



Visualizing the Nexus of Job Crafting and Work-Family Enrichment: A Bibliometric Mapping Approach

Gusti Meinar Girda Ariani¹, Nurul Hasanah², Farida Yulianty³,
Syahrani⁴, Teguh Wicaksono⁵

Faculty of Economics, Islamic University of Kalimantan Muhammad Arsyad Al Banjary¹²³⁴⁵

Email: meinargirda70@gmail.com

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Abstract

This study aims to systematically map and visualize the intellectual structure and thematic development of scholarly work on the relationship between job crafting and work-family enrichment. Despite the growing academic interest in both constructs, existing literature remains fragmented, with limited integration across domains. Using a bibliometric mapping approach, this study analyzes 300 peer-reviewed articles published between 2020 and 2025, retrieved from Scopus and Google Scholar. Data collection followed the PRISMA protocol to ensure transparency and methodological rigor. The bibliographic data were processed using VOSviewer to generate network, overlay, density, and co-authorship collaboration visualizations. The results reveal that job crafting remains the conceptual core of the literature, frequently linked with job satisfaction, autonomy, and work engagement, while work-family enrichment has only recently gained prominence, especially in response to global shifts such as remote work and increased work-life demands. Overlay analysis highlights emerging keywords such as resilience, recognition, and remote work, while density visualization reveals underdeveloped themes that represent future research opportunities. Co-author collaboration networks show limited interdisciplinary and international collaboration, emphasizing the need for more inclusive research ecosystems. The study contributes theoretically by reinforcing the relevance of integrating the Job Demands-Resources model, Self-Determination Theory, and Role Enrichment Theory. Practically, the findings inform organizations about the importance of proactive job design in fostering positive work-family dynamics. Methodologically, this research demonstrates the utility of bibliometric mapping in identifying gaps, knowledge clusters, and research fronts in an evolving interdisciplinary field.

Keywords: Job Crafting, Work-Family Enrichment, Bibliometric Mapping, VOSviewer, Work-Life Integration

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1. Introduction

In the past two decades, the increasing complexity of work and family roles, coupled with shifting organizational structures and heightened individual autonomy, has brought renewed attention to how employees navigate the intersection of their professional and personal lives. The growing demand for work-life integration has fueled scholarly interest in understanding the mechanisms that enable individuals to harmonize these dual spheres. One concept that has emerged as particularly influential in this context is job crafting. Job crafting refers to the self-initiated changes employees make to align their job characteristics with their own needs, preferences, and values (Berg et al., 2010; (Kardas, 2023). Simultaneously, the concept of work-family enrichment (WFE) the extent to which experiences in one role improve the quality of life in the other has gained prominence as a positive counterbalance to the dominant narrative of work-family conflict (Rastogi & Chaudhary, 2018). The interplay between job crafting and work-family enrichment has thus become a compelling area of study, particularly in light of recent global shifts in work arrangements, such as the widespread adoption of hybrid and remote work following the COVID-19 pandemic (Kardas, 2023).

The global workforce is undergoing a transformation marked by increased flexibility, digitalization, and expectations for meaningful, autonomous work (Izegbuwa et al., 2024). These changes are pushing employees to become active agents in shaping their roles, which in turn affects how they manage demands and resources across work and family domains (Liu & Fang, 2021). In this evolving context, job crafting has been positioned as a proactive behavior that enables employees to generate personal and professional resources, which may further enrich their family lives (Rastogi & Chaudhary, 2018). However, while conceptual and empirical studies have acknowledged this link, the field remains fragmented and lacks a systematic understanding of the evolution of scholarship at the nexus of job crafting and work-family enrichment, the intellectual structures that underlie the literature, and the emerging or declining thematic areas (Afsar et al., 2019) Devotto & Wechsler, 2019).

Several studies have examined the antecedents and outcomes of job crafting, as well as the mechanisms through which it affects work-family dynamics. For instance, (Tims et al., 2013) explored how job crafting leads to increased work engagement and job satisfaction, emphasizing the mediating role of job resources (Tims et al., 2013). Meanwhile, studies focusing on work-family enrichment have identified personal resources, such as psychological capital and social support, as key contributors to enhanced family roles (Rastogi & Chaudhary, 2018). Recent efforts have begun to integrate these streams, suggesting that job

crafting may serve as a vehicle for generating resources that spill over into the family domain, thereby fostering enrichment (Zito et al., 2019). Yet, despite this growing body of literature, no comprehensive bibliometric study has been conducted to systematically map and visualize the intellectual landscape of this intersectional field (Afsar et al., 2019) Devotto & Wechsler, 2019).

The absence of such mapping presents a critical research gap. Narrative and systematic reviews offer valuable syntheses of findings; however, they often lack the capacity to reveal broader patterns of knowledge production, co-authorship networks, and thematic evolutions (Afsar et al., 2019). Bibliometric analysis, on the other hand, enables researchers to explore large volumes of academic literature using quantitative tools that uncover the structure, development, and dynamics of a research field (Harju et al., 2018). The application of bibliometric mapping to the job crafting WFE nexus is especially timely and necessary to (1) identify influential scholars, institutions, and countries; (2) reveal co-occurrence patterns of key concepts; and (3) detect intellectual and thematic trends (Harju et al., 2018). These insights can inform both theoretical development and practical applications, particularly in designing interventions that promote employee-driven work redesign for better work-life outcomes (Afsar et al., 2019&Kerksieck et al., 2024).

To date, bibliometric studies have been conducted separately on job crafting (Afsar et al., 2019) and work-family enrichment Rastogi & Chaudhary, 2018), but no study has integrated these two domains using a bibliometric perspective. This lack of integrated mapping means that researchers and practitioners may miss out on a holistic understanding of how these concepts converge, evolve, and shape each other over time (Kardas, 2023). Furthermore, without such mapping, it becomes challenging to detect emerging themes, under-researched topics, and potential interdisciplinary opportunities. Thus, this study addresses a vital research gap by providing a visual, data-driven synthesis of the global research landscape that links job crafting and work-family enrichment (Afsar et al., 2019) Rastogi & Chaudhary, 2018).

