

Boundaryless Career : A Bibliometric Analysis

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Abstract

Purpose : The research aimed to explore the research on boundaryless careers and found trends to set future research agendas. The study was a comprehensive bibliometric review of research on boundaryless careers. This study discovered significant and crucial aspects related to boundaryless career studies.

Methodology : The research comprised 360 studies on boundaryless careers retrieved from the Web of Science (WOS) database. A bibliometric study of the database was performed to identify specific trends in boundaryless careers. This bibliometric analysis study employed the R program (biblioshiny package) for impact analysis and the Vosviewer program to determine the co-occurrence of authors, countries, and sources, among other things. The research revealed a knowledge deficit in the field of boundaryless careers.

Findings : The study's findings suggested that the concept of a boundaryless career was first published in 1995. Countries like the USA, UK, and China are leading in total production. The study also exhibited the results of co-citation and co-occurrence analysis in the paper.

Practical Implications : The research added to the body of knowledge on boundaryless careers. The research findings would be valuable for future researchers and academicians pursuing careers in human resource management.

Originality : The bibliometric study on a boundaryless career is unique. It highlighted the significance of boundaryless career orientation with other significant variables for future studies.

Keywords : bibliometric, boundaryless career, career, literature review, biblioshiny, VOSviewer

JEL Classification Codes : J52, O15

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In today's time, organizational practices are changing due to globalization and the advancement of technology in the country. These corporate practices include a more flexible work environment and unpredictable career preferences and patterns. Considering these things, it is observed that today's careers are becoming "boundaryless," which is not related to traditional career practices in an organization. Much research has been done to understand the antecedents and consequences of a "boundaryless career." What impact does a "boundaryless career" have on one's personal career development? Why a "boundaryless career" exists and how it affects people's professional choices are crucial topics (Guan et al., 2019). Boundaryless careers are free from all types of boundaries and restrictions. Such practices in career management encourage a global career (Baruch & Reis, 2016).

The term "boundaryless career" was used for the first time in August 1993 during a meeting at the Academy of Management in Atlanta, Georgia. Jack Welch, then-CEO of General Electric (GE) popularized the term. The aim was to erase the boundaries so that employees had autonomy in their choice of work. Later, in 1994, a symposium titled "*The Boundaryless Career*" grabbed the global platform's attention. The articles collected were preserved as edited books (Arthur & Rousseau, 1996). Defillippi and Arthur's (1994) definition of boundaryless careers was "sequences of job opportunities that go beyond the boundaries of single employment settings." The proposed definition of a boundaryless career is consistent with past work on careers summarized by psychologist Super (1957) and sociologist Hughes (1958) in their books, respectively. The boundaryless career aimed to build upon career definition and highlight the organizational change in career patterns. In the contemporary situation, a boundaryless career encourages mobility, flexibility, networking, and shouldering one's career. It also reverberates successfully with temporary job roles, unstable economic structures, and projects with short spans. The corporate career is either dead or dying, but the boundaryless career is gaining popularity in the new century.

However, research in this area is in its initial stages. Considering the unstable and unpredictable career opportunities, it is required to evaluate the current situation broadly. Bibliometrics, as a relatively mature and important branch of intelligence science (Bravo et al., 2017; Frieder et al., 2018; Lochab & Nath, 2020), can review and evaluate the existing literature and analyze the essential characteristics associated with it. Also, it takes all the articles in the field of boundaryless careers, investigates the vital research topics, and forecasts possible associated factors, which have gained popularity in different journals, i.e., *Human Resource Management* (Collings & Mellahi, 2009; Lochab et al., 2021), *Journal of Organizational Behaviour* (Arthur et al., 2005), *Journal of Organizational Behaviour* (Defillippi & Arthur, 1994), *Journal of Organizational Behaviour* (Eby et al., 2003), *Journal of Vocational Behaviour* (Briscoe et al., 2006), etc. Although empirical studies from psychology, management, economics, sociology, and other disciplines are examined in this important question, these studies have not been systematically compared and synthesized, hindering knowledge advancement in the area of boundaryless careers. Research on boundaryless careers highlights their potential positive and negative effects on business organizations. But no bibliometric analysis covers studies published in Web of Science (WOS) and highlights the possible research area in a boundaryless career (Bravo et al., 2017). Considering the organizational structure and changing career patterns, the current paper includes all research articles from various academic sources and websites related to the existing career patterns and unstable economic environment.

The concept of a boundaryless career has not been evaluated and explored conceptually. The idea of a career needs to be adequately understood. This study highlights the significance of boundaryless literature published across the world and provides a synthesis of it. None of the previous studies have explored SLR or bibliometric analysis of the boundaryless career concept. This study tries to understand the literature on boundaryless careers through bibliometric analysis. This study aims to evaluate and understand the top countries, authors, and journals and their impact on boundaryless career research.

Therefore, various software, such as CiteSpace (Chen et al., 2006) and Vosviewer (Stopar & Bartol, 2019), are prominent tools used for visualization. This software helps in visualizing different types of relationships in the

existing literature. This relationship includes a keywords network, a country cooperation network, an authors' and co-authors' network, a citation and co-citation network, a research timeline in the research area, burst detection, and a co-occurrence network; these are all part of science mapping analysis. To summarize, this paper highlights the journal publications related to boundaryless careers as a bibliometric analysis.

The following research questions guide the present study:

- **RQ1.** To determine the impact of sources, authors, countries, and institutions using bibliographic information such as total production, citation count, and impact on “boundaryless career.”
- **RQ2.** To discover the most powerful keywords and their evolution from 1990 – 2022 on “boundaryless career.”
- **RQ3.** To understand the relationship between authors, countries, and institutions using co-occurrence and co-citation analysis to discuss possible agendas that future researchers may address in their boundaryless careers.

The study's findings can potentially show the way for future research on boundaryless careers. It has significantly contributed to the literature on boundaryless career concepts. It has indicated that a potential gap exists in current studies. This bibliometric study will help us understand the literature on boundaryless careers in detail. Therefore, it tries to explain all essential aspects of bibliometric analysis in a boundaryless career.

