts, highlighting its critical importance and the necessity for deeper study to discuss emerging challenges as well as opportunities in the dynamic Halal industry.

These studies contribute to an extensive understanding with regards to talent management practices across various sectors and highlight the importance of adapting to technological advancements, addressing challenges, and fostering talent development and retention. They also underscore the importance of talent management in attaining organizational objectives, whether in higher education, service organizations, or supply chain management. Moreover, they highlight the need for clear strategies, executive engagement, and continuous improvement to attract, retain, and develop talent, enhancing organizational performance and competitive advantage.

Research Question

RQ1: What are the research trends in Talent Management Practice in Halal Management studies according to the year of publications?

RQ2: Who writes the most cited articles related to Talent Management Practice in Halal Management, and what are the trends?

RQ3: What are the top 10 cited articles based on the keywords?

RQ4: What are the types of documents by subject of research in the Talent Management Practice in Halal Management?

RQ5: Who are the top 10 authors based on citation by research?

RQ6: What is the map of Co-Authorship in relation to Talent Management Practice in Halal Management?

RQ7: How do the central keywords and clusters provide insights into the key areas of focus and trends in talent management research within Halal management?

RQ8: How does the structure of co-authorship networks, particularly prominent clusters led by researchers, influence the dissemination and advancement of knowledge in talent management within Halal

RQ9: What is the Network mapping based on citation by document type on talent management practices in Halal management

RQ10: What are the patterns of bibliometric coupling among documents discussing talent management practices in Halal Management across different countries, and how do these patterns reflect global research collaboration and thematic similarities in this field?

Methodology

Bibliometrics refers to the practice of managing and analyzing bibliographic data obtained from scientific publications (Alves et al., 2021; Assyakur & Rosa, 2022; Verbeek et al., 2002), encompassing fundamental descriptive statistics such as journals, publication years, as well as main author classifications (Wu & Wu, 2017); along with more advanced methods like document co-citation analysis. Furthermore, a comprehensive literature review entails an iterative approach comprising keyword identification, literature search, as well as an extensive analysis to design a prominent bibliography as well as generate reliable outcomes (Fahimnia et al., 2015). Consequently, this research focused on selecting high-quality publications to provide valuable insights into the theoretical frameworks shaping the research field. To ensure data reliability, the Scopus database was used for data retrieval (Al-Khoury et al., 2022; di Stefano et al., 2010; Khiste & Paithankar, 2017). Only articles published in rigorously peer-reviewed academic journals were included, with books and lecture materials intentionally excluded (Gu et al., 2019). Notably, Elsevier's Scopus, known for its broad coverage, enabled access to publications from 2019 through February 2024 for further analysis.

Data Search Strategy

The research used a screening process to establish search terms for retrieving articles. It began by querying the Scopus database with online TITLE (**management** AND talent AND halal OR training OR recruitment OR **retention**), resulting in 1,455 articles. The query was then refined to focus on the terms **management** AND talent AND halal OR training OR recruitment OR **retention** specifically in the context of students as learners. The final search string used was TITLE-ABS-KEY (**management** AND talent AND halal OR training OR recruitment OR **retention**) AND (LIMIT-TO (DOCTYPE, "ar")) AND (LIMIT-TO (LANGUAGE, "English")) AND (LIMIT-TO (SRCTYPE, "j")) AND (LIMIT-TO (PUBYEAR, 2019) OR LIMIT-TO (PUBYEAR, 2020) OR LIMIT-TO (PUBYEAR, 2021) OR LIMIT-TO (PUBYEAR, 2022) OR LIMIT-TO (PUBYEAR, 2023) OR LIMIT-TO (PUBYEAR, 2024)). This refinement resulted in a selection of 775 articles, which were analyzed bibliometrically. By December 2024, all relevant articles on talent as well as Halal management from the Scopus database were included in the research.

Table 1: The Search Strings

Scopus	TITLE-ABS-KEY (management AND talent AND halal OR training OR recruitment OR retention) AND (LIMIT-TO (DOCTYPE, "ar")) AND (LIMIT-TO (LANGUAGE, "English")) AND (LIMIT-TO (SRCTYPE, "j")) AND (LIMIT-TO (PUBYEAR, 2019) OR LIMIT-TO (PUBYEAR, 2020) OR LIMIT-TO (PUBYEAR, 2021) OR LIMIT-TO (PUBYEAR, 2022) OR LIMIT-TO (PUBYEAR, 2023) OR LIMIT-TO (PUBYEAR, 2024))
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Table 2: The Selection Criterion Is Searching

Criterion	Inclusion	Exclusion
Language	English	Non-English
Time Limit	2019-2024	>2019
Document Type	Article	Non-Article
Source type	Journal (Article) and proceeding	Book, Review

Data Analysis

VOSviewer stands out for its ability to translate complex bibliometric datasets into easily interpretable visual representations. Specializing in network visualization, the software excels in clustering related elements, examining patterns of keyword co-occurrence, and generating density maps. Its user-friendly interface caters to both novice and experienced researchers, facilitating efficient exploration of research landscapes. Additionally, continual development ensures VOSviewer remains a leader in bibliometric analysis, providing valuable insights through metric calculations and customizable visualizations. Its versatility in overseeing various types of bibliometric data, including co-authorship as well as citation networks, establishes VOSviewer as an indispensable as well as versatile tool for researchers searching for profound understanding and meaningful insights within their research fields.

