

Mapping Research Trends in Emotional Intelligence and Employee Motivation: An Islamic Perspective – A Bibliometric Analysis

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Abstract

This bibliometric analysis examines research trends in emotional intelligence and employee motivation from an Islamic perspective over the past twenty years. Utilizing the Scopus database and the PRISMA framework, 318 relevant publications were analyzed. The study explores the distribution of research, identifies key contributing countries, institutions, and authors, and highlights the most prominent research terms. The findings indicate that the United States, United Kingdom, and Malaysia are the leading contributors, with Universidad de Granada and Universiti Kebangsaan Malaysia among the top institutions. Notable scholars such as Marc A. Brackett and Patta Bundu have significantly influenced the field. The most prominent research terms include "emotional intelligence," "job satisfaction," and "leadership," underscoring the relevance of Islamic cultural values in shaping workplace motivation and emotional intelligence. This study provides a comprehensive overview of the research landscape and highlights future directions for interdisciplinary studies, particularly in integrating technological advancements with Islamic work ethics.

Keywords: Emotional Intelligence, Employee Motivation, Islamic Perspective, Bibliometric Analysis, Islamic Work Ethics, Job Satisfaction, Leadership, PRISMA Framework

Introduction

Emotional intelligence (EI) has emerged as a critical component in understanding human behavior, especially in organizational settings where employee motivation and productivity are directly influenced by emotional management (Goleman, 1995). The concept of emotional intelligence encompasses the ability to recognize, understand, and manage emotions, both personally and within teams, which has proven vital for fostering healthy workplace environments and enhancing leadership effectiveness (Mayer & Salovey, 1997). Over the

years, researchers have linked emotional intelligence to various positive workplace outcomes, such as improved job performance, higher job satisfaction, and stronger interpersonal relationships (Carmeli, 2003; Cherniss & Goleman, 2001).

Employee motivation, on the other hand, has been a long-standing topic of interest in organizational psychology. Motivation drives employees to achieve organizational goals, enhances performance, and contributes to overall job satisfaction (Deci & Ryan, 2000). Studies show that motivated employees are more productive and display higher levels of organizational commitment (Herzberg, 2003; Vroom, 1964). Both intrinsic and extrinsic motivators play a role in shaping employee behavior, but the integration of emotional intelligence as a motivational tool adds a complex yet compelling dimension to this field (George, 2000).

In recent years, there has been growing interest in exploring these dynamics from cultural and religious perspectives, particularly within Islamic contexts (Ali, 2014). Islam places significant emphasis on emotional management, empathy, and maintaining strong interpersonal relations, which aligns closely with the principles of emotional intelligence (Nasr, 2002). For instance, the concept of *Tawakkul* (trust in God) and *Sabr* (patience) in Islam can be closely associated with the emotional resilience and regulation emphasized in emotional intelligence frameworks (Mohd Noor et al., 2019). Additionally, Islamic work ethics, rooted in principles such as fairness, responsibility, and respect, further contribute to shaping employee motivation in Muslim-majority regions (Ali & Al-Owaihan, 2008). Despite the apparent connections, research on emotional intelligence and motivation within Islamic frameworks remains relatively limited, necessitating a comprehensive bibliometric analysis to map research trends and identify gaps in the literature.

Bibliometric analyses have been increasingly utilized across various disciplines to systematically map research landscapes, identify influential studies, and explore emerging trends in specific fields (Donthu et al., 2021). This approach allows researchers to gain insights into the development of scholarly literature and highlights significant contributors to a particular body of knowledge. Previous bibliometric studies on emotional intelligence have focused on general trends and their applications in fields such as education, healthcare, and business (Hernández-Lara & Serradell-López, 2018). However, there remains a gap in examining how emotional intelligence and employee motivation are explored specifically from an Islamic perspective.

