



## **A comparison study of the top five journals on Human Resource Management indexed with Scopus**

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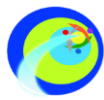
### **Abstract**

This paper presents the quantitative comparison of the top five journals based on many articles published on Human Resource Management (HRM) indexed with Scopus. A total of 102,333 contributions were published in 10,186 Human Resource Management journals. Scopus is one of the large abstract and citation databases of peer-reviewed literature. It has comprehensive metrics to evaluate the journal quality from over 5,000 publishers. This study selected the top five journals publishing human resource management related research output. The top five journals were selected concerning number of articles published by respective journals on human resource management. Quality indicators number of articles published on HRM and h index, CiteScore publication by year, SCI mago journal rank by year, Source Normalized impact/year, source citation by year, source documents by year, percentage of document not cited by year, and international collaboration were used to compare the journal performance. The sum of the research output in the Human resource management journal shows high citation throughout the period considered, it is a potential journal in the field of HRM and trend of international author contribution. The output of this study will help the academics, researchers and information professionals select the quality and potential journals in the field of HRM to publish their research and subscribe to the library.

*keywords: citescore, human resource management, journal performance indicators and scimago journal ranking*

### **Introduction**

Human resource management becomes more important for any institutions or any company because it contributes to the organization success in many ways. The advancement in human resource management (HRM) evolution has been noted with various approaches (Haneda, 2018). New approaches should be practiced in any organizations to use the human potential for organization success. The successful companies used number of HRM models. Professionals and researchers are continuously updating with the new trends in HRM around the world. Information professionals are playing a vital role in providing quality resources for researches and professionals. Journals play an important role in scholarly communication. Periodicals are the indicators of the emerging new ideas in any discipline. They reveal the existing problems requiring solution, research pattern to solve these



problems; the practices fixed to various areas. “A scientific paper or text reveals not only the world-building strategy of its authors but also the nature and force of the building blocks derived from the domain of science from which it draws and to which it contributes” (Gupta & Kumar, 2001). Scopus is Elsevier’s abstract and citation database launched in 2004. Scopus covers nearly 36,377 titles from approximately 11,678 publishers, of which 34,346 are peer-reviewed journals in top-level subject fields of life sciences, social sciences, physical sciences and health sciences. Assessment of scientific performance, bibliometric and citation indicators are among the most crucial impact measures of scientific literature. This study aims to compare the top five journals indexed with Scopus cover HRM research outputs. Researchers need to select suitable and quality journals to publish their research output. Currently, there are several scholarly journals were publishing research publications. The author has the right to select the quality journals for their research publications. These performance indicators will help the authors select the quality journals and libraries to evaluate their subscription journals.

### **Literature Review**

A study carried out by Murugan and Saravanan (2017) on scientometric study during the year 2006-2015 revealed that the citations to source items indexed within Web of Science core collection of remote sensing performance from all over the world in terms of growth during 10 years. Davarpanah and Aslekia (2008) investigated International LIS journals concerning its productivity and characteristics. This paper presents a quantitative study of productivity, characteristics and various aspects of global publication in library and information science. The productive authorship positions are listed to indicate their productivity and degree of involvement in their research publication. A study in the SCImago Journal and Country Ranking list of Top 50 Ranking Journals of Library and Information Science.” This paper aimed to find out the topmost journals in the field of Library and Information Science. The SCImago Journal and Country Ranking were used to identify the top 50 Journal Publications. The journal Information Systems Research gets the first place with the SCImago Journal and Country Rank of 4.397 and h-index number 116 (Murugan & Ravi, 2016).

### **Methodology**

Data was collected from the Scopus and SCImago journal ranking database. Top five journal on HRM was selected based on the number of articles published. Data was searched as “Human Resource Management” through source title, then searched hits were arranged according to the number of articles. From the arranged list top five journal titles were selected. Scopus recommended quality indicators were used to compare the top five journals,



and the following indicators were collected for each journal from Scopus and SCImago database.