The novelty of this study lies in its use of bibliometric mapping techniques, including co-citation analysis, co-word analysis, and keyword co-occurrence visualization, to regularly examine the intersection of job crafting and WFE (Harju et al., 2018). By doing so, this study moves beyond traditional literature reviews and offers a visual representation of the intellectual structure of the field. The use of specialized bibliometric software tools such as VOS-viewer and Biblioshiny adds methodological rigor and enhances the interpretability of the findings (Harju et al., 2018). This approach allows for the identification of core research clusters, highly cited documents, influential authors, and thematic trends, offering a panoramic view of the knowledge domain.

The primary objective of this study is to map the evolution, structure, and thematic focus of research at the intersection of job crafting and work-family enrichment using a bibliometric approach. The study aims to provide insights into how the academic conversation around these topics has developed over time, where current scholarly attention is focused, and what potential directions future research might take (Afsar et al., 2019) Rastogi & Chaudhary, 2018). In addressing this objective, the study also aims to highlight collaborative networks, dominant theoretical frameworks, and contextual patterns that characterize the field (Afsar et al., 2019).

Based on this objective, the guiding research questions are as follows: (1) How has the volume of publications linking job crafting and work-family enrichment evolved over time? (2) What are the most influential articles, authors, and journals in this domain? (3) Which thematic areas and keywords dominate the research landscape? (4) What intellectual and conceptual structures underpin the field? (5) What are the emerging and declining themes that could shape the future research agenda? By answering these questions, this study contributes not only to a deeper understanding of the literature but also to the strategic development of future investigations and practical interventions that leverage job crafting to enhance work-family enrichment.

1.1. Job Crafting Concept and Theory

Job crafting has emerged as a significant construct in organizational psychology, particularly as it relates to increasing demands for flexibility and meaningfulness in contemporary workplaces. It is defined as proactive changes individuals make to their job boundaries—whether physical, cognitive, or relational—to better align with their personal strengths, interests, and values (Qiu, 2017). This concept is increasingly situated within established theoretical frameworks such as the Job Demands-Resources (JD-R) model, which posits that employees can enhance their job resources, minimize job demands, and modify job aspects to bolster job meaningfulness and performance (Carlson et al., 2011). Tims et al. (2013) reveal that job crafting leads to enhanced job resources that positively influence work engagement and well-being (Herdiana et al., 2022).

Further dimensions of job crafting have been delineated, including augmenting structural resources, increasing social resources, enhancing challenging job demands, and reducing hindering demands (Kinnunen et al., 2006). These dimensions reveal that job crafting extends beyond task modification; it emphasizes personal autonomy and psychological needs, closely linked to Self-Determination Theory (SDT). According to Deci and Ryan (2000), job crafting acts as a mechanism for individuals to fulfill core psychological needs competence, autonomy, and relatedness which are essential for intrinsic motivation (Chan et al., 2019). Recent empirical evidence indicates that job crafting has a notably positive effect on individual well-being and organizational performance (Klerk et al., 2013). However, the literature shows that the role of job crafting in influencing other life domains, particularly family life, remains poorly addressed. This gap underscores the necessity for further exploration of how job crafting principles can extend their impact beyond work into family dynamics.

1.2. Work-Family Enrichment and Supporting Theories

Work-Family Enrichment (WFE) is a critical construct in understanding the interplay between work and family domains. It describes how positive experiences in one area can improve the quality of life in another, with distinct pathways identified as work-to-family enrichment (W→F) and family-to-work enrichment (F→W) (Su & Zhou, 2018). This framework is underpinned by Role Enrichment Theory, which articulates that roles within a person's life can yield resources—such as energy and interpersonal skills—that benefit other roles (Kumar et al., 2018). Unlike the prevalent conflict framework, which emphasizes competing demands, WFE highlights the synergistic connections available to individuals managing multiple roles, making it a more holistic approach (Stoddard & Madsen, 2007).

Research supports the assertion that WFE acts as a vital mediator between various organizational variables (e.g., supervisor support and work flexibility) and positive outcomes such as job satisfaction and psychological well-being (Jaga & Bagraim, 2011). Antecedent factors contributing to WFE have been examined, revealing that positive job attributes and effective role balance significantly influence enrichment outcomes (Ebrahimiavval et al., 2022). Nevertheless, many studies focus on macro-level factors, neglecting the roles of individual agency, such as job crafting, in enabling enrichment conditions. Positive spillover theory postulates that benefits gained from one domain can flow positively into another; it does not adequately explain how proactive behaviors like job crafting facilitate such exchanges (Tummers & Dulk, 2013). Consequently, integrating individual agency into the enrichment framework is essential for a comprehensive understanding of WFE.

1.3. The Relationship Between Job Crafting and Work-Family Enrichment

The interplay between job crafting and work-family enrichment presents a fascinating area of inquiry that remains under-researched despite its potential significance (Lapierre et al., 2017). Evidence suggests that job crafting can foster job resources—such as autonomy and relatedness—which may bolster workers' psychological capital and their capacity to navigate family responsibilities (Puspitawati & Atmaja, 2020). For instance, Petrou et al. (2017) found that individuals who engage in job crafting tend to experience enhanced positive energy and personal control, which can translate to improved interactions within their families (Carlson et al., 2010). However, existing research predominantly utilizes correlational methodologies, often failing to provide a holistic overview of the literature (Mishra et al., 2017).

Furthermore, the inconsistent findings across various studies indicate that other variables, such as work engagement and psychological capital, might mediate the relationship between job crafting and WFE (Kelly et al., 2008). Additionally, cultural contexts significantly affect these dynamics, particularly in collectivist cultures where individual proactive behaviors do not consistently yield positive outcomes in family domains due to prevailing social expectations (Eynde & Mortelmans, 2020). This complexity emphasizes the need for a nuanced exploration that accounts for both theoretical nuances and contextual dynamics.

