CINEFORUM
ISSN: 0009-7039
Vol. 66. No. S9, 2026 (Special Issue S9)

Occupational Stress and Organizational Commitment in the Information Technology Industry: A Bibliometric Review of Global Research Trends.

Ruchi Jain[1]*, Dr Amita Chourasiya[2], Dr Amrita Baid More[3], Dr Manoj Kumar Gupta[4]*,Dr Anukool Manish Hyde[5]

[1]Research Scholar, Amity University Rajasthan, Jaipur, India
Email: prof.jainruchi@gmail.com , ORCID ID: https://orcid.org/0009-0007-2180-7873
[2]Associate Professor, ICFAI University, Jaipur, India
Email: achourasiya@iujaipur.edu.in , ORCID ID: https://orcid.org/0000-0002-9301-3761
[3]Assistant Professor, Medicaps University, Indore
Email: amritabaid06@gmail.com , ORCID ID: https://orcid.org/0000-0002-7440-9138
[4]Associate Professor, Hemvati Nandan Bahuguna Garhwal University, Srinagar, Uttarakhand, India
Email: gupta_291@rediffmail.com , ORCID ID: https://orcid.org/0000-0002-3547-800X
[5]Professor, Prestige Institute of Management & Research, Indore, India
Email: anukool_hyde@pimrindore.ac.in , ORCID ID: https://orcid.org/0000-0002-2577-2475
***Corresponding author**
Ruchi Jain
Research Scholar, Amity University Rajasthan, Jaipur, India
Email: prof.jainruchi@gmail.com , ORCID ID: https://orcid.org/0009-0007-2180-7873
Dr Manoj Kumar Gupta
Associate Professor, Hemvati Nandan Bahuguna Garhwal University, Srinagar, Uttarakhand, India
Email: gupta_291@rediffmail.com , ORCID ID: https://orcid.org/0000-0002-3547-800X

ABSTRACT
Occupational stress and organizational commitment have emerged as critical concerns in the rapidly expanding information technology (IT) sector, influencing employee well-being, productivity, and retention. This study presents a comprehensive bibliometric analysis of global research on occupational stress and organizational commitment among IT professionals over the past two decades. Data were systematically retrieved from the Web of Science and Scopus databases and analyzed using advanced bibliometric techniques with VOSviewer software. The analysis examines publication trends, influential authors, leading journals, prominent countries, collaborative networks, and key research themes. Findings reveal a steady growth in scholarly output, with a pronounced surge in publications after 2014, reflecting increased academic and organizational attention to stress-related challenges in the IT industry. The United States, China, and India emerge as major contributors to this research domain. Keyword co-occurrence and co-citation analyses highlight evolving themes related to workplace stressors, employee well-being, organizational commitment dimensions, and stress management strategies. This study addresses existing theoretical and practical gaps by mapping the intellectual structure of the field and identifying emerging research directions. The findings provide valuable insights for researchers, HR practitioners, and policymakers to design evidence-based interventions aimed at reducing occupational stress and strengthening organizational commitment in the IT sector.
Keywords: Occupational Stress; Organizational Commitment; Information Technology Professionals; Bibliometric Analysis.

1.INTRODUCTION

In the contemporary global environment, organizations, particularly those operating in emerging economies such as Romania face complex and multifaceted challenges arising from globalization. These challenges include workforce-related issues, economic uncertainties across regions, and rapid advancements in data-driven technologies that significantly influence manufacturing and operational systems. To effectively respond to these changes, organizations must place strategic emphasis on human resources, which are increasingly recognized as the most valuable asset for sustainable productivity. In this context, attracting and retaining highly skilled employees who possess domain-specific expertise, the ability to continuously acquire new knowledge and adaptability to technological and informational advancements has become essential. Such practices contribute directly to the enhancement of organizational intellectual capital [1]. Moreover, the rapid pace of technological progress necessitates sustained investment in employee learning and skill development. Continuous training and

OPEN ACCESS © CINEFORUM

professional growth are critical to maintaining workforce relevance and organizational competitiveness. For organizations to realize returns on these investments and minimize the risk of knowledge loss, employees must be retained over longer periods, thereby ensuring stability and continuity within the organization [2].

The Information Technology (IT) industry in India has witnessed remarkable growth in recent years. In 2024, the Indian IT-BPM sector, including hardware, achieved projected revenues of USD 254 billion, reflecting a year-on-year growth of 3.8%. Export revenues surpassed USD 200 billion, while the domestic technology market expanded to over USD 54 billion, growing at 5.9% (India Brand Equity Foundation; NASSCOM). The sector remains a major source of employment, adding approximately 60,000 jobs in FY24 and increasing the total workforce to 5.43 million, marking a significant milestone for the industry.

Despite this growth, occupational stress continues to pose a major challenge for both employees and organizations within the IT sector. Workplace stress adversely affects employee well-being, productivity, and retention. In India, an estimated 75–80% of the workforce experiences job-related stress, yet many organizations lack structured stress management policies. IT professionals are particularly vulnerable due to long working hours, high performance expectations, and job insecurity, leading to adverse health outcomes such as anxiety, depression, sleep disorders, migraines, and cardiovascular conditions, ultimately reducing organizational effectiveness [3].

The novelty of this study lies in its application of bibliometric analysis to examine occupational stress and organizational commitment among IT professionals, a rapidly evolving sector [4-6]. While prior bibliometric studies have primarily focused on healthcare [7], finance [8], and general workplace stress [9, 10], limited attention has been given to systematically mapping research trends within the IT industry. By analyzing two decades of scholarly literature, this study provides a structured synthesis of research developments, identifies influential contributors, and highlights emerging themes shaping this domain. Unlike previous studies that largely emphasize generalized stress management strategies or isolated case analyses, the present research seeks to address key theoretical and practical gaps in understanding the evolving relationship between occupational stress and organizational commitment in the IT sector.

2.THEORETICAL GAPS

Lack of bibliometrics insights: The majority of the research works on occupational stress from a psychological or HR viewpoint but doesn't evaluate the scientific development of the subject employing bibliometrics tools.

Limited focus on IT professionals: Although stress and commitment have been widely researched in other sectors (e.g., education and healthcare), there is limited research focused on IT professionals.

Unclear relationship between occupational stress and organizational commitment: Previous research tends to write about these two concepts in isolation instead of examining how stress levels affect trends in commitment over time.

3.PRACTICAL GAPS

Absence of structured stress management frameworks in IT organizations: Most IT companies do not have formal policies to reduce workplace stress, resulting in excessive employee burnout and turnover.

Need for industry-specific insights:Generic models of workplace stress might not properly capture the distinct stressors confronting IT professionals, including extended project timelines, home-based work-related challenges, and accelerating technology evolution.

Underutilization of bibliometrics analysis for policy recommendations: Majority of available research fails to use bibliometrics trends to offer evidence-based solutions for HR practitioners and policymakers within the IT industry.

Based on the established theoretical and practical gaps, this research performs a bibliometric study of occupational stress and organizational commitment studies in the IT industry in the last two decades, charting prominent themes, key authors, and shifting knowledge patterns. By filling the gaps of bibliometric insights, insufficient IT professional focus, and ambiguous stress-commitment relationship, this study points to essential knowledge gaps and provides a systematic roadmap for future research. Beyond this, it closes the practical gap by presenting industry-specific recommendations that can assist IT organizations in creating effective stress management policies and employee retention policies. Through filling these gaps, the research promotes occupational stress knowledge and provides practical implications to enhance work well-being and organizational allegiance within the IT industry.

