



Mapping of Disability Management Publications Using Bibliometric Analysis

Budi Agung Prasetya¹, Billy Tunas², Widya Parimita³, Adi Setiawan^{4*}

^{1,4*}Universitas Swadaya Gunung Jati Cirebon

^{2,3}Postgraduate, Universitas Negeri Jakarta

*Corresponding Author. Email: a.setiawan28@gmail.com

Abstract: This research aims to identify scientific mapping and research developments related to Disability Management. Research related to disability management is needed to guide the implementation of disability management. The research method used a qualitative method using a historical approach. The research data were articles published by reputable journal publishers that use the Publish or Perish (PoP) application. Data analysis used bibliometric analysis assisted by VOSviewer. The bibliometric output visualized the keyword network and maps obtained from the titles and abstracts contained in the collected articles. The study results showed that the mapping and development of studies related to stability management are as follows: First, the publication trend of articles related to disability management which began in 1987, experienced fluctuating conditions. The data showed that research related to disability management was starting to receive attention from academics. Second, the results of the co-authorship analysis showed that there were 149 collaborating on research. Eleven authors carried out the most significant collaborations. The most articles produced by the author are seven articles. This condition showed the authors' high commitment to continue developing knowledge related to disability management. Third, a Network Visualization analysis with VOSviewer software produced 133 keywords related to stability management. These keywords were divided into 11 clusters. Keywords that were often researched were related to "intellectual disability", "perspective", "equity", "organization", "fairness", "risk, individual", "competence", "management disability practice" and "disability prevention".

Article History

Received: 11-12-2022

Revised: 20-01-2023

Accepted: 19-02-2023

Published: 16-03-2023

Key Words:

Disability Management;
Bibliometric; Disabilities.

How to Cite: Prasetya, B., Tunas, B., Parimita, W., & Setiawan, A. (2023). Mapping of Disability Management Publications Using Bibliometric Analysis. *Jurnal Kependidikan: Jurnal Hasil Penelitian dan Kajian Kepustakaan di Bidang Pendidikan, Pengajaran dan Pembelajaran*, 9(1), 333-346. doi:<https://doi.org/10.33394/jk.v9i1.6668>



<https://doi.org/10.33394/jk.v9i1.6668>

This is an open-access article under the [CC-BY-SA License](https://creativecommons.org/licenses/by-sa/4.0/).



Introduction

Individuals who have disabilities will have lower performance compared to employees who do not have disabilities. This assumption arises because individuals with disabilities will have more significant obstacles in carrying out their activities compared to individuals who do not have disabilities. Individuals with disabilities need special needs in carrying out their activities, such as the need for toilets, parking, and access for their mobility to carry out their activities (Bell & Klein, 2001; Goldberg et al., 2005). Some government and private workplaces have made facilities for people with disabilities. However, in some places, this facility is not yet available. The inability to provide facilities for persons with disabilities makes some organizations avoid accepting individuals to become employees in their places. Because without facilities for people with disabilities, it is believed that it will hinder them from carrying out their roles in the organization (Almond & Healey, 2003; Sang et al., 2022).

In addition to the limited activities of persons with disabilities, psychological factors will also hinder the ability of persons with disabilities to carry out their roles. Stereotypes



related to people with disabilities make most groups look down on the competencies of people with disabilities.

Problems related to employment for individuals with disabilities remain. In the research, some references say that persons with disabilities are considered less desirable to be employed. These conditions cause people with disabilities to have fewer job opportunities than those without disabilities. Based on data from the Central Bureau of Statistics for 2021, around 17 million people with disabilities are of productive age. However, only 7.6 million people are working (Kementrian PPN/ Bappenas, 2021). To be able to improve the implementation of disability management, it is necessary to map scientific knowledge and recognize research developments related to the implementation of disability management. Through scientific knowledge, academics and practitioners obtain logical knowledge obtained from drawing specific cases of persons with disabilities, to draw general conclusions to properly carry out disability management.

