

Unveiling Trends in HR Analytics: A Comprehensive Bibliometric Study on Employee Engagement and Well-Being

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Abstract: Human resource analytics is booming due to the field's increasing relevance as a tool for businesses to make data-driven and predictive decisions. Looking at employee engagement through the lens of social exchange theory, this conceptual research delves into the mediating roles of intrinsic outcomes and well-being beliefs. This study seeks to develop a new conceptual framework that better explains the effects of hedaimonia and eudaimonia on intrinsic outcomes such as job satisfaction, organisational citizenship behaviour (OCB), and turnover. It does this by using employee engagement as a mediating variable and the Social Exchange Theory (SET) as a theoretical foundation. Additionally, the approach might be expanded upon in future studies to provide findings with practical implications.

Keywords: Employee Engagement, Bibliometric Analysis, Organizational Performance, Job Satisfaction, Predictive Analytics

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