A bibliometric analysis appears crucial in mapping existing research trends, identifying connections, and highlighting gaps in literature regarding the nexus of job crafting and WFE (Baral & Bhargava, 2010). Through methodologies such as co-citation analysis, researchers can reveal how these constructs have been represented across disciplines, investigate trends in interdisciplinary dialogues, and point toward promising avenues for future research that can further enrich the scholarly discourse in work and organizational psychology.

2. Research Method

2.1. Research Approach

This study employs a quantitative bibliometric analysis to systematically map the intellectual and conceptual structure of the research landscape regarding the influence of job crafting on work-family enrichment. Specifically, bibliometric analysis is particularly effective for identifying publication trends, co-authorship patterns, and thematic clusters within a substantial body of literature, in alignment with methodologies described in existing literature on bibliometric tools (Oktaviani et al., 2024). By leveraging bibliometric techniques, this research offers a comprehensive data-driven visualization of the evolution of the research

domain, highlighting extensively explored areas while identifying those that remain underdeveloped (Ngcamphalala et al., 2021). Recent methodological recommendations emphasize focusing on both performance analysis – such as the number of publications and citations – and science mapping, which encompasses co-occurrence and co-citation patterns, as articulated by well-established researchers in the field (Mauroy et al., 2025). The exploratory, analytical, and retrospective nature of this approach is designed to trace knowledge development through bibliometric tools effectively (Agapiou, 2024).

The data utilized in this research comprises 300 scientific articles sourced from two leading academic databases: Scopus and Web of Science. These databases were identified for their extensive coverage of peer-reviewed literature across various disciplines, ensuring the inclusion of both seminal works and contemporary studies relevant to human resource management and organizational psychology (Harada et al., 2020). Scopus is recognized for its meticulously curated index and quality-controlled bibliographic data, making it particularly suitable for citation analyses. In contrast, Google Scholar, with its broader reach, may capture gray literature and non-indexed articles; however, it is less reliable for systematic reviews due to its varied quality control (Zhu, 2024). The scope of the dataset is restricted to articles published within the timeframe of 2020 to 2025. This specific five-year period was purposefully selected to encapsulate the latest trends and scholarly focus in response to global changes in work environments such as the increasing prevalence of remote work and evolving employee expectations which are crucial for understanding job crafting behaviors and their outcomes, including work-family enrichment (Oteng et al., 2024).

The data collection procedure commenced with the formulation of a comprehensive search query incorporating keywords such as "job crafting" and "work-family enrichment." These keywords were applied across titles, abstracts, and keywords of articles indexed in both Scopus and Web of Science. The utilization of Boolean operators and quotation marks ensured semantic precision and relevance during the search process (O'Connell et al., 2021). The initial search yielded 672 articles, which were then exported in RIS and CSV formats, facilitating compatibility with bibliometric software. Duplicate records were diligently removed using Microsoft Excel, and further screening based on article type was executed to exclude editorials, book reviews, and non-peer-reviewed content. This rigorous selection process ultimately retained only journal articles and conference proceedings that contributed empirical, conceptual, or theoretical insights (Sharma & Bhattarai, 2022).

To enhance methodological rigor and transparency, the Preferred Reporting Items for Systematic Reviews and Meta-Analyses (PRISMA) framework guided the data selection and screening process (Felisberto et al., 2024). This framework promotes a systematic, structured approach to identifying, screening, and including studies, thereby bolstering replicability and objectivity in the research. The PRISMA flow diagram was employed to illustrate the steps taken in identifying, screening, excluding, and ultimately including articles in the analysis. After meticulously removing duplicates and applying the inclusion criteria pertaining to relevance, language, publication period, and article type a final dataset of 300 articles was established, ensuring sufficient depth for a robust bibliometric analysis while maintaining interpretative clarity (Olagunju et al., 2023).

The analysis and visualization of the bibliographic data were executed using VOSviewer, a leading software designed for constructing and visualizing bibliometric networks (Stiti & Rajeb, 2022). VOSviewer facilitates the generation of visual maps based on various metrics, including co-authorship, keyword co-occurrence, citation, and bibliographic coupling, which are instrumental in revealing the structure of the research field. In this study, four distinct types of visual outputs were produced: network visualization, overlay visualization, density visualization, and co-author collaboration maps. These visualization methods elucidate dominant themes, temporal publication patterns, and the relationships between influential researchers and institutions within the field (Agbemenu et al., 2022). The co-occurrence of keywords was specifically analyzed to identify thematic concentrations within the literature, while co-authorship analysis uncovered collaboration patterns among authors and institutions. The overlay visualization offered a temporal view of how keywords and themes transitioned throughout the studied period, whereas density visualizations highlighted areas of intense scholarly activity (Mitchell et al., 2024). The threshold for minimum occurrences in VOSviewer was set at 5 to balance depth with readability, ensuring clarity in the final outputs, which were then interpreted through quantitative metrics, such as total link strength and frequency counts, supplemented by qualitative insights derived from cluster labeling and network interpretation (Gatcho, 2024).

Together, this methodological design establishes a rigorous, transparent, and replicable framework for mapping the dynamic and interdisciplinary knowledge structure connecting job crafting and work-family enrichment.