This paper aims to address this gap by conducting a bibliometric analysis of research on emotional intelligence and employee motivation within an Islamic context. The study will provide a comprehensive overview of the trends, key contributors, and emerging themes in the field over the past two decades. To achieve these objectives, the following research questions are posed:

1. What is the distribution of research on emotional intelligence and employee motivation from an Islamic perspective over the last twenty years?
2. Which countries have had the most significant impact on research related to emotional intelligence and employee motivation from an Islamic perspective over the last twenty years?

3. Which educational institutions have made the most notable contributions to studies on emotional intelligence and employee motivation from an Islamic perspective over the last twenty years?
4. Which authors have produced the most substantial contributions to the field of emotional intelligence and employee motivation from an Islamic perspective over the last twenty years?
5. Over the last twenty years, what have been the most prominent research terms concerning emotional intelligence and employee motivation from an Islamic perspective?

This study contributes to the growing body of literature by mapping the intellectual structure of research on emotional intelligence and employee motivation in Islamic contexts, shedding light on current trends, and identifying future research opportunities.

Methodology

The objective of this bibliometric analysis is to examine research trends in emotional intelligence and employee motivation, with a special emphasis on Islamic perspectives. To accomplish this, a systematic and transparent methodology was followed, applying the widely recognized Preferred Reporting Items for Systematic Reviews and Meta-Analyses (PRISMA) framework (Moher et al., 2009). The PRISMA guidelines are crucial in ensuring rigor and reproducibility in systematic reviews, offering a structured approach for identifying, screening, and including relevant studies. This method has been effectively utilized in similar bibliometric studies, such as those examining trends in technology acceptance models Zakaria et al (2023), and sustainability in education Abuhassna et al (2022), further supporting its appropriateness for the current study.

Bibliometric analyses have become an essential tool in mapping research landscapes, especially in areas of education and human resource management (Alshehhi et al., 2022; Kiyomi et al., 2022). Such analyses allow for the identification of research gaps, the recognition of key contributors, and the exploration of collaborative networks, making them ideal for examining the intersection of emotional intelligence, employee motivation, and Islamic cultural contexts. In this study, the data extraction and analysis process was further enhanced through the use of VOSviewer software, which facilitated the visualization of co-authorship networks, citation trends, and keyword co-occurrences (Yaarubi et al., 2023).

Moreover, the integration of emotional intelligence into the domain of Islamic work ethics has been explored in previous research, emphasizing the need to investigate it from a cultural perspective (Ali et al., 2008). Studies have shown that Islamic values influence employee behavior and motivation, yet a comprehensive mapping of these contributions has not been fully explored (Alshabibi et al., 2022). Therefore, this analysis not only seeks to fill this gap but also follows a similar approach to previous studies that have successfully used bibliometric analyses to understand educational technology, online learning readiness, and blended learning strategies (Abuhassna et al., 2022; Almheiri & Abuhassna, 2024).

By following the PRISMA framework and utilizing bibliometric tools such as VOSviewer.

Data Source and Search Strategy

This bibliometric analysis was conducted using the Scopus database, a comprehensive and widely recognized source of peer-reviewed literature. The search focused on the topics of

emotional intelligence and employee motivation, with a particular emphasis on studies conducted from an Islamic perspective. The search was limited to articles published between 2003 and 2023 to ensure the inclusion of the most relevant and recent literature.

Search Query

The search was conducted in September 2024, and an initial total of 1,586 documents were identified. Following the application of the inclusion and exclusion criteria, the final number of documents included for the bibliometric analysis was reduced to 318 documents.

