Job Design: A Hybrid Systematic Literature Review and Bibliometric Analysis

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Why Job Design, and Why Now?

- Digital technology, AI and automation redistribute tasks between people and machines
- Remote and hybrid work reshape job control and boundaries
- Well-being and burnout keep job demands and resources central
- **Gap: recent evidence is fragmented across psychology, HRM, economics, ergonomics and IS; no recent cross-disciplinary map exists**

Research questions

RQ1	Is job design still a pertinent theme for future research?
RQ2	How is job design scholarship distributed?
RQ3	How do the findings guide future research, conceptually and functionally?

Method: Hybrid SLR and Bibliometric Analysis

Scopus, extracted 2 Oct 2026; PRISMA-style flow

9,189
TITLE-ABS-KEY search

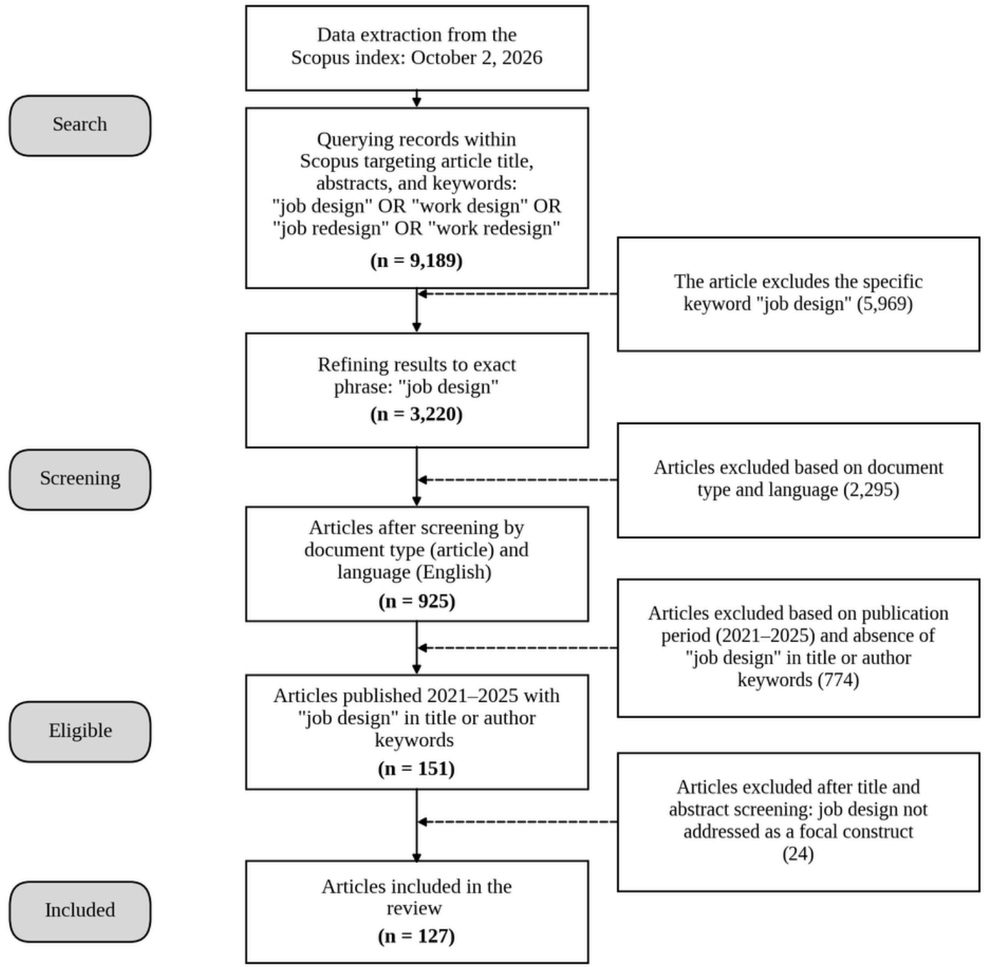
3,220
exact phrase “job design”