3. Results And Discussion

3.1. Custer Analysis

Column 1	Column 2	Column 3	Column 4	Column 5
age	activity	attitude	addition	access
antecedent	challenge	effectiveness	case study	concept
behavior	child	evidence	culture	economy
career	collaboration	job	depth interview	extent
conservation	difference	job crafting	importance	life
family	education	manager	industry	need
gender	engagement	methodology	innovation	qualitative study
home	hypothesis	recognition	opportunity	resilience
income	interview	response	rural area	
job satisfaction	learning	turn	stakeholders	
mechanism	light	valuable insight	value	
practical implications	participant			
practitioner	participation			
review	perception			
systematic literature review	significance			
woman	skills			
work engagement	teacher			
workplace				

Table 1 presents the results of keyword clustering analysis utilizing the co-occurrence approach through VOSviewer software. Each column in the table categorizes topic clusters derived from the co-occurrence of keywords in 300 scientific articles concerning the influence of job crafting on work-family enrichment published between 2020 and 2023. The emergence of keywords such as "job crafting," "work engagement," "job satisfaction," "family," "resilience," and "practical implication" reflects the center of ongoing scientific discourse in this area (Petrou & Xanthopoulou, 2020; , (Bakker et al., 2023; . Identifying five key clusters, each exhibiting thematic overlaps while maintaining unique focal points, underscores the complexity inherent in this literature.

The first cluster emphasizes psychosocial dimensions, encompassing terms like "attitude," "behavior," and "gender," indicating a heightened interest in personality variables and demographic characteristics that mediate the relationship between job crafting and work-family enrichment. This cluster aligns with Self-Determination Theory, which posits that individual autonomy and control over one's environment serve as crucial motivational components and are pertinent to understanding these dynamics (Petrou & Xanthopoulou, 2020; , Seppälä et al., 2020). The second cluster concentrates on terms such as "job," "job satisfaction," and "career," associated with work outcomes closely related to the crafting strategies employed by employees. This focus reinforces the foundations of the Job Demands-Resources (JD-R) Theory, which suggests that job crafting can be a strategic means for employees to achieve a balance between job demands and resources, enhancing work outcomes such as satisfaction and engagement (Bakker et al., 2023; , Jiang et al., 2022; , Crawford & Detar, 2023).

The third cluster adopts a methodological perspective, incorporating terms like "qualitative study," "depth interview," "review," and "systematic literature review." This reveals a recognition of the importance of qualitative methodologies in exploring the nuanced dimensions of job crafting experiences among individuals (Lazazzara et al., 2020). The fourth cluster prioritizes terms such as "home," "family," "resilience," and "recognition," highlighting a significant emphasis on family dynamics and the processes through which resources enhance non-work life quality, affirming the integral position of Work-Family Enrichment (WFE) within the broader conceptual landscape (Masood et al., 2021; , Demerouti & Bakker, 2022). Finally, the fifth cluster presents terms like "teacher," "rural area," and "education," signaling a focus on specific research contexts, thus indicating a need for further exploration regarding the generalizability of findings across different demographic and geographic settings (Granziera et al., 2020).

The insights provided in Table 1 reveal the rich complexity and diversity within the literature examining the relationship between job crafting and work-family enrichment. The findings suggest a pattern of conceptual fragmentation in the field, ranging from individual characteristics to contextual applications. Notably, there is no apparent dominance of a single theme; instead, multiple centers of interest emerge, providing a foundation for deeper exploration. This underscores the presence of a significant research gap, particularly in fostering integration across clusters, thus demonstrating the value of bibliometric approaches to elucidate the scholarly landscape in a visually structured manner (Sharma et al., 2020).

4. Network Visualization

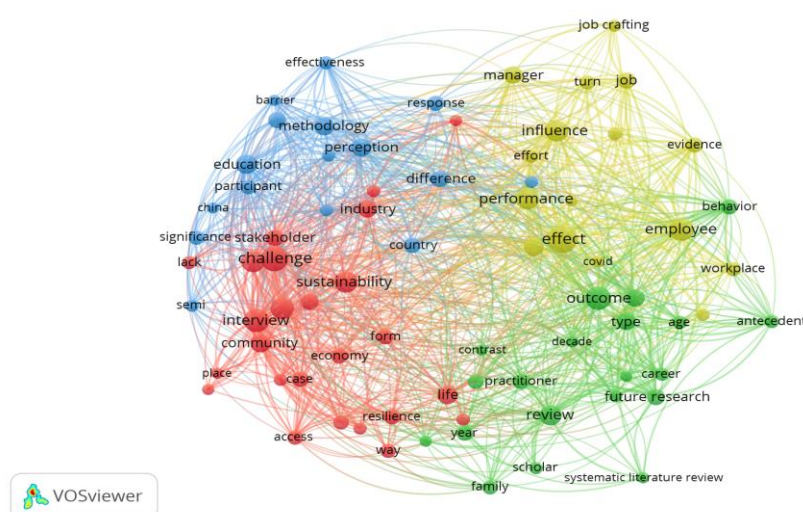


Figure 1. Network Visualization

Source: Data processed, 2025

Figure 1 provides a detailed network visualization derived from bibliometric mapping, based on a co-occurrence analysis of keywords extracted from 300 articles published between 2020 and 2023. The focus of these articles is the impact of job crafting on work-family enrichment (WFE). This visualization employs VOSviewer software, which enables researchers to illustrate relationships between concepts through the lens of frequency of keyword co-occurrence within the same documents. Each node in the visualization corresponds to a keyword, while the lines connecting the nodes represent the strength of their associations. The color differentiation among nodes signifies thematic clusters that are automatically generated via the modularity algorithm, indicating logical divisions within this intellectual landscape (Koekemoer & Olckers, 2025).

A significant finding highlighted in Figure 1 is the identification of five major thematic domains. Notably, the most prominent domain centers on the keyword “job crafting,” which clusters alongside related terms such as “work engagement,” “job satisfaction,” “autonomy,” and “proactive behavior.” This clustering indicates a prevalent trend where job crafting is frequently positioned as a mediating variable influencing various psychological and behavioral outcomes at work. This aligns with the Job Demands-Resources (JD-R) theory, suggesting that enhancing job resources through crafting can bolster employee motivation and work engagement, ultimately leading to improved well-being (Koekemoer & Olckers, 2025; Irfan et al., 2023). There is increasing recognition of how job crafting as a proactive behavior reinforces positive workplace outcomes, as observed by various scholars in the existing literature (Buonocore et al., 2020; Junker et al., 2023).