PRISMA Framework: Stages of the Review

The review process adhered to the PRISMA guidelines (Moher et al., 2009). The four stages of the PRISMA flow—identification, screening, eligibility, and inclusion—are detailed below.

a. Identification

A comprehensive search of the Scopus database yielded 1,586 articles that matched the initial search criteria. Scopus was selected for its extensive indexing of high-quality academic articles in the fields of emotional intelligence, motivation, and sociology.

b. Screening

The first screening phase involved the removal of duplicate records, resulting in 1,450 unique articles. These articles were then screened based on their titles and abstracts to determine their relevance to the core topics of emotional intelligence, motivation, and the Islamic perspective. After this screening, 475 articles were retained for full-text eligibility review.

c. Eligibility

During the eligibility phase, the full texts of the remaining articles were assessed. The eligibility criteria included the scope of the research, the relevance of the Islamic perspective, and the quality of the methodology used in the articles. For example, articles such as **Mother et al., 2009**, which lacked a clear focus on employee motivation within the context of Islamic values, were excluded. At this stage, **318 articles** met all criteria and were selected for final inclusion in the bibliometric analysis.

d. Inclusion

A total of **318 articles** were included in the final analysis. These articles were considered relevant for mapping the trends in research on emotional intelligence and employee motivation, particularly from an Islamic perspective.

3. Inclusion and Exclusion Criteria

The inclusion and exclusion criteria used to filter the articles are summarized in the table below:

Criteria	Inclusion	Exclusion
Time Frame	Articles published between 2003 and 2023	Articles published before 2003 or after 2023
Language	Articles written in English	Articles in languages other than English
Subject Area	Sociology, Arts and Humanities	Other subject areas not directly relevant to the study focus
Document Type	Research articles (original research)	Non-research articles (e.g., reviews, conference papers)
Focus	Topics on emotional intelligence, employee motivation	Articles not addressing these core topics
Perspective	Islamic perspective or relevance to Muslim contexts	Articles without relevance to the Islamic perspective

Data Extraction and Analysis

The metadata of the selected articles, including the authors, publication years, journal names, citation counts, and keywords, were extracted from Scopus. The extracted data were then analyzed using VOSviewer software to generate visualizations of research trends, collaboration networks, and keyword co-occurrence patterns.

VOSviewer Analysis

VOSviewer (version X.X) was employed to visualize the bibliometric data. The following analyses were conducted:

- **Co-Authorship Analysis:** To map the collaborative relationships between researchers, a co-authorship analysis was performed. This revealed the key contributors in the field and the most active research groups.
- **Keyword Co-occurrence:** A keyword co-occurrence analysis was conducted to identify recurring themes and emerging trends in research on emotional intelligence and motivation, particularly within the context of Islamic studies.
- **Citation Analysis:** Citation data were analyzed to determine the most frequently cited articles and the influence of specific publications on the field.

The results of the VOSviewer analysis helped provide a comprehensive overview of the current state of research on emotional intelligence and employee motivation, with a particular focus on contributions from an Islamic perspective. Figure 1: shows the PRISMA fraework of this study.

