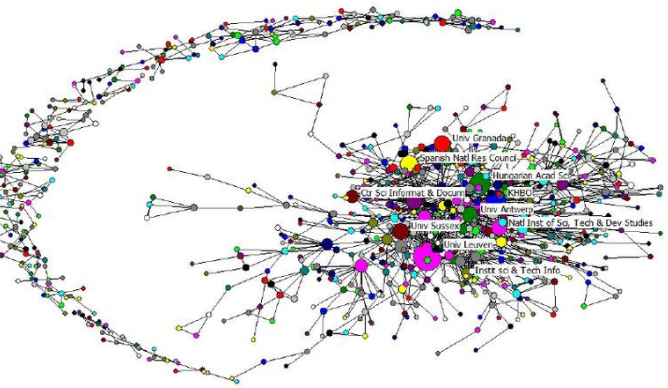
روندهای پژوهشی دو دهه اخیر

کوچینگ سازمانی

از منظر علم سنجی

➢ علم سنجی (Scient metrics)

- تدوین سیاست‌ها و خط مشی‌های علمی و پژوهشی،
- مطالعه ارتباطات علمی و تحلیل استنادی
- ارزیابی کمی و کیفی منابع و انتشارات علمی
- کشف روابط و الگوهای موجود میان دانشمندان، حوزه های پژوهشی، کشورها
- سنجش و ارزیابی نوآوری های علمی
- افزایش کلیدواژه های حوزه مورد پژوهش
- بررسی روندهای موجود در حوزه های مورد پژوهش



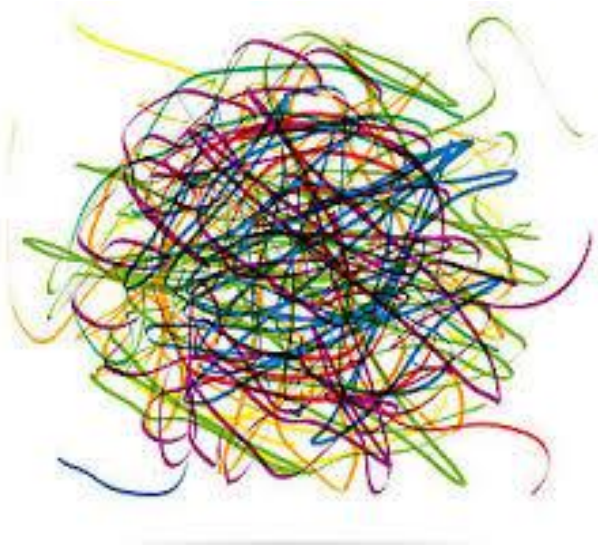
➢ VOS viewer

- برنامه‌ای کاربردی است که برای ترسیم شبکه‌های علمی و مطالعات مبتنی بر علم‌سنجی قابل استفاده می‌باشد
- از این نرم‌افزار می‌توان به تحلیل داده‌های مستخرج از پایگاه‌های استنادی و اطلاعاتی مانند وب آو ساینس، ساینس دایرکت و گوگل اسکولار پرداخت و نتایج و ویژگی‌های گرافیکی آنها را رسم کرد.
- استفاده از این نرم‌افزار در پژوهش‌هایی که مبتنی بر ادبیات پژوهش و پیشینه پژوهشی هستند کاربرد بسیاری دارند. در تحلیل‌هایی که منبع اصلی مطالعات کتابخانه‌ای است مانند تحلیل اسنادی، مرور سیستماتیک و فراترکیب می‌توان از خروجی‌های نرم‌افزار **VOS viewer** به عنوان مکمل استفاده کرد.

