BIBLIOMETRIC ANALYSIS OF GREEN HUMAN CAPITAL IN INDONESIA

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ABSTRACT

Purpose: This study aims to analyze the development, research structure, and thematic evolution of scientific publications related to Green Human Capital in Indonesia by identifying publication trends, dominant research themes, and collaboration patterns among researchers.

Method: This research employs a bibliometric analysis approach using quantitative descriptive techniques. Bibliographic data were collected from the Dimensions database, consisting of 52 journal articles published between 2016 and 2025 that specifically discuss Green Human Capital in the Indonesian context. Data analysis was conducted using VOSviewer software to examine publication trends, keyword co-occurrence, citation relationships, and research collaboration networks among authors and institutions.

Finding: The results indicate a significant increase in Green Human Capital publications after 2020, reflecting the growing academic focus on sustainability-oriented human resource practices. The dominant themes identified include green human capital, intellectual capital, corporate performance, sustainability, and environmental performance. The findings also reveal that most studies rely on quantitative methods and focus on publicly listed companies, while research collaboration networks remain relatively limited and fragmented.

Novelty: This study provides a systematic and up-to-date bibliometric mapping of Green Human Capital research in Indonesia, offering a comprehensive overview of research trends, intellectual structures, and existing research gaps that have not been thoroughly examined in previous studies, thereby contributing to future research development and sustainability-oriented policy formulation.

INTRODUCTION

Scientific research on green human capital has become one of the most popular topics to study in recent years. According to (Fattah & Nugroho, 2024), green human capital refers to the abilities, knowledge, skills, and environmental values possessed by human resources in the business world. Green human capital plays an important role in supporting green practices, thereby positively influencing business sustainability (Riyanto, et al., 2024). As business technology develops, it is necessary to adapt to the principles of sustainability, and research on green human capital has increased significantly in the last decade.

This study aims to gain a deeper understanding of the development of green human capital science. A comprehensive analysis of publication trends, the most discussed topics, and collaboration between researchers is needed to determine the future direction of research (Muthmainnah et al., 2024). The appropriate approach to achieve this objective is bibliometric analysis, which is a quantitative method for analyzing, measuring, and mapping scientific literature using publication data. Through bibliometric analysis, researchers can observe writing patterns, frequently used keywords, citation networks, and research theme progress within a specific time period (Damhuri et al., 2024).

Research related to green human capital has increased significantly over the past decade. However, previous studies have generally focused only on field-based studies at the organizational level and have not provided a broad picture of scientific developments through bibliometric methods. One example is the research by Pramudita & Gunawan (2023), which only examined the relationship between variables such as the influence of GHRM, green human capital, and green innovation on environmental performance through a quantitative approach without identifying publication trends, research domains, or citation networks in scientific literature. Other empirical studies also have limited focus, for example (SMEs, manufacturing), so there is no research that examines the development of this concept in the future. Another weakness in previous studies is that few researchers have used bibliometrics and literature reviews to analyze the research gaps in the most trending topics and future research developments. Therefore, to get an idea of the future direction of green human capital research, bibliometric-based research is needed (Kouider & Ouahed, 2025).

This study uses a quantitative method with secondary data, namely articles published on green human capital. The scope of the data consists of nationally accredited or recognized articles. The articles obtained were then extracted into Microsoft Excel as the basis for initial data processing. Next, the data was analyzed and mapped using VOSviewer software to illustrate the relationships between articles, keywords, and other scientific network structures. A total of 52 articles were used in this study, taken from 20 Sinta 2 accredited journals relevant to the topic of green human capital.

In general, the purpose of this study is to analyze the development of research related to green human capital using a systematic bibliometric method. More specifically, this study aims to observe research trends, key keywords, research areas, citation connections between articles, and collaboration between researchers from 2016 to 2025 using VOSviewer as software to process data from previous research articles. By linking the findings from the empirical research of Pramudita & Gunawan (2023), this study is expected to present findings that provide a comprehensive picture of the development of green human capital research in Indonesia.