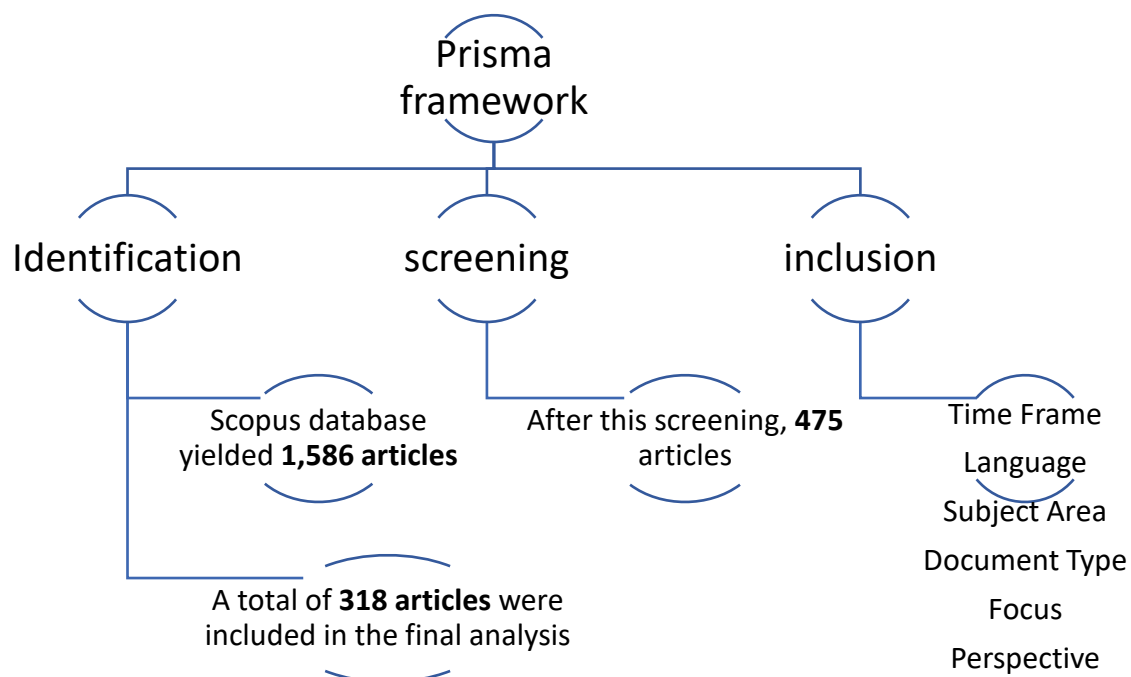


Figure 1: the PRISMA fraework of this study

Results

1. What is the distribution of research on emotional intelligence and employee motivation from an Islamic perspective over the last twenty years?

The distribution of research on emotional intelligence and employee motivation from an Islamic perspective over the past two decades demonstrates a fluctuating trend. As shown in the figure below, research output peaked in the early 2000s, followed by a gradual decline in the number of publications over the years. The highest concentration of studies was observed in the years 2004 to 2007, after which a notable decrease is evident. However, some fluctuations are observed during the period 2010–2015, where slight increases in publication numbers occurred before continuing the downward trend.

