

BIBLIOMETRIC ANALYSIS, EVOLUTION AND TRENDS OF HAPPINESS MANAGEMENT IN SCIENTIFIC LITERATURE

ANÁLISIS BIBLIOMÉTRICO, EVOLUCIÓN Y TENDENCIAS DE LA GESTIÓN DE LA FELICIDAD EN LA LITERATURA CIENTÍFICA

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Abstract

This study aims to analyse the concept of “Happiness management” in the scientific literature due to the growing interest in aspects related to happiness management in social and professional spheres, which has resulted in recent research. A systematic review of publications is carried out in order to examine the current situation in terms of scientific production and to analyse the evolution and trends in the study. In addition, using the Scopus database and the VOS viewer software, records were obtained from which a bibliometric analysis was carried out. Among the results achieved, the positioning of Spain as a benchmark country in the international literature on “Happiness management” and the influence of COVID-19 on the spread and citation of publications stands out. The scientific contributions on this subject and its influence on future research is a growing field of study and of interest for the improvement of quality of life and organizational well-being.

Keywords: Happiness management; bibliometric analysis; Spain; organizational well-being; VOS viewer; COVID-19

Resumen

Este estudio tiene como objetivo analizar el concepto de “Gestión de la felicidad” en la literatura científica debido al creciente interés por los aspectos relacionados con la gestión de la felicidad en los ámbitos social y profesional, que se ha traducido en investigaciones recientes. Se realiza una revisión sistemática de las publicaciones con el fin de examinar la situación actual en términos de producción científica y analizar la evolución y tendencias en el estudio. Además, utilizando la base de datos Scopus y el software VOS viewer, se obtuvieron registros a partir de los cuales se realizó un análisis bibliométrico. Entre los resultados obtenidos destaca el posicionamiento de España como país de referencia en la literatura internacional sobre “Gestión de la felicidad” y la influencia de COVID-19 en la difusión y citación de las publicaciones. Las aportaciones científicas sobre este tema y su influencia en futuras investigaciones es un campo de estudio creciente y de interés para la mejora de la calidad de vida y el bienestar organizacional.

Palabras clave: Gestión de la felicidad; análisis bibliométrico; España; bienestar organizacional; visor VOS; COVID-19.

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1. Introduction

As a concept that generates increasing public interest (Helliwell, Layard, et al., 2022) and among the scientific community, “happiness” has gained special relevance in research in recent years, as a motivational element in the activity of individuals and social collectives and leitmotiv of policies, economics and thought (Ravina-Ripoll, Ahumada-Tello, et al., 2019).

Happiness and, therefore, human well-being facilitates a better quality of life based on aspects such as health, social relations and security (Ravina-Ripoll et al., 2022). Meanwhile, the World Health Organization (WHO) determines that health is not only associated with a lack of disease, but is also related to physical, social and mental well-being that influences the state of happiness (World Health Organization, 2020).

The relevance of the concept of “happiness” as a primary objective of international public policies (Helliwell, Wang, et al., 2022) has led international organisations, such as the Organization for Economic Co-operation and Development (OECD) (2022), to promote policies that stimulate the prosperity and well-being of the population of its member countries.

Castillo-Abdul, et al. (2022) refer to resolutions of international organisations, such as the one approved by the United Nations, which advocate a greater role for happiness in development policy, highlighting its pursuit as a fundamental objective, in line with the Sustainable Development Goals (SDGs) of the 2030 Agenda (Naciones Unidas, 2015). As a consequence of the weight that the notion of “happiness” has acquired, its management has been taken into consideration in regulations in different countries, becoming a fundamental indicator in global economies (Castillo-Abdul, Pérez-Escoda & Civilia, 2022).

However, the term has been difficult for researchers to conceptualize and different definitions for the same concept are found in the scientific literature (Ravine-Ripoll et al., 2022). Authors such as Helliwell and Akin (2018) understand subjective well-being as the science of happiness and Ravina-Ripoll et al. (2019:196) define it as a concept of general identification to which every individual probably wants to aspire, but which entails difficulties when it comes to defining its profiles, assessing its keys and listing its recipes for achieving it.

Furthermore, in a welfare state, happiness has been understood mainly as the acquisition of material goods of an economic nature (Lambsdorff, 2007). However, according to Robina-Ramírez and Cotano-Olvera (2020), happiness should not only be conceived as the improvement of economic circumstances, but should also be based on the ability to transcend the material, through the cultivation of values and internal resources. These values play an essential role in the exploration of happiness because they allow the development of positive feelings which, in turn, are directly related to a sense of well-being (Ravina-Ripoll et al., 2022). Finally, happiness is also defined in terms of frequent positive feelings and a high level of life satisfaction (Galván Vela et al., 2021).

Regarding the factors that most influence global happiness, it is worth highlighting the analysis that Gómez and Quispe (2021) carried out based on the *World Happiness Report 2022* (Helliwell, Layard, et al., 2022): GDP per capita; social support; healthy life expectancy; freedom to make life choices; generosity; and perception of corruption. These authors conclude that there is a positive relationship between economic income and the perception of happiness, although they highlight other

variables, such as those related to social issues that are decisive in establishing the level of well-being in a country.

Concerning the perception of happiness in Spain, Núñez-Barriopedro et al. (2020) analyse the constructs of economic perception, politics and socio-demographic characteristics that influence the feeling of happiness. These researchers assert that Spaniards' level of happiness depends especially on how they perceive politics. Regarding socio-demographic factors, they determine that gender has a strong influence on the degree of happiness; unemployment has a negative influence; and that one of the happiest groups in society are retired people.