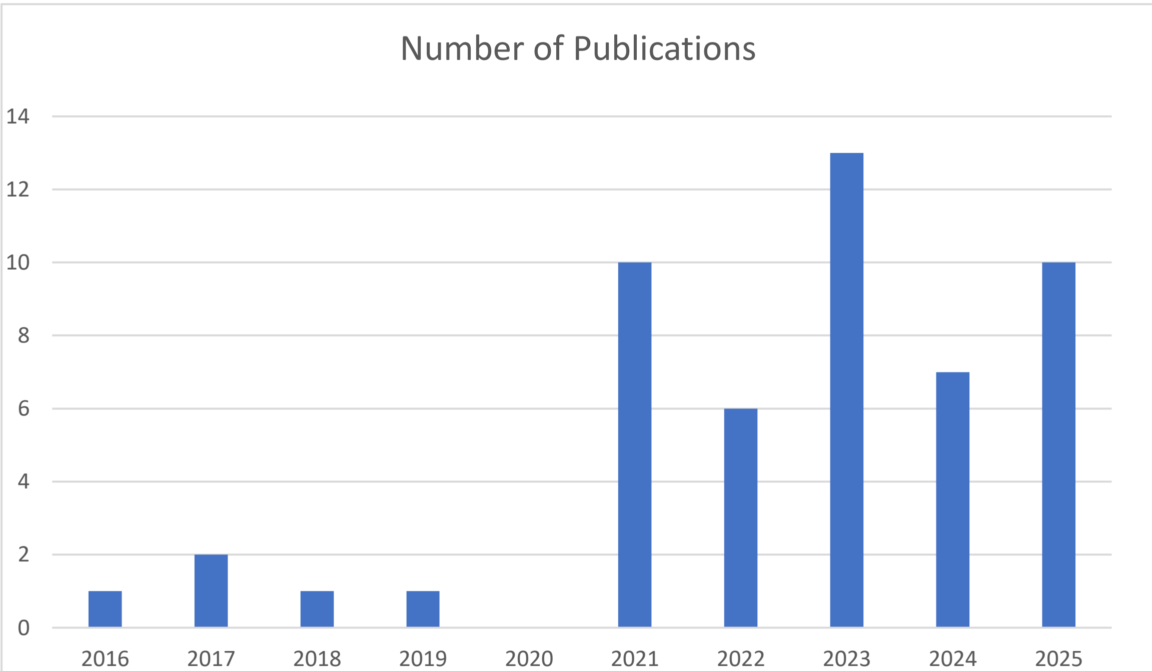

Figure 1
Graph of Number of Green Human Capital Publications (2016-2025)
Source: The Authors, 2025

The publication number diagram above shows a very significant increase in research on green human capital in 20 journals indexed by SINTA 2 during the period 2016–2025. In the early stages, the number of publications was relatively small because the concept of green human capital was still in the introductory and conceptual development stages. Over time, the increasing focus on research related to ESG issues, sustainability, and the role of human resources in driving organizational environmental performance has led to an increase in the number of publications, although there have been fluctuations in certain years due to shifts in publication trends and external conditions.

In 2016, there was only one article discussing green human capital because this topic was still new, with the main focus of sustainability research at that time directed towards broader concepts such as Green Human Resource Management (GHRM). In 2017, there was a slight increase with two articles discussing green human capital. However, this number is still relatively low because the theoretical basis of GHC is still in its early stages of development. Meanwhile, in 2018 and 2019, there was only one article each, indicating that although the issue of sustainability has begun to attract interest, research on green human capital in Indonesia is still very limited because it faces challenges in implementing the concept and the dominance of other sustainability topics that are considered more interesting.

The 2020 graph shows that there were no publications discussing Green Human Capital in the 20 journals indexed by Sinta 2. The main reason for this is the shift in scientific research focus to the COVID-19 pandemic, which attracted the interest of researchers in the fields of accounting and management, resulting in other research topics, such as those related to human resource and environmental sustainability, receiving less attention. In 2021, there was a drastic increase, with 10 articles discussing green human capital. This increase was driven by growing global and national awareness of environmental and human resource (HR) issues, which are among the most important factors for achieving organizational sustainability. In 2022, there was a slight decline in publications, with 6 articles discussing green human capital, indicating the dynamics of the research topic. This decline can be attributed to the trend of more specific research focus or the topic of green human capital in a broader framework, such as green innovation or several other components of green intellectual capital.

The year 2023 saw the highest number of publications compared to previous years, with 13 articles discussing the topic of green human capital. This shows the increasing demand from stakeholders to implement ESG principles that will help organizations develop human resources with environmental awareness. In 2024, there was a decline to 7 articles, due to a shift in research focus and the fact that many studies on green human capital were not directly classified. Meanwhile, in 2025, the number of articles discussing green human capital increased to 11 articles, influenced by the increasingly clear direction of publication trends and the growing need for companies and MSMEs to adopt green human capital practices.

The technique used to understand changes and trends in publications on a large scale of data is called bibliometrics (Mukhlisa & Hasan, 2024). Bibliometrics is a statistical method used to analyze patterns in scientific publications (Wekke, 2024). Thus, bibliometrics is a statistical method used to analyze trends and patterns in scientific publications in the future. The bibliometric approach is very appropriate for describing this kind of dynamic, because this method allows quantitative analysis of scientific output, ranging from the number of publications, collaboration patterns, to thematic evolution in a field. By using bibliometric tools and methods (e.g., descriptive analysis, co-citation, co-authorship, and concept mapping), researchers can map intellectual structures and research trends, as well as identify rapidly developing and under-explored areas. Therefore, the rapidly increasing publication trend since 2021 not only indicates growth in research volume, but also shows that green human capital has entered a phase of “thematic consolidation” where the topic is beginning to receive serious attention, collaboration is increasing, and is likely to continue to grow.

THEORETICAL BACKGROUND AND CONCEPTUAL FRAMEWORK

Green human capital (GHC) is a development of the concept of human capital that emphasizes the accumulation of knowledge, skills, competencies, and attitudes of human resources oriented towards environmental preservation (E. J. Pramudita & Gunawan, 2023). In a study (Karyanti & Murwaningsari, 2023), it is emphasized that individuals are the main actors in creating environmental value through cognitive capacity and work behavior that supports responsible resource management.

In the literature on sustainability management and accounting, GHC is viewed as a strategic asset of organizations that contributes to improving environmental performance and long-term competitiveness (Suwandana et al., 2025).