Research across multiple disciplines indicates that there may be significant barriers to successfully socializing persons with disabilities. These obstacles affect the success of the socialization of persons with disabilities (Bell & Klein, 2001). Research on disability found a different treatment of persons with disabilities in the workplace (Bailey, 1991; Bell & Klein, 2001; Jenaro et al., 2018; Ren et al., 2008a). Different treatments in the work environment can be beneficial or negative for persons with disabilities. People with disabilities are often seen as unequal to workers who do not have disabilities. There is a view regarding the employment gap between persons with disabilities and non-disabled persons (Berthoud, 2008; Jones, 2016). This gap also occurs in the income received by persons with disabilities (Berthoud, 2008; Jones, 2016; Longhi et al., 2012).

People with disabilities often experience discrimination. There are stereotypes, stigma, negative bias, anxiety, and hatred (Colella, 1994; Colella & Stone, 2004; Desombre et al., 2018; Jenaro et al., 2018; Trani et al., 2016). Persons with disabilities are considered a burden that must be borne, and they must receive assistance in the work environment (Please et al., 2017; Foster, 2018). Persons with disabilities have permanent obstacles in carrying out their functions in the workplace environment (Allan, 2010; Dunn & Andrews, 2015) because some workplaces are not designed for persons with disabilities (Grover & Piggott, 2010; Sang et al., 2022; Thomas, 2004). People with disabilities find it more difficult to find work in large companies. People with disabilities become self-employed or have part-time jobs (Jones & Latreille, 2010).

Disability management is a rapidly evolving concept in the workplace (Habeck & Hunt, 1999; RV & HA, 1999). In its implementation, it faces cultural, legal, and labor market challenges (Franché et al., 2005; Loisel et al., 2005). Implementation of disability management involves dynamic interactions between persons with disabilities and the work environment and social environment (Labriola, 2008; Loisel et al., 2005; Schultz et al., 2007). The implementation of disability management involves interventions that help people with disabilities to overcome these obstacles. Interventions are carried out by designing an environment that facilitates persons with disabilities to carry out their work activities (Trani et al., 2016). This research aims to identify scientific mapping and research developments related to Disability Management. Mapping related to publications that have been carried out related to Disability Management is essential to do to provide a roadmap related to further research.



Research Method

The research used a qualitative method with a historical approach. Research activities were carried out through systematic collections of articles and objective evaluation of stability management. Through the collection of articles, it was known that there were trends in research activities. This activity helped explain the extent to which scientific mapping was related to stability management. The research activity was carried out in two stages. The first stage of collecting research data was in the form of published articles. The second stage was an analysis of the collected articles using a systematic literature review (di Vaio et al., 2020; Li et al., 2017; Prashar & Sunder M, 2020). (di Vaio et al., 2020; Li et al., 2017; Prashar & Sunder M, 2020).

The research data were articles published by reputable journal publishers. The implementation of the article search used the Publish or Perish (PoP) application. Search for articles using keywords from previous researchers who published articles related to disability management.

Table 1 Search Keywords

Keywords	Source
Disabilities; People with Disabilities; workplace; fairness; Human Resource Management; Mental Illness; Psychiatric Disabilities; Worker And Job Characteristics; Job Specifications; Workforce; workplaces; Competence; Job Levels; Job Applicants; Job Levels; Competence.	(Allan, 2010; Bailey, 1991; Bell & Klein, 2001; Berthoud, 2008; Bjorvatn & Tungodden, 2015; Colella, 1994; Colella & Stone, 2004; Dunn & Andrews, 2015; Goldberg et al., 2005; Habeck & Hunt, 1999; Jenaro et al., 2018; Jones, 2006, 2016; Jones & Latreille, 2010; Loisel et al., 2005; Ren et al., 2008b; RV & HA, 1999; Sang et al., 2022)

The search is not determined by the initial year of the article search. Articles submitted were limited to those in English. Retrieval of articles from reputable publishers includes Scopus, Emerald, Springer, ProQuest, Web of Science, and Science Direct. This article conducted a systematic literature review with data analysis using bibliometrics. The analysis was assisted by using VOSviewer. Through this application, it can analyze trends and development patterns of articles examining disability management (di Vaio et al., 2020; Prashar & Sunder M, 2020). VOSviewer output visualizes highly detailed keyword maps and networks. The map shows how the network is formed from each keyword from the collected article data. Keywords are grouped in several clusters. The VOSviewer output also displays the year of the publication in which the keyword appears. The visualization presents the time range for keywords to appear from the year the article was published. The following VOSviewer output is the frequency of occurrence of keywords in research articles. These results indicate whether or not the keywords that appear are saturated (Lafont et al., 2020; Li et al., 2017; Shi & Li, 2019).