Literature Review

Career orientations are relatively stable career preferences that emerge relatively early in life as a result of the interaction of individual factors, such as personal dispositions and work and career-related intentions, and contextual factors, such as social background and labor market circumstances (Arora & Pratibha, 2022; Jiang et al., 2019; Kishor Gedam et al., 2022; Ludhani et al., 2023; Thriveni Kumari, 2022). The significance of such parameters is shown in the literature. A link between personality, vocational interests, and career orientations has been documented in a few research. Studies have indicated that individuals get information, representations, and attitudes regarding work from their social and family backgrounds, which impact their professional trajectories and preferences (Chakraborty et al., 2019; Chen et al., 2020; Kurup et al., 2020; Rashmi et al., 2021). Various research has indicated that family and social environments greatly influence the reproduction of intergenerational social, educational, economic, and lifestyle standards. Overall, this evidence implies that it is critical to investigate the role of individual, familial, and social factors in understanding the creation of boundaryless career orientations as well as to focus on persons migrating into the labor market (Khatri & Raina, 2017; Rodrigues et al., 2019; Yadav et al., 2019).

As a representation, boundaryless jobs refer to professional paths less dependent on the arrangements of one or a few organizations (Defillippi & Arthur, 1994). Individuals can cross organizational, vocational, or geographical borders to attain their career goals in a boundaryless career world (Defillippi & Arthur, 1994; Kumar et al., 2022; Kumar et al., 2023). A boundaryless career ecosystem, according to this concept, is an employment system composed of loose but interdependent linkages among individuals and entities, characterized by multi-foci psychological contracts and active interactions between career actors and a broader labor environment (Erdogan et al., 2018; Taber & Blankemeyer, 2015). Individuals in such a professional ecosystem interact socially with existing employers and actively transcend organizational boundaries to investigate new opportunities. They learn new skills and use inter-organizational mobility as a tactic to advance their careers. While adaptive individuals can better capture significant external opportunities, they may feel deprived of sought-after and merited career options (Baruch & Rousseau, 2019; Kindsiko & Baruch, 2019). This sense of relative deprivation may inspire adaptable employees to leave their current employers for new chances (Wang et al., 2022).

Methodology

Data Collection and Scope of the Research

The study uses the WOS data. The WOS is a leading, high-quality, and popular database used by millions of researchers (Birkle et al., 2020). The keyword 'boundaryless career' was searched in the TOPIC tab of the WOS database; the search was limited to only the business and economics area listed in the WOS refine key. The WOS database further consists of indexes such as “Social Sciences Citation Index (SSCI),” “Book Citation Index” – “Social Sciences & Humanities (BKCI-SSH),” “Conference Proceedings Citation Index” – Social Science & Humanities (CPCI-SSH), “Conference Proceedings Citation Index – Science (CPCI-S),” “Science Citation Index Expanded (SCI-EXPANDED),” and “Arts & Humanities Citation Index (A&HCI).”

It is a quantitative analysis method that employs mathematical and statistical methods to assess the interdependence and influence of publications within a specific field of study. It follows an exploratory research design. The data was collected from all of the indices mentioned above. In the current study, 360 articles were shortlisted, and the bibliographic information was exported and analyzed using RStudio's Biblioshiny and Vosviewer applications. The date of downloading the bibliometric file from the WOS database is April 18, 2022, with the earliest and the latest papers from 1994 – 2021 (in press) (a total of 27 years' data), respectively. The data file was exported in text format, covering bibliographic information such as title, authors, abstract, keywords, affiliation, bibliography, and citations. The Analysis and Results section discusses the key features based on influential publications and productivity, popularly known as foundational features (Li & Xu, 2022). These features are based on bibliometric characteristics such as total publications, citations of publications, average citation (AC) per paper, and AC per year. These characteristics are measured for articles, authors, countries, and institutions. The visual representations of the various critical bibliometric indicators, such as co-occurrence analysis of authors, sources, countries, and journals, are also discussed.

Analysis and Results

Foundational Characteristics of Literature Related to Boundaryless Career

This section presents the analysis based on the foundational bibliographic attributes of the articles on boundaryless careers. These attributes include article types (such as journal articles of research conference proceedings); research direction, i.e., critical sub-areas of research; total annual publications; and the productivity of countries, institutions, and journals. The ranking is based on total articles, total citations, and average citations per article. Figure 1 indicates the process of selecting the number of documents for the final analysis.

Types, Research Direction, and Annual Publications

Figure 2 presents the breakup of the types of publications on boundaryless career in the WOS database. The most frequent category of article type is “article” (published articles), with 285 counts. Proceeding papers ($n = 7$) are the most common article type, followed by articles with early access (in press articles, $n = 14$), articles as book chapters ($n = 25$), reviews ($n = 28$), and editorial material ($n = 3$).

Figure 3 shows the trends in the number of publications on the topic of boundaryless careers in the business and economics area of the WOS database. The first appearance of the word boundaryless career in the collection of articles in the present sample is from 1994, which gradually increases year by year. We can observe 11 distinct peaks in the trend line plotted for the number of articles published annually. These peaks are for the following