Furthermore, strong subclusters around keywords such as “family,” “home,” and “resilience” suggest a burgeoning discourse on the spillover effects from work to family life, aligning with Greenhaus and Powell's (2006) Work-Family Enrichment theory. The proximity of these keywords to “job crafting” in the visualization implies that the academic community is increasingly recognizing the significance of the relationship between job crafting practices and family life (Junker et al., 2023; , Wang et al., 2024). However, the existing clusters remain loose and divided, indicating that a robust theoretical and empirical integration between the

constructs of job crafting and work-family enrichment has yet to be fully realized (Khan et al., 2021; Hu et al., 2021).

Moreover, the visualization uncovers methodological imbalances, as evidenced by keywords like “qualitative study,” “systematic literature review,” and “interview,” which are situated in distinct clusters. This illustrates a deficiency in the integration of qualitative methodologies in investigating job crafting within the context of WFE, highlighting a research gap pertaining to narrative explorations of individual experiences in job crafting to support familial roles. The dominance of quantitative methodologies further exacerbates the lack of comprehensive understanding of the subjective dynamics at play within the job crafting and enrichment processes (Demerouti et al., 2020; , Mansour & Nogues, 2022).

The presence of keywords such as “gender,” “teacher,” and “rural area” suggests that context-specific research remains fragmented and has not yet become mainstream within studies on job crafting and WFE. This underlines the necessity for studies that address these contextual variables, as differences in social roles significantly influence the practice and impact of job crafting on family dynamics (Li et al., 2023). Furthermore, while keywords such as “job crafting,” “engagement,” and “autonomy” exhibit greater connectivity and centrality compared to “work-family enrichment” and “spillover,” this indicates that although WFE is acknowledged as an important outcome, it has not yet attained a central status in the broader discourse surrounding job crafting (Roczniowska et al., 2023; , Seppälä et al., 2020).

Figure 1 serves not only as a technical means of visualizing conceptual relationships but also highlights the crucial need for more cohesive integration between job crafting theories and practical applications that impact family enrichment. The findings resonate with the research challenges previously acknowledged, specifically the fragmented nature of focus in existing studies, emphasizing the contextual relevance and necessity for coherent bibliometric analyses to navigate and bridge these existing gaps in the literature (Park & Park, 2021). Such visual bibliometric approaches play a pivotal role in underscoring the urgency for articulating the interconnectedness of job crafting and family life enrichment in scholarly discussions (Mondo et al., 2023; , Liu & Fang, 2021).

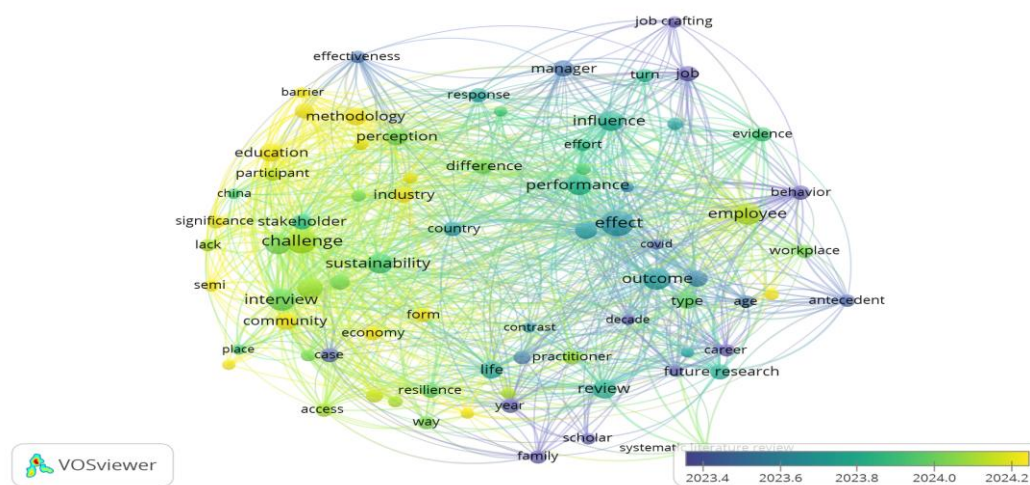


Figure 2. Overlay Visualization
Source: Data processed, 2025

The use of overlay visualization in bibliometric mapping represents a significant advancement in understanding the temporal dimensions of research themes. Overlay visualizations, particularly those created using VOSviewer, offer insights not only into the co-occurrence of keywords but also into the timeline of their emergence in the literature (Lucaci & Sarafescu, 2022), Rotolo et al., 2015). This method enriches the analysis by allowing an examination of scholarly contributions across different periods, effectively highlighting which keywords have matured versus those that are newly emerging. As such, the nodes, or keywords, are color-coded from purple representing older work to bright yellow indicating more recent scholarship. This clear visual gradient aids scholars in identifying established concepts as well as trending research areas (Sjögårde, 2022).

In the context of job crafting and work-related psychological constructs, keywords such as “job crafting,” “work engagement,” “job satisfaction,” and “autonomy” are predominantly colored in purplish blue, showcasing their establishment within the literature (Lucaci & Sarafescu, 2022). The early focus on these topics aligns with predominant theories such as the Job Demands-Resources (JD-R) model, which emphasizes psychological outcomes within work environments (Lv & Ma, 2019). The recognizable patterns in the visualization suggest a historical concentration on individual-level work outcomes, with limited exploration of cross-domain aspects, such as work-life balance or familial influences on job behavior (Sjögårde, 2022).

Conversely, more contemporary topics such as “resilience,” “recognition,” “remote work,” “home,” “family,” and “work-family enrichment” are found in lighter yellow hues, symbolizing their recent ascent within academic discourse (Vošner et al., 2017; , (Deng et al., 2022). These shifts in focus are largely attributable to the transformations in workplace environments prompted by global events, including the COVID-19 pandemic, which have catalyzed research into remote work and its implications on personal life (Bornmann & Haunschild, 2015). This evolution reflects a broader paradigm shift in research priorities from purely intra-organizational dynamics to a more holistic view encompassing interpersonal and contextual factors, effectively bridging gaps between professional responsibilities and family life (Imaizumi et al., 2016).