4.BACKGROUND OF STUDY

4.1. Organizational commitment

OPEN ACCESS © CINEFORUM

Organizational commitment refers to the psychological attachment and loyalty that individuals develop toward an organization, particularly during challenging periods such as economic downturns, even when they are not directly involved in achieving its immediate objectives. This concept is grounded in the notion that individuals form psychological bonds with people, groups, activities, or institutions. When employees contemplate leaving an organization, the strength of their commitment becomes a critical determinant. A shared commitment to organizational goals enhances cohesion, loyalty, and long-term dedication. Organizational commitment can produce both beneficial and adverse outcomes for organizations [11]. On the positive side, it contributes to enhanced professional competence, job involvement, and performance, while on the negative side, excessive commitment may reduce career mobility and limit openness to professional change [12].

Employee commitment is shaped by the quality of the relationship between employees and the organization, with higher levels of job engagement often leading to stronger commitment. Among the various dimensions of organizational commitment, affective commitment is considered the most influential, as it arises from employees' emotional attachment to the organization [13]. Consequently, organizations tend to prioritize the development of affective commitment over continuance and normative commitment, which are largely driven by contractual or obligation-based factors. Overall, organizational commitment plays a vital role in employee satisfaction and retention and is influenced by factors such as job satisfaction, perceived fairness, leader–member exchange, organizational learning culture, and social exchange relationships. Employees with strong organizational commitment are more likely to exhibit higher levels of effort and are less inclined toward turnover or counterproductive behaviors [14].

4.2 Occupational stress

The first study on occupational stress in India, focusing on IT and computer specialists, found that stress significantly affects physical and behavioral symptoms experienced by IT professionals [15]. Factors contributing to workplace stress include job security, heavy workloads, and difficult deadlines. Health problems experienced by software professionals include ocular discomfort, psycho-social disorders, and musculoskeletal disorders. A study in Nagpur and Bengaluru found a strong correlation between working hours and health issues such as neck, back, and eye strain. Regular breaks reduced problems like headache, back discomfort, and shoulder pain. Workplace stress affects mental health and lowers productivity levels for both employees and organizations [16]. A study in Bengaluru, Karnataka, found that practicing yoga significantly lowers workplace-related stress and anxiety [17, 18]. In Bangalore, 85% of professionals struggled with loneliness, anxiety, and depression. In a comparison study, agricultural research employees experienced a medium level of stress, while IT employees experienced more stress. The Occupational Stress Index (OSI) in Hyderabad, Telangana State, surveyed 500 IT workers and found a strong correlation between demographic factors such as age, higher education, financial experience, and working hours.

5. MATERIAL AND METHODS

The study uses a systematic approach to analyze occupational stress and organizational commitment among IT professionals. Using the Web of Science database, data was screened and analyzed using bibliometric software. The study identified research themes, co-authorship, and citation analyses, and visualized research patterns in network mappings and trend presentations [19].The architecture for this investigation is depicted in Figure 1. We tracked the advancement of scientific production linked Occupational Stress and Organizational Commitment among IT Sector Professionals using bibliometric analysis as a quantitative tool.Thebibliometric analysis follows a certain sequence of activities, which include data retrieval, preprocessing, network construction, analysis, mapping, and normalizing using VOS viewer software [20].

OPEN ACCESS © CINEFORUM

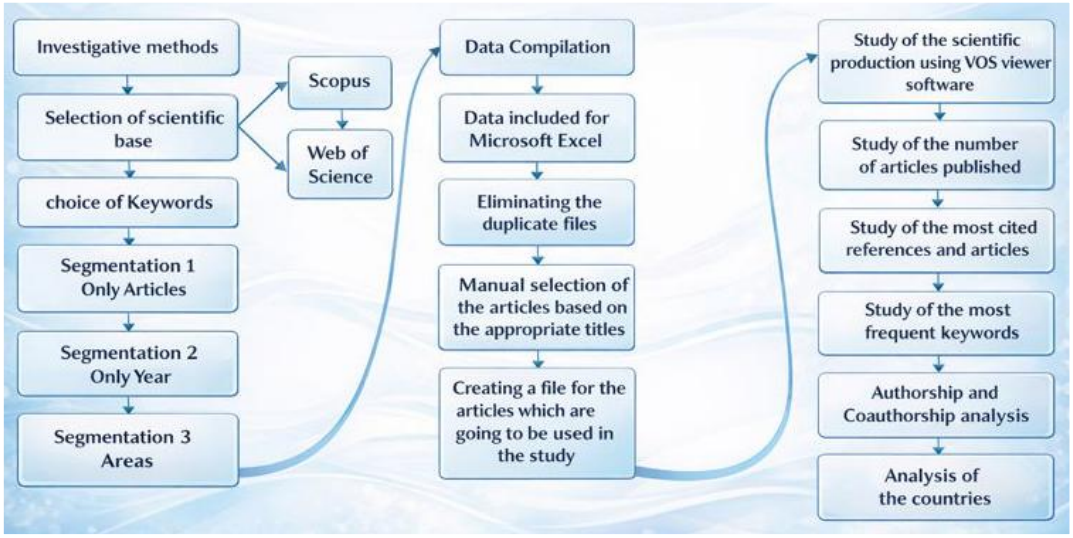


Figure 1: Process flow of Bibliometric analysis

5.1. Database selection

The study employed the Web of Science and Scopus databases to examine and apply bibliometric indicators in scholarly research. It concentrated on peer-reviewed publications addressing organizational stress and occupational commitment published between 1980 and April 2024 [21]. Priority was given to original research articles that provided comprehensive author and affiliation details [22]. Only studies involving empirical or experimental analysis of factors influencing organizational commitment were included in the review. Publications in languages other than English were excluded to maintain data consistency and reliability. Bibliometric network visualization and analysis were conducted using VOSviewer software, enabling the identification of key research trends, influential contributors, and structural relationships within the existing literature.

5.2. Search criteria

The appropriate keywords for this study were determined based organizational stress and occupational commitment in order to do a thorough bibliometric analysis. As recommended several searches were conducted to define the keywords and determine which one's authors in the field of study most frequently used. Only articles with the requested keyword combination—including acronymsin a title, abstract, or keywords section were taken into consideration for the research.

A use of brackets made sure that each word matched precisely. The Boolean operator if OR was used to guarantee that every search result included a minimum of one of the designated terms ("occupational stress" OR "workplace stress" OR "job stress") and ("organizational commitment" OR "company loyalty" OR "employee commitment") and ("IT sector" OR "information technology" OR "tech industry"), and India.

5.3. Data analysis

In this study, we conducted a comprehensive bibliometric analysis to examine the progression of scientific literature concerning organizational stress and occupational commitment among IT professionals in India. The methodology involved several key steps:

5.3.1 .Data retrieval and processing

We began by searching the Scopus database for peer-reviewed journal articles published between 1990 and April 2024. We found 636 papers in the initial search. To filter data for quality and relevance, we used a two-step screening process: -

Duplicate Removal: We manually identified and removed duplicate entries to maintain a unique dataset.