Results and Discussion

The results of withdrawing articles using PoP obtained 260 articles related to stability management using the keywords submitted in the Collecting Data Method section. The first article to appear was published in 1987—research related to disability management to date. The number of studies each year shows that, in general, many researchers are less interested in researching disability management. Even though many researchers do not ask for it, other researchers show a high commitment to continue to develop knowledge in the field of study of disability management.



Table 2 Publication of Disability Management Articles per year

Year	Publication	Year	Publication
1987	1	2005	7
1988	0	2006	7
1989	1	2007	7
1990	1	2008	9
1991	0	2009	6
1992	3	2010	11
1993	1	2011	6
1994	2	2012	10
1995	4	2013	7
1996	3	2014	14
1997	6	2015	12
1998	5	2016	18
1999	9	2017	14
2000	6	2018	17
2001	3	2019	16
2002	5	2020	15
2003	4	2021	17
2004	4	2022	9
Total		260	

The author's analysis presents the most frequently cited articles on management instability. Rating which articles are most frequently cited using Google Scholar (GS). GS Rank, same as Journal Impact Factor (Harzing & van der Wal, 2008). GS rank shows the ranking based on the frequency of how often the article is cited in a particular year. GS provides the opportunity for people to get articles without problems with the financial capacity of the institution from the quoter. In other words, it allows anyone to cite the provided article.

Table 3 Author Analysis

Authors	Title	GSRank
DG Tate (1987)	The healthy corporation: Management disability and health promotion practices at the workplace	58
DE Shrey , RE Breslin (1992)	Management disability in the industry: A multidisciplinary model for the accommodation of workers with disabilities	11
S Todd (2000)	Working in the public and private domains: staff management of community activities for and the identities of people with intellectual disabilities	197
J Calkins, JW Lui, C Wood (2000)	Recent developments in integrated management disability: Implications for professional and organizational development	32
DL Jones, T Tanigawa, SM Weiss (2003)	Stress management and work disability in the US, Europe, and Japan	72
MG Westmorland, N Buys (2004)	A comparison of management disability practices in Australian and Canadian workplaces	57
DB Kahrman , K Berg (2005)	Reconciling Definitions of Disability: Six Years Later, Has Cleveland v. Policy Management Systems Lived up to Its Initial Reviews as a Boost for Workers' Rights	174
HG Harder, G McHugh, SL	Management disability strategies: A preliminary	93



Authors	Title	GSRank
Wagner, et. al (2006)	investigation of perceptions, policies and return-to-work outcomes	
T Torre (2007)	Diversity Management and Disability: Indications from a Research on Ligurian Enterprises	191
HA Hunt (2009)	The evolution of management stability in North American workers' compensation programs	83
H Kopnina , JA Haafkens (2010)	Management disability: organizational diversity and Dutch employment policy	22
M Soakell- Ho, MD Myers (2011)	Knowledge management challenges for nongovernment organizations: The health and disability sector in New Zealand	160
T Geisen , HG Harder (2011)	Management instability and workplace integration: International research findings	45
M Zivitere , V Claidze (2012)	Development management disability in the workplace	10
R Quagrains , J Winter, M Issa (2014)	A critical review of the literature on management instability in the construction industry	46
HG Harder, S Wagner, J Rash (2016)	Mental illness in the workplace: Psychological management disability	99
T Geisen (2016)	Management workplace's stability as an instrument for human resources and organizational development	84
WA Coduti , C Anderson, K Lui, J Lui, et. al (2016)	Psychologically healthy workplaces, management disability, and employee mental health	23
N Buys, S Wagner, C Randall, H Harder, T Geisen, I Yu, et. al (2017)	Management disability and organizational culture in Australia and Canada	44
RA Quagrains , MH Issa (2018)	Development and validation of management stability indicators for the construction industry	65
P Kappelides , J Spoor (2019)	Managing sport volunteers with a disability: Human resource management implications	157
A Singa , T Sriyakul , J Sutduean , et. al (2019)	The willingness of supply chain employees to support management instability at the workplace: A case of Indonesian supply chain companies	11
V Camisa, F Gilardi , E Di Brino , A Santoro, et. al (2020)	Return on investment (ROI) and development of a workplace management program stability in a hospital—a pilot evaluation study	52
RA Quagrains , MH Issa (2021)	Construction management maturity model stability: a case study within the Manitoban construction industry	85
J Cavanagh, Y Wang, H Meacham, L Byrne, et. al (2022)	Human Resource Management Challenge to Innovate to Support Employees With Disabilities and Mental Health Challenges	175

Citation analysis showed the most frequently cited articles from 1987 to 2022. It showed which articles were most often used as references by other researchers in articles related to disability management.