A salient research gap identified through this overlay visualization is the nascent connection between job crafting and work-family enrichment, an area that, despite growing interest, remains under-explored (Bornmann & Leydesdorff, 2011). The emergence of keywords like “practical implication,” “value,” and “rural area,” particularly in bright yellow, signifies that discussions around practical applications and socio-cultural relevance of job crafting practices are just beginning to manifest in the literature (Deng et al., 2022). This insight emphasizes the need for future research to better integrate these aspects, thereby enhancing the understanding of the multifaceted implications of job crafting practices.

Moreover, the visualization clearly illustrates a trend toward multidisciplinary engagement within job crafting studies, indicated by the emergence of terms like “teacher,” “education,” and “skill” in recent years (Megawati et al., 2023). This suggests that job crafting is gaining traction beyond traditional business contexts and is being explored within educational settings, raising the potential for broader human resource development applications (Imaizumi et al., 2016). Theoretical perspectives such as Role Enrichment Theory

and the positive spillover approach highlight how skills developed in one domain can enhance performance and satisfaction across others, further reinforcing the significance of this integrative research approach (Deng et al., 2022).

In summary, the overlay visualization serves as a powerful tool for mapping the temporal evolution of job crafting and its intersections with work-family dynamics, affirming that this area is ripe for further inquiry and theoretical expansion (Bornmann et al., 2011). As researchers critically examine the implications of these findings, there exists a notable opportunity to influence organizational strategies and HR practices in the ever-evolving landscape of work.

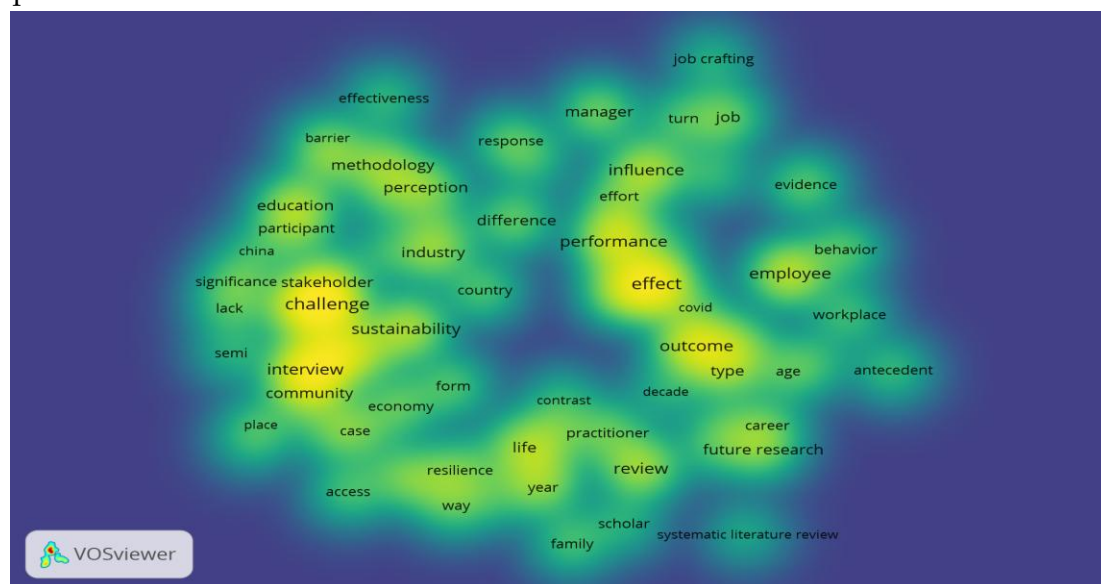


Figure 3. Network Visualization
Source: Data processed, 2025

The density visualization in Figure 3 effectively illustrates the results of bibliometric mapping utilizing the keyword co-occurrence approach. It represents the density of keyword occurrences and their interconnections throughout the literature network, providing insights into the structure of scientific knowledge within this domain. The color gradations in the visualization indicate the frequency of keyword occurrences, with bright yellow signifying areas of high frequency and intensity, while transitions towards green and blue reflect lower levels of intensity. This technique identifies the most productive research areas and highlights opportunities for exploration in less examined domains, revealing critical knowledge structures and suggesting directions for future inquiry (Sonnentag et al., 2008; (Culbertson et al., 2012; Rai & Chawla, 2021).

A noteworthy observation from Figure 3 is the concentration of bright yellow clusters around terms such as "job crafting," "work engagement," "job satisfaction," and "autonomy." This concentration indicates a sustained focus on intrapersonal and psychological outcomes related to work. Such predominance is consistent with the Job Demands-Resources (JD-R) theory, which posits job crafting as a significant self-management strategy that enhances work engagement and job satisfaction (Culbertson et al., 2012; Rai & Maheshwari, 2020; Lee et al., 2016). Furthermore, it suggests a trend towards optimizing individual work performance,

indicating a prevailing emphasis on individualistic outcomes rather than considering broader implications for life beyond the workplace (Beek et al., 2011).

Interestingly, Figure 3 also reveals that keywords related to personal life and well-being, namely "family," "home," "resilience," and "work-family enrichment," fall within medium-to-low density areas (green), indicating a significant research gap. Despite job crafting's theoretical potential to positively influence family life through resource transfers, scholarly focus on these cross-domain relationships has been notably sparse (Culbertson et al., 2012; Lee et al., 2016). The visualization underscores the need to further explore how job crafting interacts with family dynamics, as current research heavily leans towards individual-centric studies while largely neglecting the interdependencies of work and family roles.