Green human capital is also associated with an organization's ability to internalize environmental values into its work systems and decision-making processes (Pujilestari et al., 2025); (Marini et al., 2025); (Siti Zahra Abdullah et al., 2024). The existence of GHC enables organizations to consistently implement environmentally friendly strategies through trained and ecologically-minded workforce competencies (Yehui et al., 2025). Therefore, GHC not only functions as an operational support factor, but also as a source of sustainable competitive advantage (Karyanti & Murwaningsari, 2023).

Within the framework of sustainability, green human capital plays an important role in supporting the achievement of sustainable development goals through increasing the capacity of environmentally-oriented human resources (Safitri et al., 2024). GHC contributes to the integration of economic, social, and environmental aspects in organizational activities, particularly in efforts to improve resource efficiency, green innovation, and reduce environmental impact (Ula et al., 2023). Empirical literature shows that organizations with high levels of GHC tend to have better sustainability performance and stronger adaptability to regulations and environmental pressures (E. J. Pramudita & Gunawan, 2023).

Studies on green human capital have increased significantly along with the development of research related to green human resource management and sustainability management (Sutisnawati, 2023) & (El, 2025). Early studies were mostly conceptual, while recent studies are dominated by empirical approaches that examine the relationship between GHC and environmental performance, green innovation, and competitive advantage. This development indicates a shift in research focus from normative aspects to quantitative data-based measurement and testing, which strengthens the position of GHC as a strategic variable in sustainability literature (Karyanti & Murwaningsari, 2023).

Bibliometrics is a quantitative analysis method used to evaluate scientific publication patterns based on bibliographic data, such as the number of publications, citations, author collaborations, and research network structures. This approach aims to identify the development, influence, and intellectual structure of a field of study objectively and measurably (Dhinosa et al., 2025); (Husna et al., 2024); (Putra et al., 2024). According to the results of research by Husna et al. (2024), bibliometrics is widely used in interdisciplinary research to map the dynamics of scientific literature and evaluate research contributions in a given period.

In sustainability studies, bibliometrics serves as an analytical tool to identify research trends, dominant themes, and interrelationships between topics that are developing in scientific literature (Fadillah, 2025); (Judijanto & Dewantara, 2025). This approach allows researchers to evaluate the intensity of academic attention to sustainability issues and identify areas of research that are still limited. Thus, bibliometrics contributes to strengthening theory development and provides an empirical basis for formulating a future sustainability research agenda.

Bibliometric analysis generally begins with determining keywords and research limitations, followed by collecting publication data from scientific databases such as Google Scholar and Crossref. The data obtained is then analyzed using bibliometric software to produce quantitative indicators, including citation analysis, co-authorship, co-occurrence, and scientific network mapping. The results of this analysis are used to systematically and data-based identify conceptual structures, temporal trends, and key actors in a field of study (Zakiyyah & Winoto, 2022).

The bibliometric approach in green human capital studies aims to comprehensively map the development of GHC research and identify patterns of literature growth in the context of sustainability. Through bibliometric analysis, researchers can identify key topics, the most productive authors and institutions, and the citation relationships that form the intellectual basis of GHC research. This approach provides an objective picture of the position of GHC in global academic literature and its contribution to sustainability studies.

In addition to mapping the literature, bibliometrics also aims to identify research gaps and opportunities for developing green human capital studies in the future. Bibliometric analysis enables the evaluation of dominant research directions and areas that are still under-explored, thereby providing a basis for formulating a more focused and relevant agenda for further research. Thus, this approach plays an important role in strengthening the theoretical and empirical foundations of green human capital research in supporting organizational sustainability and sustainable development (Saepuloh & Waruwu, 2025); (Azwar, 2025).

RESEARCH METHODOLOGY

This study aims to identify, analyze, and visualize the development of scientific publications related to green human capital in Indonesia. To achieve this objective, this study uses a bibliometric analysis approach combined with bibliometric visualization techniques. Bibliometric analysis is a quantitative research method that applies descriptive and evaluative techniques to examine patterns, structures, and trends in scientific literature collections (Rozikin, 2020). Meanwhile, bibliometric visualization techniques are used to provide a structural overview of a field of study by displaying the relationships between publications, authors, keywords, and institutions (Anshori et al., 2025).

The data used in this study was obtained from the Dimensions database, which provides comprehensive scientific publication metadata, including titles, abstracts, keywords, authors, affiliations, publication years, and number of citations, thereby supporting comprehensive bibliometric analysis (Sulardja, 2021). The data search process was carried out using keywords that had been determined in accordance with the research topic, namely “green human capital.” The publications analyzed covered the last 10 years (2016-2025), enabling researchers to observe the development and evolution of research related to MSME sustainability over time.

The research data sample consists of journal articles indexed in the Dimensions database and matching the specified keywords. Most of the documents obtained are research articles, while a small portion are review articles and other types of documents. All selected publications were then analyzed using VOSviewer software, which enables the creation of network visualization, overlay visualization, and density visualization. These visualization techniques were used to analyze publication trends, keyword co-occurrence, author collaboration, institutional collaboration, and citation relationships in the field of Green Human Capital.