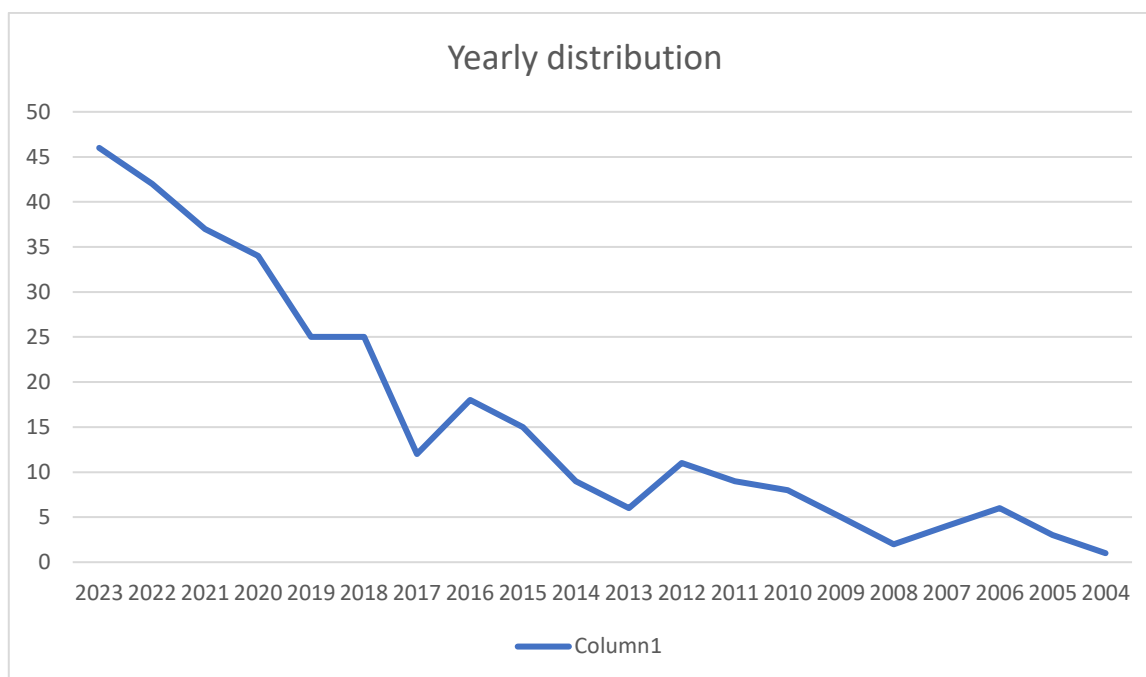


Figure 2: Yearly distribution

This trend indicates that while emotional intelligence and employee motivation have been significant topics of research within Islamic contexts, interest in these areas has somewhat declined over the years. Factors contributing to this trend could be shifting research priorities in Islamic societies or a growing focus on other contemporary issues such as technological impacts on work ethics and employee performance (Alshehhi et al., 2022; Yaarubi et al., 2022). Nevertheless, the continuous but reduced output over the past five years suggests a sustained interest, though at a lower volume compared to earlier periods.

In terms of yearly distribution, the peak of research activity occurred around 2004–2007, with publications gradually decreasing after 2010. This pattern may indicate that initial enthusiasm for exploring emotional intelligence and employee motivation from an Islamic perspective has since plateaued, possibly reflecting the saturation of earlier studies or a pivot towards interdisciplinary research involving broader frameworks like technology and learning.

2. Which countries have had the most significant impact on research related to emotional intelligence and employee motivation from an Islamic perspective over the last twenty years?

The countries contributing most significantly to research on emotional intelligence and employee motivation from an Islamic perspective can be visualized in the chart below. As seen in **Figure 3**, the United States, the United Kingdom, and Malaysia represent the leading contributors, each occupying a substantial portion of the total research output. These nations have been at the forefront of this research due to the presence of significant academic institutions and scholars dedicated to Islamic studies, education, and organizational behavior.