1. Number of articles published on HRM and h index
2. CiteScore publication by year
3. SCImago journal rank by year
4. Source normalized impact/Year
5. Source citation by year
6. Source documents by year
7. Percentage of documents not cited by year
8. International collaboration

## Results and Discussions

Table 1 shows the basic information about selected top five journals on Human resource management. The journal International Journal of Human Resource management leads among the top five journals; it published 3734 articles on human resource management from 1990 with the h index of 107. H index 107 reveals that 107 articles received more than 107 citations for its research articles on human resource management.

Table 1. Basic information of top Five Journals

Name	Year coverage	Subjects category	No. of articles	h-index
International Journal of Human Resource management	1990-present	Business Management & Accounting	3734	107
Human Resource management international digest	2002-present	Business Management & Accounting	2188	11
Human Resource Management	1961-present	Business Management & Accounting Psychology	1904	87
Human Resource Management Journal	1990- present	Business Management & Accounting	847	72
International Journal of Human Resource Development and Management	2006-2020	Business Management & Accounting	417	14

### 1. Cite Score publication by year

Cite Score is the number of citations received by a journal in one year to documents published in the three previous years, divided by the number of documents indexed in Scopus published in those same three years. Cite Score is a simple way of measuring the citation impact of a Journal. We cannot compare between subject fields using CiteScore. CiteScore metric is not field normalized because different journals and citation behavior of research in different fields will affect the value and differences in performance. The



figure1 shows the trend of CiteScore for selected five journals. , The performance of Human Resource Management Journal, is good throughout the period. After 2016 onwards, selected five journals shows the increasing trend in the CitesScore.

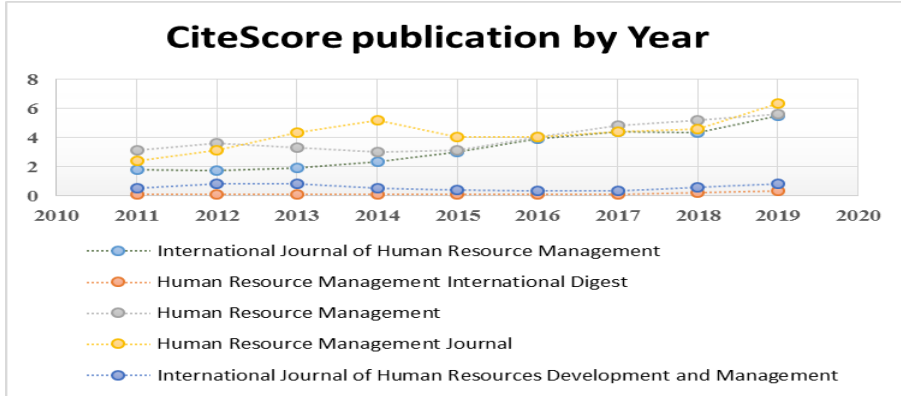


Fig 1. Cite Score publication by Year

## 2. SCImago Journal Ranking by year

The SCImago Journal Rank (SJR) is an indicator to measure the scientific influence of a scholarly journal that accounts for the number of citations received by a journal and the importance or prestige of the journal where the citations come from. SJR indicates the average number of weighted citations received during a selected year per document published in that journal during the previous three years. The higher the SJR value indicates, the higher the journal prestige.