Datasets in PlainText format, including publication year, author name, title, citations, journal, as well as keywords, were retrieved from the Scopus database for the period between 2019 and February 2024. These datasets were analyzed using VOSviewer software version 1.6.18, which facilitated the creation of maps via VOS clustering and mapping techniques. In contrast to the Multidimensional Scaling (MDS) method, VOSviewer positions items in a low-dimensional space, ensuring that the distance between any two items accurately represents their similarity as well as relatedness (van Eck & Waltman, 2010). It shares similarities with MDS in this aspect (Appio et al., 2014). VOSviewer diverges by employing a different method for normalizing co-occurrence frequencies (Van Eck & Waltman, 2007), including the association strength (Sij) where between i and j is calculated as:

$$\frac{S_{ij} = C_{ij}}{W_{ij}}$$

According to (van Eck & Waltman, 2010), the relationship is "proportional to the ratio of the actual number of co-occurrences of i and j to the expected number of co-occurrences, assuming their co-occurrences are statistically independent." Using this metric, VOSviewer organizes items into a map by minimizing the weighted sum of squared distances between pairs of items. As mentioned by Appio et al. (2016), LinLog/modularity normalization was applied.

Consequently, using VOSviewer's visualization methods on the dataset uncovered patterns derived from mathematical connections, facilitating analyses like keyword co-occurrence, citation analysis, as well as co-citation analysis.

Result And Finding

What are the research trends in Talent Management Practice in Halal Management studies according to the year of publications?

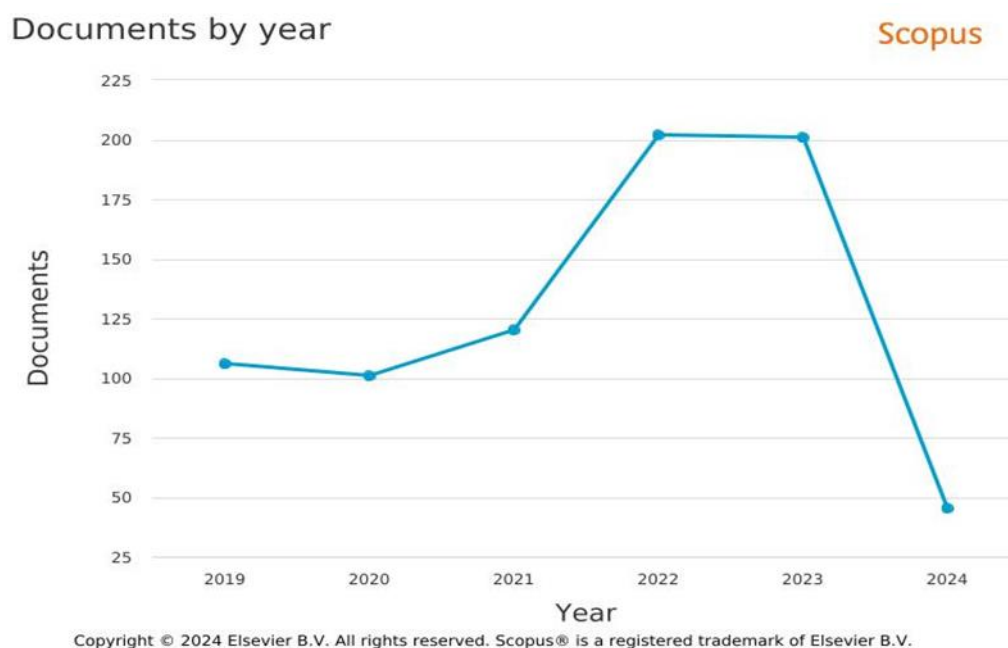


Figure 1: Plotting Document Publication By Years

Figure 1 is a line graph that indicates the number of publications on talent management practices in Halal management published between 2019 and 2024, based on a Scopus analyzer. As observed, the number of documents published in the journal has steadily grown over the past five years. In 2019, just over 50 documents were published, while in 2023, there were over 225 documents published. In the past five years, the number of publications on talent management within Halal management has grown significantly and consistently. The number of publications has improved by 400%, from 25 in 2019 to 225 in 2024.

The progress appears to be exponential rather than linear. The most significant increase occurred between 2022 and 2023, with a jump from 102 to 201 publications (nearly 100%). Despite a slight decrease in the growth rate between 2023 and 2024, the number of publications remains substantially greater compared to previous years.

The growing importance of the Halal industry worldwide is predicted to be worth \$3 trillion by 2024. Increasing awareness of the need for effective talent management practices in the Halal industry as businesses look to attract as well as retain top talent. In addition, the availability of new research methods, such as text mining and bibliometric analysis, is making it easier to study large publication datasets. This trend is consistent with other research on the

growth of the Halal industry as well as the enhancing importance of talent management in this sector.

For example, a 2022 report by the World Bank discovered that the Halal industry is growing at a rate of 5-8% per year and that talent management is among the key challenges facing businesses in this sector.

Conclusions and implications are:

- The significant and growing interest in talent management practices in Halal management suggests that this is an important and emerging field of research.
- More studies are needed to understand the specific challenges as well as opportunities facing businesses in this sector and to develop best practices for talent management.
- The outcomes of this study could be used to help businesses in the Halal industry attract, retain, and develop top talent, which will be essential for their continued growth and success.

Who Writes The Most Cited Articles Related To Talent Management Practice In Halal Management, And What Are The Trends?