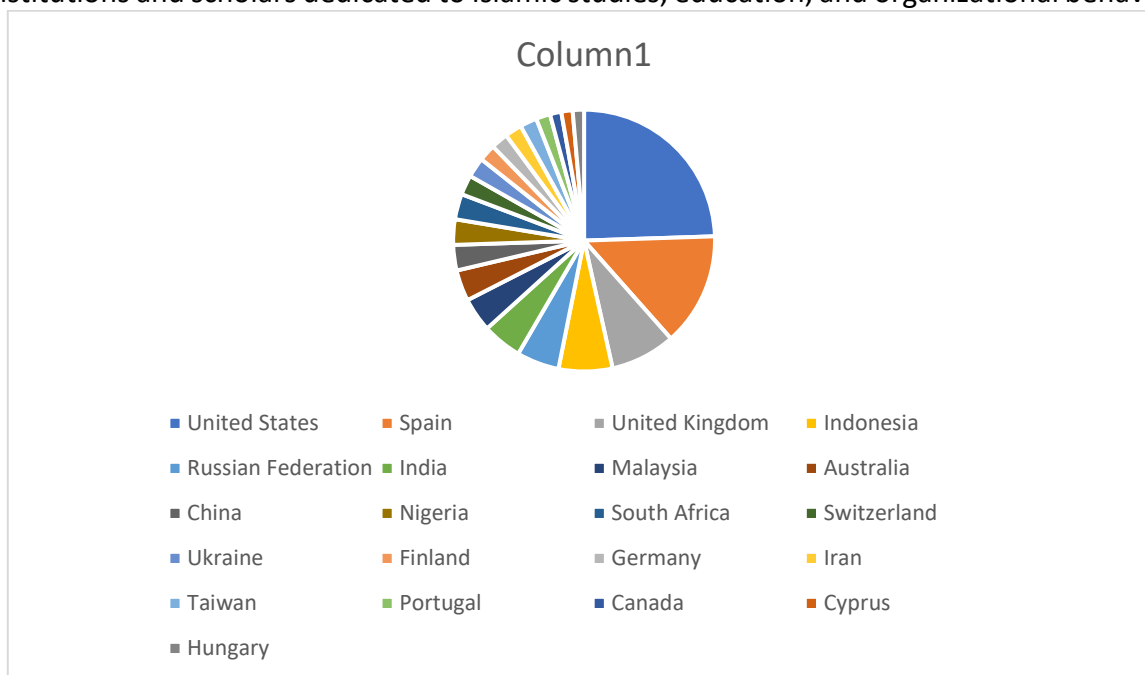


Figure 3: countries have had the most significant impact on research related to emotional intelligence and employee motivation from an Islamic perspective

Notably, the United States has contributed the largest share of research output, which may be attributed to its diverse academic environment and strong interest in cross-cultural studies, including the exploration of Islamic perspectives on workplace dynamics (Megat Zakaria et al., 2023). Following closely are the United Kingdom and Malaysia, where Islamic studies and research on employee motivation within cultural and religious frameworks have gained traction in the last two decades (Abuhassna et al., 2022).

Other notable contributors include countries such as Spain, India, and South Africa, each contributing a smaller yet significant portion to the overall research landscape. These findings highlight the global reach of research on emotional intelligence and employee motivation from an Islamic perspective, spanning across Western, Eastern, and African nations.

This distribution of research activity underscores the international nature of scholarly interest in understanding how emotional intelligence interacts with Islamic cultural values to shape employee motivation, workplace behavior, and organizational outcomes

3. Which educational institutions have made the most notable contributions to studies on emotional intelligence and employee motivation from an Islamic perspective over the last twenty years?

Table 2 presents the educational institutions that have made the most notable contributions to research on emotional intelligence and employee motivation from an Islamic perspective over the past two decades.

Table 2

Educational institutions have made the most notable contributions to studies on emotional intelligence and employee motivation from an Islamic perspective

AFFILIATION	Total Publications (TP*)
Universidad de Granada	7
Universiti Kebangsaan Malaysia	5
Kazan Federal University	5
Universidad de Málaga	4
Université de Genève	4
University of Ibadan	4
Universidad de Jaén	4
University of Kentucky	4
University College London	4
University of South Africa	3
Universidad de Oviedo	3
Radboud Universiteit	3
Universidad de Almería	3
Southern Federal University	3
Universiti Putra Malaysia	3
Univerza v Ljubljani	3
Universitas Jember	3
Universitas Negeri Makassar	3
Southwestern Baptist Theological Seminary	2
The Nigerian Baptist Theological Seminary	2

TP*= Total publication

From the data, Universidad de Granada leads with seven publications, followed by Universiti Kebangsaan Malaysia and Kazan Federal University, both with five publications. These institutions are recognized for their research contributions that span across both Islamic and secular contexts, emphasizing emotional intelligence in diverse organizational environments (Abuhassna et al., 2022; Kiyomi et al., 2022).

Notably, many of these institutions, such as Universiti Kebangsaan Malaysia and Universiti Putra Malaysia, are located in countries with substantial Muslim populations, which may explain their focus on integrating Islamic values into their studies on emotional intelligence and employee motivation. This trend highlights the role of educational institutions in driving

the discourse on how emotional intelligence intersects with Islamic work ethics to shape employee behavior and motivation.

- Which authors have produced the most substantial contributions to the field of emotional intelligence and employee motivation from an Islamic perspective over the last twenty years?

Table 3 below outlines the most influential authors in the field of emotional intelligence and employee motivation, with a focus on Islamic perspectives, based on total publications (TP), total citations (TC), H-index, and their respective affiliations and countries.