Figure 1. Steps for Selecting Articles for Bibliometric Analysis

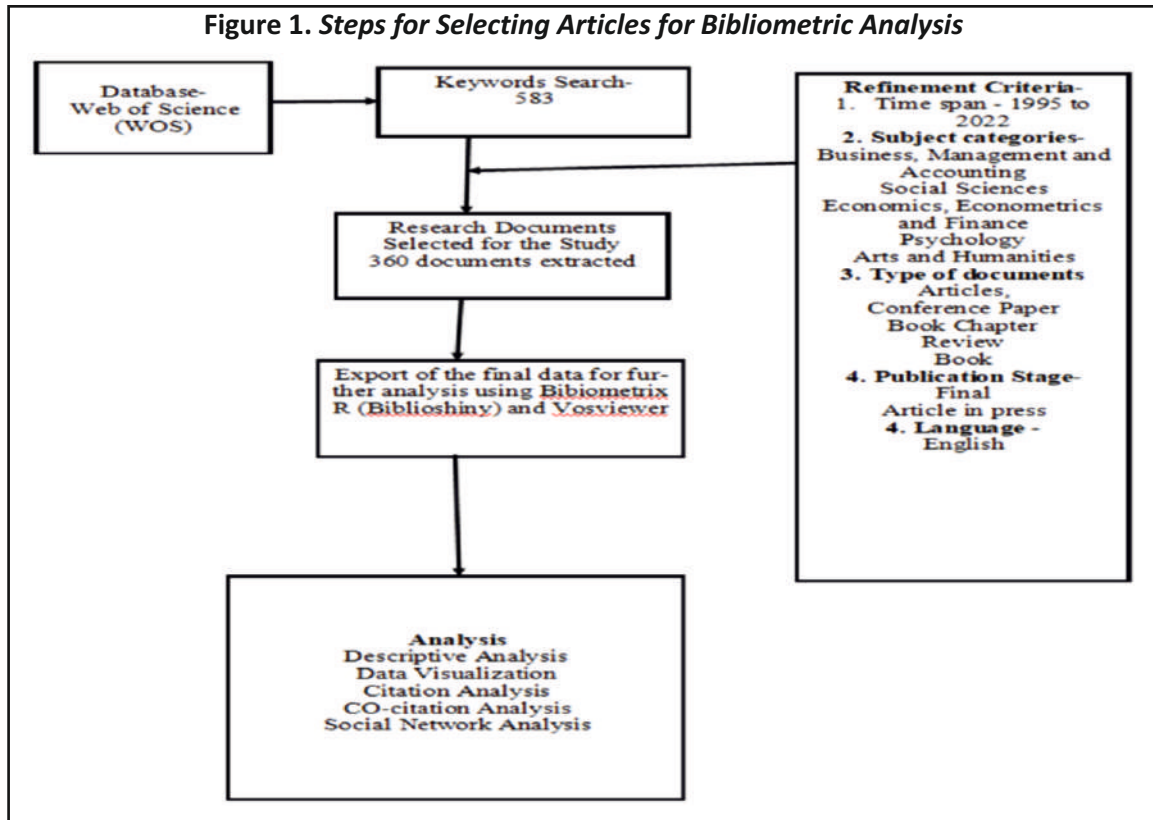
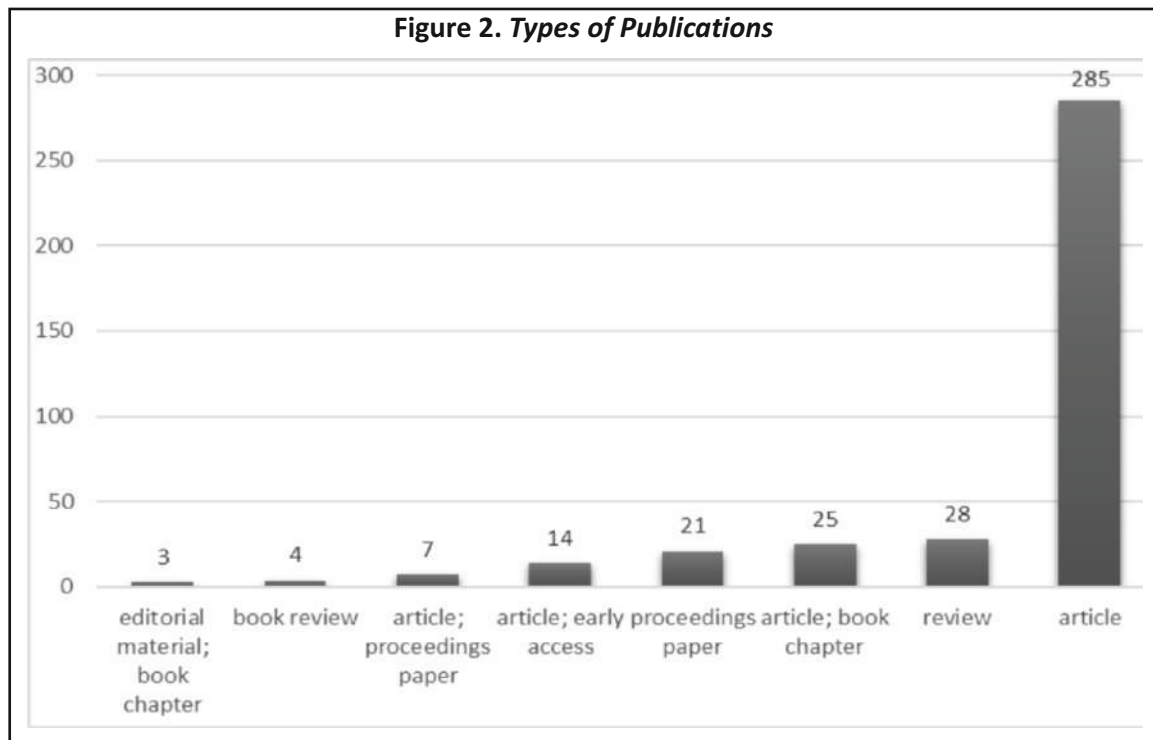
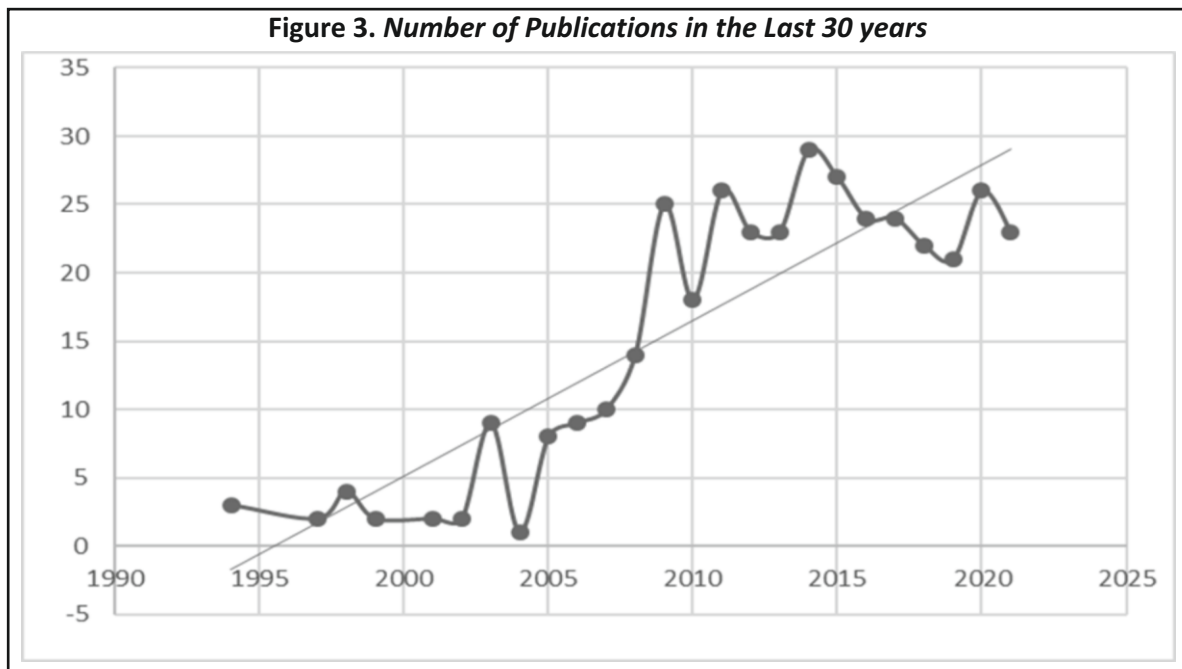