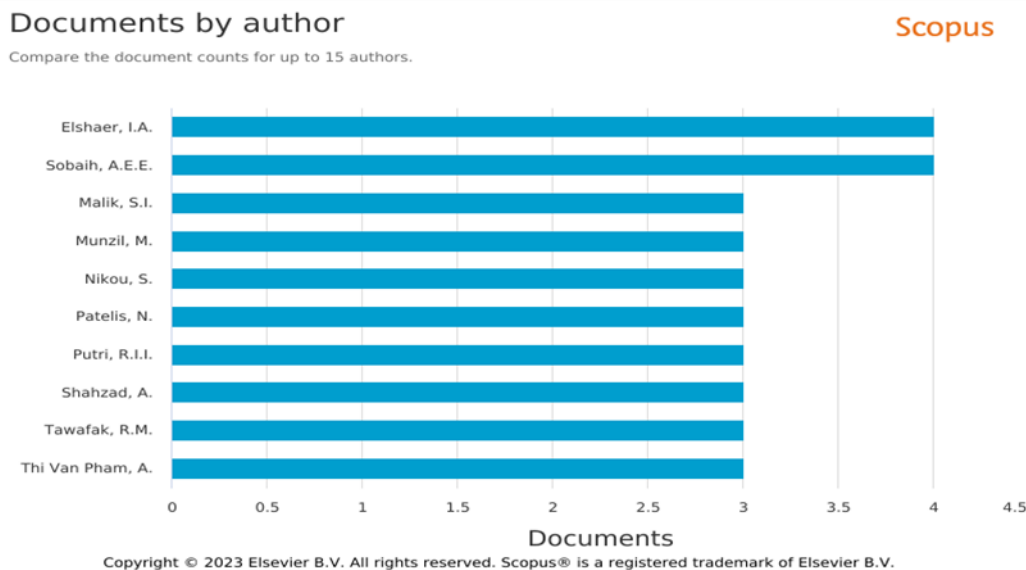


Figure 2: Comparison Of Document Counts For The Top 10 Papers

Figure 2 illustrates the number of documents published by amounting to up to 15 authors, as per Scopus data, providing a visual comparison of their research output. The top contributors, Elshaer, I.A., and Sobaih, A.E.E., lead with just over three documents each, followed closely by Malik, S.I., who has a similar number of publications. Other authors, including Munzil, M., Nikou, S., Patelis, N., Putri, R.I.I., Shahzad, A., Tawafak, R.M., and Thi Van Pham, A., have document counts ranging between 2.5 and 3, indicating a relatively balanced distribution of research contributions. Overall, the chart highlights an even pattern in the number of publications among the authors, with no individual author showing a significantly higher count.

Table 3: Top Researchers Based On Publication

AUTHOR NAME	No Publication	Percentage %
Barkhuizen, E.N.	4	52%
Latukha, M.	4	52%
Zhu, H.	4	52%
Borg, J.	3	39%
Saurombe, M.D.	3	39%
Scott-Young, C.M.	3	39%
Xiong, H.	3	39%
Abdullahi, M.S.	2	26%
Adeiza, A.	2	26%
Adeniji, A.A.	2	26%

The table presents the top researchers based on their publication figures for the article "Talent Management Practice in Halal Management" over the specified timeframe. Several trends and patterns can be observed from the data:

Concentration of Publications: Barkhuizen, Latukha, and Zhu have the highest number of publications, each contributing four articles, accounting for 52% of the total publications. This concentration suggests a significant contribution from these researchers to the discourse on talent management within Halal management. **Moderate Contributors:** Following the top three researchers, Borg, Saurombe, Scott-Young, and Xiong each have three publications, representing 39% of the total publications. While their contribution is substantial, it is slightly lower compared to the top three researchers. **Minor Contributors:** Abdullahi, Adeiza, and Adeniji each have two publications, representing 26% of the total publications. Although their contribution is relatively lower, it still signifies their involvement in the research field.

Fluctuations in publication rates may be affected by multiple factors:

- Research Focus and Interest:** Scholars may have varying levels of interest and focus on talent management within Halal management, leading to differences in publication rates.
- Resource Availability:** Availability of research funding, access to data, and collaboration opportunities can impact researchers' ability to conduct and publish studies.
- Emerging Trends:** Changes in the Halal industry, advancements in technology, or emerging research trends may influence researchers' priorities and drive fluctuations in publication rates.
- Career Stage:** Researchers at different career stages may have varying publication rates, with early-career researchers potentially publishing fewer articles compared to established scholars.

The observed trends and fluctuations in publication rates indicate the evolving nature of research in talent management within Halal management. Moving forward, it is essential to continue fostering collaboration among researchers, investing in resources and funding, and staying abreast of emerging trends to support the advancement of the field. In addition, future

research directions may involve exploring interdisciplinary approaches and investigating the impact of technological innovations on talent management practices. This also includes addressing emerging challenges in the Halal industry to further enrich the literature and contribute to the field's development.

What Are The Top 10 Cited Articles Based On The Keywords?

Table 4: Top 10 Of The Top-Cited Articles

Authors	Title	Year	Source Title	Cited by
Whysall Z.; Owtram M.; Brittain S. (Whysall et al., 2019)	The new talent management challenges of Industry 4.0	2019	Journal of Management Development	142
Alhamad A.; Alshurideh M.; Alomari K.; Al Kurdi B.; Alzoubi H.; Hamouche S.; Al-Hawary S.	The effect of electronic human resources management on the organizational health of telecommunications companies in Jordan	2022	International Journal of Data and Network Science	129
Goh E.; Okumus F. (Goh & Okumus, 2020)	Avoiding the hospitality workforce bubble: Strategies to attract and retain Generation Z talent in the hospitality workforce	2020	Tourism Management Perspectives	102
Peng X.; Dai J. (Peng & Dai, 2019)	Research on the assessment of classroom teaching quality with q-rung orthopair fuzzy information based on multiparametric similarity measure and combinative distance-based assessment.	2019	International Journal of Intelligent Systems	103
Zhou Y.; Soh Y.S.; Loh H.S.; Yuen K.F. (Zhou et al., 2020)	The key challenges and critical success factors of blockchain implementation: Policy implications for Singapore's maritime industry	2020	Marine Policy	79
Cardel M.I.; Dhurandhar E.; Yasar-Fisher C.; Foster M.; Hidalgo B.; McClure L.A.; Pagoto S.; Brown N.; Pekmezi D.; Sharafeldin N.; Willig A.L.; Angelini C. (Cardel et al., 2020)	Turning Chutes into Ladders for Women Faculty: A Review and Roadmap for Equity in Academia	2020	Journal of Women's Health	73