Table 4 Citation Analysis

Author	Title	Cites
J Williams, S Mavin (2012)	Disability as constructed difference: A literature review and research agenda for management and organization studies	137



Author	Title	Cites
DL Jones, T Tanigawa, SM Weiss (2003)	Stress management and work disability in the US, Europe, and Japan	104
A Singa , T Sriyakul , J Sutduean , et. al (2019)	The willingness of supply chain employees to support management instability at the workplace: A case of Indonesian supply chain companies	68
S Todd (2000)	Working in the public and private domains: staff management of community activities for and the identities of people with intellectual disabilities	61
HG Harder, S Wagner, J Rash (2016)	Mental illness in the workplace: Psychological management disability	54
M Kulkarni, H Scullion (2015)	Talent management activities of disability training and placement agencies in India	43
MG Westmorland, N Buys (2004)	A comparison of management disability practices in Australian and Canadian workplaces	39
U Gensby , T Lund, K Kowalski, M Saidj , et. al (2012)	Management workplaces stability programs promoting the return to work: a systematic review	38
T Geisen , HG Harder (2011)	Management instability and workplace integration: International research findings	32
M Soakell- Ho, MD Myers (2011)	Knowledge management challenges for nongovernment organizations: The health and disability sector in New Zealand	23
H Kopnina , JA Haafkens (2010)	Management disability: organizational diversity and Dutch employment policy	21
P Kappelides , J Spoor (2019)	Managing sport volunteers with a disability: Human resource management implications	18
A Jetha, B Yanar, AM Lay, C Mustard (2019)	Work management disability communication bottlenecks within large and complex public service organizations: a sociotechnical systems study	18
J Calkins, JW Lui, C Wood (2000)	Recent developments in integrated management disability: Implications for professional and organizational development	17
HA Hunt (2009)	The evolution of management stability in North American workers' compensation programs	17
WA Coduti , C Anderson, K Lui, J Lui, et. al (2016)	Psychologically healthy workplaces, management disability, and employee mental health	15
DE Shrey , RE Breslin (1992)	Management disability in industry: A multidisciplinary model for the accommodation of workers with disabilities	13
HG Harder, G McHugh, SL Wagner, et. al (2006)	Management disability strategies: A preliminary investigation of perceptions, policies and return-to-work outcomes	13
T Geisen (2016)	Management workplace's stability as an instrument for human resources and organizational development	12
N Buys, S Wagner, C Randall, H Harder, T Geisen, I Yu, et. al (2017)	Management disability and organizational culture in Australia and Canada	10
DG Tate (1987)	The healthy corporation: Management disability and health promotion practices at the workplace	9



Author	Title	Cites
RA Quaigrain , MH Issa (2018)	Development and validation of management stability indicators for the construction industry	9
V Camisa, F Gilardi , E Di Brino , A Santoro, et. al (2020)	Return on investment (ROI) and development of a workplace management program stability in a hospital—a pilot evaluation study	9
T Torre (2007)	Diversity Management and Disability: Indications from a Research on Ligurian Enterprises	8
HG Harder, MT Geisen (2012)	Management instability and workplace integration: International research findings	6
RA Quaigrain , MH Issa (2021)	Construction management maturity model stability: a case study within the Manitoban construction industry	6
R Quaigrain , J Winter, M Issa (2014)	A critical review of the literature on management instability in the construction industry	5

Bibliometric analysis in this study was carried out using VOSviewer. VOSviewer helped visualize keyword networks and maps obtained from the titles and abstracts contained in the articles collected. VOSviewer visualization helps identify the interrelationships of each keyword, such as mapping research collaboration in research activities related to disability management. The output of VOSviewer can assist in the mapping and development of research on disability management in the future by recommending variables or themes that can be used for further research (José de Oliveira et al., 2019).