➢ VOS viewer

- **https://www.vosviewer.com/**

- **https://www.sciencedirect.com/**



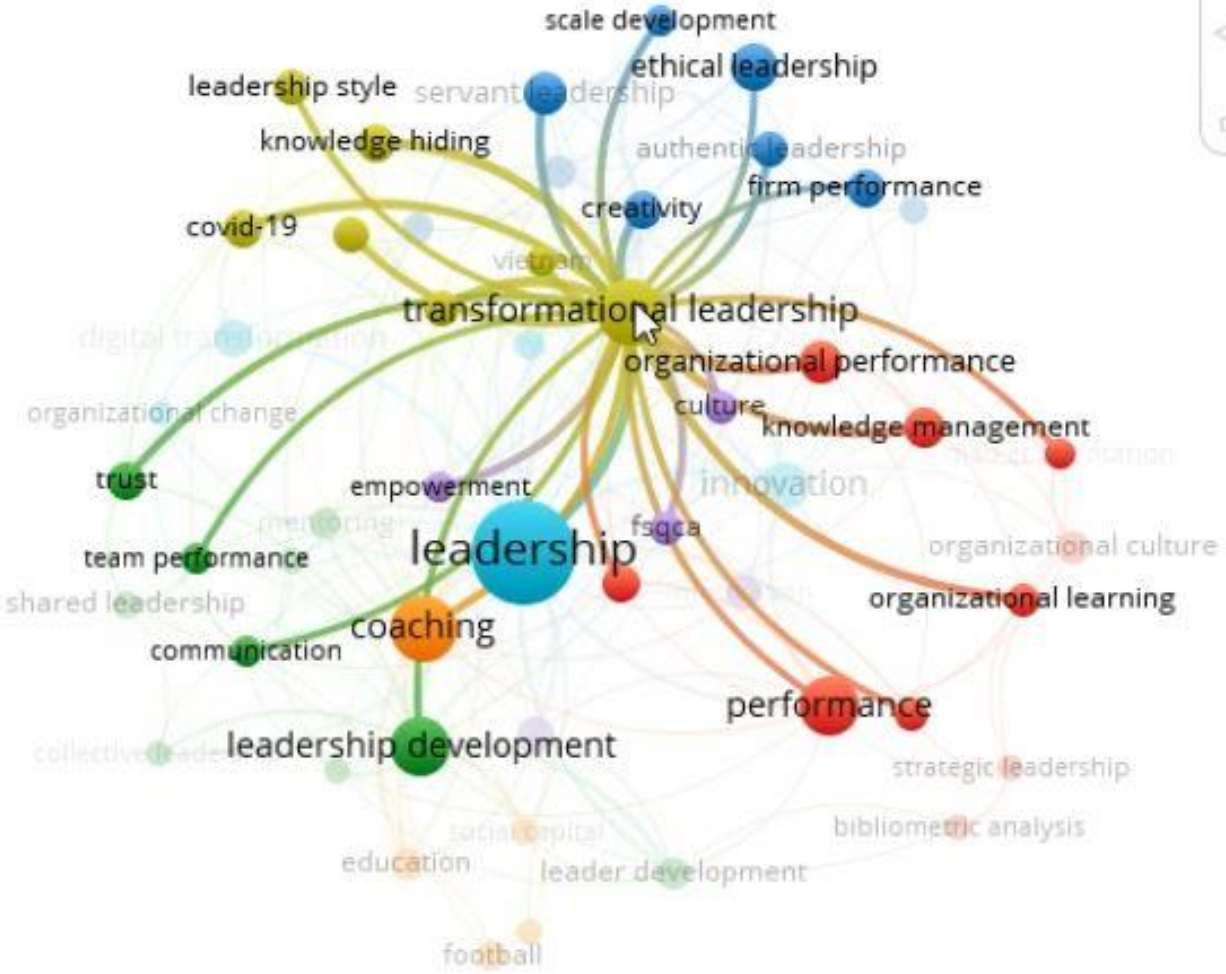
- **رهبری، کوچینگ، توسعه، کوچینگ مدیریتی، عملکرد، فرهنگ، توسعه رهبری**