Happiness management

With regard to the business and organizational sphere, the study of corporate happiness has recently become a frequent topic among researchers in the field of governance and business strategy (Castro-Martínez & Díaz-Morilla, 2020). In the scientific literature analyzed on the concept of Happiness management, it stands out that most of the publications are related to areas of happiness at work or the working environment, as well as its importance with respect to the employees of organizations (Salas-Vallina et al., 2021). The case studies of organizations in Spain [(Castro-Martínez & Díaz-Morilla, 2020) (Foncubierta-Rodríguez, 2022) (Muñiz-Velázquez et al., 2022) (Ravina-Ripoll et al., 2022)] and in Colombia (Mendoza-Ocasal et al., 2021) are note worthy, as well as in the field of entrepreneurship [(Foncubierta-Rodríguez, 2022) (Ravina-Ripoll et al., 2021)].

Few studies analyze the concept of "Happiness Management" as a main area within the science of happiness, specifying a more global vision and identifying this term as a transversal model that integrates political, economic and cultural aspects. (Ravina-Ripoll, Nunez-Barriopedro, et al., 2019).

Organisational happiness appears as one of the most representative elements of a new trend in organisations, in which managers are increasingly concerned about the conditions of employees (Mendoza-Ocasal et al., 2021).

With respect to the literature on welfare economics, most of it focuses on case studies from Spain [(Peña-Ramos et al., 2021) (García-Vaquero et al., 2021)] and other countries more exceptionally, such as Austria (Sánchez Bayón & García Ramos, 2021).

Other sub-topics to highlight, although less prevalent, are those related to creativity and communication, mostly also related to the Spanish case study [(Castillo-Abdul, Pérez-Escoda, & Núñez-Barriopedro, 2022)(Galiano-Coronil et al., 2021)(Jiménez-Marín et al., 2022)(Núñez-Barriopedro et al., 2019)(Ravina Ripoll, Bayardo Tobar-Pesántez, et al., 2021).]

COVID-19

The scientific community has also echoed the changes that the global pandemic caused by COVID-19 has brought about in society: confinement, social distancing, teleworking, among other aspects, have affected citizens' well-being and caused negative consequences on their physical and mental health (Núñez-Sánchez et al., 2022).

Thus, the United Nations, in its report on *COVID-19 and the need for action on mental health* (2020) underlines the direct influence that mental health has on society and highlights the erosion of citizens' well-being as a consequence of the spread of the

coronavirus. The document also highlights the fact that certain population groups are more vulnerable and have been more affected by the psychological problems resulting from the global pandemic: older people are more likely to feel fear and other negative feelings due to loneliness and isolation; children and adolescents, as a result of anxiety and stress in the family environment, which also causes the uncertainty and insecurity about their future. To minimize these psychological consequences, the international organization promotes a series of measures aimed at preserving optimal mental health, considered from the perspective of universal health coverage.

United Nations assessments conducted during COVID-19 confirm that, for young people, life satisfaction has declined, while for those aged 60 and over it has increased, with little overall change. Worry and stress have increased: 8% in 2020 and 4% in 2021, compared to pre-pandemic levels (Helliwell, Wang, et al., 2022).

From a professional point of view, the concept of happiness in organizations has also been affected during the pandemic, allowing the managerial members of organizations to focus more on managing the happiness of their workers (Ravina Ripoll, Foncubierta Rodríguez, et al., 2021). The search of organizational happiness emerges as a means to optimize financial performance and achieve sustainable and lasting competitive advantages over time (Mendoza-Ocasal et al., 2021), so it is essential for leaders to develop a strategy to manage happiness in the organisation. However, COVID-19 has meant a profound and radical change in the way of understanding happiness management (Barquero Cabrero et al., 2022) implying a great challenge that has generated great difficulties all over the world (Peña-Ramos et al., 2021). Among the studies that relate "Happiness Management" to Spain and COVID-19 attention is drawn to García and Sánchez-Bayón (2021), Peña-Ramos et al. (2021) and Sánchez Bayón et al. (2022).

Timed to coincide with the spread of the coronavirus, there was a significant upturn in the volume of scientific production on happiness management, as Dominko and Verbič (2019) point out, referring to articles related to concepts such as "subjective well-being", "happiness", "life satisfaction" and "positive affect" after the crisis suffered in 2008.

In the case of COVID-19, there is a significant difference in the subject matter of the articles published up to 2020 and those spread the following year, as noted by De las Heras-Pedrosa, et al. (2022) in their research on coronavirus and health communication. These authors reinforce the idea that the scientific literature is in line with the spread of the pandemic worldwide and the communication actions that go with it.

In short, happiness and its management have become a topic of interest in the business and academic world in recent years. The following research objectives are proposed in order to deepen the state of the art in the management of happiness in the scientific literature:

- O1. To find out the volume of quality international scientific production that has been published on "Happiness Management".
- O2. To analyse the trends in research on happiness management in organisations.
- O3. To visually represent the most outstanding topics, authors, entities, geographical areas and scientific publications in terms of the number of works disseminated, as well as their interrelation in collaboration networks.

2. Materials and methods

First, as part of the methodological process, a systematic review is carried out of the scientific literature on happiness management in organizations that has been published at an international level. To this end, we chose the works published in high impact publications in order to provide the research with quality evidence.