The indicators used in this bibliometric analysis include the number of publications, the number of citations, and the total link strength between items displayed in the visualization map. These indicators are used to identify the most influential authors, journals, and institutions, as well as the dominant research themes in green human capital studies in Indonesia. In addition, this analysis also helps to reveal emerging topics and research gaps that could be opportunities for further research.

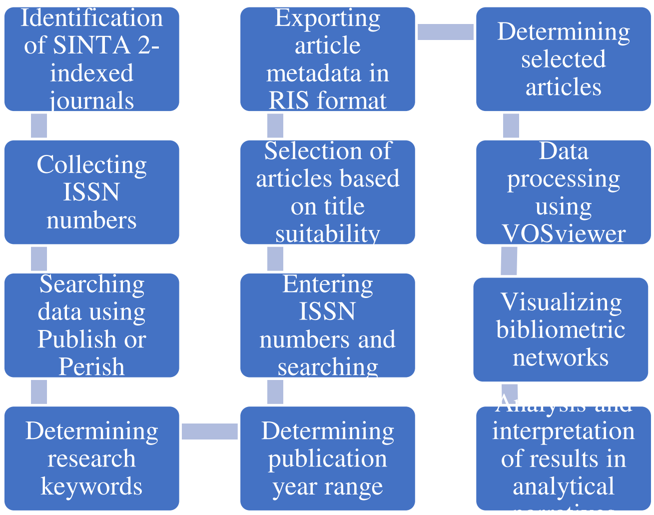

Figure 2
Stages of the Bibliometric Analysis Method
Source: The Authors, 2025

Based on the bibliometric analysis framework in scientific mapping literature, this study was conducted through twelve main stages that were systematically arranged. The research process began with the identification of SINTA 2 indexed journals and the collection of ISSN numbers to ensure the validity and relevance of the data sources. Next, data collection was carried out using Publish or Perish software by entering keywords related to green human capital sustainability and limiting the publication year range to 2016–2025. This stage produced an initial collection of publications, which were then selected based on the suitability of the title and research focus.

Publications that passed the selection process were then exported in RIS format and underwent further screening to determine the final dataset that was focused and representative. The dataset was then processed using VOSviewer software with specific parameters and thresholds to minimize bias and improve the clarity of the mapping. Bibliometric analysis was conducted to identify patterns of author collaboration, institutional networks, journal sources, publication trends, and keyword co-occurrence in green human capital studies.

The final stage of the research is the interpretation of the analysis results in the form of analytical narratives. The resulting bibliometric visualizations are used to explain the knowledge structure, thematic clusters, and dynamics of green human capital research development in Indonesia. Through this approach, the research is expected to provide a comprehensive picture of the direction and characteristics of green human capital research and open up opportunities for future research development.

In the initial stage, the Dimensions database generated a large number of publications related to green human capital. However, after filtering using more specific keywords and predetermined inclusion criteria, the number of publications analyzed was reduced to a relevant and manageable final dataset. This dataset then became the basis for the entire analysis and visualization process in this study. Through this systematic approach, this bibliometric analysis is expected to provide a comprehensive overview of research trends, influential scientific contributions, and thematic developments in the study of green human capital in Indonesia.

Table 1
Number and Percentage of Sustainability (2016-2025)

No	Year	Number of Publications	Percentage
1	2025	11	0,211
2	2024	7	0,134
3	2023	13	0,25
4	2022	6	0,115
5	2021	10	0,192
6	2020	0	0
7	2019	1	0,019
8	2018	1	0,019
9	2017	2	0,038
10	2016	1	0,019
	Total	**52**	**100%**

Source: The Authors, 2025

Based on the data presented in Table 1, it shows the development of the number of publications on green human capital during the period 2016–2025 with a total of 52 articles. In general, there is a tendency for an upward trend, especially after 2020 when the number of publications began to increase significantly. The peak of productivity occurred in 2023 with 13 publications or about 0.25 of the total, followed by 2025 with 11 publications (0.211) and 2021 with 10 publications (0.192). Meanwhile, in the early years such as 2016, 2018, and 2019, the number of publications was still very low, only 1 article per year with a percentage of 0.019, and there were even no publications at all in 2020. This pattern shows that research on green human capital has begun to receive greater attention in recent years, marked by a sharp increase in the number of articles after 2020, reaching the largest contribution to total publications in 2023.