- VOS viewer

Selected	Keyword	Occurrences	Total link strength
☑	culture	12	16
☑	fsqca	12	16
☑	organizational citizenship behavior	17	15
☑	education	17	14
☑	knowledge management	19	14
☑	digital transformation	22	13
☑	personality	12	13
☑	organizational commitment	15	12
☑	organizational learning	12	12
☑	team performance	10	12
☑	ethical leadership	25	11
☑	scale development	10	11
☑	social capital	11	11
☑	communication	10	10
☑	mentoring	13	10
☑	trust	16	10
☑	learning	10	9
☑	motivation	19	9
☑	professional development	10	9
☑	shared leadership	12	9

Selected	Keyword	Occurrences	Total link strength
☑	leadership	138	96
☑	transformational leadership	55	65
☑	coaching	54	49
☑	leadership development	43	38
☑	innovation	32	29
☑	performance	41	29
☑	job performance	15	23
☑	knowledge hiding	17	23
☑	covid-19	17	22
☑	creativity	17	22
☑	vietnam	11	22
☑	empowerment	11	20
☑	meta-analysis	16	20
☑	organizational performance	20	20
☑	gender	22	18
☑	leader development	16	17
☑	servant leadership	21	17
☑	authentic leadership	14	16
☑	culture	12	16
☑	fsqca	12	16

