Organization commitment and Career Growth: Association of APPs intervention and TPB Theory

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Abstract

The purpose of this study is to review the organization commitment intention behavior and career growth through a bibliometric analysis. The organizational psychologist views always concern on the aspect of intention perceived as motivation of career developments being tempted. Through a bibliometric approach, 37 journal publications were retrieved from the Scopus. Theoretical and practical implications are presented in developing the potential of organization commitment and career growth. The future purpose of this study is to examine the viability and effects of an action and coping planning intervention used in gaming establishments mobile or desktop applications (APPs) FAROKAM to enhance adherence.

Keywords: organization, behavior, gamification, TPB, bibliometric analysis, big data analytics

1. Introduction

Past study has directly addressed volunteers' religion and attitude towards the organization, and their ties to motivation and intention to stay with nonprofit organizations' (NPOs), despite the rising interest in (NPOs) retention techniques and organizational behavior micro-mechanisms (Zotto et.al., 2022; Obaidi et.al., 2018). This study intended to deepen our understanding of the mechanisms that go into activism, a type of collective action based on moral and ideological (Moreira et.al., 2018). The exploring of understanding includes certain variable suggested in past studies. Yet, the purpose of this concept paper only focuses on the intention of organizational commitment and career growth. Past study shown, by giving an overview of the qualities required for success, employee in their early careers can maximize their career development (Wyllie et.al., 2016).

In understanding the intention, the goal of this research is to develop a green labor style or growth career path that is concerned not only with how to create a reasonable mechanism. It is to ensure the physical and mental health of employees but also with the labor protection mechanism of the entire process, from input to output (Liu et.al., 2021). The intention theory such as Theory of Planned Behavior will explore and comprehend how employees viewed the strengths and shortcomings of their organizational commitment. These perceptions affected four key outcomes: (1) employee satisfaction, (2) employee retention, (3) employee desire to promote organization as a place to work, and (4) level of employee involvement (Moore et.al., 2020; Rodda et.al., 2020; Kagan et.al., 2017).

2. Literature Review

This TPB reflects on a few of the topics brought up by the many authors from past. The nature of intentions and the boundaries of predictive validity, rationality, affect, and emotions, past behavior, habits, the prototype/willingness model, and the significance of background variables like the big five personality traits and social comparison tendency are some of the subjects covered (Ajzen, 2011). Hence the association of APPs intervention of the future study with TPB theory will be validate through the study on intention of organizational commitment and career growth. Employee in one organization will commit certain behavior as discussed in the next paragraph.

The number of employees who will likely show up for work during emergencies and mass casualty events needs to be anticipated hence this study's objective is to investigate the impact of employees' organizational commitment and career goals on their decision. Commitment has been found to be a predictor of service loyalty-related outcomes (Jones et.al., 2015).

The exploration variables in this study acute possible determinants include the effects of the mentor-mentee relationship. These are looked at in relation to career interest, self-efficacy, result expectancies, and the intention to organizational commitment (Pham et.al., 2019). Mentoring, regular organizational climate assessments, and zero tolerance are examples of possible workplace practices. (Armmer et.al., 2015). Based on previous study, the nature of an employee connection with their management affects engagement, trust, in-role or discretionary behavior, and intent to leave. Employee are more likely to be engaged,

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productive, and stable under the direction of managers who have a deep grasp of social interchange at work (Rodwell et.al., 2017). The intention to disclose bad events was found to be predicted by psychological safety. Through the idea of psychological safety, perceived power distance and leader inclusivity both had an impact on the reporting of negative occurrences (Appelbaum et.al., 2016). Employees feel at ease taking interpersonal risks, such as pointing out mistakes, in psychologically safe work environments. In a private interview situation, employees were willing to confess they would not disclose a mistake (Derickson et.al., 2015).

The other variable is to comprehend the education and training received (Macedo et.al., 2019; Esmaeilzadeh and Mirzaei, 2019). Through training which is successfully received, employees' support for organizations increases when they believe their subgroup or groupthink is respected. According to the integration of these perspectives, subgroup respect will reduce the impact of group-based relative deprivation on workers' responses to organizational commitments (Osborne et.al., 2017). Through this concept paper, the actual study later will be subsequences by all possible determinants in a complex structural model analysis through PLS-SEM. Employee also will have a psychology of outgroup animosity that is motivated by perceived intergroup threat like mentor-mentee relationship and trained programmed by FAROKAM apps.

3. Methodology

3.1 Bibliometric approach

A bibliometric or scientometric analysis is a method that applies a form of science mapping through quantitative analysis (Zupic & Carter, 2015). It utilizes a network visualization based on knowledge and science mapping via the bibliometric database (Eck & Waltman, 2014). The analysis aims to extract the knowledge structure based on documents, authors, journals, institutions, and countries (Sharma & Lenka, 2021). Bibliometrics comprise several analyses suitable to its intended objective. This study adopts only one of the bibliometric analyses which is citation analysis. Citation analysis: This analysis evaluates the cited articles by measuring the number of citations a publication received. Citation analysis is critical in mapping the knowledge structure to identify quality contributions in a particular field (Sood et al., 2021).

3.2 Search string

We employed the following search string (table 1) to identify relevant literatures related to 1) organizational commitment and 2) career goals.

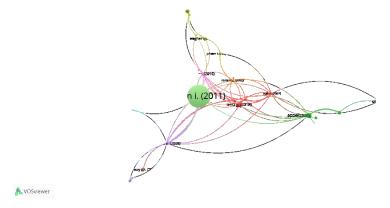**Table 1: Search string in Scopus database**

No	Keywords	Justification
1	"organizational*" AND "commitment*" OR "OCB*"	To identify literature related to organizational commitment
2	"career*" "goals*" OR "career*"	To identify literature related the career goals

4. Result and Analysis

4.1   Citation Analysis

Subsequently, Figure 1 visualizes the co-citation network of this concept paper exploration.

Source: Author interpretation based on VOSviewer analysis

Discussion for future study

A variety of procedures and instruments to electronically transmit employee personal mental health information. This study sought to examine the fundamental utility of blockchain technology in the organization sector from the perspective of mental healthcare. A sample of 250 employee will utilized to evaluate the usefulness of the Theory of Planned Behavior (TPB) and Prototype Apps (FAROKAM) in predicting intentions of organizational commitment and career growth. Employee also will have a psychology of outgroup animosity that is motivated by perceived intergroup threat like mentor-mentee relationship and trained programmed by FAROKAM apps.

Thus, the future study offers promising theoretical frameworks for developing more successful interventions and may be helpful for understanding motivational influences among young employees. Actual study later will be subsequences by all possible determinants in a complex structural model analysis through PLS-SEM. It might be difficult for researchers to integrate study findings in the best possible way. Therefore, it is crucial to foster an environment that is favorable to research and development (R&D). Prior to now, strategic communication has not been used as a scientific technique to foster a persistent interest in R&D inside the primary care setting (Morténius, 2014), yet the future study will explore on this part for storyboard technique and training development through this digital gamification era.

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