Co-authorship analysis in overlay visualization for at least two documents for each author found 149 authors. VOSviewer output selects 11 authors whose articles are frequently cited.

Table 5 Number of Articles and Networks from the Most Frequently Cited Authors

Author	Documents	Total link strength
buys, n	6	16
geisen , t	7	16
Wagner , S	5	14
yu, i	3	10
harder, h	3	6
harder, hg	5	6
hassler, b	2	6
Ochsenbein, g	2	6
rash, j	2	4
Jodoin, s	2	2
Scott, lr	2	2

Figure 1 shows the network nodes of the 11 authors with the most frequently cited articles. The network shows the collaboration of authors in producing articles. Authors named buy, n (Nicholas Buys.), and Geisen, t (Thomas Geisen) most often collaborate with other authors. The total number of collaborations carried out by the two people is 16 other authors, while the number of articles published by Nicholas Buys is 6, and Thomas Geisen is 7 articles. The number of articles and collaborations show the author's high commitment to continue developing research related to stability management. One of the collaborations was done by Nicholas Buys, Thomas Geisen, Yu, I, and Wagner. They did it with seven other authors who were not shown on the Author network with the article "Demographic change

and private sector management of disability in Australia, Canada, China, and Switzerland: A comparative study".

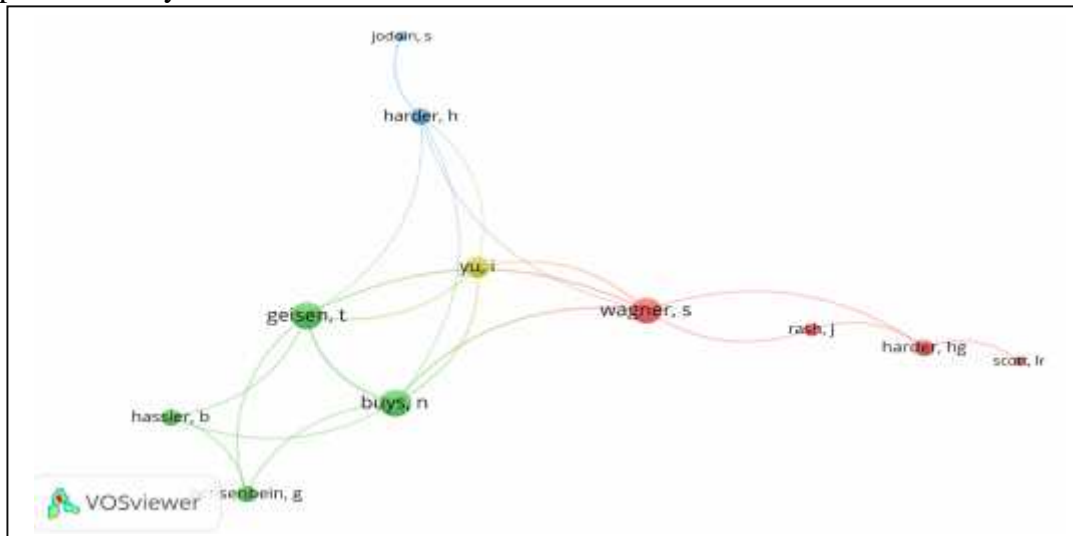


Figure 1. Author Network Management Disability

The results of the analysis with VOSviewer in mapping using text data found 1,553 keywords related to stability management. The collected data was limited to 3 occurrences. Through these restrictions, 133 keywords were obtained, divided into 11 clusters.