Figure 2. Types of Publications





years: 1994 ($n=3$), 1997 ($n=2$), 2001 ($n=2$), 2003 ($n=9$), 2005 ($n=8$), 2008 ($n=9$), 2009 ($n=24$), 2015 ($n=22$), 2019 ($n=34$), and 2021 ($n=27$). The number of papers published each year declined after 2009 and reached 19 articles in 2013; however, in 2021, some more articles may have been added. One possible reason for this decline in the number of papers published after 2009 may be the emergence of other competing research interests for the researchers and the interdisciplinary application of the concept of boundaryless careers in the different areas excluded from our study.

Table 1 shows the top 15 most popular research directions (WOS categories in the WOS database). Among the top five sub-areas, business economics ($n = 281$) has the highest count of articles, followed by psychology ($n = 197$), social sciences other topics ($n = 27$), educational research ($n = 23$), and computer science and engineering ($n = <6$). Management and business areas are broadly interdisciplinary and almost similar in research content. Sociology, women's studies, communication, and environmental sciences are narrower in scope than the top two sub-areas.

Table 1. Recent Direction in WOS Categories

Business Economics	273
Psychology	197
Social Sciences Other Topics	27
Education Educational Research	23
Computer Science	6
Engineering	5
Public Environmental Occupational Health	5
Women's Studies	5
Communication	4
Environmental Sciences Ecology	3
Sociology	3

Countries/Region Productions

The most productive countries are shown in Table 2 and Figure 4. Table 2 shows the top 20 most productive countries regarding the total number of articles published. Total citations (TC) and AC per article for each country are also shown in the table. The top five most productive countries are the USA (TA = 168), the UK (TA = 128), China (TA = 59), the Netherlands (TA = 51), and Belgium (TA = 43). It is observable that the top five countries have a minimum of 43 articles on the topic of boundaryless careers.

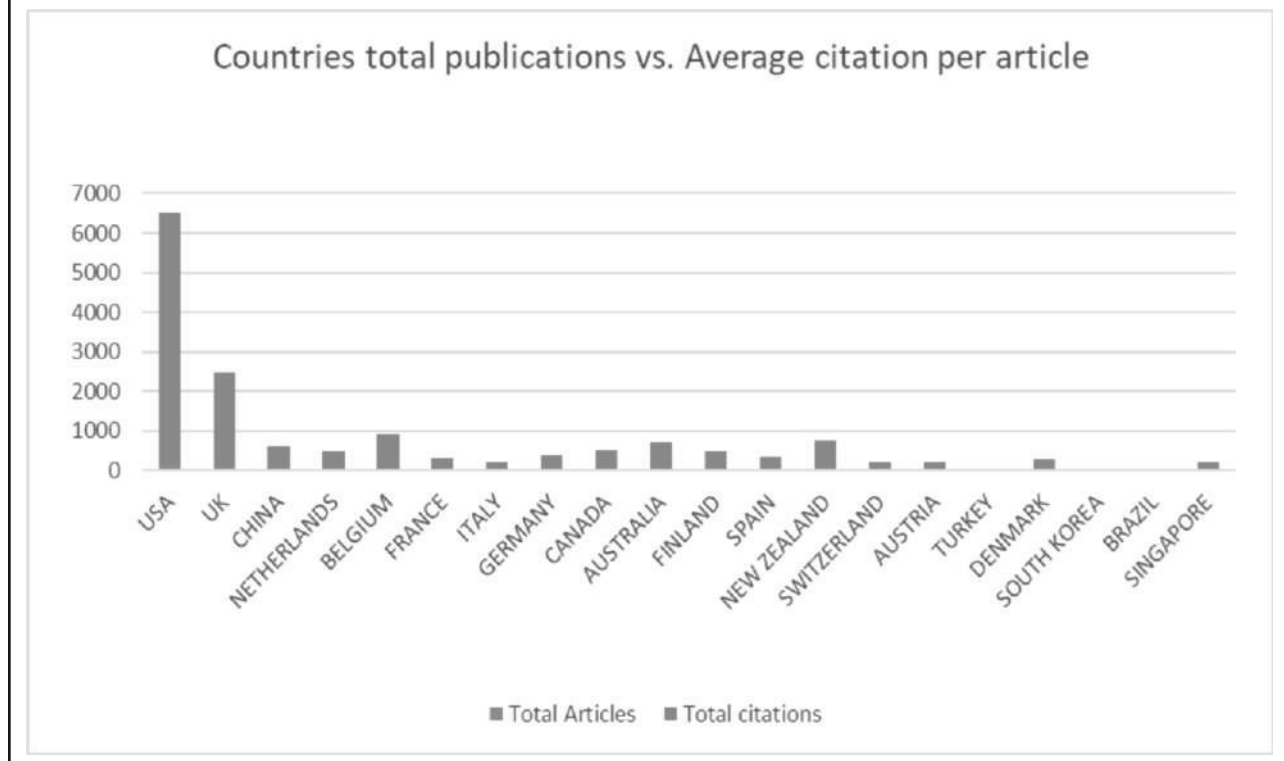
The main five countries in terms of total citations are the USA (TC = 6,340), the UK (TC = 2,358), Belgium (TC = 902), Australia (TC = 702), and China (TC = 576). We can see that, excluding the USA and UK, the rest of the countries have less than 1,000 citations. Regarding the ratio of AC per article, the USA (AC = 38) has performed exceptionally well and has the maximum number of articles. The top four countries with the highest AC per article are Denmark, Singapore, Australia, and Belgium, with AC per article of 29, 29, 25, and 21, respectively. We can see that a few countries have fewer articles, but their citations and AC per article are encouraging.