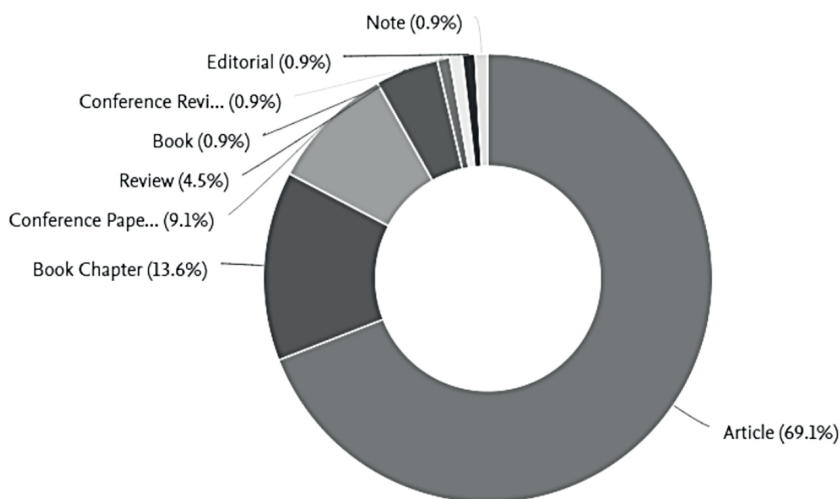
From the database of bibliographic references – scientific journals, books and conference proceedings - Scopus, as the source chosen for the bibliometric analysis and network mapping, we extracted all the works found on the aforementioned subject, n=106 (search on 31 May 2022). With the inclusion of the concept “Happiness management” in the search carried out, the bibliometric study is developed based on previous research, for which the VOS viewer software was used (de las Heras-Pedrosa et al., 2022) (Jiang et al., 2020) (Chen, 2017) (Waltman et al., 2010) (van Eck & Waltman, 2010). With this tool, bibliometric and co-occurrence networks of relevant terms extracted from the scientific literature are visualised.

Table 1. Scopus search results for bibliometric analysis.

<i>Date</i>	<i>Search</i>	<i>Publications</i>
31 May 2022	TS=(“Happiness management”)	106

More than half of the records found (69.1%) are articles, although book chapters, conference papers, reviews and other types of publications are also analyzed (Figure 1).

Figure 1. Types of records analyzed.



In this study, Scopus and VOS viewer tools provide information on the interrelationships or networks established between authors who write about happiness management, citations, scientific publications and entities from where the greatest scientific production is promoted, as well as countries where a greater number of articles related to the subject are concentrated and promoted. With this context, both the current situation and the looming trends in research on organizational wellbeing are presented.

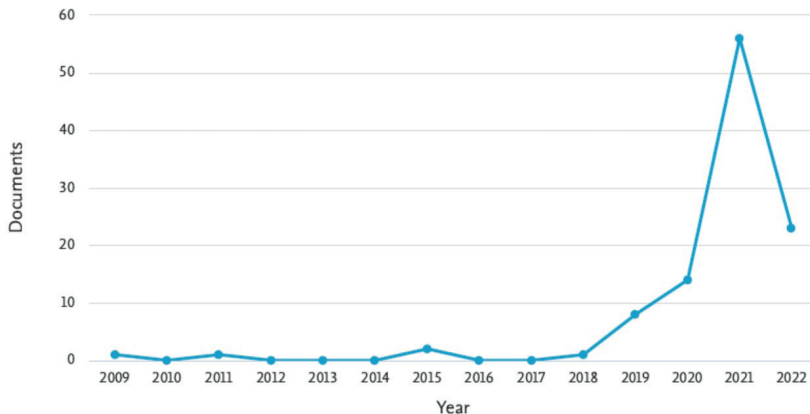
In a visual way, the results obtained are represented in the form of bibliometric network maps of co-occurrence of: authors' keywords; citation and areas of knowledge; citation and prestigious scientific publications; authorship and institutional affiliation; authorship and geographical areas.

The methodological resources described lead to the achievement of the research objectives.

3. Results

As evidence of the increase in scientific production in recent years, Figure 2 shows that, excluding articles published exceptionally in 2009, 2011 and 2015, it is from 2018 onwards when the publication of papers on happiness management in prestigious journals begins uninterruptedly. The most notable increase in the volume of publications occurs in the year 2021, and the forecast is that by 2022 the numbers will remain the same (Figure 2).

Figure 2. Articles in high-impact publications on happiness management.



The evolution of citations to the papers referred to is presented consistently (Figure 3), starting in 2018, with particularly notable growth since 2020. Moreover, it is expected to grow even more in 2022, since before the end of the half of the year, the number of citations has already exceeded the number of citations of the same period of the previous year. The citation rate is summarised in Table 2.

Figure 3. Citation of registered publications.

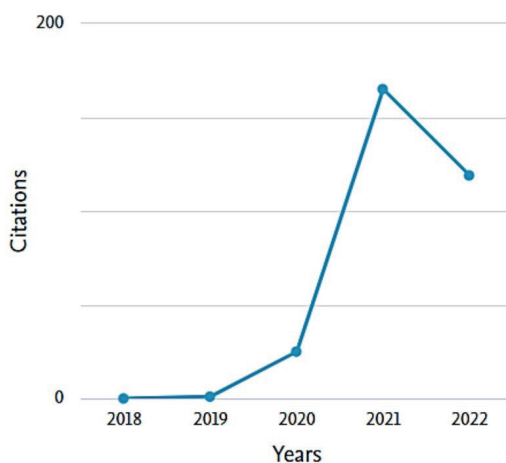


Table 2. Citationreport

Citationreport	
Publications	106
Times Cited	310
H-Index	8

The published studies with the highest number of citations (more than four) are listed in Table 3. The first five articles in this list deal with aspects related to the influence of automation and digitalization on the development of human capital and consumer behavior (Sima et al., 2020); the influence of the political perception of citizens on their level of happiness (Núñez-Barriopedro et al., 2020); the direct relationship between personal income and individual employee satisfaction (Ravina-Ripoll, Nunez-Barriopedro, et al., 2019); the so-called happiness and talent economy, as a lever for change towards good business practices (Sánchez-Bayón, 2020); and the development of labour relations in the welfare state economy (Sánchez-Bayón, A. & Aznar, E., 2020).