Table 6 Keywords Clustering

Clusters	Keyword
Cluster 1	academic career, construction, dialogue, diamond health management model, management model stability, management disability practice, disability study, disabled employee, human resource management practice, ideal management disability model, improved management, leaky body, maturity modeling, medical sociology, model, organization, safety performance, social-relational model
Cluster 2	control, difficulty, disability service, disease, effectiveness, focus, functional disability, healthcare, intellectual disability, labor force, life, multiple sclerosis, risk management, self-management, service delivery, stress management, systematic review
Cluster 3	common mental disorder, competency, CSA, culture, disability & diversity management, disability equity, diversity management, health need, hr, human resource management, principle, recruitment, standard, task, temp
Cluster 4	anxiety, depression, disaster management, epilepsy, gender, implication, inclusion, intellectual impairment, interest, law, perceived accommodation, relationship, school, woman
Cluster 5	community, diagnosis, dynamic risk assessment, group, an important aspect, individual, learning disability, management system, part, predictive validity, risk, risk assessment, state, time
Cluster 6	autism, child, developmental disability, management disability perspective, family, functioning, international classification, limitation, occupational health, outcome, parent, visual impairment, work environment
Cluster 7	case study, difference, disability workers management, equity, evolution, fairness, government organization, job analysis, job characteristics, term, workforce diversity management
Cluster 8	adult, business, management service stability, management strategy stability, framework, labor, ndis, respect, success
Cluster 9	disability prevention, implementation, mental impairment, morbidity management, physical disability, public services, status, stigma



The results of the bibliometric analysis show that there are still research areas related to disability management that can be explored. Adjacent term nodes indicate the relationship between each of these nodes (van Eck & Waltman, 2018). The nodes that have the closest relationship are grouped into one cluster. Furthermore, the higher the term occurrence, the larger the term node will be in the analyzed journal (van Eck & Waltman, 2018). Figures 3 and 4 show that the terms in each cluster do not show saturation, so these terms can continue to be explored. These conditions follow the journals obtained from 1987 until 2022. The number of journals published by well-known publishers is still rare. The results of the Overlay Visualization analysis show that publications related to disability management have started to increase consistently, although it cannot be said that they have increased significantly.

Most research on disability management focuses on the ability to produce workplace interventions that facilitate persons with physical disabilities. Meanwhile, for people with mental disabilities, there is still a lack of evidence and no conclusions that can be generalized. Disability management is a broad and ambiguous concept. For this reason, many studies can still be explored for further research. This research based on bibliometric analysis has been able to map out research on disability management, as well as how to develop further research with an introduction to the concepts of the terms presented.

Conclusion

The conclusions regarding the mapping and development of studies related to stability management are as follows. First, the publication trend of articles related to disability management which began in 1987, experienced fluctuating conditions. The data showed that research related to disability management was starting to receive attention from academics. Second, the results of the co-authorship analysis showed that there were 149 collaborating on research. Eleven authors carried out the most significant collaborations. The most articles produced by the author were seven articles. This condition shows the authors' high commitment to continue developing knowledge related to disability management. Third, a Network Visualization analysis with VOSviewer software produces 133 keywords related to stability management. These keywords were divided into 11 clusters. Keywords that were often researched were related to "intellectual disability", "perspective", "equity", "organization", "fairness", "risk, individual", "competence", "management disability practice", and "disability prevention".

Recommendation

Recommendations for further research are research that has been popular in recent years and variables that are currently rarely studied. The following topics are frequently discussed in the research based on Overlay Visualization: "academic career", "human resource management practice", "improved management", "social relational model, HRM", "disability & diversity management", "health need", "perceived accommodation", "disaster management", "worker disability management", and "disability claims management process". Finally, the output of Density Visualization shows that variables that are rarely studied are "disability study", "workplace accommodation", "dynamic risk assessment, "disability & diversity management", "disability claims management process", "diversity management", and "international classification."