The USA has emerged as the most productive country regarding the number of articles by publishing 168 articles on boundaryless careers. The United States is the only country with more than 100 publications in the sample. These 168 articles from the USA have received “6,340 citations,” with an average of “38 citations per article.” The second most productive country in the sample is the UK, with 128 papers and 2,358 citations, and the AC per article is much less, i.e., 18. China is the third-most productive country in terms of the number of articles published there. Though the total number of articles published by researchers from Denmark is much less ($n = 10$),

Table 2. Most Productive Countries

Country	Total Articles	Total Citations	AC Per Article
USA	168	6,340	38
UK	128	2,358	18
China	59	576	10
Netherlands	51	422	8
Belgium	43	902	21
France	42	262	6
Italy	35	186	5
Germany	34	345	10
Canada	31	482	16
Australia	28	709	25
Finland	22	465	21
Spain	19	339	18
New Zealand	17	739	43
Switzerland	15	197	13
Austria	13	202	16
Turkey	11	52	5
Denmark	10	286	29
South Korea	8	45	6
Brazil	7	21	3
Singapore	7	203	29

Figure 4. Countries' Total Publications vs. Average Citation Per Article



the TC is quite high (286), making its AC per article of 121 the highest in the table. The UK and Canada have almost equivalent AC per article.

Productive Institutions

Institutions play a significant role in the quality and productivity of researchers' research. Table 3 shows the 10 most prolific institutions. Two institutions, Katholieke University Leuven and King's College London, with a maximum production of 14 and 12 articles each, are at the number one and two positions in productivity, respectively. It is evident from the results in the table that Vrije University Amsterdam also held the second position with 12 publications. The following three countries are Boston University, the University of Southampton, and the University Vaasaare, in the third position with nine papers each. As shown in the table, all 10 institutions belonged to developed countries, mostly. We can say that most of the high-impact literature on boundaryless careers comes from developed nations' institutions. This may also be due to the investment by developed countries in social science and humanities research areas. Boston University, No Illinois University, and Katholieke University Leuven have more than 1,000 citations, except Katholieke University Leuven. Utrecht has 1,000 or more citations on entire documents on boundaryless careers.

Source Impact : Productivity and Citations

Source impact is measured using the total number of documents published by sources and the full citations for all articles published in those journals. Table 4 displays the best journals based on the total production of papers.

The Journal of Vocational Behavior has published the most research articles ($n = 43$) on boundaryless careers.

Table 3. Top 10 Most Productive Institutions (VOSViewer)

Institutions	Documents	Citations	AC	Total Link Strength
Katholieke University Leuven	14	570	40.714	128
Kings College London	12	344	28.666	90
Vrije University Amsterdam	12	233	19.416	70
Boston University	9	1,440	160	159
University of Southampton	9	93	10.333	44
University Vaasa	9	466	51.777	77
Cranfield University	8	228	28.5	62
Renmin University of China	8	124	15.5	16
Essec Business School	7	442	63.142	71
Illinois University	7	1,227	175.285	121
University Antwerp	7	172	24.571	72
University of Ghent	7	86	12.285	49
University Lancaster	7	56	8	31

Table 4. Top Most Productive Journals (VOSviewer)

Journal	Documents	Citations	Citations Per Article
<i>Career Development International</i>	37	767	21
<i>Employee Relations</i>	5	63	13
<i>European Management Journal</i>	6	39	7
<i>Frontiers in Psychology</i>	8	43	5
<i>Human Relations</i>	16	566	35
<i>Human Resource Management</i>	9	427	47
<i>International Journal of Human Resource Management</i>	40	1,217	30
<i>Journal of Career Assessment</i>	9	148	16
<i>Journal of Career Development</i>	14	325	23
<i>Journal of Managerial Psychology</i>	5	187	37
<i>Journal of Organizational Behavior</i>	14	2,516	180
<i>Journal of Vocational Behavior</i>	43	3,464	81
<i>Personnel Review</i>	10	319	32

Other journals that have published 10 or more articles on the topic of boundaryless careers are: *International Journal of Human Resource Management* ($n = 40$), *Career Development International* ($n = 37$), *Human Relations* ($n = 16$), *Journal of Career Development* ($n = 14$), *Journal of Organizational Behavior* ($n = 14$), and *Personnel Review* ($n = 10$). The other journals that have published less than 10 articles are: the *Journal of Career Assessment* ($n = 9$), *Human Resource Management* ($n = 9$), *Frontiers in Psychology* ($n = 8$), *European Management Journal* ($n = 6$), *Journal of Managerial Psychology* ($n = 5$), and *Employee Relations* ($n = 5$). It is worth noting that the maximum number of documents also has more citations, but the citations per article are lower than in other journals. The *Journal of Organizational Behavior* has a maximum number of citations per article, as does the *Journal of Vocational Behaviour* (CPA = 81) and *Human Resource Management* (CPA = 47).