☑	collective leadership	10	8
☑	corporate social responsibility	14	8
☑	firm performance	17	8
☑	organizational culture	17	8
☑	market orientation	10	7
☑	organizational change	10	7
☑	leadership style	13	6
☑	strategic leadership	10	6
☑	artificial intelligence	12	4
☑	bibliometric analysis	10	4
☑	smes	13	4
☑	football	13	3
☑	sport	11	3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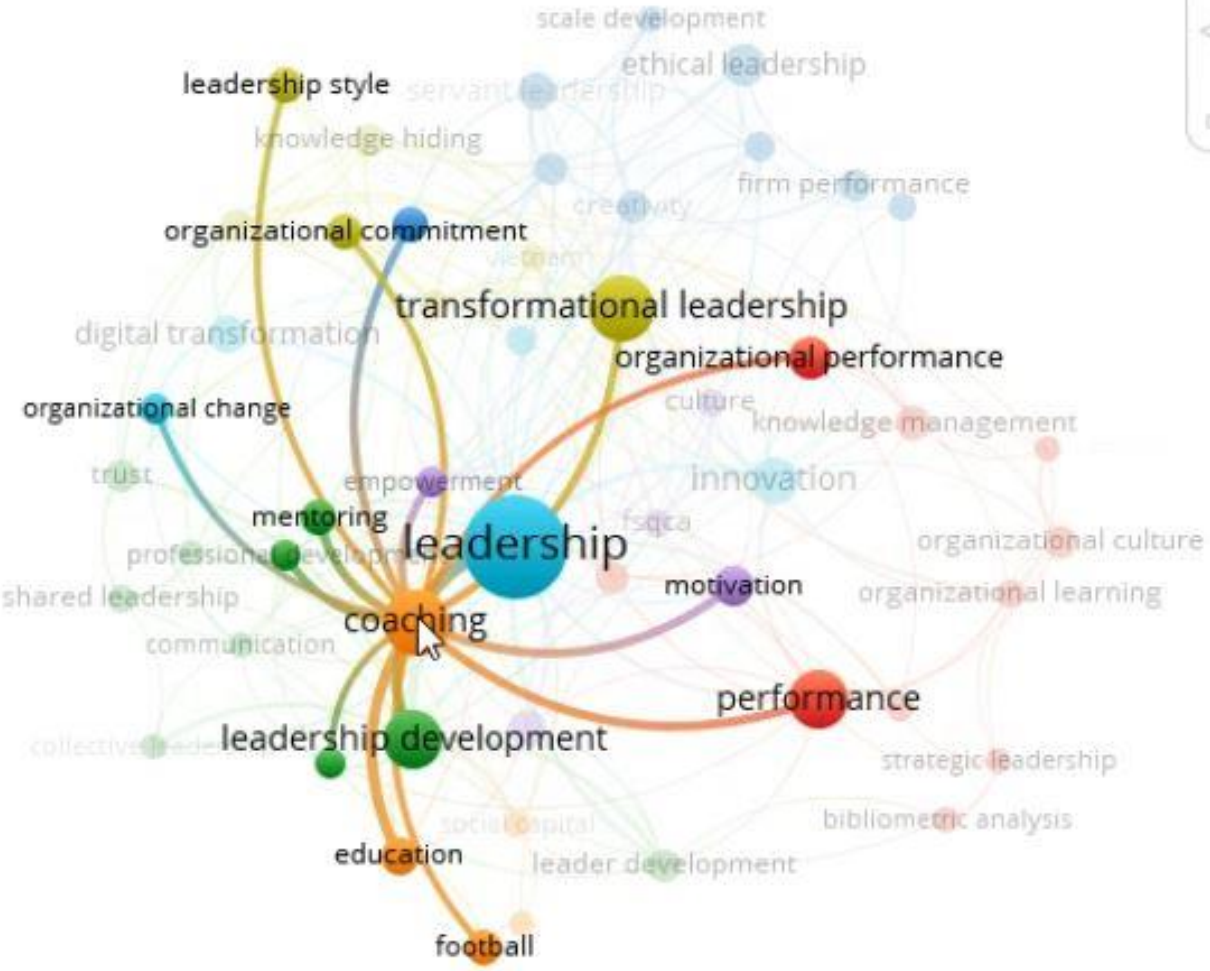