References

- Allan, J. (2010). The sociology of disability and the struggle for inclusive education. *British Journal of Sociology of Education*, 31(5). <https://doi.org/10.1080/01425692.2010.500093>
- Almond, S., & Healey, A. (2003). Mental health and absence from work: New evidence from the uk quarterly labour force survey. *Work, Employment and Society*, 17(4). <https://doi.org/10.1177/0950017003174007>
- Bailey, J. W. (1991). Evaluation of a task partner who does or does not have a physical disability: Response amplification or sympathy effect? *Rehabilitation Psychology*, 36(2). <https://doi.org/10.1037/h0079075>
- Bell, B. S., & Klein, K. J. (2001). Effects of disability, gender, and job level on ratings of job applicants. *Rehabilitation Psychology*, 46(3). <https://doi.org/10.1037/0090-5550.46.3.229>
- Berthoud, R. (2008). Disability employment penalties in Britain. *Work, Employment and Society*, 22(1). <https://doi.org/10.1177/0950017007087420>
- Bjorvatn, K., & Tungodden, B. (2015). Disabled by stereotype? Experimental evidence from Uganda. *Journal of Economic Behavior and Organization*, 118. <https://doi.org/10.1016/j.jebo.2014.12.027>
- Blease, C., Carel, H., & Geraghty, K. (2017). Epistemic injustice in healthcare encounters: Evidence from chronic fatigue syndrome. *Journal of Medical Ethics*, 43(8). <https://doi.org/10.1136/medethics-2016-103691>
- Colella, A. (1994). Organizational socialization of employees with disabilities: Critical issues and implications for workplace interventions. *Journal of Occupational Rehabilitation*, 4(2). <https://doi.org/10.1007/BF02110048>
- Colella, A., & Stone, D. L. (2004). Workplace discrimination toward persons with disabilities: A call for some new research directions. In *Discrimination at Work: The Psychological and Organizational Bases*. <https://doi.org/10.4324/9781410611567>
- Desombre, C., Anegmar, S., & Delelis, G. (2018). Stereotype threat among students with disabilities: the importance of the evaluative context on their cognitive performance. *European Journal of Psychology of Education*, 33(2). <https://doi.org/10.1007/s10212-016-0327-4>
- di Vaio, A., Syriopoulos, T., Alvino, F., & Palladino, R. (2020). "Integrated thinking and reporting" towards sustainable business models: a concise bibliometric analysis. In *Meditari Accountancy Research* (Vol. 29, Issue 4). <https://doi.org/10.1108/MEDAR-12-2019-0641>
- Dunn, D. S., & Andrews, E. E. (2015). Person-first and identity-first language: Developing psychologists' cultural competence using disability language. *American Psychologist*, 70(3). <https://doi.org/10.1037/a0038636>
- Foster, D. (2018). The Health and Well-Being at Work Agenda: Good News for (Disabled) Workers or Just a Capital Idea? *Work, Employment and Society*, 32(1). <https://doi.org/10.1177/0950017016682458>
- Franche, R. L., Cullen, K., Clarke, J., Irvin, E., Sinclair, S., Frank, J., Cole, D., Dacombe, J., Guzman, J., Hogg-Johnson, S., MacEachen, E., Pennick, V., Raj, A., Reardon, R., & van Eerd, D. (2005). Workplace-based return-to-work interventions: A systematic review of the quantitative literature. *Journal of Occupational Rehabilitation*, 15(4). <https://doi.org/10.1007/s10926-005-8038-8>