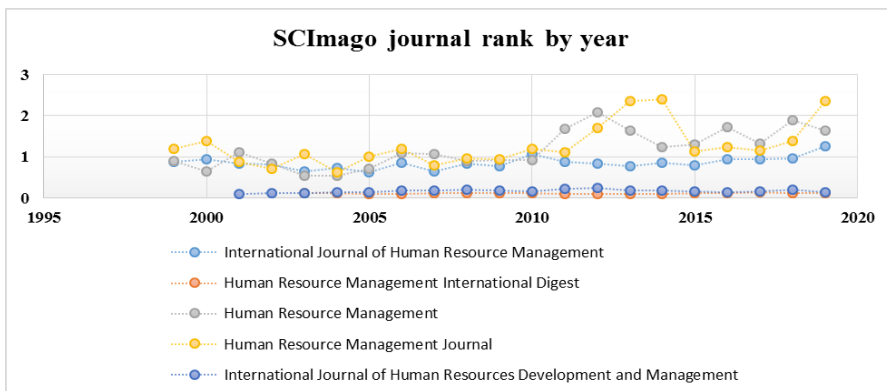


Fig 2. SCImago journal rank by Year



### 3. Source Normalized impact/paper by year (SNIP)

Source Normalized Impact per Paper (SNIP) is a measure for field-specific differences in citation practices. It does so by comparing each journal's citations per publication with its field's citation potential, defined as the set of publications citing that journal. Comparing these titles with SNIP, the Human resource management journal shows the high SNIP throughout the year. It shows that this journal has potential in human resource management by having a high number of citations for its publications.

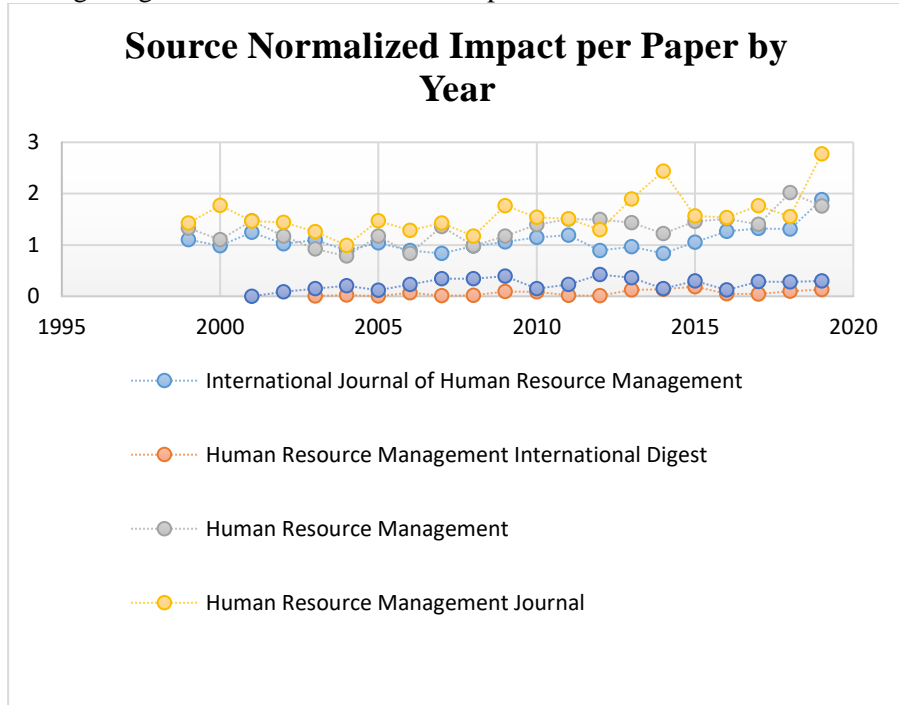


Fig 3. Source Normalized Impact per paper

### 4. Source documents and the citations

Source documents reveal that number of publications by the particular journal, number of citations received by the published articles and percentage of not cited documents. The quality of each journal on human resource management can be evaluated by using these three measures.