Figure 5. Trend Line for Growth of Publications in the Top Five Journals RStudio and MS Excel)

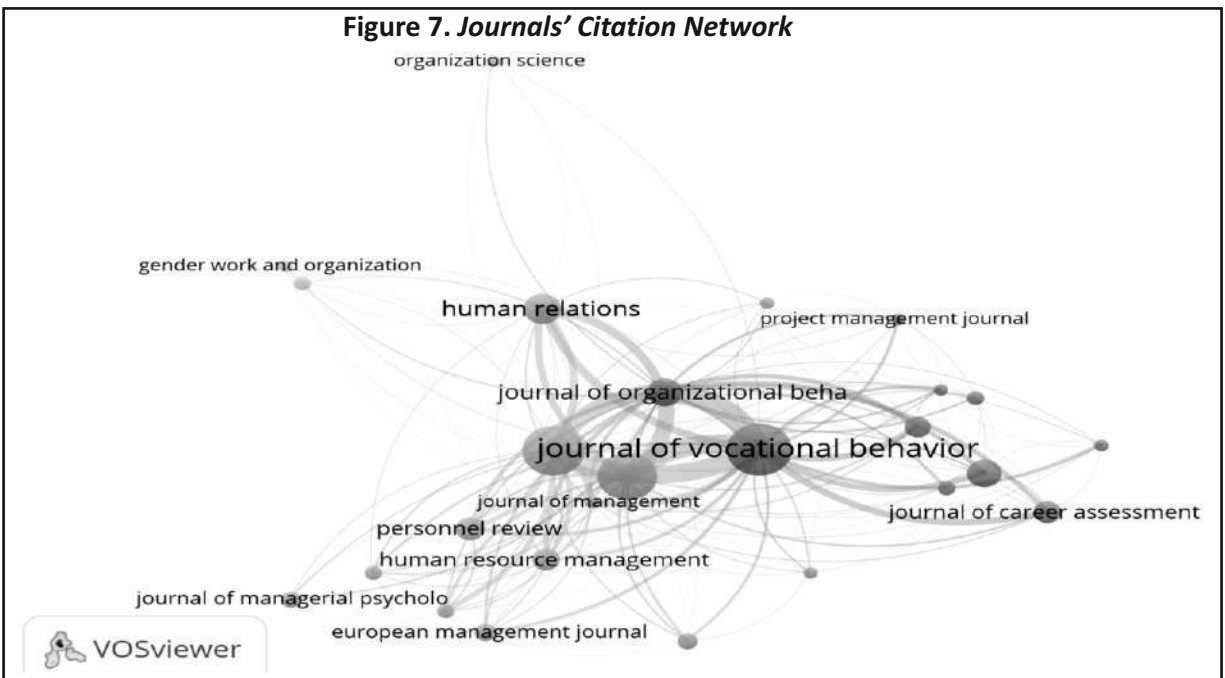
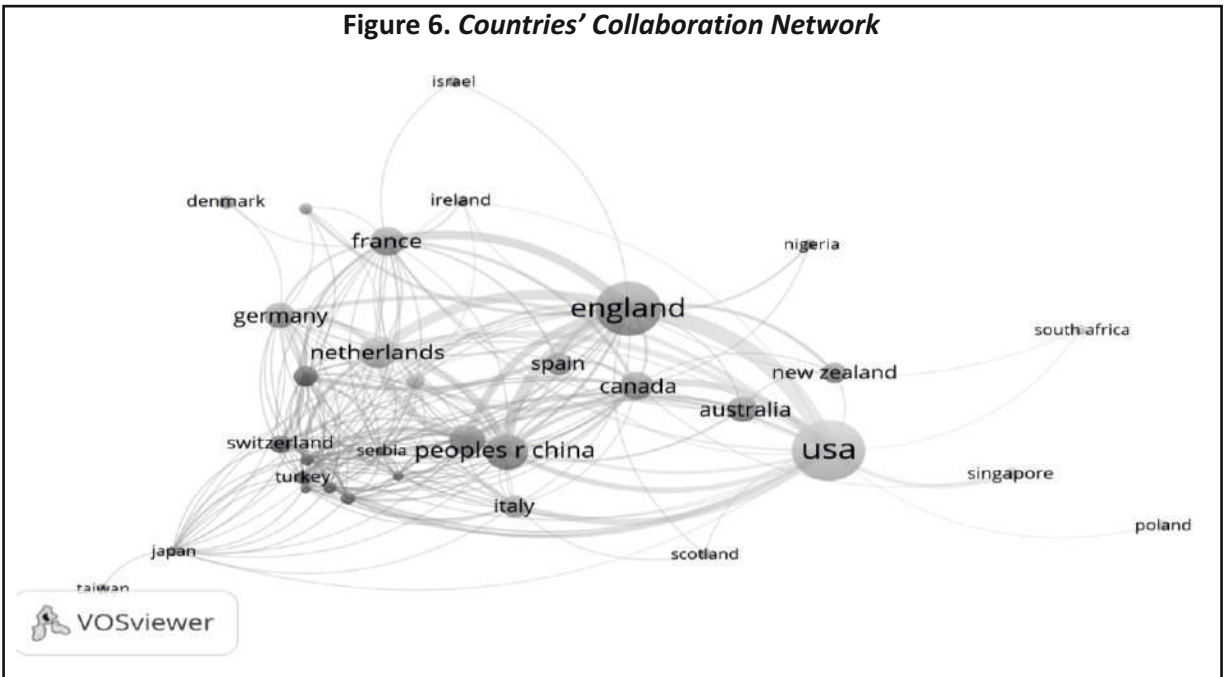


Figure 5 presents the relative growth of articles published in the top five journals over time. We can observe from the data that most of the journals mentioned above belong to human resource management and organizational behavior domains. The highest five journals are *Journal of Vocational Behavior*, *Human Relations*, *International Journal of Human Resource Management*, *Career Development International*, and *Journal of Organizational Behavior*. The growth of the *Journal of Organizational Behavior* is slightly better than that of other journals on this list. It is evident from the given graph that since 2005, it has started progressing and is still growing in the same domain.

