

Literature Review and Prospect from the Perspective of Work-Home Interface Based on Knowledge Map

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Abstract: In modern society, there are more and more connections between work and home, and the exchange of resources is more and more frequent. Based on 225 core journals in the web of Science Database (January 2000 to May 2020), CiteSpace is used the key words co-occurrence analysis in the software and the visualization method of time zone network view are used to draw the knowledge map. From the perspective of scientific literature analysis, the theoretical basis, core issues and evolution trend of work-home interface related research are comprehensively displayed, so as to explore the future development hot spot of work-home interface. On this basis, this paper summarizes the mechanism of work-home interaction from the perspective of integrated resources, and puts forward the prospect of the study of work-home interface in China.

1. Introduction

From the beginning of social industrialization, people gradually realize that there are conflicts and coordination problems between "work" and "non work" [1], because of the frequent boundary crossing between the two fields of work and home, which leads to the flow of individual resources and the interaction between the two fields. On the one hand, the trend of the prevalence of overtime culture, the prolongation of working hours and the instability of work has been strengthened; on the other hand, the ambiguity of gender roles and the change of employment values have led to the increasing number of "dual employees" in the workplace, including their families and single parents [2], and more employees need to take care of the elderly [3], The integration of work requirements and home requirements may be a major challenge for both employees and organizations[4]. Therefore, researchers have tried to explain the interdependence between work and home in many ways [5]. The relationship between work and home has become an increasingly important research topic in the field of management and psychology.

Looking back on the development of work-home interface perspective, in the 1990s, Pleck proposed that work-home literature is based on the role theory model. The basic concept of these models is that employees have limited resources (such as time and energy) to perform their duties [6]. This theory opens up the research of related models in work-home interface. Since then, frone,greenhaus and others believe that demand or pressure in one area will lead to difficulty in meeting demand in another area, resulting in work-home conflict and pressure[7-8]. Barnett & Hyde emphasized the potential benefits of dual roles [9]. Greenhaus and Powell provide a gain model for more insights into the beneficial link between the work and home domains [10]. Ten brummelhuis proposed a work-home resource model based on previous studies [11]. So far, there has been a clear framework for the work-home resource model. In this paper, we use bibliometrics and information visualization methods to draw the knowledge map, sort out the context and system of the working home resource model from 2000 to 2020, and systematically review and sort out the new trends, new perspectives and new methods of the working home interface model research in the process of system construction and development, aiming to explore the research hot spots and new methods at home and abroad.

2. Research methods and atlas analysis

2.1 Date sources and analysis tools

Based on the web of science database retrieval, this research takes "work home", "work home conflict", "work home balance", "work home enrichment" as keywords, and the time span is from January 2000 to may 2020. Finally, 225 literatures, including 645 citations, are obtained.

In this study, knowledge mapping technology is used to measure and visualize the research of work-home interface in foreign countries. Through the analysis of key words, references and other contents related to literature, the scientific knowledge map vividly interprets the knowledge structure and research hot spot in this field according to the generated map^[12]. Because CiteSpace has unique advantages in citation analysis, CiteSpace is finally used as a research tool to conduct visual analysis and summary on the basis of literature keyword co-occurrence analysis, literature sequence diagram and literature intensive reading, so as to clarify the theoretical basis, core issues and research hot spots of work-home interface perspective.

2.2 Statistics and atlas analysis

2.2.1 Descriptive results

See Fig.1 for the publishing trend of domestic literatures on the perspective of work-home interface. It can be seen from Fig.1 that the number of literatures on work-home interface research is fluctuating. This trend also shows that in the domestic academic circles, the research on work-home interface is a hot research point at present.

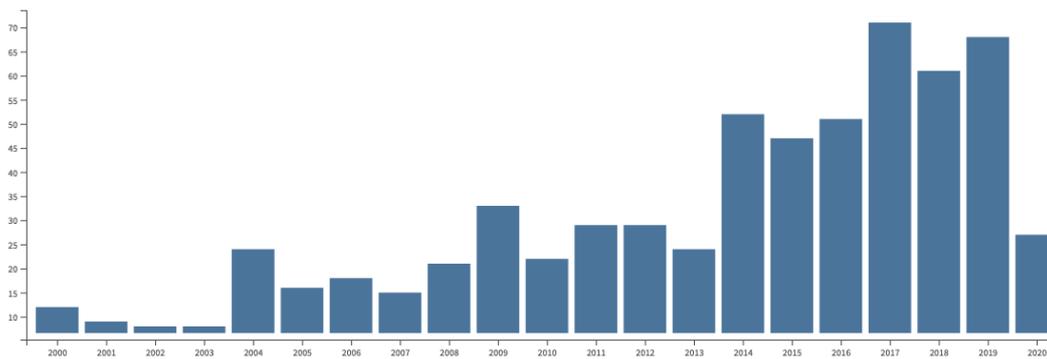


Figure 1. Publication trend of related literature from the perspective of work-home interface.

See Table 1 for the distribution of the top five journals on work-home interface research in foreign countries. The common proportion of the top five journals is only 11.80%, less than 50%, and the articles published by the remaining journals are all 5 or less, which indicates that the journals published on this topic are scattered. Through observation, we found that most of the journals that published relevant results are professional journals, which shows that the work-home interface has become a hot topic in the field of work-home. In addition, authoritative journals (such as journal of organizational behavior) also have a relatively large number of articles, indicating that mainstream academic journals also have great interest in this field. It can be seen that the resource model in work-home interface can be used as a new starting point for further research.

Table 1. Journal distribution of related literatures from the perspective of work-home interface in foreign countries

| Journal name | Frequency (ratio /%) |
|------------------------------------|----------------------|
| Journal of organizational behavior | 13 (3.49) |
| Human relations | 9 (2.41) |
| Academic of management journal | 8 (2.14) |
| Journal of vocational behavior | 7 (1.88) |
| Work and occupation | 7 (1.88) |

From the perspective of work-home model, Qiyu Bai et al. discussed the consumption of state capital in the work of employees due to the disrespectful behavior in the home place, and further enriched the relevant research from the perspective of home interface [19]. However, Greenhaus&Ellen combined work-home relationship with employees' career development, giving us a new perspective to view work-home relationship [20]. Thus, many scholars from the perspective of work-home interface, combined with work-home practice to explore its effect.

4. Future research prospects

4.1 Research on home-work interface

The work-home interface is a two-way process, and the existing research mainly focuses on the impact of work on home, while the research of home on work conflict and gain is relatively less. Home also provides effective resources for individuals, such as positive emotional support, so the future research should actively carry out the research on home-work interface.

According to the previous studies, the research on work requirements and work resources has been relatively mature, which can transfer the research in the work field to the home field, and determine the concept and structure of home requirements and home resources. For example, work requirements have dimensions of workload and emotional requirements, so home load and emotional requirements can also be tried when predicting the structure of home requirements.

4.2 More vertical research designs

The existence of effective analysis and other problems makes this method not dominant in the field of occupational health. The future work-home interface research should make full use of the longitudinal research design, and analyze the impact of the work-home interaction with the change of personal resources over time. In this way, it can not only better study the traditional problems of occupational health, but also help to find new problems and identify the phenomenon that has not been fully studied.

4.3 Dialectical integration perspective

When we study the issues related to work-home interface, we should use an integrated perspective. Generally, research only focuses on one aspect of conflict / balance / gain, but the resources and requirements in the field of work and home are contradictory and dialectical, and the final result will not be single. Therefore, the future research can start from the perspective of dialectics and integration, and study the joint effect of the integrated interface, as well as the interaction of these aspects in the application process.

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