Relevance Assessment: We have excluded theoretical papers or articles with no empirical measures carried out within real organizational environments or laboratory environments [23]. Studies unrelated to organizational stress and job commitment among IT workers were also removed. Excluding these steps resulted in 449 articles being dropped, leaving us with a final list of 106 papers.

OPEN ACCESS © CINEFORUM

5.3.2. Data organization and analysis

The chosen articles were methodically laid out in an electronic spreadsheet, recording the year of publication, authors, journal source, and major findings. The formal dataset was then transferred into VOS viewer software for bibliometric analysis. VOS viewer allowed us to build and visualize bibliometric networks, which allowed us to:-

Co-authorship analysis: Finds collaborative relationships between authors and institution.
Keyword Co-occurrence Mapping: Identify dominant research themes and trends.
Citation Analysis: Find influential articles and journals in the field.

5.3.3. Data synthesis

The study classified 102 selected articles according to their research context and developed cluster maps to illustrate author co-citation patterns. These visualizations revealed collaborative networks, shared research interests, and the academic influence of key contributors. In addition, the analysis examined keyword usage patterns and assessed annual publication trends, leading authors, prominent countries, high-impact journals, collaborating institutions, and major research domains. The primary objective was to trace the evolution of research on organizational stress and occupational commitment among IT professionals. Bibliometric analysis was employed to identify research patterns, collaboration structures, and existing knowledge gaps. VOSviewer software was chosen for its capability to generate and visualize complex bibliometric networks. Furthermore, an extensive search across multiple databases was conducted to ensure comprehensive coverage and the inclusion of diverse scholarly perspectives.

6. RESULT AND FINDING OF STUDY

6.1 Annual scientific publication of organizational commitment and occupational stress

According to an examination, research on occupational stress as well as organizational commitment among professionals in the IT sector started to appear in 2000 with the publishing of 16 publications of Figure 2.The Figure 2 shows annual publishing trends for research on occupational stress and organizational commitment among professionals in the information technology sector from 2000 to 2023. The number of articles increased from 16 in 2000 to 39 in 2005, with a steady increase from 2008 to 2023. The rise in publications, especially after 2014, indicates the industry's recognition of occupational stress and organizational commitment.

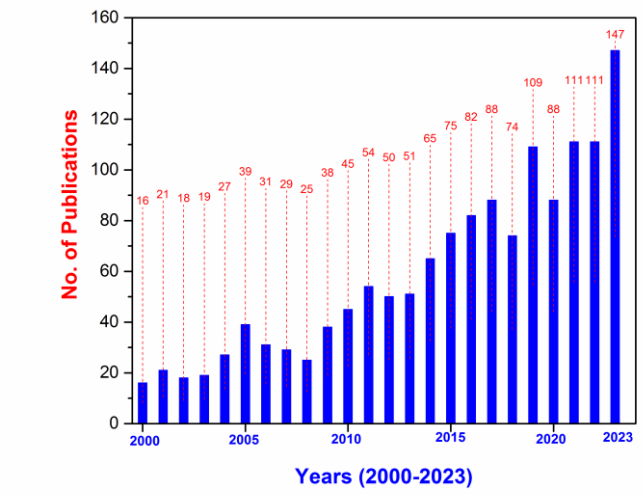


Figure 2: Number of publication year wise

6.2 .Key focus area in occupational stress research

Workplace stress is a significant organizational issue that affects workers' health, well-being, and productivity. It is influenced by factors such as overwhelming workload, role conflicts, lack of advancement opportunities, and poor working conditions. Overwork and bullying can also contribute to workplace stress. Strategies to reduce stress and enhance organizational performance can be derived from understanding the work environment. High job demands and limited resources can lead to occupational stress, which can result in mental stress, burnout, and

OPEN ACCESS © CINEFORUM

reduced productivity. Mental health issues are linked to long-term professional stress, negatively impacting a company's effectiveness.

Workplace interventions can improve an organization's performance by integrating organizational intervention tactics. These interventions support employees' well-being, lower stress, and increase productivity and profitability. Managers should ensure that innovation projects do not negatively impact workers' health and well-being. Organizational innovation strengthens an organization's competitive edge and sustainability, making it essential for companies to innovate in the current global environment of diminishing earnings, unpredictability, and fierce competition.

6.3. Trend in management of workplace stress

Effective workplace stress management is crucial for organizational success. Supervisor support can lead to improved job performance, decreased illnesses, reduced compensation claims, and increased productivity [24]. It also improves employee wellbeing and mental health. Managers' support fosters a collaborative work atmosphere, improving information sharing and employee performance. However, emotional support from supervisors can lead to burnout[25]. To minimize burnout, processes and standards directing job delivery and stress diagnosis can promote a supportive atmosphere. Managers can proactively reduce workplace stress by providing stress management and emotional intelligence training to staff members. Organizations can adapt stress management methods, such as neuro leadership and trait mindfulness, to enhance employee performance and reduce occupational stress. Implementing different stress management techniques can reduce burnout and emotional tiredness, but continuous improvement is necessary to achieve a comprehensive approach.

6.4. Key themes in organizational commitment

Organizations must adapt and offer opportunities for advancement to retain employees and foster higher levels of commitment[26]. Despite extensive research on organizational commitment, the correlation between its precursors and its precursors is diverse and incongruous. Factors influencing commitment include recruitment, selection, compensation, benefits, evaluation, and promotion. [27] However, the instrumental perspective of commitment, where employees trade their contribution for incentives, has significantly impacted the study of factors leading to commitment. Organizations that prioritize employee growth, well-being, and fulfillment of needs are more likely to have highly dedicated employees. Understanding commitment from the perspective of learning and growth is crucial for maintaining commitment.

6.5. Publications by countries

It was thought to be significant to include in the study a list of the nations in which the majority of the articles published during the time under analysis. The top ten countries published journals in the year 2000 to 2024 (Table 1).

Table 1: Number of papers published in each country.

Countries/Regions	Web of Science	Scopus
United States of America	3,140	2,907
People's Republic of China	1,055	523
Canada	596	525
United Kingdom	545	604
Australia	492	504
South Korea	424	464
Turkey	412	342
Taiwan	323	257
Malaysia	308	392
Spain	287	238
India	290	320

OPEN ACCESS © CINEFORUM

Source: Author owns research

According to the Web of Science database, the countries listed in the table contributed 63.07% of the total publications during the study period, while Scopus reports that these same countries accounted for 57.65% of all published articles. The United States emerged as the leading contributor. Web of Science recorded 3,140 publications from the United States, whereas Scopus reported 2,907 publications. Collectively, these figures represent approximately 33% of the total scholarly output during the analyzed period, with nearly 25% of all publications originating from the United States.

6.6. Author's co-citation analysis

Finding the main authors' connections required searching Scopus and Web of Science (WoS) indexes for their works shown in Figure 3 (a). Co-citation analysis tracks the occurrence of papers that are cited jointly in the source articles. Clusters of study emerge when multiple writers co-cite the same pairs of papers [28]. As per the authors, the papers that are referenced together in these clusters generally have a common theme in common. Through the use of techniques such as single-link clustering and multidimensional scaling, co-citation analysis may provide a detailed picture of how specialized study topics are organized. Using author co-citation analysis, one may identify the most prominent writers and see how linked they are to one another by visualizing the author co-citation network[29]. We have decided to only include authors who have the greatest amount of cited references in order to properly portray the author co-citation network.In order to gain a deeper comprehension of the shared characteristics among researchers studying Occupational Stress and Organizational Commitment in IT sector experts, we classified their work into four distinct groups: red, yellow, green, and blue.