Table 2
Authors and Journal of Publication

No	Author	Journal	Semple	Number Of Citations*
1.	Yadiati et al., (2022)	Journal Dinamika Akuntansi Dan Bisnis	75 sample	8 times
2.	Agustina & Sukartha, (2025)	Jurnal Ilmiah Bidang Akuntansi dan Manajemen	696 Observation	-
3.	Rachmawati & Kristina, (2024)	Jurnal Riset Akuntansi dan Keuangan Indonesia	179 Sample	1 times
4.	Karyani & Perdiansyah, (2022)	Jurnal Akuntansi dan Keuangan Indonesia	267 Observation	17 times
5.	Devi et al., (2017)	Jurnal Akuntansi dan Keuangan Indonesia	73 sample	304 times
6.	Asriani et al., (2024)	Jurnal Ilmiah Akuntansi	150 sample	3 times
7.	Susila et al., (2023)	Jurnal Ilmiah Akuntansi	135 sample	4 times
8.	(Pratolo et al., 2022)	Jurnal Ilmiah Akuntansi	186 sample	7 times
9.	Yasrawan et al., (2023)	Jurnal Ilmiah Akuntansi	346 sample	13 times
10.	Hartanti et al., (2024)	Jurnal Ilmiah Akuntansi	372 sample	2 times
11.	Hatane et al., (2021)	Jurnal Ilmiah Akuntansi	51 sample	7 times
12.	Hatane et al., (2021)	Jurnal Ilmiah Akuntansi	29 sample	5 times
13.	Indriastuti & Kartika, (2021)	Jurnal Ilmiah Akuntansi	90 sample	27 times
14.	Widiatmoko et al., (2023)	Jurnal Ilmiah Akuntansi	338 sample	11 times
15.	(Utama & Indrajaya, 2023)	Jurnal Ilmiah Akuntansi	35 year	1 times
16.	Masri et al., (2018)	Jurnal ASET (Akuntansi Riset)	90 sample	21 times
17.	Nurhayati, (2017)	Jurnal ASET (Akuntansi Riset)	18 sample	131 times
18.	Hatane et al., (2019)	Jurnal ASET (Akuntansi Riset)	427 sample	5 times
19.	Ahmad Waluya Jati et al., (2023)	Jurnal ASET (Akuntansi Riset)	150 sample	11 times
20.	Kartika et al., (2021)	Jurnal ASET (Akuntansi Riset)	520 sample	16 times
21.	Maulana & Mediawati, (2022)	Jurnal ASET (Akuntansi Riset)	67 sample	3 times
22.	Suzan & Fauzi, (2024)	Jurnal ASET (Akuntansi Riset)	200 Observation	3 times
23.	Wahyudi & Lydia, (2023)	Jurnal ASET (Akuntansi Riset)	122 sample	4 times
24.	Basri et al., (2021)	Jurnal ASET (Akuntansi Riset)	120 sample	17 times
25.	Mukhtaruddin et al., (2023)	Jurnal Riset Akuntansi Kontemporer	490 sample	2 times
26.	Al Habsyi et al., (2021)	Jurnal Riset Akuntansi Kontemporer	30 sample	19 times
27.	Burhanuddin et al., (2025)	Jurnal Riset Akuntansi Kontemporer	160 sample	1 times

No	Author	Journal	Semple	Number Of Citations*
28.	Lisda & Anthony, (2023)	Jurnal Riset Akuntansi Kontemporer	29 sample	3 times
29.	Saidi et al., (2025)	Jurnal Riset Akuntansi Kontemporer	21 sample	1 times
30.	Suwandi, (2025)	AKRUAL: Jurnal Akuntansi	403 sample	-
31.	Darmansyah et al., (2024)	AKRUAL: Jurnal Akuntansi	60 sample	-
32.	A. K. S. Putri et al., (2025)	Jurnal Akuntansi dan Auditing Indonesia	16 sample	-
33.	Hermawan et al., (2025)	Jurnal Ilmiah Akuntansi dan Bisnis	12 Key Informant	-
34.	Oktaviana et al., (2025)	Jurnal Akuntansi Multiparadigma,	34 sample	4 times
35.	Hermawan et al., (2021)	Jurnal Reviu Akuntansi dan Keuangan	9 sample	3 times
36.	Irawan, (2021)	Jurnal Reviu Akuntansi dan Keuangan	199 sample	6 times
37.	Hermawan et al., (2023)	Jurnal Reviu Akuntansi dan Keuangan	17 Key Informant	2 times
38.	Solihin et al., (2023)	Jurnal Reviu Akuntansi dan Keuangan	216 sample	14 times
39.	Romadhon1 et al., (2025)	Jurnal Reviu Akuntansi dan Keuangan	143 sample	1 times
40.	Maryanti & Zulfah, (2025)	Jurnal Reviu Akuntansi dan Keuangan	75 sample	-
41.	Wato, (2016)	Media Riset Akuntansi, Auditing & Informas	27 sample	5 times
42.	Lusmeida et al., (2024)	Media Riset Akuntansi, Auditing & Informasi	65 sample	1 times
43.	Leny & Ramadhani, (2023)	Jurnal Akuntansi	76 sample	36 times
44.	Gantino et al., (2023)	Jurnal Akuntansi	58 Company	61 times
45.	Surianti1 et al., (2025)	Jurnal Akuntansi	31 Company	1 times
46.	Thaha et al., (2022)	Jurnal Ilmiah Akuntansi	36 Respondents	12 times
47.	Suzan & Mutiah, (2024)	Jurnal Ilmiah Akuntansi	43 sample	3 times
48.	Nurmalasari & Munari, (2025)	ATESTASI: Jurnal Ilmiah Akuntansi	47 Company	-
49.	Hasbiyadi, (2021)	ATESTASI: Jurnal Ilmiah Akuntansi	62 sample	2 kali
50.	Pratiwi & Suryani, (2021)	ATESTASI: Jurnal Ilmiah Akuntansi	2.360 Photo	-
51.	Tangngisalu, (2022)	ATESTASI: Jurnal Ilmiah Akuntansi	168 sample	5 kali
52.	Harnani, (2023)	ATESTASI: Jurnal Ilmiah Akuntansi	38 Regency/City	4 kali