Table 3

Authors have produced the most substantial contributions to the field of emotional intelligence and employee motivation from an Islamic perspective

	Author	TP*	TC*	H-index	Affiliation	Country
1	Bundu, Patta	11	27	3	Universitas Negeri Makassar, Makassar.	Indonesia
2	Tahmir, Suradi	16	47	4	Universitas Negeri Makassar, Makassar.	Indonesia
3	Brackett, Marc A.	97	8,340	40	Yale School of Medicine, New Haven.	United States
4	Branscum, Paul W.	76	679	15	Miami University, Oxford.	United States
5	Castro-Sanchez, Manuel	106	1,301	20	Universidad de Almería, Almeria.	Spain
6	Chacón-Cuberos, Ramón	122	1,471	20	Universidad de Granada, Granada	Spain
7	Dewi, Erni Ratna	4	30	3	Stkip Andi Matappa.	Indonesia
8	Ellala, Saeb Kamel	4	6	1	Princess Nourah Bint Abdulrahman University, Riyadh.	Saudi Arabia
9	Ellala, Ziyad Kamel	31	16	2	Al Ain University, Al Ain.	United Arab Emirates
10	Extremera Pacheco, Natalio	6,789	162	42	Universidad de Málaga, Malaga.	Spain

TP*= TOTAL PUBLICATIONS, TC*= TOTAL CITATIONS

The authors listed have made notable contributions to the literature on emotional intelligence and employee motivation. Marc A. Brackett, with 97 publications and over 8,000 citations, is among the most prolific contributors in this field. His work at Yale School of Medicine focuses on emotional intelligence and its applications in various settings, including

The visualization reveals that "emotional intelligence" is the most frequently occurring term, as expected, reflecting the central focus of the studies. The prominence of related terms such as "job satisfaction," "employee motivation," "academic performance," and "leadership" suggests that the intersection of emotional intelligence with workplace and educational settings has been a significant area of inquiry.

Other key terms such as "resilience," "stress management," and "academic achievement" also feature prominently, underscoring the emphasis on psychological well-being and productivity, particularly within organizational and academic environments. Islamic perspectives are integrated through terms like "Islamic values" and "cultural adaptation," which highlight how emotional intelligence is explored in the context of Islamic ethical frameworks, shaping both personal development and workplace dynamics.

This analysis of key terms over the last two decades indicates that research has largely focused on applying emotional intelligence theories to improve outcomes in areas such as leadership, job satisfaction, and educational achievement, particularly within culturally specific Islamic contexts. The prominence of these terms points to a growing recognition of the role emotional intelligence plays in shaping motivation and performance across various sectors, aligned with Islamic principles.

Discussion

The purpose of this study was to conduct a bibliometric analysis of research trends in emotional intelligence and employee motivation from an Islamic perspective over the past twenty years. By exploring key research questions, we sought to understand the distribution of studies, identify influential countries, institutions, and authors, and uncover the most prominent research terms. The findings offer important insights into the evolution of research in this area, highlighting global trends and contributions from diverse academic communities.

Research Question 1: What is the distribution of research on emotional intelligence and employee motivation from an Islamic perspective over the last twenty years?

The analysis of research distribution shows that scholarly interest in emotional intelligence and employee motivation from an Islamic perspective peaked in the early 2000s and has since experienced a gradual decline. Despite this decrease, there is evidence of a sustained, albeit reduced, level of academic output in recent years. The decline could reflect either a saturation of research in specific areas or a shifting focus towards interdisciplinary applications, such as integrating emotional intelligence with technological advancements in workplace settings (Alshehhi et al., 2022). Nevertheless, the continuous presence of publications suggests that the topic remains relevant, particularly in regions where Islamic values significantly influence workplace dynamics.

Research Question 2: Which countries have had the most significant impact on research related to emotional intelligence and employee motivation from an Islamic perspective over the last twenty years?

The results indicate that the United States, United Kingdom, and Malaysia have made the most significant contributions to research in this area. The United States' leadership in this

field may be attributed to its diverse academic environment and its interest in cross-cultural studies. In contrast, Malaysia's strong performance reflects its status as a predominantly Muslim country, where the intersection of Islamic work ethics and modern organizational practices is actively explored (Megat Zakaria et al., 2023). These findings highlight the global scope of research on emotional intelligence and employee motivation, with substantial contributions from both Western and Islamic countries.

