An Invisible Knowledge Network of Human Resources Studies: Tag Cloud Analysis

Chin-Hsiu Tai, *, Che-Wei Lee, Yuan-Duen Lee

Received 20 October, 2013; Accepted 30 October, 2013 © The author(s) 2013. Published with open access at www.questjournal.org

ABSTRACT: The purpose of this study is to identify the evolution of the intellectual structure of human resources studies and to propose a theory of an invisible network of knowledge. Tag cloud analysis was used to trace the development path of human resources research. By analyzing 22,487 citations of 840 articles published in SCI and SSCI journals in the human resources field from 2002 to 2011, this study maps the intellectual structure of human resources studies. This article dwells upon the widespread social tags of website applications. By so-called “crowd wisdom,” the tag cloud analysis reveals the preliminary investigation from a social network viewpoint, provides researchers with profiles of human resources related subjects and theories, and sheds light on future directions of studies. The results profile the invisible network of knowledge production in the human resources studies. The contribution of this study is to provide important insights and implications of current and future research paradigms for both management scholars and practitioners.

Keywords: Human resources, intellectual structure, invisible network of knowledge, tag cloud analysis.

1. INTRODUCTION

Theoretical Development If I have seen further, it is by standing on the shoulders of giants (Sir Issac Newton, 1645-1736). It’s said “stand on the shoulders of giants (the under-box slogan of Google Scholar®)” in which giants means the highly cited authors, papers and books. As shown in the following INK poem inspired by Kotler [1], we realized that via INK model [2] could help a novice like a brand new doctoral student in nurture process to escape from vicious cycle of chick-egg with a clear scientific map at hand first to navigate the blue ocean of knowledge domain when the novice knows nothing [3]:

---

1 Doctoral Student, Graduate School of Business and Operations Management, Chang Jung Christian University, No. 396, Sec. 1, Changrong Rd., Guiren District, Tainan County 711, Taiwan (ROC). Email: a8646165@yahoo.com.tw Phone: +886-935487293. Fax: +886-8-8646165.
2 Program Coordinator, Institute for International Studies in Education, University of Pittsburgh, 5708 Wesley W. Posvar Hall, Pittsburgh, PA 15260, USA. Email: chl138@pitt.edu Phone: +1-412-805-3572.
3 Professor, Graduate School of Business and Operations Management, Chang Jung Christian University, No. 396, Sec. 1, Changrong Rd., Guiren District, Tainan City 71101, Taiwan (ROC). Email: ydlee@mail.cjcu.edu.tw Phone: +886-6-2785123 ext. 2153. Fax: +886-6-278-5942.

* Corresponding Author: Chin-Hsiu Tai; Graduate School of Business and Operations Management, Chang Jung Christian University, No. 396, Sec. 1, Changrong Rd., Guiren District, Tainan County 711, Taiwan (ROC); Email: a8646165@yahoo.com.tw; Phone: +886-935487293; Fax: +886-8-8646165

*Corresponding Author: Chin-Hsiu Tai

Doctoral Student, Graduate School of Business and Operations Management, Chang Jung Christian University