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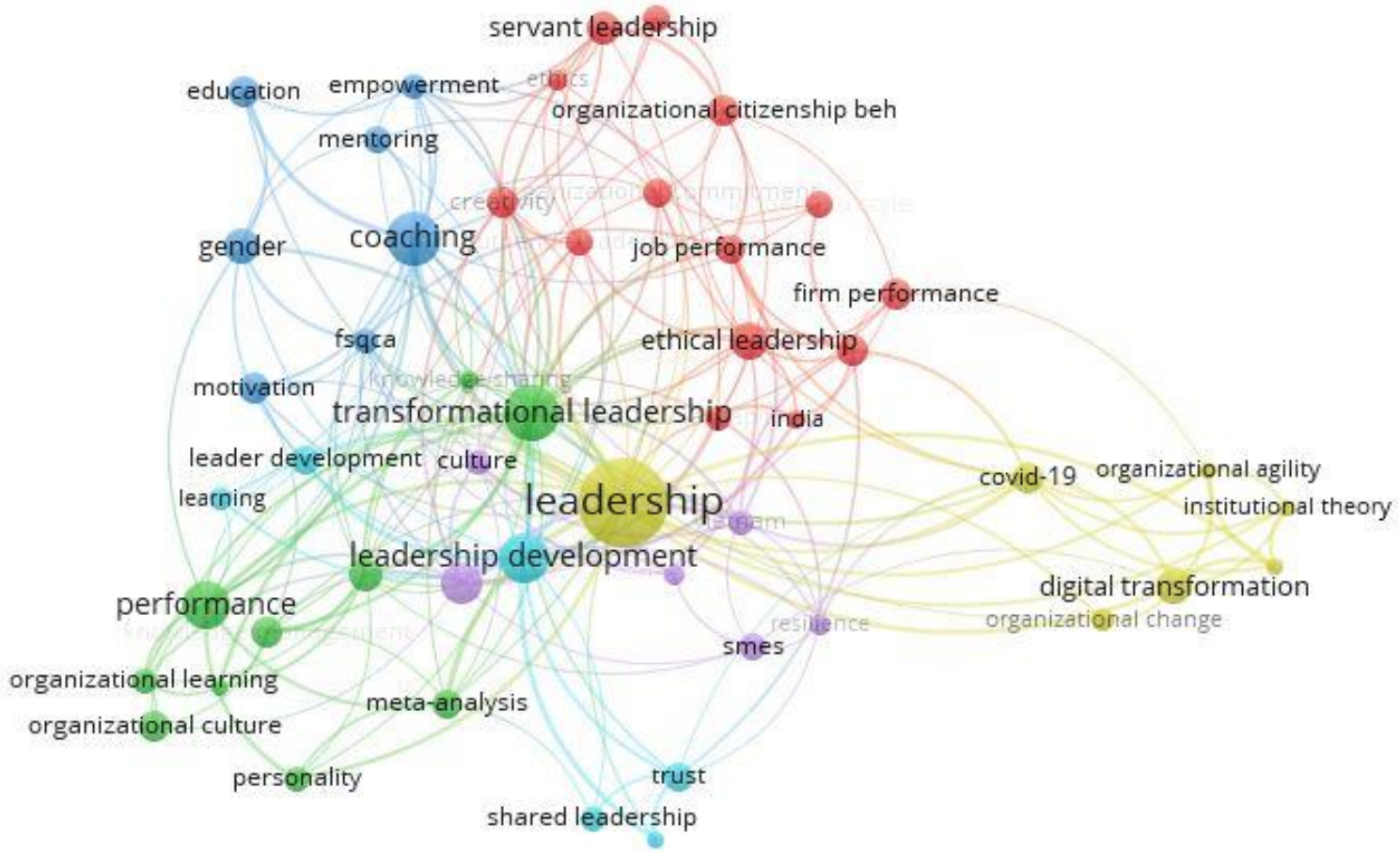
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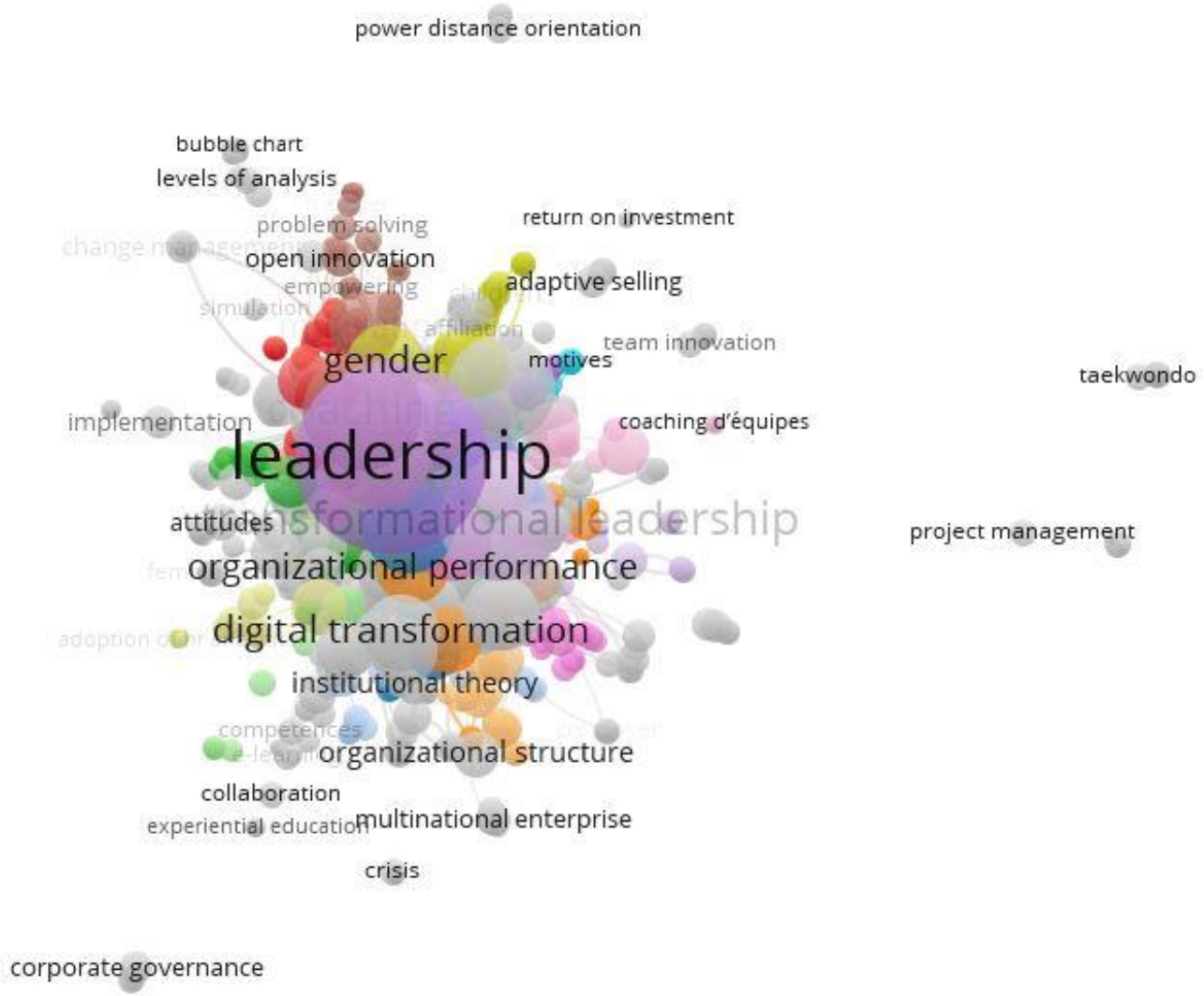
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bubble chart
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problem solving
return on investment
open innovation
adaptive selling
empowering
simulation
affiliation
team innovation
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motives