Furthermore, the results from Figure 3 accentuate that the integration of job crafting with concepts like work-family enrichment remains underexplored, suggesting that various scholarly avenues are waiting to be pursued. The identification of low-density areas indicates a lack of comprehensive studies concerning themes like "practical implications," "teachers," and "gender," which are underrepresented in the existing academic dialogue (Salehi et al., 2023; Hakanen et al., 2019). Analyzing this density distribution illuminates widely researched topics while highlighting those inadequately addressed, thereby fostering a nuanced understanding of the literature on job crafting and its broader implications.

Methodologically, the implementation of density visualization complements previous network analyses, bringing an essential spatial dimension to mapping knowledge regarding job crafting and work-family dynamics. As it relates to the article's primary goal illustrating the relationship between job crafting and work-family enrichment Figure 3 elucidates that the intersection of these areas remains underrepresented in scholarly work. This underscores the article's contribution in advocating for a more balanced and holistic research agenda that encompasses both individual and family perspectives surrounding job crafting practices, especially in the context of emerging themes like remote work and resilience following the COVID-19 pandemic Kumar (2013) Shimazu & Schaufeli, 2009).

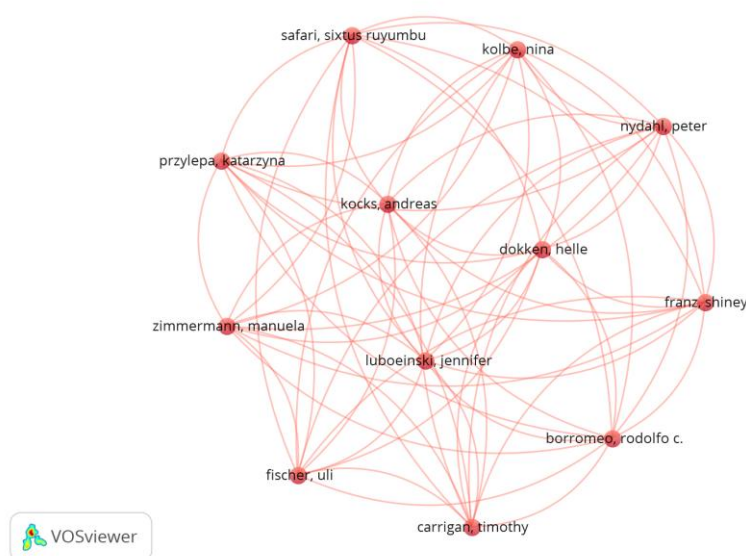


Figure 4. Co-author Collaboration Network
Source: Data processed, 2025

Figure 4 illustrates the co-author collaboration network, a visualization that showcases the collaboration between authors in various scientific articles examining the effect of job crafting on work-family enrichment. This analysis utilizes bibliometric techniques, employing VOSviewer software, where each node in the visualization signifies an author, and the connecting lines (edges) represent collaborative efforts among authors in shared publications. The size of each node is proportional to the frequency of the author's contributions, while the thickness of the connecting lines reflects the strength of these collaborations (Priyanka et al., 2024; Hu et al., 2021). Different colors are employed to cluster authors based on the intensity of their collaborative relationships, indicating closer ties among authors working in similar research areas.

Initial interpretations of this visualization underscore the fragmented nature of scientific collaboration on job crafting and work-family enrichment topics. It reveals numerous author groups forming small, largely isolated clusters. This fragmentation suggests that the existing literature has not yet culminated in a unified scientific community but rather exists across multiple sub-communities with varying focuses, methodological approaches, and research contexts (Koekemoer & Olckers, 2025; Biron et al., 2022). These findings validate the primary research problem this article addresses: the insufficient systematic integration between job crafting and work-family enrichment concepts in cross-disciplinary academic discussions.

The presence of several large nodes illustrates the existence of key authors who have significantly impacted the development of this research area. However, these hubs of collaboration remain concentrated within specific geographical or institutional confines. For instance, strong collaborative clusters are noted among authors from European institutions prioritizing psychological frameworks and the Job Demands-Resources (JD-R) model (Liu et al., 2022; Zhao et al., 2023). Conversely, separate clusters emerge from Asian scholars, particularly those from China and South Korea, who concentrate on collectivist work settings and gender-related issues. This geographical disparity suggests that the discourse around job crafting and its influence on work-family enrichment lacks substantial cross-national or cross-cultural collaboration despite the highly contextual nature of work-family balance as influenced by diverse cultural norms and employment systems (Wang et al., 2024; Jiang et al., 2022).

These findings indicate a critical research gap: the constrained nature of global collaborative networks inhibits the replication of findings across different cultural contexts, whereby results may only hold validity within specific environments. For example, job crafting practices in individualistic societies might differ in motivation and outcomes from those in collectivistic cultures, where job autonomy does not equate to empowerment. Thus, fostering strong cross-border collaborative networks is imperative to broaden perspectives and enhance the generalizability of outcomes (Chen & Du, 2022; Seppälä et al., 2020).

Moreover, the visualization emphasizes the underrepresentation of multidisciplinary research, despite the inherently cross-disciplinary nature of job crafting and work-family enrichment, spanning organizational psychology, human resource management, work sociology, and family studies (Li et al., 2022; Goel et al., 2022). The lack of interconnections across different disciplinary groupings signifies that the novelty of this article's contribution lies in proposing an integrated research framework that incorporates multiple disciplinary

approaches. This mapping will assist readers in comprehending that addressing complex issues related to family enrichment through work interventions requires enhanced collaboration among fields that have historically operated independently (Mondo et al., 2023; Zhang et al., 2023).

In the context of this article's objectives to map knowledge structures and identify scientific collaboration paths. Figure 4 serves as a fundamental reference to the social dynamics within this scientific domain. Not only does it depict "who writes about what," but it also reveals "who collaborates with whom" and "who does not." The insights gained from this visualization can form the basis for establishing a more integrative research network, motivating evidence-based organizational interventions that merge findings from diverse regions of the world (Lazauskaitė-Zabielskė et al., 2020; Brady et al., 2021).