Table 3. Most cited publications.

Authors	Articles	Journals	Citation
Sima, V., Gheorghe, I.G., Subić, J., Nancu, D. (2020)	“Influences of the industry 4.0 revolution on the human capital development and consumer behavior: A systematic review” https://doi.org/10.3390/su12104035	<i>Sustainability (Switzerland)</i>	92
Núñez-Barriopedro, E., Ravina-Ripoll, R., Ahumada-Tello, E.(2020)	“Happiness perception in Spain, a SEM approach to evidence from the sociological research center”. https://doi.org/10.1007/s11135-019-00955-w	<i>Quality and Quantity</i>	13

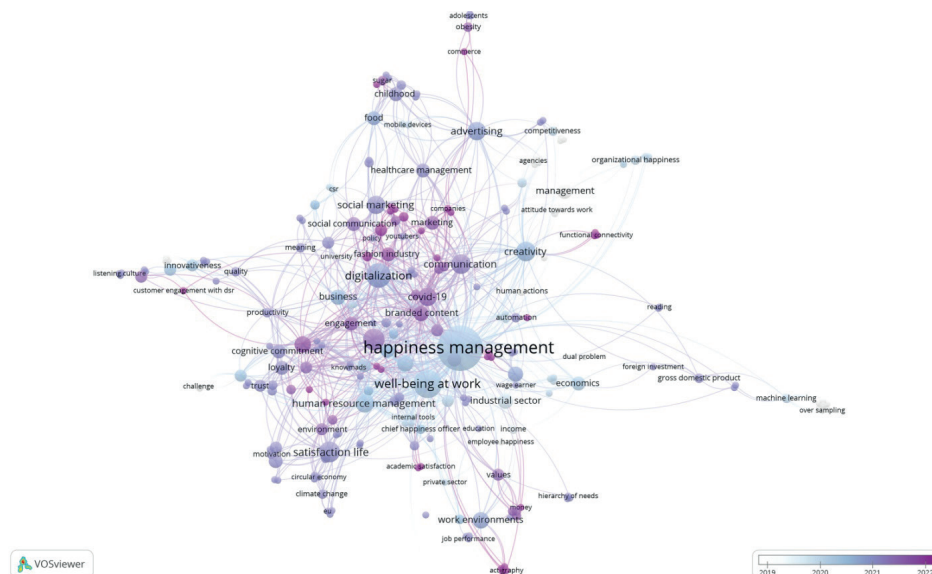
Authors	Articles	Journals	Citation
Ravina-Ripoll, R., Núñez-Barriopedro, E, R., Evans, R.D., Ahumada-Tello, E. (2019)	"Employee Happiness in the Industry 4.0 Era: Insights from the Spanish Industrial Sector" DOI:10.1109/TEMSCON.2019.8813623	<i>IEEE Technology & Engineering Management Conference</i>	13
Sánchez-Bayón, A.(2020)	"Renewal of business & economic thought after the globalization: Talentism & Happiness Economics" https://doi.org/10.15366/bp.2020.24.015	<i>Bajo Palabra</i>	12
Sanchez-Bayon, A., & Aznar, E.(2020)	"Business and labour culture changes in digital paradigm: rise and fall of human resources and the emergence of talent development"	<i>Cogito: Multidisciplinary Research Journal</i>	12
López-Sanz, J.M., Penelas-Leguía, A., Gutiérrez-Rodríguez, P., Cuesta-valiño, P. (2021a)	"Sustainable development and consumer behavior in rural tourism—the importance of image and loyalty for host communities" DOI: 10.1177/0018726712451283	<i>Sustainability (Switzerland)</i>	9
Sánchez-Bayón, A.(2020)	"A History of HR and its digital transformation: from fordism to talentism & happiness management"	<i>Revista de la Asociación Española de Especialistas en Medicina del Trabajo</i>	9
López-Sanz, J.M.; Penelas-Leguía, A.; Gutiérrez-Rodríguez, P.; Cuesta-Valiño, P. (2021c)	Sustainable Development and Rural Tourism in Depopulated Areas. https://doi.org/10.3390/land10090985	<i>Land</i>	8
Jiménez-Marín G, Elías Zambrano R, Galiano-Coronil A, Ravina-Ripoll R. (2020)	"Food and Beverage Advertising Aimed at Spanish Children Issued through Mobile Devices: A Study from a Social Marketing and Happiness Management Perspective" doi: 10.3390/ijerph17145056	<i>International Journal of Environmental Research and Public Health</i>	8
Almeida, F., Kennedy, A.J., Lin, B. and Nowak, I.V. (2019)	"Measuring innovation through a crowd source initiative" https://doi.org/10.1108/IJIS-04-2019-0046	<i>International Journal of Innovation Science</i>	7
Núñez-Barriopedro, E., Cuesta-Valiño, P., Gutiérrez-Rodríguez, P., & Ravina-Ripoll, R. (2021)	"How Does Happiness Influence the Loyalty of Karate Athletes? A Model of Structural Equations From the Constructs: Consumer Satisfaction, Engagement, and Meaningful". https://doi.org/10.3389/fpsyg.2021.653034	<i>Frontiers in Psychology</i>	6