925
English journal articles

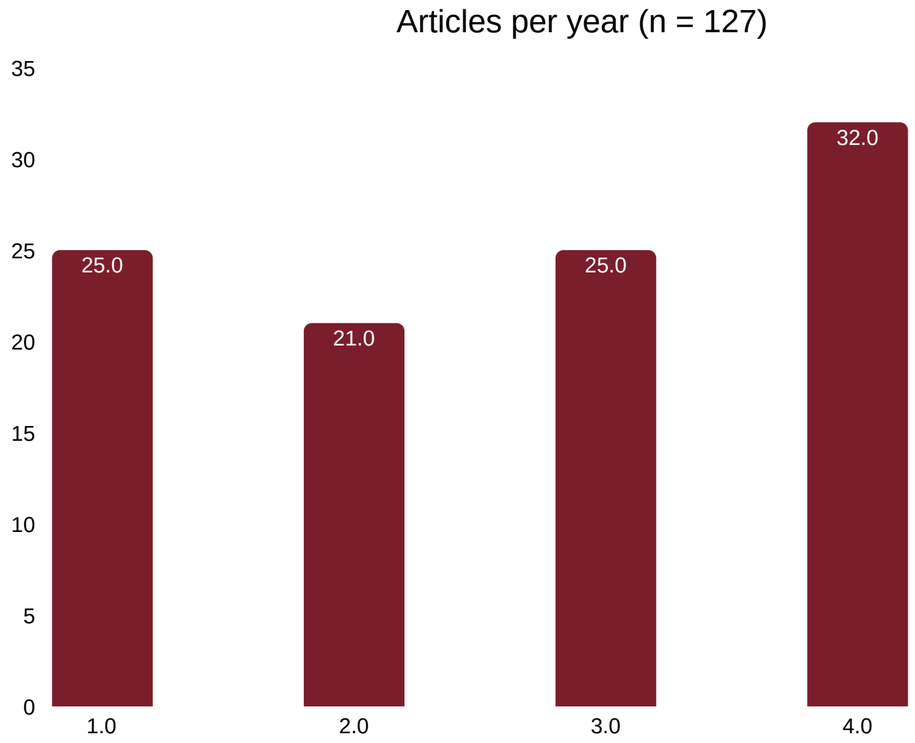
151
2021–2025, in title/keywords

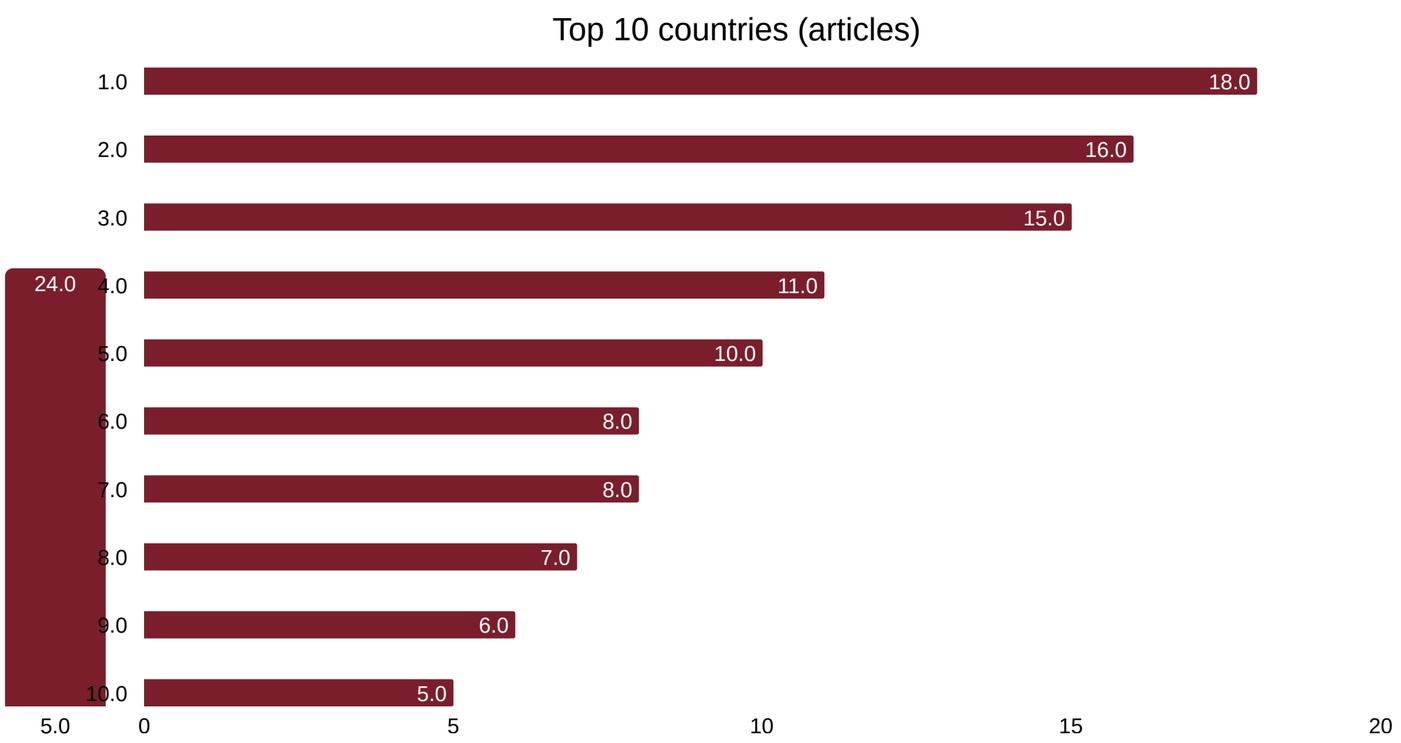
127
included after screening

Analysis: performance analysis, country collaboration network, keyword co-occurrence (65 keywords, modularity clustering) and content coding of 127 articles