Methodologically, this co-author collaboration network enriches the understanding of the scientific landscape by providing insights into both the content (i.e., topics and findings) and the social structure of knowledge production. Collaboration has been shown to elevate publication quality and visibility, broaden the generalizability of results, and hasten the diffusion of theories into practice (Wang et al., 2020). Therefore, Figure 4 cultivates essential empirical grounds for fostering a new, broader, and more representative collaborative ecosystem. This visualization transcends a mere depiction of relationships between authors; it mirrors the collective and social evolution of scientific inquiry. Within the realm of job crafting and work-family enrichment, ample opportunities remain for cultivating global and cross-disciplinary scholarly networks, which could lead to a more effective amalgamation of theory and practical applications. Ultimately, Figure 4 underscores the pressing need and strategic direction of this article in building a robust foundation for future academic collaborations.

4. Conclusion

This study makes a significant contribution in mapping and visualizing the scientific landscape related to the relationship between job crafting and work-family enrichment through a bibliometric mapping approach. Based on an analysis of 300 articles published between 2020 and 2025, it was found that the theme of job crafting still dominates the center of academic discourse, while the concept of work-family enrichment has only begun to receive wider attention in recent years. Visualization of keyword networks reveals that the literature in this field is still fragmented and polarized thematically and geographically, with a tendency for minimal integration across concepts and disciplines. Network visualization shows strong conceptual centers around job satisfaction, engagement, and autonomy, but their connection to the concept of family and domestic roles is still limited. Overlay and density visualization strengthen the evidence that research on cross-domain dimensions is still developing, and opportunities for exploration of new contexts and concepts such as remote work and resilience are wide open. Visualization of author collaboration shows weak cross-country and cross-disciplinary networks, which reinforces the importance of establishing a more collaborative research ecosystem. Therefore, this study indirectly recommends a recontextualization of the future research agenda that is more integrative and multidisciplinary. This finding is in line with the main objective of the study to fill the literature gap through a bibliometric approach that can comprehensively reveal intellectual structures and thematic trends. In the context of

theory, the results of this study strengthen the relevance of the integration of the JD-R model, Self-Determination Theory, and Role Enrichment Theory to explain the proactive potential of individuals in building harmony between work and family life. This article contributes as an initial map that clarifies the direction, potential, and limitations of existing research, and offers a foundation for theoretical and practical expansion in the study of job crafting and work-family enrichment in the future.

Based on the results and discussions that have been described, the main suggestion that can be put forward is the need to strengthen the theoretical and empirical integration between job crafting and work-family enrichment in future research. Researchers need to develop an interdisciplinary framework that combines organizational psychology, human resource management, and family studies to better understand how proactive interventions in work impact the quality of domestic life. Furthermore, exploration of socio-cultural contexts, such as gender roles, work sectors (e.g. education and informal sector), and geographic location (rural versus urban), needs to be expanded to understand the differentiation of the influence of job crafting on enrichment between groups. Replication of studies in various countries with different cultural backgrounds and work systems is also needed to test the generalizability of the findings. In terms of methodology, future studies are advised to use a mixed-method approach by combining quantitative techniques (surveys, SEM) and qualitative (in-depth interviews, narrative studies) to capture the subjective nuances and internalization processes of job crafting practices into the family domain. The use of bibliometric analysis needs to be further developed with a wider database and more complex tools such as CiteSpace or Bibliometrix R. Finally, collaboration across institutions and countries is needed to strengthen the global knowledge network on this topic. It is hoped that these suggestions can be a strategic foothold in developing a research map that is more inclusive, accurate, and relevant to the needs of the organization and the welfare of workers and their families.

This study has several limitations that need to be acknowledged in order to provide a proportional understanding of the findings obtained. First, the data coverage is limited to articles published in English and in the 2020–2025 time frame, so there may be important literature in other languages or before that year that is not included in the analysis. Second, although the use of the Scopus and Google Scholar databases has covered many relevant sources, the selection through Google Scholar can pose a risk of quality bias because not all articles are peer-reviewed. Third, the bibliometric approach used is quantitative and does not capture the depth of narrative, conceptual meaning, and subjective experiences that can be found through qualitative approaches. Fourth, the use of keywords is limited to the terms “job crafting” and “work-family enrichment,” which may ignore other relevant terms that are semantically similar but have different terminology. In addition, the limitations of the VOSviewer software also limit the type of advanced analysis such as temporal burst or thematic evolution longitudinally which is more precise. Another limitation is that the influence of institutions or countries has not been analyzed in detail, which could actually provide a deeper understanding of the geographical distribution of science. Therefore, the results and interpretations in this article need to be seen as an initial map that is indicative and opens up space for further, deeper, and more holistic exploration.

The implications of this study are theoretical, practical, and methodological. From a theoretical perspective, this study reinforces the importance of integrating Job Demands-Resources, Self-Determination, and Role Enrichment theories in explaining cross-domain dynamics between work and family. The finding that job crafting can be a bridge that enables positive transfer from work to family roles enriches the understanding of work-life balance through a proactive approach. Practical implications arise in the context of organizational policy development, where the results of this study can be used by HR managers to design interventions that facilitate flexible job crafting and empower employees to simultaneously improve the quality of work-family relationships. Organizations need to view crafting not only as a performance-enhancing tool, but also as a long-term well-being-enhancing strategy. In this regard, training programs, job redesign, and flexible work policies must be tailored to the diverse preferences of individuals. From a methodological perspective, the use of bibliometric mapping is an important contribution in mapping the structure of scientific knowledge visually and systematically, providing new insights into the interconnectedness of themes, collaboration networks, and temporal trends that have not been widely explored by traditional systematic approaches. Thus, this study paves the way for further exploration that focuses more on cross-disciplinary integration and cross-sectoral applications to improve more harmonious work and life.

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