- Goldberg, S. G., Killeen, M. B., & O'Day, B. (2005). The disclosure conundrum: How people with psychiatric disabilities navigate employment. In *Psychology, Public Policy, and Law* (Vol. 11, Issue 3). <https://doi.org/10.1037/1076-8971.11.3.463>
- Grover, C., & Piggott, L. (2010). From incapacity benefit to employment and support allowance: Social sorting, sickness and impairment, and social security. *Policy Studies*, 31(2). <https://doi.org/10.1080/01442870903429678>
- Habeck, R., & Hunt, A. (1999). Disability management perspectives: Developing accommodating work environments through disability management. *American Rehabilitation*, 25(Spring-Summer).
- Harzing, A. W. K., & van der Wal, R. (2008). Google Scholar as a new source for citation analysis. *Ethics in Science and Environmental Politics*, 8(1). <https://doi.org/10.3354/esepp00076>
- Jenaro, C., Flores, N., & López-Lucas, J. (2018). Using the Semantic Differential technique to assess stereotypes toward individuals with disabilities: The relevance of warmth and competence. *Universitas Psychologica*, 17(4). <https://doi.org/10.11144/Javeriana.upsy17-4.usdt>
- Jones, M. K. (2006). Is there employment discrimination against the disabled? *Economics Letters*, 92(1). <https://doi.org/10.1016/j.econlet.2006.01.008>
- Jones, M. K. (2016). Disability and Perceptions of Work and Management. *British Journal of Industrial Relations*, 54(1). <https://doi.org/10.1111/bjir.12043>
- Jones, M. K., & Latreille, P. L. (2010). Disability and earnings: Are employer characteristics important? *Economics Letters*, 106(3). <https://doi.org/10.1016/j.econlet.2009.11.017>
- José de Oliveira, O., Francisco da Silva, F., Juliani, F., César Ferreira Motta Barbosa, L., & Vieira Nunes, T. (2019). Bibliometric Method for Mapping the State-of-the-Art and Identifying Research Gaps and Trends in Literature: An Essential Instrument to Support the Development of Scientific Projects. In *Scientometrics Recent Advances*. <https://doi.org/10.5772/intechopen.85856>
- Kementrian PPN/ Bappenas. (2021). *Kajian Distabilitas. Tinjauan Peningkatan Akses dan Taraf Hidup. Penyandang Distabilitas Indonesia: Aspek Sosio Ekonomi dan Yuridis*.
- Labriola, M. (2008). Conceptual framework of sickness absence and return to work, focusing on both the individual and the contextual level. In *Work* (Vol. 30, Issue 4).
- Lafont, J., Ruiz, F., Gil-Gómez, H., & Oltra-Badenes, R. (2020). Value creation in listed companies: A bibliometric approach. *Journal of Business Research*, 115, 428–434. <https://doi.org/10.1016/J.JBUSRES.2020.01.012>
- Li, X., Wu, P., Shen, G. Q., Wang, X., & Teng, Y. (2017). Mapping the knowledge domains of Building Information Modeling (BIM): A bibliometric approach. In *Automation in Construction* (Vol. 84). <https://doi.org/10.1016/j.autcon.2017.09.011>
- Loisel, P., Buchbinder, R., Hazard, R., Keller, R., Scheel, I., van Tulder, M., & Webster, B. (2005). Prevention of work disability due to musculoskeletal disorders: The challenge of implementing evidence. *Journal of Occupational Rehabilitation*, 15(4). <https://doi.org/10.1007/s10926-005-8031-2>
- Longhi, S., Nicoletti, C., & Platt, L. (2012). Interpreting Wage Gaps of Disabled Men: The Roles of Productivity and of Discrimination. *Southern Economic Journal*, 78(3). <https://doi.org/10.4284/0038-4038-78.3.931>
- Prashar, A., & Sunder M, V. (2020). A bibliometric and content analysis of sustainable development in small and medium-sized enterprises. *Journal of Cleaner Production*, 245, 118665. <https://doi.org/10.1016/J.JCLEPRO.2019.118665>



- Ren, L. R., Paetzold, R. L., & Colella, A. (2008a). A meta-analysis of experimental studies on the effects of disability on human resource judgments. *Human Resource Management Review*, 18(3). <https://doi.org/10.1016/j.hrmr.2008.07.001>
- Ren, L. R., Paetzold, R. L., & Colella, A. (2008b). A meta-analysis of experimental studies on the effects of disability on human resource judgments. *Human Resource Management Review*, 18(3). <https://doi.org/10.1016/j.hrmr.2008.07.001>
- RV, H., & HA, H. (1999). Disability management perspectives: developing accommodating work environments through disability management. *American Rehabilitation*, 25(1/2).
- Sang, K., Calvard, T., & Remnant, J. (2022). Disability and Academic Careers: Using the Social Relational Model to Reveal the Role of Human Resource Management Practices in Creating Disability. *Work, Employment and Society*, 36(4). <https://doi.org/10.1177/0950017021993737>
- Schultz, I. Z., Stowell, A. W., Feuerstein, M., & Gatchel, R. J. (2007). Models of return to work for musculoskeletal disorders. *Journal of Occupational Rehabilitation*, 17(2). <https://doi.org/10.1007/s10926-007-9071-6>
- Shi, Y., & Li, X. (2019). A bibliometric study on intelligent techniques of bankruptcy prediction for corporate firms. *Heliyon*, 5(12), e02997. <https://doi.org/10.1016/J.HELIYON.2019.E02997>
- Thomas, C. (2004). Rescuing a social relational understanding of disability. *Scandinavian Journal of Disability Research*, 6(1). <https://doi.org/10.1080/15017410409512637>
- Trani, J. F., Ballard, E., & Peña, J. B. (2016). Stigma of persons with disabilities in Afghanistan: Examining the pathways from stereotyping to mental distress. *Social Science and Medicine*, 153. <https://doi.org/10.1016/j.socscimed.2016.02.024>
- van Eck, N. J., & Waltman, L. (2018). VOSviewer Manual - version 1.6.8. *Univeriteit Leiden, April*.