Authors	Articles	Journals	Citation
Ravina-Ripoll, R., Foncubierta-Rodríguez, M.J., Ahumada-Tello, E., and Evans, R. D.(2020)	“Does Money Makes Entrepreneurs Happy In The Age Of Industries 4.0?,”doi:10.1109/TEMSCON47658.2020.9140146.	<i>2020 IEEE Technology & Engineering Management Conference</i>	6
Sánchez-Bayón, A., Lominchar,J.(2020)	“Relations Development until the Digital Transition: From Fragile Human Resources to Agile Talent-Collaborators & the Compliance Resistance”	<i>Journal of Legal, Ethical and Regulatory Issues</i>	6
Chumaceiro Hernández, A., Hernández de Velazco, J., Ravina, R., Hernandez, I. (2020)	“University Social Responsibility in the Organizational Happiness Management.	<i>Utopia y Praxis Latinoamericana</i>	6
Wang, R. (2019)	“Evolutionary game of knowledge sharing in master-apprentice pattern of innovative organization”	<i>International Journal of Innovation Science</i>	6
Ravina-Ripoll, R., Ahumada-Tello, E., Gálvez-Albarracín, E.J.(2019)	“Happiness as a predictor of academic performance in university students. A comparative analysis between Mexico and Spain”	<i>Cauriensia</i>	6
López-Sanz, J.M., Penelas-Leguía, A., Gutiérrez-Rodríguez, P., Cuesta-Valiño, P.(2021b)	“Rural Tourism and the Sustainable Development Goals. A Study of the Variables That Most Influence the Behavior of the Tourist”	<i>Frontiers in Psychology</i>	5
Sánchez-Bayón, A., Ramos, M.Á.G. (2021)	“A win-win case of CSR 3.0 for wellbeing economics: Digital currencies as a tool to improve the personnel income, the environmental respect & the general wellness”	<i>REVESCO Revista de Estudios Cooperativos</i>	5
García-Conde, M.G., Marín, L., De Maya, S.R. (2020)	“Effective social marketing to improve parental intentions giving more fruits and vegetables to children”	<i>Sustainability (Switzerland)</i>	5

3.1. Analysis of author key words

Following the selection of records, the VOS viewer software is used for the visual representation of those key words chosen by the authors of their publications, which indicate the predominant themes in the scientific literature. Figure 4 shows the map provided by this tool, which visualizes the relationships between groupings of terms or clusters (Annex A1). In this way, together with nuclei of predominant key words and with greater strength of relationship that are grouped under the concept of “happiness management”, other predominant terms stand out with great strength of interrelation: “well-being at work”; “digitalization”; “sustainability”; “communication”; “satisfaction life”; among others.

Figure 4. Map of author key word co-occurrence.



3.2. Analysis of authorship and geographical areas

In the analysis of authorship, the Spanish production stands out, as well as the interrelation between authors of this nationality. Table 4 shows those researchers with the highest number of published works on happiness management.

Table 4. Ranking of authors, according to number of published papers

AUTHORS	PUBLICATIONS	CITATION
Ravina-Ripoll, R.	27	83
Tobar-Pesántez, L.B.	13	14
Sánchez-Bayón, A.	12	51
Ahumada-Tello, E.	11	48
Nunez-Barriopedro, E.	10	38
Foncubierta-Rodriguez, M.J.	9	21
Cuesta-Valiño, P.	8	35
Galiano-Coronil, A.	8	17
Gutiérrez-Rodríguez, P.	7	34
Evans, R.D.	5	25
Jiménez-Marín, G.	5	14
López-Sanz, J.M.	4	22
Penelas-Leguía, A.	4	22
Castillo-Abdul, B.	4	2
Zambrano, R.E.	3	13
Lominchar, J.	3	12
Loranca-Valle, C.	3	4
Marchena-Domínguez, J.	3	3

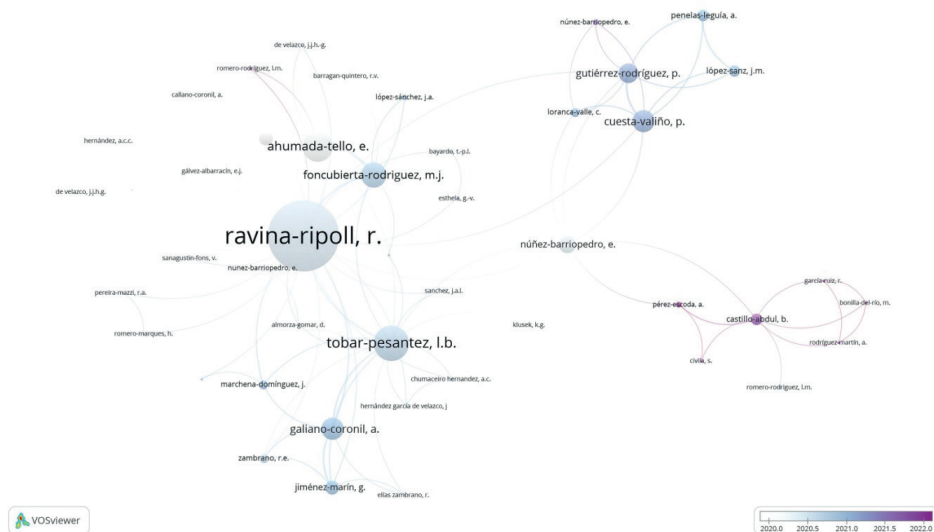
However, the list changes slightly according to the number of citations received by the papers disseminated. The authors with more than ten citations of their articles are shown in Table 5. It should be noted that the first four researchers are authors of the same article with the highest number of citations of those published (Siam et al., 2020) and for which they appear at the top of the list.