Cooperation Networks and Citation Structure Analysis

This section of the research paper describes the significance of cooperation relationships in the existing literature. This part of the paper also assesses the cooperative situations of countries/regions and institutions. It has also reflects the journal's citation structure and authors' network. The articles selected for the study are associated with 25 countries/regions. Figure 6 in this article exhibits the flanking cooperation network among countries. The criteria were that each document should have three citations and a minimum of three papers. The various nodes indicate different countries/regions, and the magnitudes of the nodes indicate the number of citations of respective research articles. The 25 countries are divided into seven groupings. Cluster 1 has (7) countries, Cluster 2 has (5), Cluster 3 has (4), Cluster 4 has (3), Cluster 5 has (3), Cluster 6 has (2), and Cluster 7 has (1). Moreover, the network between two countries/regions signifies the level of cooperation; the thicker the network, the closer the association. The study reflects that England, the USA, and China are the best-cooperating countries.

Moreover, we have done a citation network analysis of journals. Figure 7 depicts the journal citation network where minimal requirements were established, which is three for each journal. The result of the study demonstrates that there are 276 journals in the network. The node of the network and its size indicate the respective



journals and their citations. The connection signifies that two journals are cited in the same research article simultaneously. The analysis results reflect that *The Journal of Vocational Behaviour* has the highest citation (3,464) and is the further most dominant journal in the top 10 most excellent and prolific journals (see Table 5). Furthermore, from the second to fifth order are *Journal of Organizational Behavior* (2,516), *International Journal of Human Resource Management* (1,217), *Human Relations* (566), *Journal of Career Development* (325), and *Personnel Review* (319).

Regarding the citation networks of authors, 11 clusters were formed, comprising 89 items. Therefore, we identified 81 closest cited authors out of a total of 1,023 authors in the area of boundaryless career and 150 co-cited authors out of a total of 14,903 authors in the area of boundaryless career. According to Vosviewer results, the 150 cited authors are categorized into six clusters with diverse colors. Cluster 1 contains 41 items, Cluster 2 has 37 items, Cluster 3 contains 27 items, Cluster 4 contains 17 items, Cluster 5 has 23 items, and Cluster 6 has 22 items. Each node in the network indicates an author. The node's size in the network shows the number of citations by that author. The study's results show that “the greater the node, the more times the author is cited in the papers.” The results in this article indicate that the 100 co-cited authors are categorized into four clusters. The network between the two authors reflects that they were cited in the same paper simultaneously. It is contemplated that “the thicker the line, the more often the two authors appear together.” Subsequently, other indicators, such as total link strength, are also recorded in the above tables in this study.

Deep Analysis of Boundaryless Career

The collaboration network highlights countries' relationships with respect to the research in the area of boundaryless career. It is evident from Table 5 that the USA has close cooperation with the UK (8), Canada (5), Italy (4), Singapore (3), China (3), and the UK with China and France (4). And further, the UK has close cooperation with Australia (7), France (5), Australia (3), and Portugal (3). It is also clear from Table 5 that the USA and UK are more dominant in terms of collaboration strength.

Figure 9 reflects that the co-citation network of journals reflects how many times a journal has been cited interchangeably in one another. A thicker interaction point indicates that these journals are co-cited repeatedly. It is important to note that co-citation happens once the research theme is repeated in these journals. Figure 9 shows that the majority of the journals are published on similar topics. In this case, the minimum number of citations is 20; 110 sources out of 6,601 match the requirement. It is divided into six clusters, which include 110 items. Cluster 1 has 42 items, Cluster 2 has 28 items, Cluster 3 has 21 items, Cluster 4 has 8 items, Cluster 5 has 6 items, and Cluster 6 has 5 items.

Table 5. *Top Collaborations in the World Map*

Top Collaboration Strength (R Studio) Social Structure Collaboration World Map		
USA	UK	8
USA	Canada	5
UK	China	4
UK	France	4
USA	Italy	4
UK	Australia	3
UK	Portugal	3
USA	China	3
USA	Singapore	3
Canada	Singapore	2

Keywords

Word cloud analysis was done using author *keywords*. An assessment of the occurrence of the keywords used in the previous research shows that the term boundaryless career appeared 171 times, followed by “careers,”

Figure 9. Co-Citation Network of Journals (VOS)

Figure 10. Word Dynamics

“protean career,” “career development,” “career success,” “employability,” “career satisfaction,” “gender,” “career mobility,” and “organizational commitment.” The word cloud (Figure 10) is a visual representation of various words, and its frequency is reflected in previous research articles. The highest frequency of a word in the study results is reflected by the size of the word in the cloud. It highlights the significance of specific words in the literature, as indicated by the word clouds. Other variables such as career management, career attitude, human resource management, leadership, career boundaries, career capital, career competencies, career orientation, human capital, perceived employability, proactive personality, and talent management are dominant. According to the study's findings, a significant increase in frequencies is observed beginning in 2014. Researchers can get some insights from the word cloud, indicating the different antecedents and consequences of boundaryless and protean careers. Most of it deals with the impact of boundaryless careers on career development, employment, etc.

The bigrams of the word cloud indicate a few significant variables: mobility preference, career satisfaction, career paths, contemporary careers, career research, etc. The trigrams prominently include words such as boundaryless career attitude, protean career attitude, learning goal orientation, career success research, boundaryless career environment, and individual career development prominently.

Discussion

The current study highlights the complete analysis and overview of various research publications in the domain of boundaryless career up to 2022. It gives a holistic perspective in the area of boundaryless career. The first paper in the area of boundaryless career was published in 1994. Every year, on an average, 11 papers are published. These research articles were precious due to the limited number of research articles published during the emergence of the digital revolution. Most research articles emerge from a theoretical perspective and its applications, referencing the current paper. Meanwhile, it also encourages us to assess the effect of a boundaryless career on organizational commitment. The outcomes of the present research article are highlighted as follows.