Authors	Title	Year	Source Title	Cited by
Gardas B.B.; Mangla S.K.; Raut R.D.; Narkhede B.; Luthra S.(Gardas et al., 2019)	Green talent management to unlock sustainability in the oil and gas sector	2019	Journal of Cleaner Production	68
Zheng H.; Yang Y.; Yin J.; Li Y.; Wang R.; Xu M. (Zheng et al., 2021)	Deep Domain Generalization Combining A Priori Diagnosis Knowledge Toward Cross-Domain Fault Diagnosis of Rolling Bearing	2021	IEEE Transactions on Instrumentation and Measurement	65
Mukhuty S.; Upadhyay A.; Rothwell H. (Mukhuty et al., 2022)	Strategic sustainable development of Industry 4.0 through the lens of social responsibility: The role of human resource practices	2022	Business Strategy and the Environment	64
Aina R.A.; Atan T. (Aina & Atan, 2020)	The impact of implementing talent management practices on sustainable organizational performance	2020	Sustainability (Switzerland)	55

The provided table outlines the top-cited articles related to "Talent Management Practice in Halal Management" over the specified timeframe, revealing notable trends and patterns in citation rates. Here are the key observations:

Diverse Range of Topics

The top-cited articles encompass a wide array of subjects, indicating the multifaceted nature of talent management within Halal contexts (Cardel et al., 2020; Gardas et al., 2019; Geng et al., 2021; Mukhuty et al., 2022; Peng & Dai, 2019; Whysall et al., 2019). For instance, the topics include strategic sustainable development, which explores how organizations can incorporate sustainability principles into their strategic decision-making processes. Furthermore, classroom teaching quality assessment delves into methods for evaluating and improving the effectiveness of teaching practices in educational settings. Meanwhile, cross-domain fault diagnosis focuses on techniques for identifying and addressing faults in complex systems across different domains. At the same time, equity in academia examines issues of fairness and inclusivity in academic environments, particularly regarding gender and minority representation. In addition, electronic HRM explores the role of digital technologies in enhancing HR practices within organizations. At the same time, sustainable organizational performance investigates the linkages between talent management strategies and long-term organizational sustainability. Moreover, blockchain implementation challenges analyze the obstacles and opportunities associated with adopting blockchain technology in various industries. Finally, talent management in hospitality, maritime, and oil and gas industries explores sector-specific challenges and best practices for attracting, developing, and retaining talent.

Temporal Distribution

The articles span multiple years, suggesting a sustained interest in talent management within Halal contexts over (Aina & Atan, 2020; Alhamad et al., 2022; Cardel et al., 2020; Gardas et al., 2019; Geng et al., 2021; Goh & Okumus, 2020; Mukhuty et al., 2022; Peng & Dai, 2019; Wang et al., 2021; Whysall et al., 2019). Notably, publications from 2019 and 2020 received

higher citation rates, indicating their enduring relevance and impact on scholarly discourse. This temporal distribution highlights the ongoing importance of talent management research within the Halal industry, as evidenced by the continued citation of seminal works and recent contributions to the field.

Interdisciplinary Nature

The citations originate from journals spanning diverse disciplines, illustrating the interdisciplinary nature of talent management research within Halal contexts (Aina & Atan, 2020; Alhamad et al., 2022; Cardel et al., 2020; Gardas et al., 2019; Goh & Okumus, 2020; Mukhuty et al., 2022; Peng & Dai, 2019; Whysall et al., 2019; Zheng et al., 2021; Zhong & Zhou, 2019). These journals encompass fields such as business strategy, intelligent systems, women's health, data science, sustainability, maritime policy, tourism management, and management development. This interdisciplinary approach underscores the broad relevance and applicability of talent management principles across various sectors and academic domains. By drawing insights from multiple disciplines, researchers can gain a thorough understanding of the intricate challenges as well as opportunities related to talent management in Halal contexts, fostering cross-disciplinary collaboration and knowledge exchange.

These trends and patterns underscore the dynamic and multifaceted nature of talent management within Halal management, emphasizing the requirements for interdisciplinary collaboration, methodological rigor, and responsiveness to emerging trends. Therefore, future research directions may involve further exploration of sustainability implications, equity considerations, technological innovations, and industry-specific challenges to advance theory and practice in talent management within Halal contexts.

What Are The Types Of Documents By Subject Of Research In The Talent Management Practice In Halal Management?

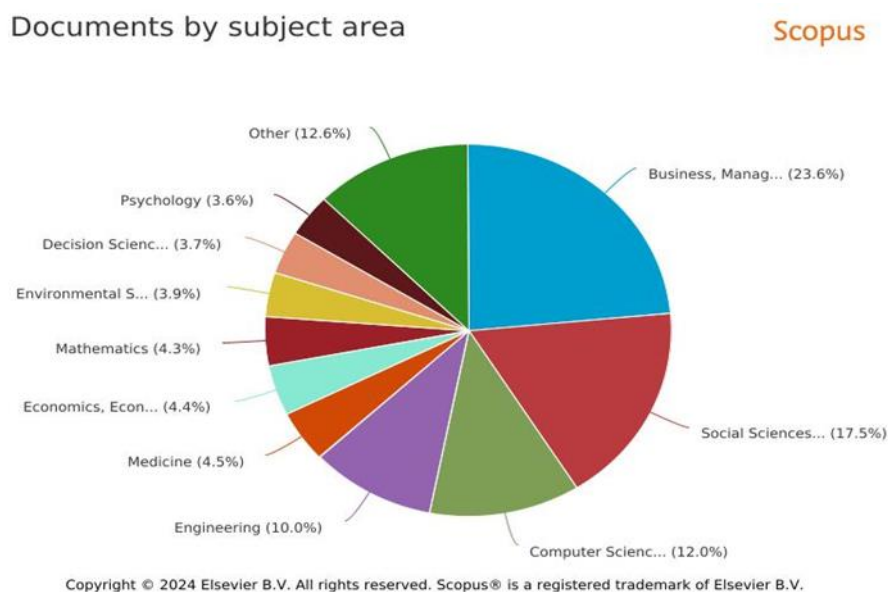


Figure 3: Document By Subject Area Extracted From Scopus

The pie chart reveals that "Business, Management and Accounting" has the highest number of publications at 343. Talent management falls under HR and organizational strategy; hence, it aligns logically with papers dissecting talent strategies and practices that should be put under this field. The prominence of this subject area reflects talent management's firm grounding as a business discipline focused on optimizing people's capabilities to achieve operational objectives. Meanwhile, social Sciences ranks second with 254 associated publications. This encompasses areas like sociology, psychology, economics, and more related to understanding human and societal dynamics. Investigating talent issues through these lenses (e.g., psychological perspectives on engagement or economic analyses of returns on talent investments) seems commonplace based on social sciences' strong showing.