The green group did research specifically examining occupational pressures, including workload, work-life balance, and job security, inside the IT industry. The researchers analyzed a range of stress evaluation measures, such as surveys, physiological assessments, and observational techniques [30]. Their research highlighted the efficacy of these approaches in various organizational contexts. In addition, they emphasized the significance of taking into account aspects such as company culture, leadership styles, and employee support networks when evaluating occupational stress [30].The red group consisted of researchers who investigated the influence of organizational commitment on employee performance and retention in the IT industry. The researchers examined many aspects of organizational commitment, such as affective, continuation, and normative commitment [31-33]. The researchers analyzed multiple aspects that impact commitment, including possibilities for career advancement, mechanisms for recognition and rewards, and the overall work atmosphere. In addition, they investigated the correlation between organizational commitment and work satisfaction, turnover intention, and organizational citizenship behavior [34].

The blue team conducted a study that examined the relationship between occupational stress and organizational commitment, utilizing sophisticated analytical methods. The researchers utilized techniques such as structural equation modeling, machine learning, and longitudinal investigations to comprehend the ever-changing connection between these concepts [35, 36]. Their research focused on devising methods to alleviate stress and bolster dedication, ultimately enhancing overall organizational performance. The researchers also investigated how individual variations, such as personality traits and coping strategies, influence the impact of work-related stress on an individual's dedication to the organization [37].Ultimately, the yellow group focused on implementing sustainable organizational strategies aimed at mitigating occupational stress and enhancing commitment within the IT workforce. Their goal was to create and execute measures that encourage a concise work atmosphere and cultivate dedication to the organization. Their research encompassed a diverse array of subjects, such as job design, employee wellness initiatives, adaptable work schedules, and the cultivation of leadership skills. Additionally, they assessed the enduring effects of these measures on employee contentment, efficiency, and the long-term viability of the business [38-40].

6.7. Keywords related to occupational stress and organizational commitment

One way the bibliometrics study's results might be presented is by sorting the authors' keywords by their frequency of occurrence in the evaluated papers. An easy approach to see the layout of the literature of is occupational stress and organizational commitment via the co-occurrence network, which uses author keywords as variables. [41]. Figures 3(a) and 3(b) illustrate the co-citation on occupational stress and organizational commitment and co-occurrence of author keywords. Larger circles represent a greater frequency, while the size of the circles themselves correlates that the frequency of occurrence. Also, the main keywords clearly fall into one of four groups, denoted by different colors: green, yellow, red, blue, or purple. A connection between the keywords is shown by the lines in the picture, which show which phrases occur together in the articles.

OPEN ACCESS © CINEFORUM

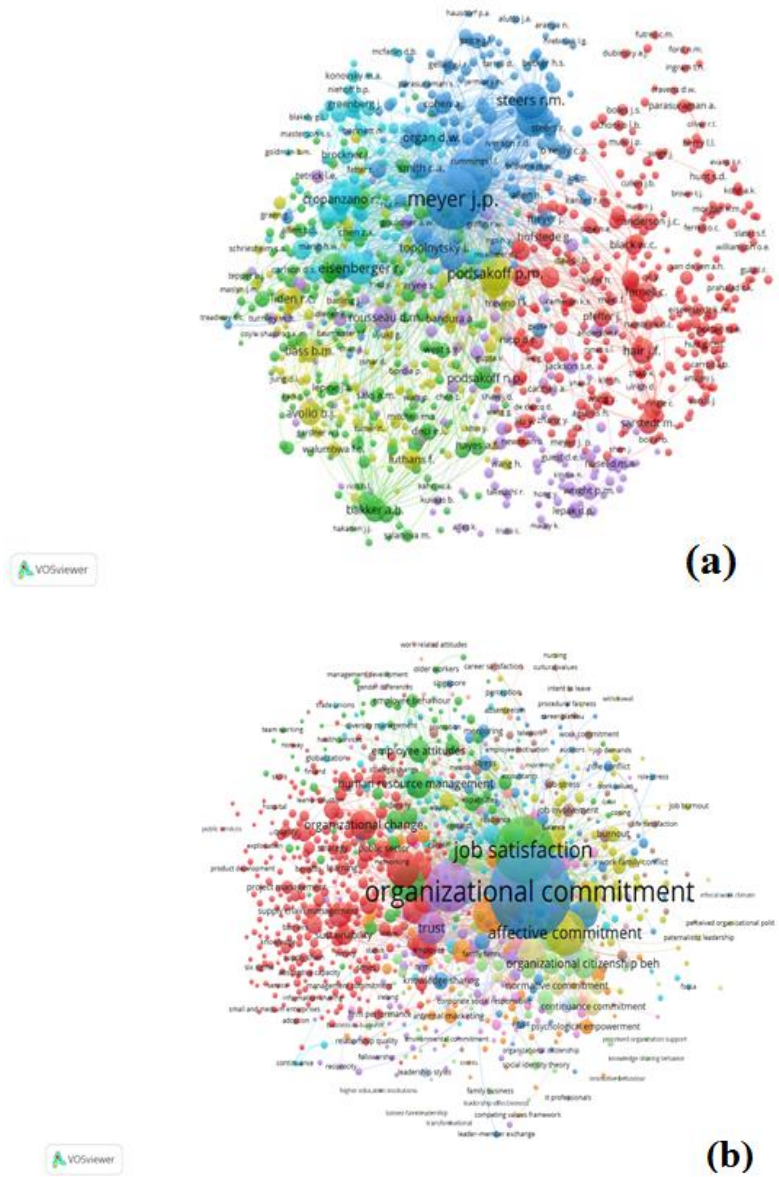


Figure 3:Mapping of (a) Co-citation on occupational stress and organizational commitment and (b) Co-occurrence of author keywords

Source: Author compilation using VOS viewer

6.8. Bibliometric coupling

Figure 4(a) and 4(b) visualizes a bibliometric network of authors in the field of occupational stress and organizational commitment, focusing on IT sector professionals. The network identifies key figures such as Cary L. Cooper, who has significantly contributed to research in this area. Other prominent authors include Terry A. Others research focus on occupational stress and its impact on organizational commitment and employee well-being. [42] and [43] are notable contributors whose research frequently intersects with Cooper's, indicating collaborative or complementary research areas. Secondary authors include [44] who suggest niche contributions within the broader topic. Authors in the blue cluster focus on related but distinct aspects of organizational commitment, possibly in different industrial contexts or methodological approaches. Emerging author AbhishekandSrivastava[45] is an emerging author in the yellow cluster, indicating new research contributions that are beginning to influence the broader field.