taekwondo
implementation
coaching d'équipes
leadership
transformational leadership
attitudes
project management
organizational performance
digital transformation
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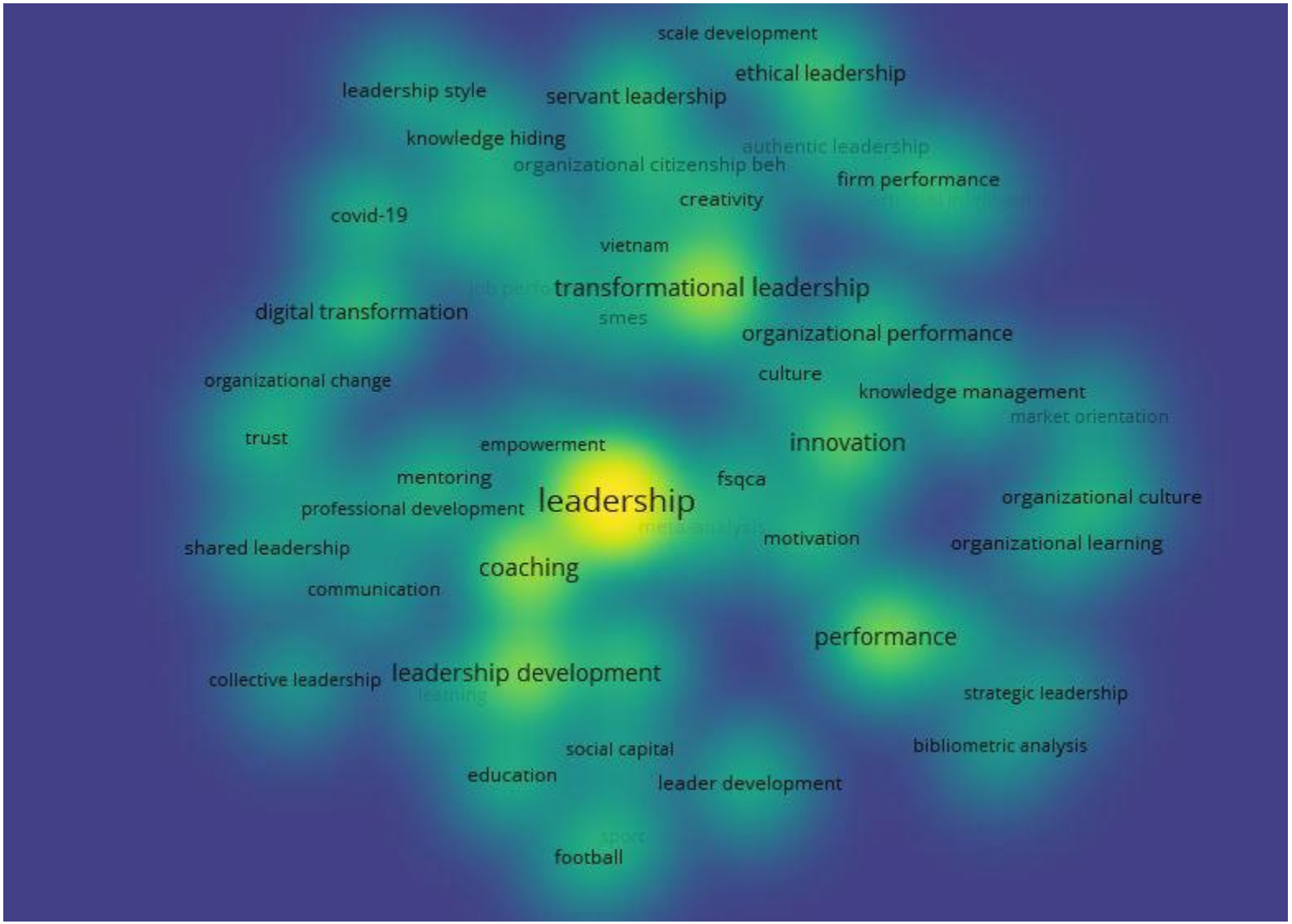
competences
organizational structure
collaboration
experiential education
multinational enterprise
crisis
corporate governance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Knowledge hiding behaviors