Computer Science (175), Engineering (145), Medicine (65), and Decision Sciences (54) publications all signify noteworthy clusters as well. The technology spaces point to studies on how digitization and analytical innovations transform talent management. Medical literature connects to healthcare talent issues. Moreover, decision science speaks to mathematically optimizing talent planning and operations. Trailing subject areas include Environmental Science (56), Mathematics (62), Psychology (53), and beyond. Their smaller numbers could reflect narrower sub-topics like talent sustainability or mathematical talent modeling. Alternatively, they may represent interdisciplinary intersections, like exploring the psychology of high-performer attributes to inform talent selection.

In conclusion, while business and management logically stand out as the dominant domain, talent management research and strategy also actively leverage insights across social sciences, technical fields, medical areas, and quantitative disciplines. The subject area spread highlights the interdisciplinary nature of optimizing how organizations attract, develop, motivate, as well as retain critical talent. The diversity suggests space for additional synthesis across these fields to fuel a holistic 360-degree perspective on managing talent pipelines in a complex, evolving landscape.

Who Are The Top 10 Authors Based On Citation By Research?

Table 5 provides valuable insights into the challenges and dynamics of e-learning amid the COVID-19 pandemic. However, they may not directly align with the focus of the analysis on "Talent Management Practice in Halal Management." The articles predominantly center around the rapid transition to online education necessitated by the pandemic, exploring various aspects such as student perceptions, psychological impacts, challenges, and e-learning opportunities. While e-learning undoubtedly intersects with talent management, especially in terms of skill development and training, the specific context of managing talent within the Halal industry is not directly addressed in these works. Therefore, a limitation arises in terms of the applicability of these findings to the Halal industry's talent management practices, highlighting a gap in the literature regarding talent development, recruitment, retention, and skill enhancement within organizations involved in Halal products or services during the pandemic.

To bridge this gap, future research could explore how talent management practices within the Halal industry have been affected by the COVID-19 pandemic as well as how organizations have familiarized their strategies to manage HR effectively in this context. Thus, exploring the unique challenges as well as opportunities faced by Halal businesses in talent acquisition, development, and retention amidst the pandemic could give useful insights for policymakers as well as practitioners alike. Additionally, investigating the role of e-learning, specifically in

talent management within the Halal industry, could uncover innovative approaches and best practices for enhancing workforce skills and capabilities remotely. Accordingly, by exploring these research questions, researchers can enhance the overall understanding of talent management practices in Halal management during times of crisis, ultimately supporting the resilience and sustainability of businesses in this sector.

Table 5: The Top 10 Authors Based On Citation By Research

Authors	Title	Year	Source Title	Cited by
Almaiah M.A. et al.	Exploring the critical challenges and factors influencing the E-learning system usage during COVID-19 pandemic	2020	Education and Information Technologies	551
Favale T. et al.	Campus traffic and e-Learning during COVID-19 pandemic	2020	Computer Networks	346
Abbasi S. et al.	Perceptions of students regarding e-learning during COVID-19 at a private medical college	2020	Pakistan Journal of Medical Sciences	344
Mailizar et al.	Secondary school mathematics teachers' views on e-learning implementation barriers during the COVID-19 pandemic: The case of Indonesia	2020	Eurasia Journal of Mathematics, Science and Technology Education	319
Hasan N. et al.	Impact of "e-Learning crack-up" perception on psychological distress among college students during COVID-19 pandemic: A mediating role of "fear of academic year loss"	2020	Children and Youth Services Review	318
Alqahtani A.Y. et al.	E-learning critical success factors during the COVID-19 pandemic: A comprehensive analysis of e-learning managerial perspectives	2020	Education Sciences	277
Shahzad A., Hassan R., Aremu A.Y., Hussain A., Lodhi R.N.	Effects of COVID-19 in E-learning on higher education institution students: the group comparison between male and female	2021	Quality and Quantity	263
Teräs M., Suoranta J., Teräs H., Curcher M.	Post-Covid-19 Education and Education Technology 'Solutionism': a Seller's Market	2020	Postdigital Science and Education	260
Maatuk A.M., Elberkawi E.K., Aljawarneh S.,	The COVID-19 pandemic and E-learning: challenges and opportunities from the perspective of students and instructors	2022	Journal of Computing in Higher Education	245

Rashaideh H., Alharbi H.					
Fawaz M., Samaha A.	E-learning: Depression, anxiety, and stress symptomatology among Lebanese university students during COVID-19 quarantine	2021	Nursing Forum	216	

What Is The Map Of Co-Authorship In Relation To Talent Management Practice In Halal Management?