RQ1 & RQ2: A Stable, Widely Dispersed Field



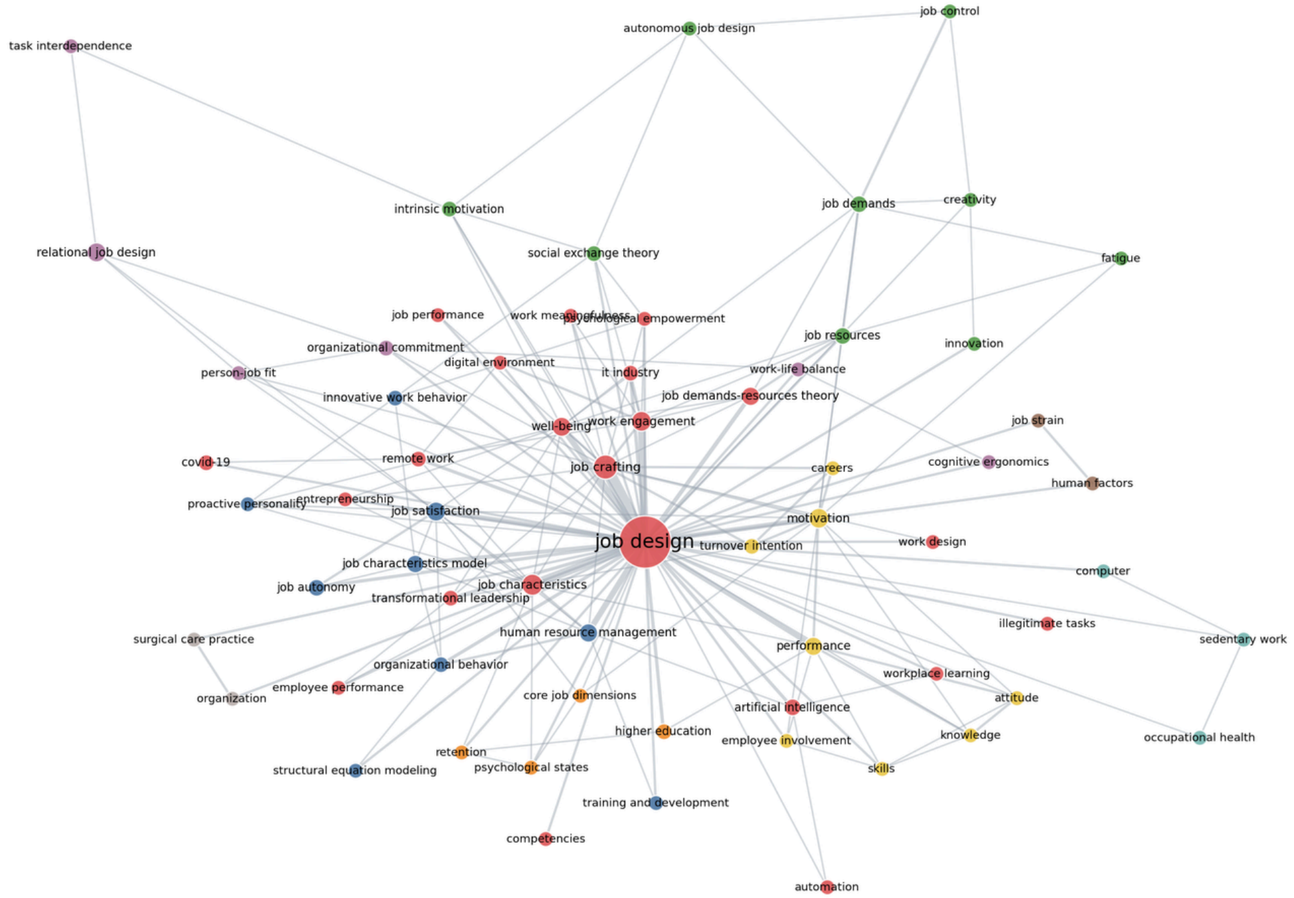


2,635
citations across 100 sources

51
countries, 339 authors

34.6%
internationally co-authored

RQ3: Intellectual Structure of the Field

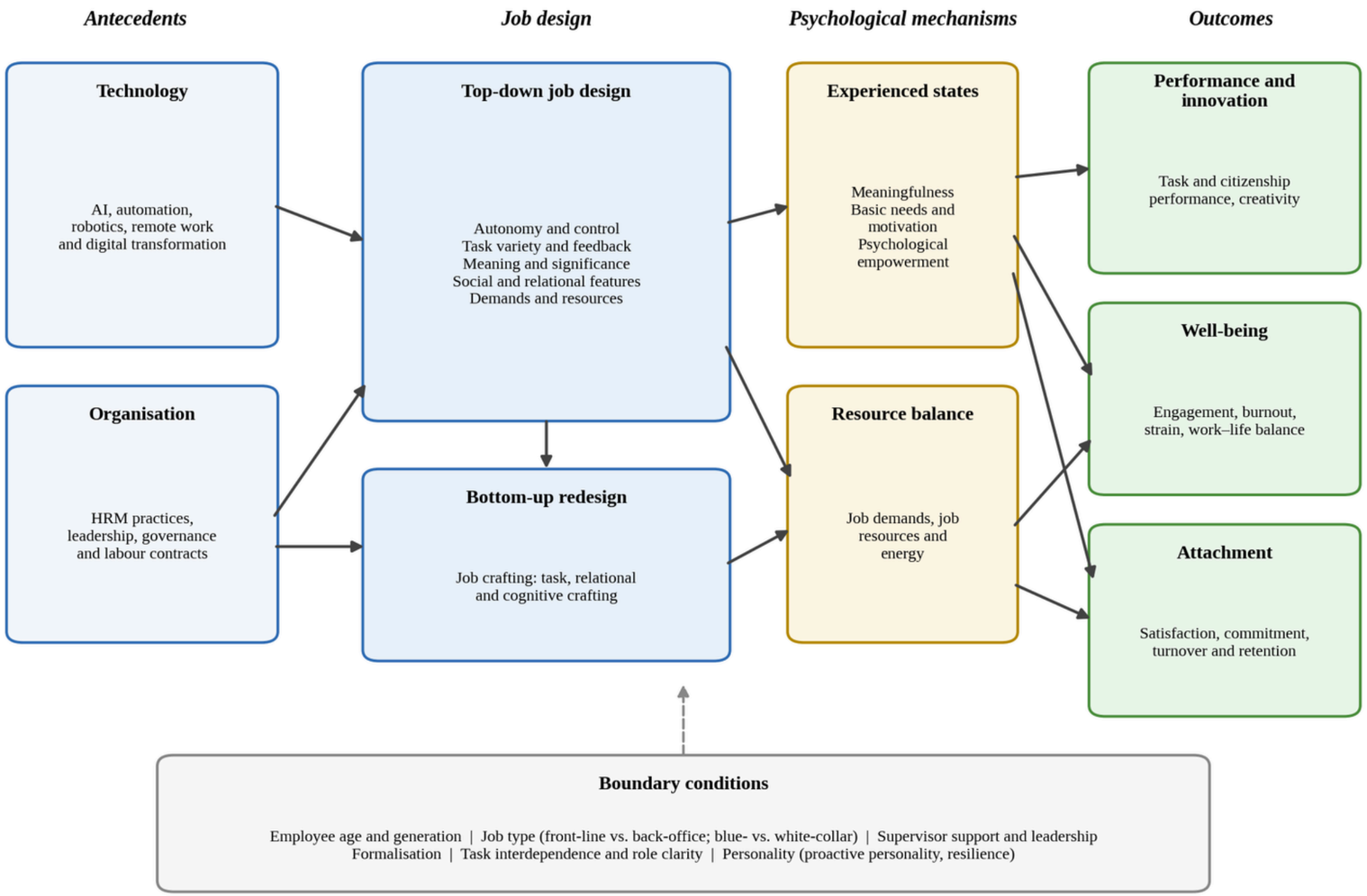


Five substantive keyword clusters

- Contemporary work contexts and well-being
- HRM and the job characteristics tradition
- Demands, resources and motivational mechanisms
- Motivation, skills and performance
- Relational job design and fit

Hubs: job design (160), job crafting (36), job characteristics (23)

Five Job Design Dimensions and an Integrative Model



78.7% of articles address at least one dimension:

- Demands, resources, context (51)
- Autonomy and control (37)
- Task variety, complexity, feedback (37)
- Social and relational features (31)
- Meaning and social impact (28)

Conclusions and Research Agenda

Key takeaways

- Output is steady (21–32 a year): job design remains pertinent
- Scholarship is dispersed; the Global South is underrepresented
- Top-down design and bottom-up crafting interact; treat task allocation between people and machines as a design decision

Research agenda

- Test technology-related job design empirically
- Study design–crafting interplay
- Build causal and intervention evidence
- Compare across countries and emerging economies
- Examine boundary conditions: age, job type, gig work
- Link job design to sustainability

THANK YOU!