Table 5. Ranking of authors, according to citation

AUTHORS	PUBLICATIONS	CITATION
Gheorghe, I.G.	1	86
Nancu, D.	1	86
Sima, V.	1	86
Subić, J.	1	86
Ravina-Ripoll, R.	27	83
Sánchez-Bayón, A.	12	51
Ahumada-Tello, E.	11	48
Nunez-Barriopedro, E.	10	38
Cuesta-Valiño, P.	8	35
Gutiérrez-Rodríguez, P.	7	34
Evans, R.D.	5	25
López-Sanz, J.M.	4	22
Penelas-Leguía, A.	4	22
Foncubierta-rodriguez, m.j.	9	21
Galiano-Coronil, A.	8	17
Jiménez-Marín, G.	5	14
Tobar-Pesántez, L.B.	13	14
Zambrano, R.E.	3	13
Lominchar, J.	3	12
Aznar, E.T.	1	11

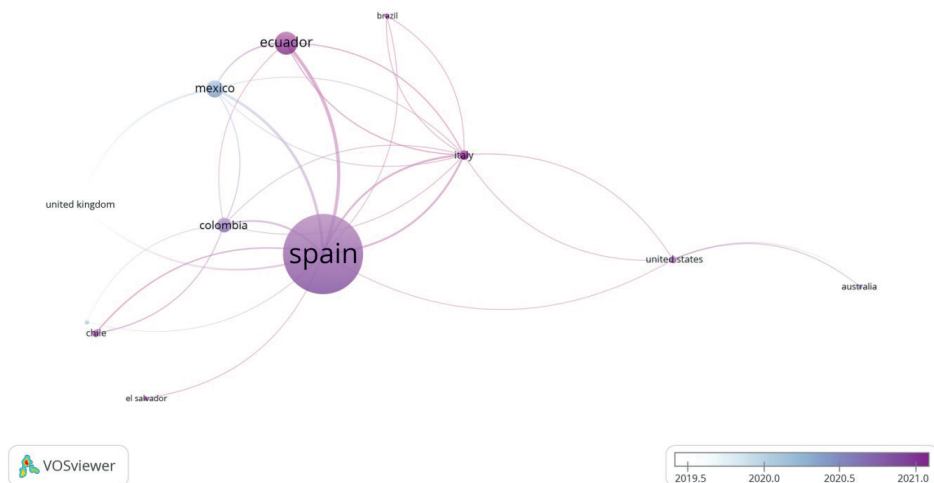
Figure 5 shows, together with the volume of scientific production and citations, the strength of correlation between authors, i.e. not only the most influential researchers in the field of study, but also the intensity of research collaboration between them.

Figure 5. Map of collaboration networks of the most influential authors



The geographical areas where the most papers devoted to happiness management are collected are shown in Figure 6, with Spain standing out as the country with the highest scientific production. This state maintains close relations with Latin American countries, as well as with European countries (Italy) and, to a lesser extent, with other areas of the United States and the United Kingdom.

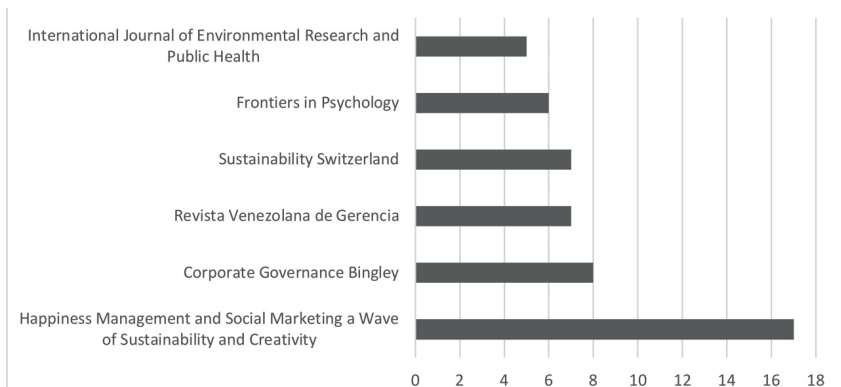
Figure 6. Geographical areas with the highest scientific production and interrelationship



3.3. Analysis of journals and thematic areas

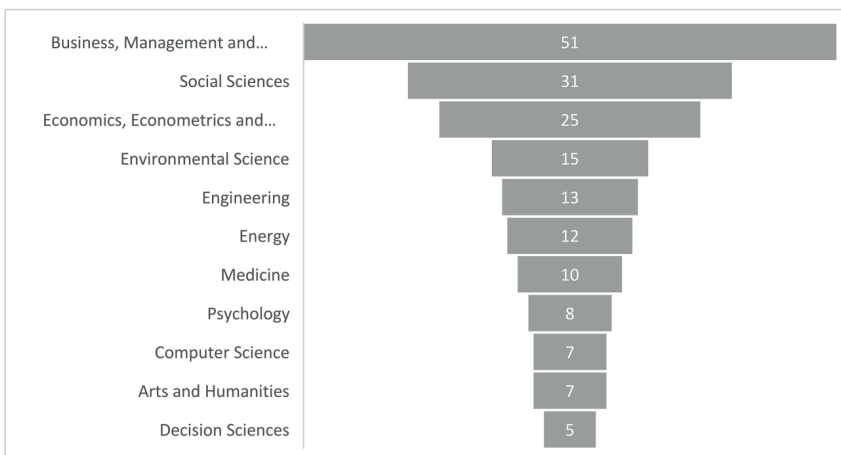
As it can be seen from the number of records found, there is increasing interest in the subject under study among the scientific community. However, there are publications that give more space to this line of research. Thus, *Happiness Management and Social Marketing a Wave of Sustainability and Creativity* leads the ranking of publications with the highest number of entries (17), with more than twice the number of papers spread than the second of the publications shown in Figure 5, *Corporate Governance Bingley* (8). These are followed by *Revista Venezolana de Gerencia* (7), *Sustainability Switzerland* (7), *Frontiers in Psychology* (6), *International Journal of Environmental Research and Public Health* (5), with five or more research papers in their editions. However, there is a wide dispersion of articles in a wide range of scientific journals. Figure 7 shows those journals with more than four records.