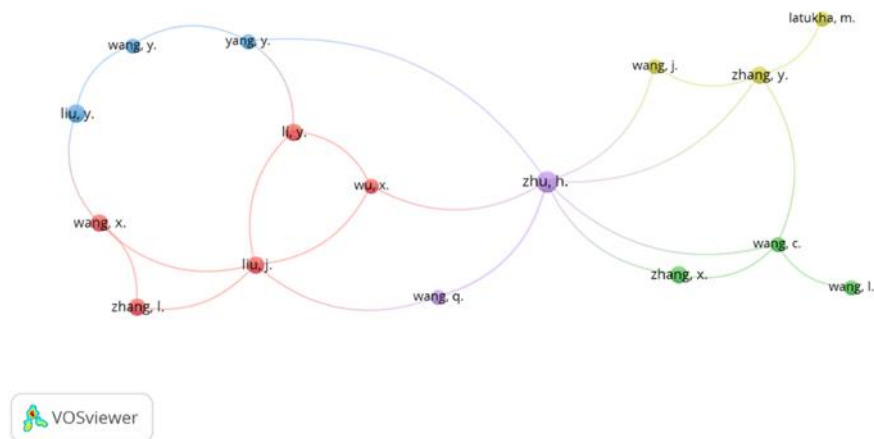


Figure 4: Network visualization map of Co-Authorship

The co-authorship network analysis reveals distinct clusters of collaboration among researchers studying talent management within Halal management. One prominent cluster centers around Zhu, H., whose high total link strength indicates extensive collaboration within this group. This suggests a cohesive network of researchers working closely on multiple aspects with regards to talent management practices specific to the Halal industry. Similarly, Liu, J., and Wang, C. lead their respective clusters, highlighting strong collaborative ties among their co-authors. Despite slightly lower total link strengths, these clusters represent active hubs of research activity, likely focusing on specialized topics or methodologies within the broader domain of talent management in Halal management.

Beyond these focal clusters, a diverse array of collaborative networks emerges, featuring authors such as Li, Y., Wu, X., Yang, Y., and Zhang, Y. Although their individual total link strengths may vary, these authors contribute to the collaborative landscape of talent management research within Halal management. Collectively, these clusters highlight the collaborative nature of scholarship in this field, highlighting the significance of interdisciplinary collaboration and knowledge exchange in advancing our understanding of talent management practices tailored to the Halal industry.

How Do The Central Keywords And Clusters Provide Insights Into The Key Areas Of Focus And Trends In Talent Management Research Within Halal Management?

Figure 5 appears to be a visualization map overlay of keywords related to "talent management practices in Halal management," created using the VOSviewer software. Central keywords reported that the most prominent keywords in the network are "human resource management," "talent," "talent management," as well as "halal management." This demonstrates that these core concepts are most frequently discussed in the research literature.

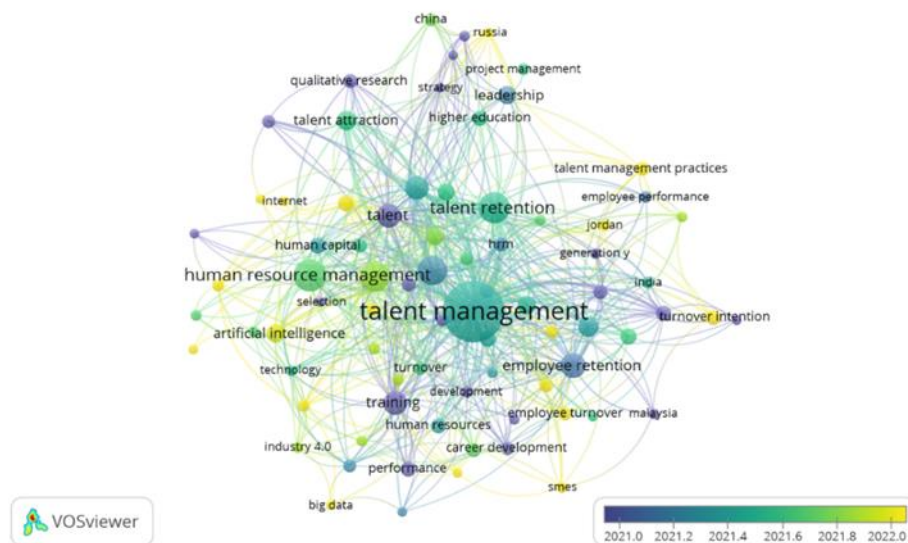


Figure 5: Overlay Visualization Map Co-Occurrence By Author Keywords

The keywords are grouped into five (5) clusters, representing different sub-themes within the broader topic of talent management in Halal management. Some of the most notable clusters include:

1. **Recruitment and selection:** This cluster includes keywords such as "talent attraction," "selection," and "turnover intention." This determines that there is a substantial body of research on attracting and selecting the right talent for Halal organizations.
2. **Training and development:** This cluster includes keywords like "training," "development," as well as "career development." This suggests that training and development are important factors in retaining and motivating employees in Halal organizations.
3. **Performance management:** This cluster includes keywords such as "performance," "employee performance," and "performance management." This presents that performance management is an important issue for Halal organizations, as it is in any organization.
4. **Technology:** This cluster includes keywords such as "technology," "artificial intelligence," and "big data." This indicates that technology is increasingly important in talent management in Halal organizations.
5. **International scope:** The network includes keywords from various countries, including China, Russia, India, Malaysia, Jordan, and the United States. This proposes that research on talent management in Halal management is being conducted in various contexts.

How Does The Structure Of Co-Authorship Networks, Particularly Prominent Clusters Led By Researchers, Influence The Dissemination And Advancement Of Knowledge In Talent Management In Halal Management?

Several notable patterns emerge in the bibliometrics analysis of co-authorship by country within the realm of talent management practice in Halal management. Firstly, countries, for example, China as well as the United States exhibit robust research outputs, as evidenced by their high numbers of documents, citations, and normalized citations. These nations likely serve as pivotal hubs for research in this field, significantly influencing its advancement globally. In contrast, while the United Kingdom demonstrates considerable research activity, its impact per document appears to be comparatively lower, suggesting potential areas for improvement in terms of research quality or dissemination strategies.