OPEN ACCESS © CINEFORUM

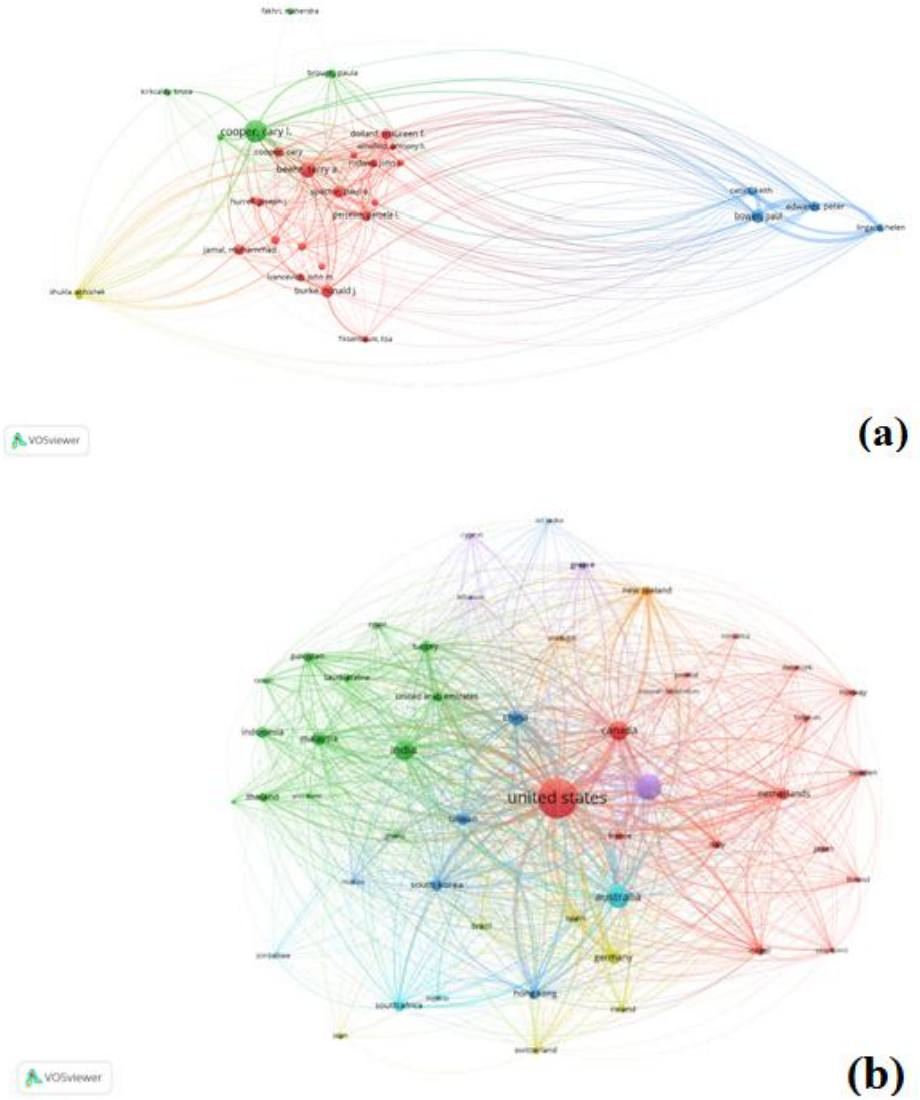


Figure 4: Mapping of (a) bibliographic coupling of the authors and (b) bibliographic coupling countries.

Source: Author compilation using VOS viewer

6.9. Co-citation analysis

Figure 5(a) displays a co-citation analysis of journals, with each node representing a journal and the size indicating its citation frequency. Key clusters include Occupational Stress and Health, Organizational Behavior and Management, and Information Systems and Technology. The Occupational Stress and Health cluster focuses on the health implications of occupational stress, while the Organizational Behavior and Management cluster emphasizes organizational factors influencing stress and commitment. The Information Systems and Technology cluster highlights the role of technology in managing stress and commitment within the IT sector. The map reveals a strong interplay between occupational stress, organizational behavior, and information systems research within the IT sector. The multidisciplinary nature of research on occupational stress and organizational commitment is evident, with contributions from psychology, management, health sciences, and information systems. Core journals like the Journal of Occupational Health, Journal of Applied Psychology, and Academy of Management Journal are central hubs, indicating their significant influence in the field.Figure 5(b) represents the co-occurrence of authors based on their shared citations in the analyzed literature. Each node represents an author, and the size of the node indicates the frequency of their appearance in the cited reference list. The map identifies key author

OPEN ACCESS © CINEFORUM

clusters and collaborations, such as the Stress and Health Cluster, which includes authors like Lazarus, Hobfoll, Karasek, and Cooper, who have significant influence in occupational stress and health. The Organizational Behavior Cluster includes authors like Hackman, Oldham, and Kahn, who contribute to understanding organizational factors influencing stress and commitment. The Methodology and Statistics Cluster includes authors like Cohen and Pracher, known for their statistical methods. The map suggests potential collaborations between authors in different clusters, such as interdisciplinary research areas.