Figure 7. Journals with more than four publications on happiness management



The most prevalent thematic areas in the works referred to are those shown in Figure 8, where a clear research trend is reflected in “business, management and hunting”, which reinforces the relationship between happiness and the field of business management. Alongside this line, studies on happiness management related to the social sciences are also predominant.

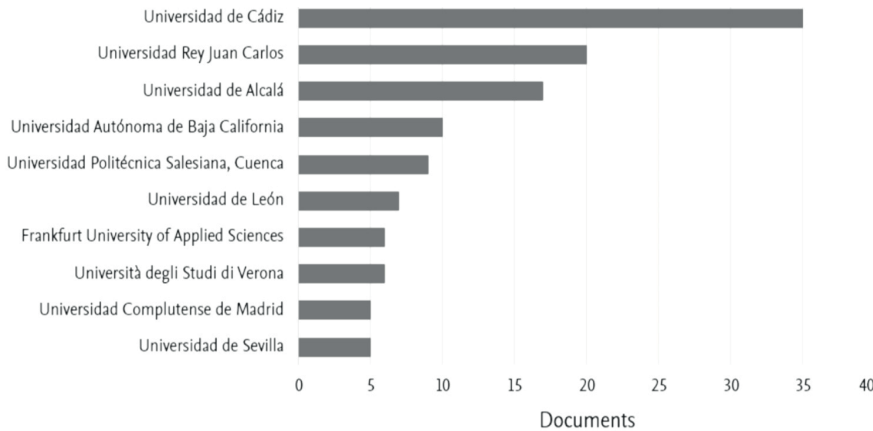
Figure 8. Main thematic areas



3.4. Analysis of organizations

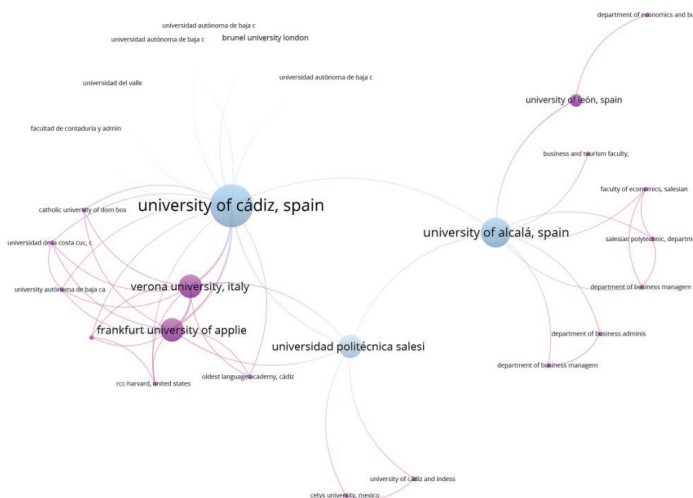
Three Spanish universities are shown in Figure 9 as referents of a greater number of research, so that these entities contribute to fostering publications on happiness management: University of Cadiz (Andalusia), University Rey Juan Carlos (Madrid) and University of Alcalá (Madrid). In total, in the ranking of the fifteen entities with the highest number of affiliations, more than half are Spanish (seven).

Figure 9. Entities with the highest number of affiliations



The University of Cadiz and the University of Alcalá, both Spanish, also appear on the network map of the organizations as the most influential not only in terms of scientific production, but also in terms of the collaborative research relations they maintain in the subject analyzed (Figure 10). These two entities establish working links with other institutions that also stand out in the graph: Frankfurt University of Applied Sciences (Germany); Salesian Polytechnic University of Ecuador (Ecuador); and the University of Verona (Italy).

Figure 10. Map of networks of organizations



4. Results discussion

Although the study of happiness in organizations is an expanding field of research, not only in terms of business management, but also in questions of public management and happiness management itself (Ravina-Ripoll et al., 2022), the fact is that the topics are increasingly diversifying and becoming more specific, as is the case of the study of happiness in the educational sphere and, more specifically, in the university environment (Barquero Cabrero et al., 2022).

Far from being a short-lived trend, happiness in the workplace is a consolidated concept today (Muñiz-Velázquez et al., 2022). However, in the aftermath of the COVID-19 pandemic, a greater awareness of the importance of aspects related to happiness at work and the hierarchy of values for employees emerged (Ravina Ripoll, Foncubierta Rodríguez, et al., 2021).

The crisis caused by the coronavirus is not only a pandemic, but also a syndemic, like different outbreaks of diseases that affect material and psychological issues, which undoubtedly opens up future lines of research (Peña-Ramos et al., 2021).

As limitations to the study, the Scopus database was chosen as it seemed to be the most complete for this article, with more than a hundred records analyzed. During the initial study, the records published in the Web of Science (Woos) database were also analyzed using the same search engine. Nevertheless, the volume of papers was halved in WoS and only ten articles did not match in both bibliographic sources. In any case, the non-matching records were analysed during the review of the scientific literature.

Another of the limitations encountered in the development of the study arose during the standardization of author keywords, which was carried out in a discretionary manner: in each case it was chosen to opt for the plural or singular of the terms according to their meaning; words written in American English (instead of British English) were chosen, as this was the language most widely used in the publications studied; and concepts were grouped together that were synonyms or whose spelling was more frequent in the scientific literature (avoiding acronyms or abbreviations). Furthermore, in the standardization of authorship of the publications, a lack of unification was detected in the nomination of researchers, which makes it difficult to quantify the absolute number of works published by each author.