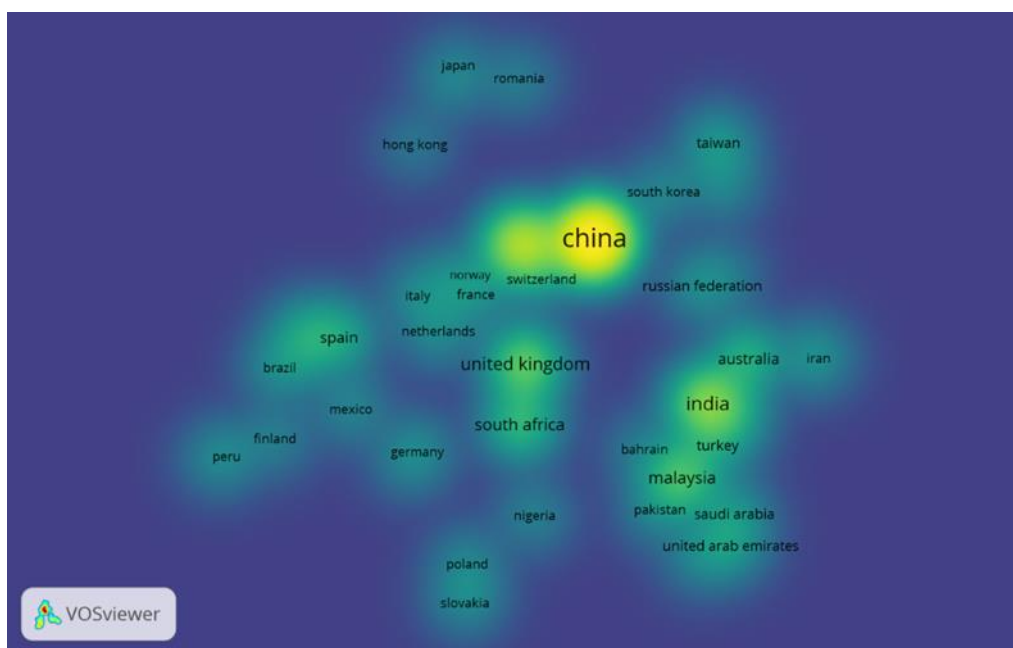


Figure 6: Density Visualization Displays The Countries Whose Authors Collaborate On Talent Management Practices And Halal Management

Secondly, clustering countries provides additional insights into the collaborative dynamics within the research community. Cluster 1, comprising Brazil, Canada, Colombia, and several others, emerges as a group with notable research activity but relatively lower average and normalized citation scores. This suggests that while these countries contribute to the body of knowledge in Halal management, their research may not yield as much impact as those in other clusters. Conversely, Cluster 2, which includes predominantly European countries and Singapore, demonstrates higher scores in average citations and normalized citations, indicating a collective emphasis on producing impactful research outputs.

Finally, Cluster 3 presents a diverse mix of countries, including China, Japan, and South Korea. These nations exhibit significant research outputs regarding documents and citations, with scores in average citations and normalized citations falling between those of Clusters 1 and 2. This cluster likely represents a dynamic landscape of research collaboration, where countries with varying research intensity come together to improve Halal management practices. In

general, these observations offer useful insights into the individual contributions of countries and the collaborative networks that drive research in this field.

What Is The Network Mapping Based On Citation By Document Type On Talent Management Practices In Halal Management?

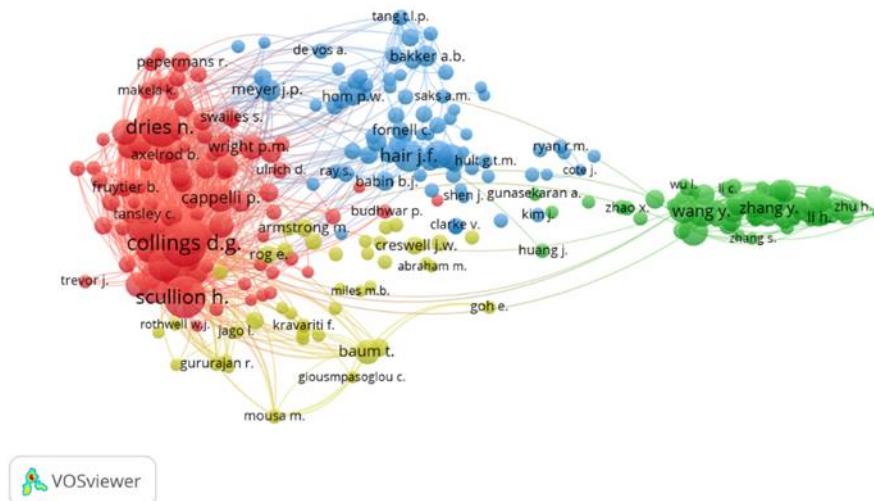


Figure 7: The Co-Citation Network Of Cited Authors

The above figure analyzes the relationships within the co-citation network of cited authors and focuses on three key aspects: co-citation frequency, cited author prominence, and total link strength. Co-citation frequency expresses how commonly two authors are cited in the same documents. Higher co-citation frequencies suggest a stronger association between authors' works. For example, authors like "collings d.g." and "sparrow p." have high co-citation frequencies (267 and 59, respectively), indicating that their works are frequently cited together in the same articles, suggesting a strong thematic or conceptual connection. Whereby cited author prominence is identified by the number of citations an author obtains. Notably, authors with higher citation counts are generally considered more influential or prominent within the field. For instance, "bjorkman i." and "scullion h." have high citation counts (5,131 and 12,904, respectively), indicating their significant influence on the topic of talent management in Halal management practices. Meanwhile, total link strength is a metric representing the total of the weights of all the links (co-citations) connected to an author. It provides a measure of the overall impact or centrality of an author within the network. Authors with high total link strengths, such as "collings d.g." and "sparrow p.," are likely central figures whose works are extensively connected to other influential works in the field.

The analysis of the top 10 authors with the most citation counts reveals a landscape dominated by influential figures who have shaped the talent management discourse in the Halal management practices context. Leading the pack is Scullion H., whose remarkably high citation count and total link strength position her as a central figure in the co-citation network. Her extensive influence underscores significant contributions to the field, setting the tone for research and discussions in this domain. Following closely are authors like Bjorkman I., Gallardo-Gallardo E., Mellahi K., and Vaiman V., each with substantial citation counts and total link strengths. Their collective works form the backbone of the co-citation network,

reflecting their profound impact on talent management scholarship within Halal management and illustrating the depth and breadth of their contributions. Beyond the top five, authors like Barney J. B., Collings D. G., Festing M., and Schafer L. maintain a notable presence within the network, with citation counts and total link strengths indicating their substantial contributions to the area. Although not as highly cited as the top figures, their interconnected works contribute to the rich tapestry of research and discussions surrounding talent management in Halal management practices. Together, these authors represent diverse perspectives and insights that have collectively advanced our understanding of talent management in the Halal management context, shaping the trajectory of research as well as guiding future inquiries in this dynamic field.