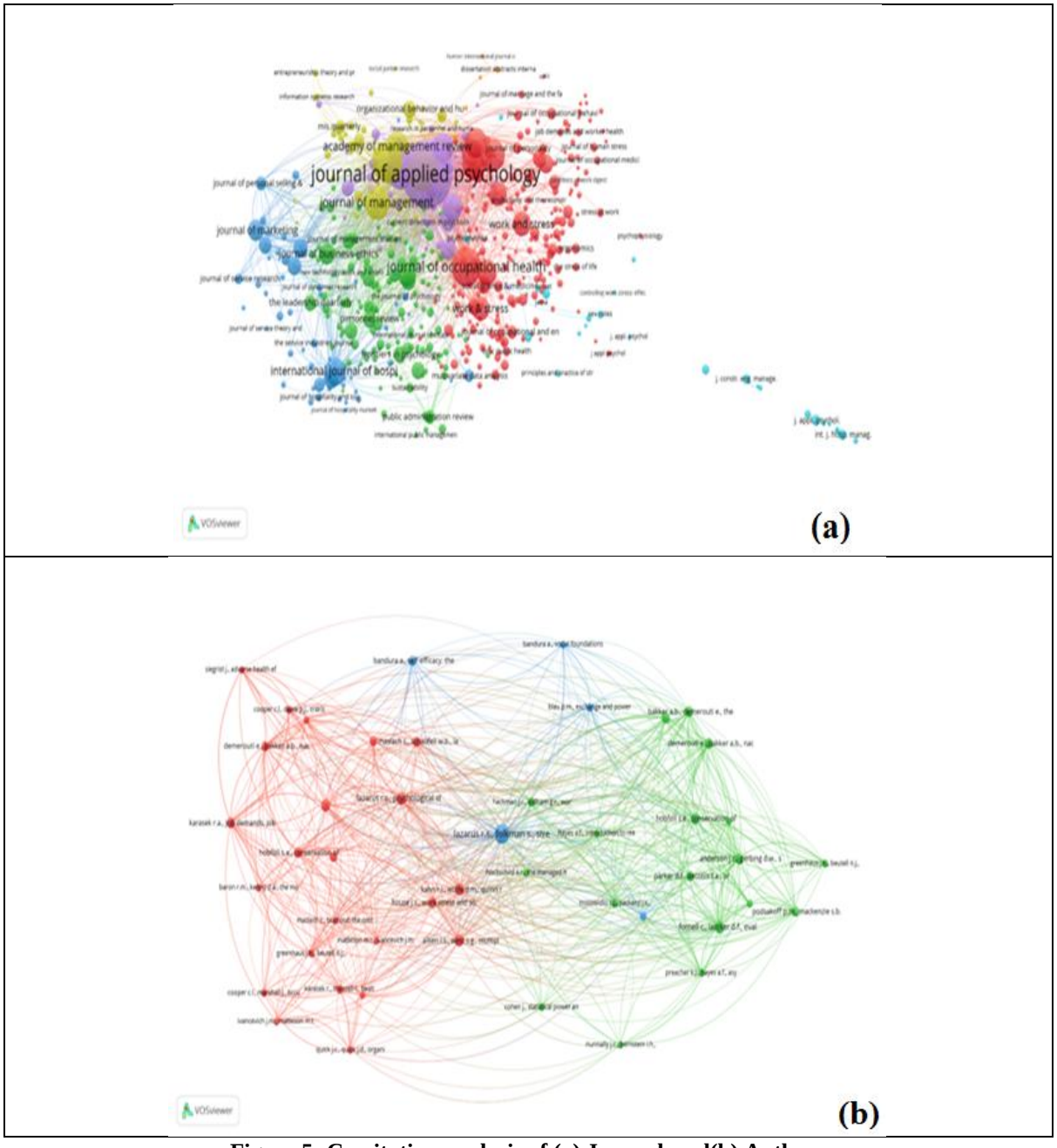


Figure 5: Co-citation analysis of (a) Journalsand(b) Authors

Source: Author compilation using VOSviewer
Theoretical and Managerial Implications

6.10.1 Theoretical Implications

OPEN ACCESS © CINEFORUM

Advancing Theories on Occupational Stress and Organizational Commitment: This study adds to the expanding literature of research on organisational commitment and occupational stress by emphasising how interdependent they are in the IT industry. These results are consistent with the Work-Demand Control (JDC) model [46] and the Conservation of Resources (COR) theory [47], which assert that high work demands without sufficient resources or control result in stress and a reduction in commitment. By applying these ideas to the IT sector, where workers deal with heavy workloads, strict deadlines, and difficulties juggling work and personal obligations, this research offers empirical support for the relationship between stress and commitment that is unique to this business.

Integration with Existing Stress-Commitment Models: Meyer and Allen's Three-Component Model (TCM) of Organizational Commitment [48], which divides commitment into emotional, continuous, and normative components, is likewise in line with and improved by this research. According to our research, fear of losing one's work or experiencing unstable finances causes high occupational stress to increase continuation commitment while decreasing affective commitment. This phenomenon is especially common among IT professionals [49].

Bridging Research Gaps in IT Sector-Specific Studies: The impacts of occupational stress on organisational commitment in the IT sector have not received as much attention as the effects of occupational stress in general [50] This research closes this gap by taking into account stressors unique to the IT industry, such as technostress difficulties with remote work, and burnout brought on by expectations for constant upskilling [51].

Future Research Directions in Stress-Commitment Dynamics: The moderating impacts of leadership styles and organisational culture on the stress-commitment connection may be investigated in future studies. For example, transformational leadership could mitigate the negative impact of stress on dedication. Furthermore, longitudinal research may provide further light on how the dedication of IT workers changes over time in the face of ongoing stress.

6.10.2 Managerial Implications

Practical Strategies for Managing Occupational Stress: To minimize stress, managers can employ evidence-based therapies like flexible work schedules, techniques of job redistribution, and mindfulness training [52]. Research has shown that stress management programs improve workers' productivity and well-being [53].

Enhancing Organizational Commitment Through Workplace Interventions: IT firms can promote a positive work culture using mentorship, open communication channels, and recognition-based reward schemes to enhance affective commitment in employees [54]. In addition, career development opportunities can be a way of discouraging turnover intention related to disengagement induced by stress [55].

Policy Recommendations for IT Organizations: These kinds of policies, including mandated break times, workload tracking, and mental health initiatives, need to be institutionalized to ensure a well-balanced work environment. Organizational policies that enhance psychological safety and employee well-being have been found to increase job satisfaction and commitment [56].

Developing Employee Support Systems to Improve Retention and Well-Being: Structuring Employee Assistance Programs (EAPs), peer support groups, and stress-resilience workshops can empower employees to endure high-stress work environments. Studies show that successful employee support systems significantly enhance organizational commitment and job performance [57].

Proposed Focused Future Research Directions

Based on the findings of this study, a number of important areas need to be explored further in order to enhance our knowledge of occupational stress and organizational commitment in the IT industry. These directions for future research can inform both theory and practice.As remote and hybrid work models become increasingly common, future research should examine how these models affect occupational stress and levels of commitment. Examining variables like digital fatigue, work-life balance, and job autonomy may help inform the creation of improved work policies to promote employee well-being.

While AI and automation revolutionize employment roles in the IT sector, future studies would need to study how these changes affect the levels of stress at work and employment security issues among employees. Longitudinal analysis would determine whether automation raises levels of job dissatisfaction or improves job efficiency and organizational commitment.

Cross-cultural and comparative research among various nations or cultures may identify organizational commitment and stressors and how they differ in regions. It can examine whether collectivist societies have distinct coping styles compared to individualist societies and how multinational firms may align HR policies in response.

Future studies should explore the part played by psychological resilience and coping mechanisms in lessening the impact of occupational stress. Research could look at the effects of mindfulness, stress management training, or workplace wellness programs on employee retention and commitment. Gender-specific stressors in the IT sector

OPEN ACCESS © CINEFORUM

can be studied to determine if men and women respond differently to occupational stress and how organizations can design gender-sensitive policies to facilitate work-life balance and career development.

Future research might investigate the way in which emotional intelligence (EI) acts as a moderator between occupational stress and organizational commitment. A high EI could be a protective factor, minimizing job strain and enhancing employee participation. Longitudinal studies that follow employees for many years might gain further insights into the ways that chronic occupational stress influences job turnover, career advancement, and industry turnover rates. By exploring these targeted areas of research, future research can assist in developing more robust theoretical frameworks and applied interventions that improve the well-being of employees and organizational performance in the IT industry.

7. LIMITATION

This study is limited by its reliance on bibliometric analysis using only the Scopus and Web of Science databases. Future research could enhance the breadth of analysis by integrating data from multiple databases, thereby enabling a more comprehensive and diverse assessment of the literature. The density visualization findings offer valuable insights that may guide the identification of emerging themes and inform future bibliometric and empirical research. However, the exclusion of book chapters, conference proceedings, technical notes, and other non-journal publications may have resulted in the omission of influential works that could contribute to paradigm shifts within the field. Additionally, recently published studies may not yet have accumulated sufficient citations to reflect their scholarly impact.

Incorporating additional research repositories could yield more nuanced and comprehensive results. The inherent subjectivity associated with qualitative interpretations also represents a limitation, requiring researchers to ensure that conclusions are firmly supported by systematic analyses. Furthermore, bibliometric techniques are primarily suited to identifying short-term research trends and should be applied cautiously when inferring long-term scholarly impact. Recognizing these constraints and adhering to rigorous data selection standards can enhance the reliability, interpretation, and overall effectiveness of large-scale bibliometric investigations.