*) Citation calculations are based on Google Scholar up to December 17, 2025
Source: The Authors, 2025

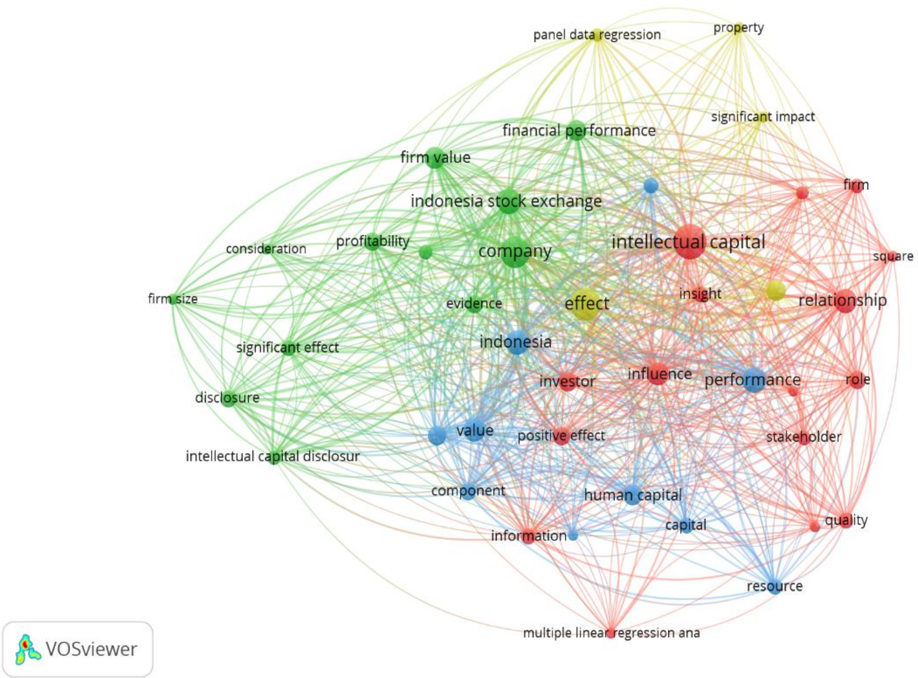

Figure 3
Network Visualization
Source: The Authors, 2025

RESULTS AND DISCUSSION

The map above is the result of bibliometric data processing using VOSviewer based on the relationships between keywords (co-occurrence) in a collection of scientific articles by van Eck & Waltman, (2010) & Putri et al., (2023). In the map above, terms that frequently appear together in articles are connected by lines, while the most frequently occurring terms have larger node (point) sizes. Cluster colors indicate groups of terms that are often associated with each other, indicating the main themes in the analyzed literature (Soewondo et al., 2024). Techniques like this are often used to analyze the conceptual structure of a field and the relationships between topics that are the main focus of researchers. This type of analysis has been widely used in bibliometric literature for various fields, including intellectual capital, human capital, and green human resource management.

The first cluster shows terms such as “intellectual capital,” “human capital,” “resource,” “performance,” and “value” at the center of the network. The figure above shows that the analyzed literature focuses heavily on the relationship between intellectual capital and human capital as important resources in organizations and how they both affect company performance and value. Theoretically, intellectual capital and human capital are important dimensions in the study of organizational resource management, which is often associated with an organization's success in achieving its strategic objectives. Previous studies have shown that human capital involves not only the skills and competencies of staff, but also knowledge, creativity, and adaptability that impact company performance and value.

This second cluster is identified by words such as performance, company, financial performance, profitability, and firm value. The above cluster shows that a large number of articles focus on the relationship between human capital and intellectual capital with the financial and operational performance of companies. Researchers are usually interested in seeing the extent to which investment in human resource development, including green competencies or environmental awareness, can impact a company's profitability and market value. Empirical evidence from previous studies shows that organizations that are able to utilize human capital effectively tend to perform better in the competitive and economic context of the digital age.

This third cluster is characterized by the emergence of terms such as relationship, stakeholder, and firm, which indicate researchers' attention to the role of interactions between organizations and stakeholders in the context of human capital or intellectual capital management. A number of studies place stakeholders, both internal and external to the organization, as an important factor that influences the contribution of green human capital in value creation. Effective relationships between management and stakeholders are believed to encourage increased collaboration, innovation, and a stronger focus on sustainability, which ultimately impacts organizational performance. This perspective is in line with stakeholder theory, which states that the success of an organization is greatly influenced by the quality of its relationships with various parties involved in achieving its strategic objectives.

This fourth cluster is indicated by the emergence of terms such as panel data regression, multiple linear regression, significant effect, and evidence, which indicate the dominance of quantitative approaches in the studies analyzed. Various studies in the fields of accounting, management, and human resources often use regression techniques to test the relationship between variables, such as human capital, intellectual capital, and organizational performance. This shows that in addition to focusing on research themes, there is also a methodological trend, namely the use of statistical analysis as the main tool to prove the relationship between variables. These findings are in line with contemporary research developments that increasingly emphasize the power of methodology, particularly in ensuring the significance, validity, and reliability of research results.