5. Conclusions

The systematic review of the literature on “Happiness management” in the international scientific sphere and the bibliometric analysis carried out reflect an attractive panorama in terms of the research horizon in organizational well-being and happiness. There are more and more studies that support the direct relationship between the optimal management of happiness and the benefits that redound, both on a personal and professional level, in the work environment. The positive aspects derived in this sense are directed at the individual, as well as at the entity for which he or she works.

In this sense, work on happiness management strategies is justified by its impact on improving the quality of life of citizens. All this indicates that the current research trend on Happiness Management will continue to grow. The contribution of this study will facilitate the knowledge of the most influential authors in the field of happiness

management, as well as the main existing research collaboration networks, in addition to the entities most willing to offer support for the publication of works on the subject of study.

In a globalised world, there is a geographical polarisation in the origin of the most outstanding research, with Spain being the country where most scientific dissemination takes place, Spanish researchers leading the rankings of authors with the highest number of publications, and Spanish universities being the entities where the greatest research momentum is detected. In any case, Spanish scientific production at the international level has a short scientific trajectory over time and authors of other nationalities have a higher proportion of citations than Spaniards if we compare their citation rates.

Another of the study's conclusions is how a health crisis, such as the pandemic caused by the spread of the corona virus, has a decisive influence on scientific production related to the management of happiness and well-being.

Authors' contributions

Conceptualization, C. D-P.; methodology, C. D-P; D. R-C.; validation, D. R-C;E. F-D.; J-M. N-S.; formal analysis ,D. R-C; E. F-D.; J-M. N-S; investigation, C. D-P; D. R-C; E. F-D.; J-M. N-S.; resources, C. D-P.; drafting-preparation of the original project, D. R-C.; drafting-revising and editing, C. D-P; D. R-C; E. F-D.; J-M. N-S.; supervision, C. D-P; D. R-C.; project administration, C. D-P.; acquisition of funds, C. D-P.

All authors have read and agreed with the published version of the manuscript.

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Conflicts of interest:

The authors declare no conflicts of interest.

The funders had no role in the design of the study; in the collection, analysis or interpretation of data; in the writing of the manuscript; or in the decision to publish the results.

Annex A1

Author key word clusters

Clusters	Terms
1	<i>Affective commitment; attrition; certificate; challenge; cognitive commitment; iso; job satisfaction; loyalty; measurement; metrics; organizational justice; service quality; sport management; stakeholders; systematic review of the literature; total quality management; trust</i>
2	<i>Country economy; decision making; economics; emotional well-being; foreign investment; gross domestic product; imbalanced data; life satisfaction; machine learning; multi layer perception; naïve bayes; over sampling; political situation; prediction model; python; sem model; socio-demografic characterist; under-sampling techniches</i>
3	<i>Asymmetric evolutionary game; cocreation; customer engagement with dsr; dynamic capabilities; higher education; innovativeness; knowledge management; listening culture; master-apprentice pattern; organizational listening; organizational success; productivity; quality; quantitative analysis; replicator dynamics; retail; strategic performance; transformational leaders</i>
4	<i>Agencies; attitude towards work; common good; consumption; cross-natioanl research; cultural factor; delphi methodology; effectiveness; entertainment; humor; international association; management; organizational happiness; prospective research; soft skills; team work; university social responsibility</i>
5	<i>Academic satisfaction; chief happiness officer; corporate communication; engagement; generic competencies; internal communication; internal marketing; internal tools; organization; organizational climate; organizational commitment; organizational communication; organizational development; public relations; purpose; Spain</i>
6	<i>Communication; companies; disability; down syndrome; fashion industry; influencers; Instagram; luxury; marketing; social inclusion; social networks; social organization; sustainability; university governance; youtubers</i>
7	<i>Circular economy; climate change; corporate social responsibility; energy and environment; environment; eu.; European green deal; green deal; green innovation; investment on environment; organizational performance; recovery; reduction of polluting energy; skills; technovation</i>
8	<i>Actigraphy; diurnal preference; employee happiness; income; industrial sector; Japan; job performance; perception; private sector; public and private sector; salary; seniority; sleep epidemiology project; work environments.</i>
9	<i>Advertising; breakfast; childhood; educommunication; food; media; Mediterranean diet; mobile devices; nutrition; paos code; sugar; television</i>
10	<i>Altruism; consumer attitude; csr; discipline; healthy behavior; meaning; parents attitudes; policy; pro-social preferences; social communication; social marketing; volunteering</i>
11	<i>Acoountability; acreditations system; business; compliance; history of economic & business; horizon 2030; law & economics; political economy; reputation; transparency; welfare</i>

Clusters	Terms
12	<i>a/b split test; age; corporate culture; entrepreneurship; eye tracking; gender; marital status; personality characteristics; religion; user profile; wage earner</i>
13	<i>Advertising agencies; competitiveness; creativity; electricity; functional connectivity; gas; graph theory; network flexibility; positioning; ranking; social representation</i>
14	<i>Academic performance; digitalization; freeriders; gig economy; human resource management; knowmads; performance; small and medium enterprises; talentism; university</i>
15	<i>Banking; behaviours; branded content; money; norms; responsible; spiritual resources; stress; transcendence; values</i>
16	<i>Artificial intelligence; automation; customer behavior; human actions; information and communication; labour relations; support; the theoretical model</i>
17	<i>Depopulation; destination image; employment; local population; motivation; rural tourism; satisfaction life</i>
18	<i>Dual problem; happiness management, reading; students; technology-based firms; wellness theory</i>
19	<i>Adolescents; commerce; obesity; racial health disparities; targeted marketing</i>
20	<i>Education; hierarchy of needs; multidimensional database; rasch model; well-being at work</i>

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