- Knowledge hiding has been defined in the literature as the intentional effort for not sharing the knowledge or concealing it from those who requested it (Hernaus et al., 2019).

Authentic leadership

- Authentic leaders are transparent in their workplace relationships and they remain honest when sharing their own thoughts and feelings. This may include offering constructive feedback to team members when necessary, as well as admitting when they're in the wrong

Benevolent leadership

- Benevolent leaders are those who create observable benefits, actions, or results for the common good. The term “common good” is used in the sense of shared benefits or positive. outcomes for all or most members of a community (Daly and Cobb, 1989; Bryson, and Crosby, 1992).

servant leadership

- A servant leader shares power, puts the needs of the employees first and helps people develop and perform as highly as possible. Instead of the people working to serve the leader, the leader exists to serve the people

Transactional leadership

- Transactional leadership, also known as managerial leadership, is a leadership style where leaders rely on rewards and punishments to achieve optimal job performance from their subordinates. The transactional executive leadership model is based on an exchange or transaction.

Transformational leadership

- A transformational leadership style inspires employees to strive beyond required expectations to work toward a shared vision, whereas transactional leadership focuses more on extrinsic motivation for the performance of specific job tasks.

Other keyword

- ✓ Charismatic leadership
- ✓ Collective Leadership
- ✓ Entrepreneurship Leadership
- ✓ Authoritarian leadership
- ✓ Organizational citizen behavior
- ✓ Job insecurity
- ✓ Organizational Crisis
- ✓ Self enhancement motive

Other keyword

- ✓ Social Learning Theory
- ✓ Resource Theory
- ✓ Social identity Theory
- ✓ Role clarity
- ✓ Ambiguity-Uncertainly-chaos
- ✓ Organizational resilience
- ✓ Organizational commitment
- ✓ Organizational Engagement
- ✓ Performance
- ✓ Job satisfaction

MINDSET
ACADEMY

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