THE INVESTIGATION OF TALENT MANAGEMENT WITH
BIBLIOMETRIC MAPPING

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EXTENSIVE SUMMARY

In the literature research any bibliometric study on the concept of talent management could not be reached. Based on this result, this research aimed at examining the bibliometric properties of the documents (papers, articles, book reviews, editor notes, reviews and notes) relating to the talent management concept in the WOS database and to create network graph from these features. In line with these purposes, an online search was conducted on the WOS database on June 19, 2019, and the concept of “talent management” was scanned according to the title and the answers to these questions were sought:

• In what year period were the publications on the concept of talent management in WOS published and in which years mostly?

• What are the keywords of the publications on the concept of talent management in WOS, and how does the collocation of these words appear in the network graph?

• What resources are available for publications on the concept of talent management in WOS, and how does the network graph emerge according to the amount of citations received by these sources?

• Which countries have publications on the concept of talent management in WOS, and how does the network graph emerge according to the citation amount of the countries?

• Who are the most cited authors for the concept of talent management in WOS, and how does the network graph emerge according to the amount of citations they receive?

Via the online search in the WOS database, 635 documents (278 articles, 298 papers, 12 book reviews, 23 editor notes, 13 reviews and 12 notes) published between 1973 and 2019 were reached. Within these documents there is data about; author names, publication years, document types, how many publications are cited and how many publications are cited, research areas and journal names. All of the documents obtained were included in the research and used in the column and network graphs construction. While the majority of the documents are academic papers (298), the research areas are mainly business economics, social sciences, educational sciences, computer science, engineering, psychology, public administration, research management science, art science, environmental science and other fields.

The data obtained via the research were evaluated by using Excel, and VOSviewer bibliometric software. According to the results of the column graphs, 2016 is the year with the highest number of publications on talent management. The journal with the highest academic interest, in terms of the number of citations, is the International Journal of Human Resource Management. Hugh Scullion and Collings DG are the academics who mostly draw academic interest with their talent management concept oriented studies.
In the network graphic results, while the concept of talent management ties in with terms such as global talent management, talent, performance, human resource management; the terms that are most linked to author keywords are talent and human resource management. Talent and human resources management establishes the most intensive connection with talent management. In terms of resources, “Journal of World Business”, “International Journal of Human Resource Management, and “Human Research Management Review” journals have the highest numbers both in terms of the number of publications and citations they received. Stahl (2012), the author with the highest number of citations in talent management documents, studied mostly with Al Ariss (2014). While China is the country with the highest number of citations and publications in talent management documents, America is the most mentioned country in terms of citations made by other countries.

These studies benefit the researchers also in terms of being a road map for the future scientific studies and allowing the follow-up of the development of the underresearched field of the study in time. In this sense, the aim of this study is to explain in which years the studies examining the concept of talent management were conducted most frequently, identifying the highest publication and citing countries, and revealing which authors and sources were cited the most. Additionally, network maps were created to identify the cognitive structure of the documents, resources, countries and keywords used to describe academic studies. In the light of all the information, it is thought that this study will contribute to the relevant field by filling the gap in the body of literature and guide the researchers working in this field.