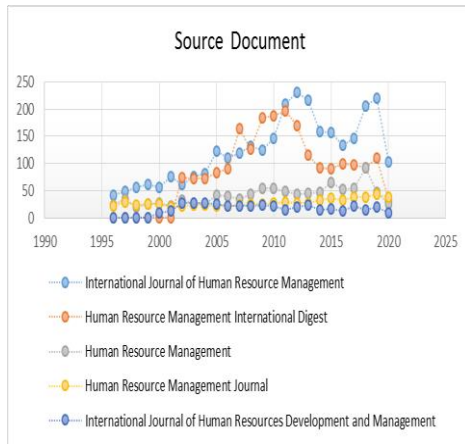


Fig 4. Number document published by journals

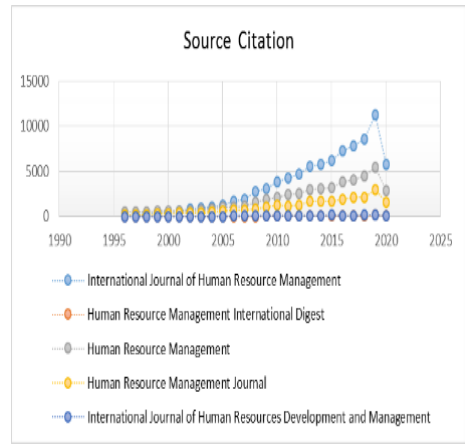


Fig 5. No. of citation received by a journal

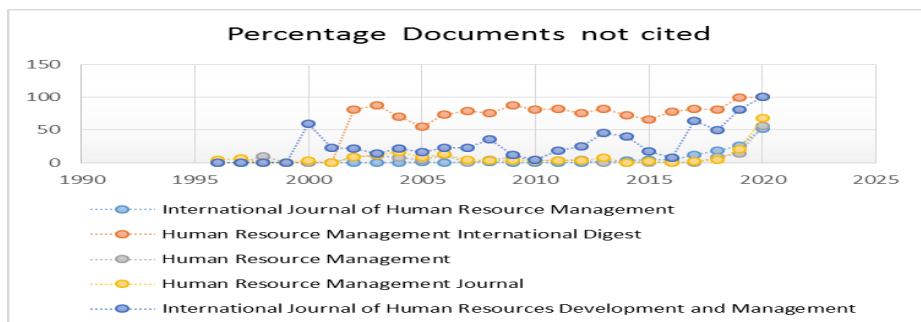


Fig 6. Percentage of not cited documents with journals

When the number of published articles increases, total citation also will increase. Considering the three graphs, International Journal of Human Resource management had a high number of publications and received a high number of citations for published articles. However, nearly 30% of its publication were not cited. This reveals that the number of citations was increased with the number of publications, and the citations are not equally distributed. Considering all three situations, the Human Resource Management Journal performs good in the quality of publications.



## 5. International collaborations

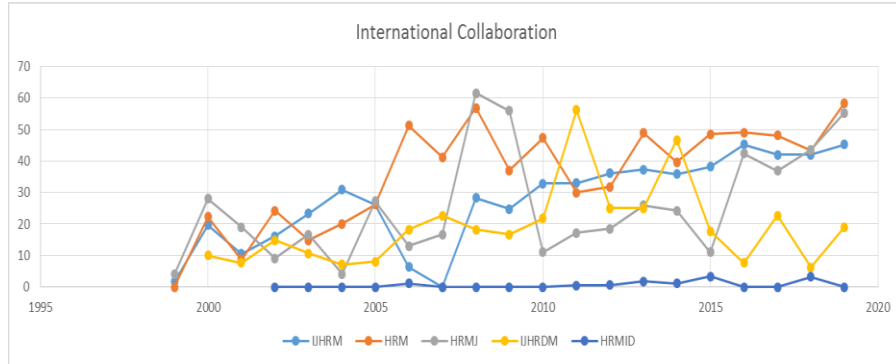


Fig 7. International collaboration for the journal by year

International collaboration shows the number of publications authored by foreign countries. International collaboration allows sharing different concepts, models, approaches and etc in human resource management. It will help to maintain the quality of the publication. The performance of HRM journals is good for international collaboration till 2007 and after that, there is a droop till 2015. After 2015 foreign publications increased in increasing trend.

## Conclusions and Recommendations

Summing up the performance of the five selected journals publishing human resource management-based publications, different databases use different indicators to measure journals' quality. This study used the quality indicators recommended by the Scopus database were used to compare the journal performance and quality, such as CiteScore, SCImango Journal Ranking, Source Normalized Impact factor per paper by year, Source documents and International collaboration. It has been observed that Human resource management journal performs well through the period considering the quality of publications. Quality indicators help authors select the best journals for their publications and research to find high-impact articles and help the information professionals select journal for library usage.

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