Considering these aspects, we can infer that certain authors play crucial roles in shaping the discourse on talent management in Halal management practices. For example, "scullion h." stands out with a remarkably high citation count and total link strength, indicating her significant influence and the extensive connections her work has within the co-citation network. Similarly, authors like "bjorkman i.", "gallardo-gallardo e.", "mellahi k." and "vaiman v." also demonstrate substantial influence and connectivity within the network. As such, understanding the relationships between these authors can provide insights into the intellectual foundations and key contributors shaping the talent management discourse within the Halal management context.

What Are The Patterns Of Bibliometric Coupling Among Documents Discussing Talent Management Practices In Halal Management Across Different Countries, And How Do These Patterns Reflect Global Research Collaboration And Thematic Similarities In This Field?

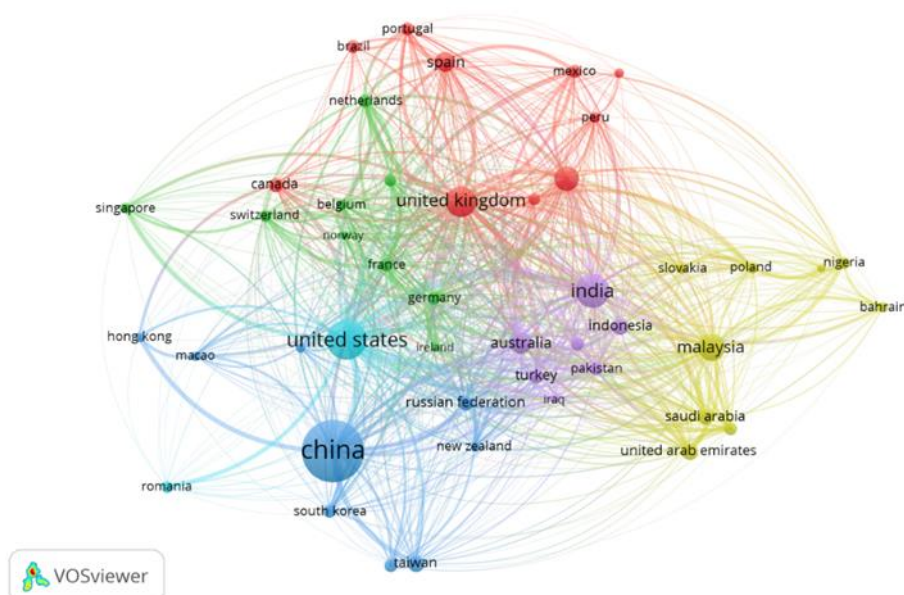


Figure 8: Network Mapping On Bibliometric Coupling By Countries

Bibliometric coupling measures the relationship between documents according to the number of shared references cited. If two documents cite a similar set of references, they are thought to be bibliometrically coupled. This coupling suggests a thematic similarity or relatedness between the documents, indicating potential areas of research overlap or intellectual connection.

This paper analyzes the bibliometric coupling of talent management practices in Halal Management across various countries and discusses the relationship in terms of bibliometric coupling, countries, as well as total link strength. Here, the United States emerges with the greatest total link strength of 6275, indicating extensive connections with other countries in terms of shared references on this topic. In India and Malaysia, both countries have significant total link strengths (4,482 and 2,948, respectively), suggesting they actively research talent management practices in Halal Management and have substantial connections with other countries. Several European countries like the United Kingdom, Germany, France, Spain, and the Netherlands also have notable total link strengths, indicating a strong presence and collaboration in this research area. Remarkably, Middle Eastern countries such as the United Arab Emirates, Saudi Arabia, as well as Iran also demonstrate considerable involvement, reflecting the interest in this topic in the Middle East region. Asia-Pacific Region countries like Singapore, Taiwan, South Korea, and Japan demonstrate moderate to significant involvement, showcasing the global spread of research interest in talent management practices within Halal Management.

Discussion and Conclusion

In conclusion, the text highlights the significant and growing interest in talent management practices in Halal management, emphasizing the need for further research to understand the specific challenges and opportunities in this field. The findings can be used to assist businesses in attracting as well as retaining top talent, contributing to the halal industry's growth and success. Additionally, the text discusses the concentration of publications among certain researchers, fluctuations in publication rates, and the interdisciplinary nature of talent management research within Halal contexts. It also emphasizes the importance of collaboration, resources, and staying updated with emerging trends to advance the field.

Furthermore, the text analyzes the subject area distribution of publications, indicating that talent management research spans various disciplines, including business, social sciences, computer science, engineering, medicine, and decision sciences. This interdisciplinary approach reflects the multifaceted nature of talent management and the need for a holistic perspective. Lastly, the co-authorship network analysis and keyword visualization map demonstrate the collaborative nature of talent management research as well as the root concepts widely addressed in the literature.

The overlay visualization map of keywords related to talent management practices in Halal management highlights central concepts such as talent management, HRM, and Halal management. The clusters identified in the map indicate key sub-themes, which include training and development, recruitment and selection, performance management, technology, and international scope, showcasing the diverse research landscape in this area.

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Conflicts of Interest

The authors report no conflicts of interest concerning the present study.

AI Disclosure Statement

In the course of preparing this work, the principal author (Sharifah Azwani) utilized CHATGPT to enhance the writing style and to check for grammar and spelling errors. After using this tool, the author(s) carefully reviewed as well as revised the content as necessary and assumed full responsibility for the final publication.

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