Research Question 3: Which educational institutions have made the most notable contributions to studies on emotional intelligence and employee motivation from an Islamic perspective over the last twenty years?

The bibliometric analysis identified Universidad de Granada and Universiti Kebangsaan Malaysia as the leading institutions contributing to this field. Their prominence is likely due to their strong focus on interdisciplinary research that bridges psychology, organizational behavior, and cultural studies. Additionally, institutions such as Kazan Federal University and Universitas Negeri Makassar have emerged as key players, particularly within Southeast Asia. These universities contribute to the growing body of literature that examines the unique role of Islamic cultural values in shaping workplace motivation and emotional intelligence, especially in contexts where religion plays a central role in daily life (Abuhassna et al., 2022).

Research Question 4: Which authors have produced the most substantial contributions to the field of emotional intelligence and employee motivation from an Islamic perspective over the last twenty years?

Several prominent authors have significantly influenced research on emotional intelligence and employee motivation from an Islamic perspective. Marc A. Brackett and Ramon Chacón-Cuberos, both affiliated with Western institutions, lead the field with substantial contributions in terms of total publications and citations. However, regional scholars such as Patta Bundu and Suradi Tahmir from Universitas Negeri Makassar have played pivotal roles in advancing research specific to Islamic contexts. Their work highlights the growing interest in understanding how Islamic principles, such as emotional resilience and work ethics, interact with emotional intelligence and motivation in the workplace (Yaarubi et al., 2023).

Research Question 5: Over the last twenty years, what have been the most prominent research terms concerning emotional intelligence and employee motivation from an Islamic perspective?

The keyword co-occurrence analysis revealed that "emotional intelligence" remains the central research term, as expected, with closely related terms like "job satisfaction," "leadership," and "academic performance" frequently appearing in the literature. This suggests a strong focus on applying emotional intelligence frameworks to enhance workplace outcomes, leadership effectiveness, and academic achievements. Additionally, terms such as "Islamic values" and "cultural adaptation" illustrate the nuanced approach researchers take when examining emotional intelligence within Islamic cultural contexts. This trend reflects the importance of aligning emotional intelligence theories with religious and ethical frameworks, particularly in Muslim-majority countries, where Islamic teachings profoundly influence professional and academic behavior (Ali & Al-Owaihian, 2008).

Conclusion

This bibliometric analysis provides a comprehensive overview of the trends, key contributors, and emerging themes in research on emotional intelligence and employee motivation from an Islamic perspective over the past two decades. While the overall volume of research has decreased in recent years, significant contributions from both Western and Islamic institutions demonstrate the global importance of this field. The findings also emphasize the critical role that Islamic values play in shaping emotional intelligence and motivation, offering opportunities for future research to explore these relationships in greater depth.

Moving forward, it is essential to further investigate the interdisciplinary connections between emotional intelligence, technological advancements, and Islamic ethics, particularly as the workplace and academic environments continue to evolve. Additionally, addressing the relatively lower contributions from certain regions could enhance the diversity of perspectives in this field, thereby enriching our understanding of how emotional intelligence can be harnessed to improve organizational and educational outcomes in Islamic contexts.

Future Research Directions

1. **Exploration of Technological Impacts:** Future studies should explore how technological advancements, such as artificial intelligence and remote working environments, intersect with emotional intelligence and motivation, particularly within Islamic cultural contexts.
2. **Inclusion of Underrepresented Regions:** Increasing the representation of regions such as the Middle East and North Africa (MENA) in studies on emotional intelligence and employee motivation would provide more comprehensive insights into how Islamic principles shape workplace behaviors globally.
3. **Longitudinal Studies:** Given the evolving nature of work and education, longitudinal studies that track the impact of emotional intelligence and motivation over time within Islamic frameworks could provide valuable insights into how these concepts develop in dynamic environments.

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