It is established that the quantity of publications has three major peaks, spread in 1994, 1999, 2003, 2006, 2010, 2012, 2014, and 2021, respectively. The occurrences elucidate that researchers have a new expression for the emerging aspects of a boundaryless career. While using the study results and evaluating the challenges and opportunities associated with boundaryless careers, once again, evaluation and improvement are estimated in the area of boundaryless careers. A boundaryless career is related to many fields and has been augmented by many research areas, such as business economics, psychology, and social sciences.

These research areas and keywords predominantly focus on boundaryless careers, behavior, protean performances, job satisfaction, leadership, attitude, trust, etc. These researchers come from all over the world. The USA leads, followed by the UK, Canada, Australia, China, and the Netherlands. For the citations, the USA has the most significant number (6,340), followed by the UK (2,359), Belgium (902), New Zealand (739), China (576), the Netherlands (422), etc. Next, from the top 10 influential institutions, such as Katholieke University Leuven, King's College London, Vrije University Amsterdam, Boston University, the University of Southampton, the University of Vaasa, Cranfield University, Renmin University China, Essec Business School, no Illinois University, the University of Antwerp, etc., the critical research directions, such as boundaryless careers and career development, are evident. It reflects that the research papers published by various educational institutions and prominent journals indicate that the present research focuses on boundaryless careers.

It is also clear from this work that the amount of research articles published in this field impacts the study results. Another important aspect is how well each article cooperates with the study's central theme. It includes various practices used in the context of a boundaryless career and how they improve the understanding of the study area. In general, the study's results play a crucial role in developing interest and motivation among researchers and academicians to explore the area of boundaryless careers further. Nevertheless, the data collected to study the

current topic have limitations due to a single source of the database, i.e., WOS. The content of this study can be further enriched using a more comprehensive way of selecting keywords from the study area. The boundaryless career will add new findings and continuously improve various shortcomings in the study domain. The new discoveries will help enrich boundaryless career studies. As researchers, we will constantly pay more attention and add value to boundaryless careers. The focus is to bring reform regularly to make it more relevant for academicians, researchers, and professionals today.

Implications

Managerial Implications

This research can be a practical reference for understanding boundaryless career studies. Citation and co-citation analyses aid researchers in distinguishing the several study lines or fronts that comprise the subject's intellectual structure, allowing new researchers to clearly comprehend the themes and knowledge base (García-Lillo et al., 2017). Furthermore, evaluating a given topic can shed light on potential gaps in the literature and the path forward for future research. As a result, professionals, educators, and students obtain current knowledge on crucial boundaryless career challenges that they can utilize in their future employment. The study's findings can also be used to guide future research into the link between theory and practice. The results of this study suggest that practitioners should consider, comprehend, and include various components of HRM in their decision-making process. Also, practitioners may become aware of theoretical HRM and career management difficulties.

Theoretical Implications

Based on our findings, we propose several theoretical implications for future studies on boundaryless careers in human resource management. First, our findings help scholars understand the existing breadth and boundaries of analysis on this topic. As a result, academics may use our findings to concentrate on understudied and innovative challenges to better understand boundaryless careers in management domains. Second, researchers may benefit from recognizing renowned academics and institutions as prospective partners and guiding forces in this field's research. Third, the content analysis results of the themes identified through co-citation and dynamic co-citation studies offer researchers crucial information about prominent and significant papers that may be regarded as the roots of this research field. This information will be useful to future scholars. These articles can be used as a foundation for more in-depth research on the specific issues raised by the network, citation, and co-citation studies. Fourth, the content analysis of the discovered topic clusters enables us to identify key research goals that future researchers may pursue. Finally, the research outcome will promote methodological breakthroughs in future studies by doing research based on mathematical modeling and empirical investigations.

Conclusion

This study aims to provide a synthesized overview of existing research on boundaryless career studies. The analysis is performed to answer the research questions. To address the research question, *RQ1*, network analyses were performed to offer a thorough overview of the significant articles, authors, and organizations focusing on a career without boundaries in HRM. In response to research question number two, insights from the word cloud and keyword analysis are produced using the biblioshiny program. Furthermore, insights are derived through bibliographic coupling, citation analysis, co-word, co-citation, and dynamic co-citation analyses, which clarify the existing body of literature and its classifications. Dynamic co-citation analysis was used to discover top

publications to debate potential agendas that future scholars could address in response to research question three. The study's findings contribute significantly to the literature and suggest various implications for theory and practice.

Limitations of the Study and Scope for Further Research

The study has several inherent limitations that need further investigation in future research. Initially, the WOS database was employed as the sole data source for bibliometric analysis as the study only looked at articles published in WOS-indexed journals. It is possible that some relevant articles indexed in other databases were overlooked and were not considered for this study. Researchers may explore a holistic approach and include other databases for future studies, such as Scopus, EBSCO, Google Scholar, ProQuest, and J-Gate. Second, as the source type, only articles were picked. Future studies should include additional sources such as books, book chapters, conference papers, and research notes to obtain a more comprehensive field view. A main keyword was chosen to extract data from WOS (e.g., boundaryless career). As a result, 360 studies are analyzed according to the keywords utilized in the study. Future research can broaden the scope of the study by adding or selecting different keywords to collect from boundaryless and protean career studies. Finally, the study only included bibliometric analysis. Future studies should explore conducting bibliometric research in conjunction with content analysis and SLR to better understand the current state of boundaryless career studies.

Authors' Contribution

Dr. Sunil Kumar and Dr. Adil Khan conceived the idea and developed a qualitative design to undertake the bibliometric study. Dr. Adil Khan and Dr. Sunil Kumar extracted research papers with high reputation, filtered these based on keywords, and finalized the study based on these extracted research papers. Dr. Anshu Lochab wrote the introduction to the study. Dr. Sunil Kumar wrote the literature review for the study. Dr. Adil Khan and Dr. Sunil Kumar conducted the analysis, reported the study results, and wrote the study's discussion, implications, and conclusion in consultation with Dr. Vijay Prakash Gupta and Dr. Amit Kumar Arora.

Conflict of Interest

The authors certify that they have no affiliations with or involvement in any organization or entity with any financial or non-financial interest in the subject matter or materials discussed in this manuscript.

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