

College of Business Academic Seminar Series

Speaker



Who is getting fired? A bibliometric study of research performance and faculty terminations

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Description:

This paper sheds light on the use of bibliometric indicators as a people analytics tool for examining research performance outcome differences in faculty mobility and turnover.

Employing bibliometric information from research databases, the publication, citations, h-index, and newly developed hIa-index for a sample of university faculty is examined (N=684). Information relating to turnover decisions from an HR information system and bibliometric data from a research database are combined to explore research performance differences across cohorts of retained, resigned, or terminated faculty over a 5-year period in a single university. ANOVA results indicate traditional bibliometric indicators of h-index, publication count, and citation count are limited in their ability to identify performance differences between employment status cohorts. Results do show some promise for the newly developed hIa-index, as it is found to be significantly lower for terminated faculty ($p < 0.001$), as compared to both retained and resigned faculty. Multinomial logistic regression analysis also confirms the hIa metric as a predictor of terminated employment status. Results suggest the hIa metric may serve as a useful tool for the examination of employment decisions for Universities. It also highlights the potential usefulness of bibliometric indicators for people analytics and the examination of employment decisions, performance management, and faculty turnover in research-intensive higher education contexts.

No research has previously examined the issue of turnover in a University setting using the bibliometric measures employed here. This is a first example of the potential use of hIa bibliometric index as an HR analytics tool for the examination of HR decisions such as employee turnover in the University context.



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