8. CONCLUSION

This bibliometric analysis offers a systematic overview of the research landscape on occupational stress and organizational commitment among IT sector professionals. The findings demonstrate a substantial rise in scholarly interest over the last two decades, particularly after 2014, underscoring the growing recognition of stress-related challenges and their implications for employee commitment and organizational sustainability. The dominance of contributions from countries such as the United States, China, and India reflects the global relevance of these issues, especially in technology-driven economies.The analysis reveals that research in this domain is inherently multidisciplinary, drawing from organizational behavior, psychology, health sciences, and information systems. Key themes emphasize workplace stressors, mental health outcomes, leadership support, stress management interventions, and various dimensions of organizational commitment. Importantly, the co-citation and keyword analyses indicate a gradual shift toward integrated studies examining the dynamic relationship between occupational stress and organizational commitment rather than treating them as isolated constructs.

Despite its contributions, this study highlights the need for more longitudinal and industry-specific empirical research to better understand evolving stressors arising from digital transformation, remote work, and rapid technological change. Overall, this research provides a structured roadmap for future studies and practical guidance for organizations seeking to foster healthier work environments, enhance employee commitment, and achieve sustainable performance in the IT sector.

Acknowledgements
The authors are grateful to their university for providing a research-friendly environment and infrastructure.
***Funding details**
The authors received no financial support for the research, authorship and/or publication of this article.
***Disclosure statement**
The authors report there are no competing/ conflict of interest to declare

REFERENCES

1. Bratianu, C., Jianu, I., &Vasilache, S. (2011). Integrators for organisational intellectual capital.International Journal of Learning and Intellectual Capital, 8(1), 5-17.

OPEN ACCESS © CINEFORUM

2. Bratianu, C., & Leon, R. D. (2015). Strategies to enhance intergenerational learning and reducing knowledge loss.VINE, 45(4), 551–567. https://doi.org/10.1108/VINE-01-2015-0007
3. Prathyusha, B. (2019). Occupational stress among information technology professionals in India: A systematic review of literature. International Journal of Scientific Research in Computer Science Applications and Management Studies, 8(1), 1-7.
4. Donthu, N., Kumar, S., &Pattnaik, D. (2020). Forty-five years of Journal of Business Research: A bibliometric analysis. Journal of Business Research, 109, 1–14.
5. https://doi.org/10.1016/j.jbusres.2019.10.039
6. Donthu, N., Kumar, S., Mukherjee, D., Pandey, N., & Lim, W. M. (2021). How to conduct a bibliometric analysis: An overview and guidelines. Journal of Business Research, 133, 285–296.
7. https://doi.org/10.1016/j.jbusres.2021.04.070
8. Khan, K. I., Nasir, A., &Saleem, S. (2021). Bibliometric analysis of post COVID-19 management strategies and policies in hospitality and tourism.Frontiers in Psychology, 12.
9. https://doi.org/10.3389/fpsyg.2021.769760
10. Costin, A., Roman, A. F., &Balica, R. S. (2023). Remote work burnout, professional job stress, and employee emotional exhaustion during the COVID-19 pandemic.Frontiers in Psychology, 14.https://doi.org/10.3389/fpsyg.2023.1193854
11. Rodrigues, M., Oliveira, C., Borges, A., Franco, M., & Silva, R. (2023). What exists in academia on work stress in accounting professionals.Current Psychology, 42(26), 22478–22495.
12. https://doi.org/10.1007/s12144-022-03301-w
13. Zhang, Y., Huang, L., Wang, Y., Lan, Y., & Zhang, Y. (2021). Characteristics of publications on occupational stress.Frontiers in Public Health, 9.https://doi.org/10.3389/fpubh.2021.664013
14. Sidhu, A. K., Singh, H., Virdi, S. S., & Kumar, R. (2020). Job stress and its impact on health of employees: a study among officers and supervisors. Journal of Management Development, 39(2), 125-144.
15. Sharma, A., & Singh, S. (2021). Role of Employee Engagement in Mental Health of Employees of Hospitality Sector. International Journal of Education and Management Studies, 11(4), 237-240.
16. Tumbelaka, S. S. X., &Kaligis, J. N. (2023).BudayaOrganisasiDalamKepuasanKerja,
17. KomitmenOrganisasional Dan Intention to Leave.
18. Allen-Ile, C., Mahembe, B., &Balogun, T. V. (2020). A confirmatory factor analytic study of an authentic leadership measure in Nigeria.SA Journal of Human Resource Management, 18(1), 1–9.
19. Dirani, K. M., &Kuchinke, K. P. (2011). Job satisfaction and organizational commitment: Validating the Arabic satisfaction and commitment questionnaire (ASCQ). International Journal of Human Resource Management, 22(5), 1180–1202. https://doi.org/10.1080/09585192.2011.556801
20. Basri, S., Hawaldar, I. T., Nayak, R., &Rahiman, H. U. (2022). Do academic stress, burnout and problematic internet use affect perceived learning? Evidence from India during the COVID-19 pandemic.Sustainability, 14(3), 1409.
21. Thomas, A. A. (2021). An investigation of the impact of occupational stress on mental health of remote working women IT professionals in urban Bangalore, India. Journal of International Women's Studies, 22(6), 139-149.
22. Prasad, K. D. V., Vaidya, R., Kumar, V. A., &Rekha, B. (2016).A comparative analysis on the causes of occupational stress among men and women employees and its effect on performance at the workplace of information technology sector, Hyderabad.International Journal of Management Excellence, 7(2), 796-807.
23. Santos, J. M. A., &Rambuyon, R. T. (2024). Adjustment Challenges and Strategies of Working Millennials in the New Normal. The Asian Journal of Education and Human Development (AJEHD), 5(1).
24. Aria, M., Le, T., Cuccurullo, C., Belfiore, A., &Choe, J. (2024). OpenalexR: An R-tool for collecting bibliometric data from OpenAlex. The R Journal, 15(4), 167–180.
25. Silva, G. G. B. S., Ferraz, P. F. P., Damasceno, F. A., Zotti, M. L. A. N., &Barbari, M. (2022). Compost barns: A bibliometric analysis. Animals, 12(19), 2492.
26. VitorinoFilho, V. A., &Goi, M. Y. O. (2021).Gestão da cadeia de suprimentos 4.0: Análise de conteúdonosartigosmaisrelevantes das bases de dados da Scopus e Web of Science Supply chain management 4.0: Content analysis in the most relevant articles from Scopus and Web of Science databases. Brazilian Journal of Development, 7(12), 117868-117889.
27. Bukar, U. A., Sayeed, M. S., Razak, S. F. A., Yogarayan, S., Amodu, O. A., &Mahmood, R. A. R. (2023). A method for analyzing text using VOSviewer. MethodsX, 11, 102339.
28. Kaur, J., Singh, S., &Madaan, V. (2024). Work-related stress among bank employees: A bibliometric analysis of research trends and patterns. Science Temper, 15(1), 1873–1887.