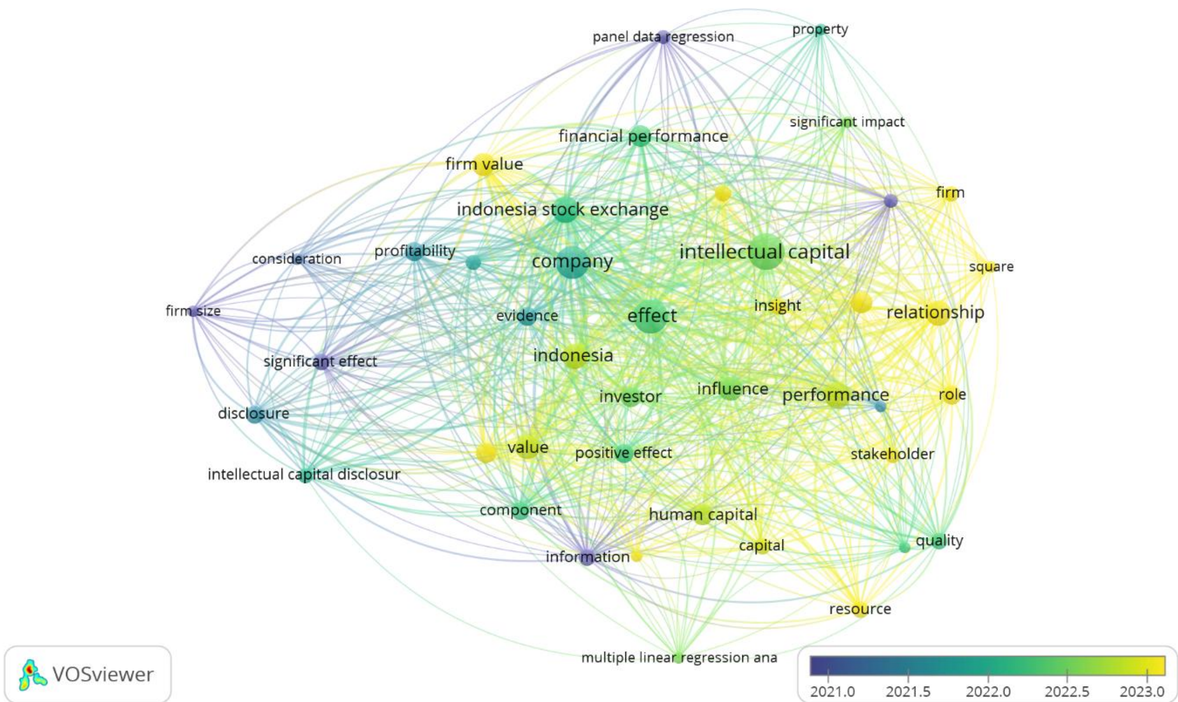

Figure 4
Overlay Visualization of Institute Bibliographic Coupling
Source: The Authors, 2025

The visualization results show that intellectual capital is the most dominant keyword and occupies a central position in the research network. This keyword has strong connections with the terms company, effect, performance, financial performance, and human capital, indicating that most research focuses on testing the influence of intellectual capital on company performance. The presence of the keywords Indonesia Stock Exchange, investor, and firm value reinforces that the empirical context of the research is mostly conducted on companies listed on the Indonesian capital market, with an orientation towards company value and investor decision-making.

From a methodological perspective, the emergence of terms such as panel data regression, multiple linear regression, significant effect, and evidence indicates that research in this field is dominated by quantitative methods with empirical testing based on secondary data. This reflects the tendency of the literature to emphasize statistically proving the causal relationship between intellectual capital and company performance. In addition, the keywords intellectual capital disclosure and disclosure indicate a focus on reporting as a mechanism that plays a role in increasing corporate transparency and information value.

Based on the temporal dimension indicated by color variations, there has been a shift in research focus over time. Keywords with earlier colors (blue to green) are generally related to direct testing of the influence of intellectual capital on financial performance and company value. Meanwhile, keywords with newer colors (yellow), such as relationship, role, stakeholder, quality, and resource, indicate a shift in the direction of research towards a more comprehensive perspective. This trend shows that current research has begun to place intellectual and human capital as strategic resources that play a role in building relationships with stakeholders and supporting corporate sustainability.

Overall, this bibliometric map shows that research on intellectual capital has evolved from an approach focused on measuring financial impact to a broader understanding of the strategic role of intellectual capital in creating long-term value. This visualization confirms that intellectual capital is not only viewed as an internal factor within companies, but also as an important element in the framework of sustainability and stakeholder-oriented corporate governance.

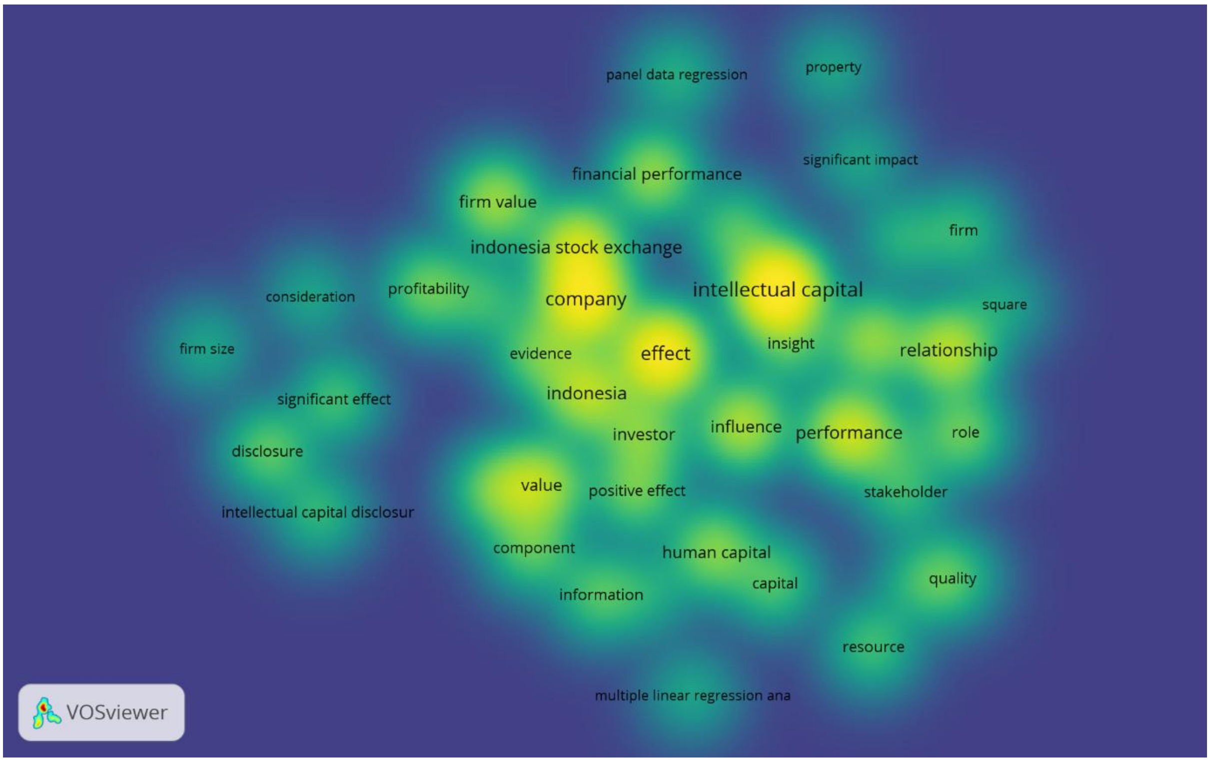

Figure 5
Density Visualization of Journal Bibliographic Coupling
Source: The Authors, 2025

The results of mapping through density visualization show that the topics of Intellectual Capital, Company, and Effect occupy a central position, indicating that these three variables are the main focus in the discourse of the analyzed literature. The spatial proximity of Human Capital to the variables Performance, Firm Value, and Financial Performance indicates a fundamental relationship between human resource capacity and organizational performance and company value. In addition, the dominance of the terms Indonesia and Indonesia Stock Exchange shows that this research specifically focuses on companies listed on the Indonesian capital market.

In a broader context, the relationship between Intellectual Capital Disclosure, Significance Effect, and Profitability reflects a research trend that examines the impact of intellectual capital transparency on a company's profit level. Meanwhile, supporting variables such as Stakeholders, Resources, and Human Capital form a thought ecosystem that connects internal resources with the interests of broader stakeholders.

Methodologically, the presence of the terms Panel Data Regression and Multiple Linear Regression Analysis on the map indicates that studies in this domain mostly use quantitative approaches to validate the relationship between these variables. Overall, this mapping illustrates that human capital is a crucial element whose influence on various dimensions of corporate success in the Indonesian economic context continues to be tested.

CONCLUSION AND SUGGESTIONS

Based on the results and discussion, this study concludes that research on green human capital in Indonesia shows a clear upward trend, especially after 2020. Bibliometric mapping shows that green human capital is closely related to intellectual capital, company performance, and sustainability-related outcomes. Most studies rely on quantitative methods and focus on listed companies, indicating a strong emphasis on financial performance and company value. Overall, these findings confirm that green human capital has become an important strategic resource in sustainability and accounting research, while also indicating that this topic has reached a more mature and consolidated stage in recent years.

For future researchers, there are several directions that can be considered to further develop studies on green human capital. Future research can expand data sources beyond SINTA 2 journals or include international databases to enable broader comparisons. Researchers are encouraged to apply qualitative or mixed methods to better understand how green human capital is developed and implemented in practice. Studies focusing on different sectors, such as MSMEs, public institutions, and non-profit organisations, will enrich the existing literature. In addition, analysing the interaction between green human capital and social or governance dimensions can strengthen sustainability-focused frameworks.

DECLARATION OF ARTIFICIAL INTELLIGENCE USAGE

During the preparation of this manuscript, the authors used ChatGPT for to assist with language refinement and and text organisation. All outputs have been independently reviewed, edited, and verified by the authors, and the authors hold full responsibility for the content of the final manuscript.

CONFLICT OF INTEREST

The authors declare that there are no conflicts of interest regarding the research, authorship, or publication of this article.

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