OPEN ACCESS © CINEFORUM

29. Horan, K. A., et al. (2018). Supervisor support for stress management and intervention process.International Journal of Workplace Health Management, 11(4), 260–272. https://doi.org/10.1108/IJWHM-12-2017-0113
30. Mohammed, D., Chan, E., Ahmad, R., Dusic, A., Boglarsky, C., Blessinger, P., &Zeine, R. (2019). Health implications of job-related stress, motivation and satisfaction in higher education faculty and administrators. Journal of Applied Research in Higher Education, 12(4), 725-741.
31. Hislop, D. (2003). Linking human resource management and knowledge management via commitment.Employee Relations, 25(2), 182–202. https://doi.org/10.1108/01425450310456479
32. Surwase, G., Sagar, A., Kademani, B. S., &Bhanumurthy, K. (2011). Co-citation analysis: An overview. Proceedings of the Beyond Librarianship: Creativity, Innovation and Discovery, Mumbai, India, 9.
33. White, H. D., & McCain, K. W. (1998). Visualizing a discipline.Journal of the American Society for Information Science, 49(4), 327–355.
34. Harris, K. J., Kacmar, K. M., & Witt, L. A. (2005). An examination of the curvilinear relationship between leader–member exchange and intent to turnover.Journal of Organizational Behavior, 26(4), 363–378. https://doi.org/10.1002/job.314
35. Allen, T. D. (2001). Family-supportive work environments: The role of organizational perceptions. Journal of Vocational Behavior, 58(3), 414–435. https://doi.org/10.1006/jvbe.2000.1774
36. Moon, K., Cho, H., Lee, K., &Oah, S. (2014). Effect of pay satisfaction on organizational commitment: Mediating effect of organizational trust. Korean Journal of Industrial and Organizational Psychology, 27(3), 585-615.
37. Sarstedt, M., &Schloderer, M. P. (2010). Developing a measurement approach for reputation of non-profit organizations. International Journal of Nonprofit and Voluntary Sector Marketing, 15(3), 276-299.
38. Pesämaa, O., Pieper, T., Da Silva, R. V., Black, W. C., & Hair Jr, J. F. (2013). Trust and reciprocity in building inter-personal and inter-organizational commitment in small business co-operatives. Journal of Co-operative Organization and Management, 1(2), 81-92.
39. Stewart, N. J., MacLeod, M. L., Kosteniuk, J. G., Olynick, J., Penz, K. L., Karunanayake, C. P., ... & Morgan, D. G. (2020). The importance of organizational commitment in rural nurses' intent to leave. Journal of Advanced Nursing, 76(12), 3398-3417.
40. Mowday, R. T., Steers, R. M., & Porter, L. W. (1979). The measurement of organizational commitment.Journal of Vocational Behavior, 14(2), 224–247. https://doi.org/10.1016/00018791(79)90072-1Herscovitch, L., & Meyer, J. P. (2002). Commitment to organizational change: Extension of a three-component model. Journal of Applied Psychology, 87(3), 474–487. https://doi.org/10.1037/0021-9010.87.3.474
41. Cohen, A. (2007). Commitment before and after: An evaluation and reconceptualization of organizational commitment. Human Resource Management Review, 17(3), 336–354
42. . https://doi.org/10.1016/j.hrmr.2007.05.001
43. Macedo, I. M., Pinho, J. C., & Silva, A. M. (2016). Revisiting the link between mission statements and organizational performance in the non-profit sector: The mediating effect of organizational commitment. European Management Journal, 34(1), 36-46.
44. Liden, R. C., Wayne, S. J., Kraimer, M. L., &Sparrowe, R. T. (2003). The dual commitments of contingent workers.Journal of Organizational Behavior, 24(5), 609–625. https://doi.org/10.1002/job.208
45. Luthans, F., Baack, D., & Taylor, L. (1987). Organizational commitment: Analysis of antecedents. Human Relations, 40(4), 219–235. https://doi.org/10.1177/001872678704000403
46. Mumu, J. R., Saona, P., Russell, H. I., & Azad, M. A. K. (2021). Corporate governance and remuneration: a bibliometric analysis. Journal of Asian Business and Economic Studies, 28(4), 242-262.
47. Burke, R. J. (1993). Organizational-level interventions to reduce occupational stressors.Work & Stress, 7(1), 77–87. https://doi.org/10.1080/02678379308257051
48. Baba, V. V., Jamal, M., &Tourigny, L. (1998). Work and mental health: A decade in Canadian research.
49. Cooper, C. L. (Ed.). (2024). Managerial, occupational and organizational stress research.
50. Shukla, A., &Srivastava, R. (2016). Examining the effect of emotional intelligence on job stress.Cogent Business & Management, 3(1), 1201905. https://doi.org/10.1080/23311975.2016.1201905
51. T. Theorell(2020). Job Demand/Control/Strain, in Encyclopedia of Behavioral Medicine. Springer, pp. 1254–1257.
52. L. A. Ritchie and D. A. Gill (2024). Conservation of resources theory. Encyclopedia of Technological Hazards and Disasters in the Social Sciences, Edward Elgar Publishing, pp. 159–165.

OPEN ACCESS © CINEFORUM

53. A. Azdha, M. Jusoh, and J. Tham (2023). Validating Meyer and Allen's Three Component Model Employee Commitment Survey in the Context of the Resort Sector of the Maldives. Maldives Natl. J. Res., vol. 11, no. 2, pp. 65–82.
54. S. Rathore(2018). Analysis of Role Stress in the Indian IT Industry. Multidisciplinary Perspectives on Human Capital and Information Technology Professionals. doi: 10.4018/978-1-5225-5297-0.ch001.
55. N. Obbarius, F. Fischer, G. Liegl, A. Obbarius, and M. Rose(2021). A modified version of the transactional stress concept, according to Lazarus and Folkman, was confirmed in a psychosomatic inpatient sample. Front. Psychol., vol. 12, p. 584333.
56. Pawlak, J. and Chudzińska, M.A. (2023). Supporting employee autonomous motivation: Does the sense of influence increase organisational commitment. International Journal of Work Organisation and Emotion, 14(3), pp. 241–257. https://doi.org/10.1504/ijwoe.2023.132864.
57. M. Tarafdar, C. Maier, S. Laumer, and T. Weitzel (2020). Explaining the link between technostress and technology addiction for social networking sites: A study of distraction as a coping behavior. Inf. Syst. J., vol. 30, no. 1, pp. 96–124.
58. V. Yeniaras and N. Altıniğne (2023). Techno-Insecurity, Emotional Exhaustion and Job Performance: A Recommended Theoretical Framework. Sos. Mucit Acad. Rev., vol. 4, no. 3, pp. 410–433.
59. C. R. Kretschmer, B. Göz Tebrizcik, and E. J. Dommett (2022). Mindfulness Interventions for Attention Deficit Hyperactivity Disorder: A Systematic Review and Meta-Analysis. Psychiatry Int., vol. 3, no. 4, pp. 363–399.
60. Mishra, A.K., Ghanshala, R. and Bisht, M.S. (2020). Meditation and perceived stress reduction among women with mediating role of emotional intelligence. International Journal of Work Organisation and Emotion, 11(3), p. 179. https://doi.org/10.1504/ijwoe.2020.111313.
61. N. P. Ngobeni (2021). Establishing the Relationship Between Idiosyncratic Deals, Work Engagement, and Turnover Intention of Nurses. University of Johannesburg (South Africa).
62. A. K. Jain, S. I. Giga, and C. L. Cooper (2013). Stress, health and well-being: the mediating role of employee and organizational commitment. Int. J. Environ. Res. Public Health, vol. 10, no. 10, pp. 4907–4924.

OPEN ACCESS © CINEFORUM