

A Bibliometric Analysis of Internship Research in Indonesia (2015–2025)

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ABSTRACT

Internship programs have emerged as a crucial element of higher education and vocational systems in Indonesia, especially in light of employability needs and legislative changes like Merdeka Belajar–Kampus Merdeka. Despite a rise in research concerning internship-related subjects over the last decade, the literature remains disjointed and lacks a comprehensive review of its evolution and philosophical framework. This study intends to delineate the development, topic concentration, and philosophical underpinnings of internship research in Indonesia from 2015 to 2025 using a bibliometric analysis of Scopus-indexed articles. The research used bibliometric methods using RIS data extracted from the Scopus database to examine publishing trends, prominent authors, journals, and institutions, patterns of keyword co-occurrence, and networks of citations and co-citations. The data indicate a significant rise in internship-related publications from 2015 to 2025, particularly in recent years, reflecting heightened academic interest in internships as employability-focused work-based learning strategies. Thematic analysis reveals three primary clusters: higher education and employability, competence development and individual competitive advantage, and education–industry partnership, in addition to emergent topics including mentality, work happiness, sustainability, and ethics.

Keywords: Internship, Bibliometric, Higher education, Employability, Work-based learning, Education–industry collaboration

1. Introduction

Internship programs have increasingly emerged as a crucial element of higher education institutions in addressing the rising need for graduate employability and job preparedness. Modern labor markets prioritize academic credentials with practical skills, flexibility, and professional experience, necessitating that higher education institutions include experiential learning into their programs. Internships function as a conduit between academic education and professional experience, allowing students to implement theoretical knowledge in actual work environments while cultivating vital employability skills, including problem-solving, communication, and the formation of professional identity (Md Isa et al., 2020; Rahmi et al., 2024). Internships, as a mode of experiential and work-based learning, enhance the acquisition of tacit knowledge and contextual understanding that classroom instruction alone cannot provide, thereby bolstering students' preparedness for employment and career advancement (Sihombing, 2021; Silitonga, 2021).

The strategic significance of internships in Indonesia has been amplified by changes in higher education and government policy efforts. The Merdeka Belajar–Kampus Merdeka (MBKM) policy formalizes internships as a fundamental educational route by permitting students to engage in prolonged off-campus learning activities as part of their official academic obligations. Simultaneously, vocational education institutions have consistently included industrial job experience as a mandatory element to synchronize educational outputs with

industry requirements. Empirical research in Indonesia demonstrates that collaboration between education and industry, along with organized internship programs, enhances competence development, work readiness, leadership inclinations, and the formation of professional identity among students in diverse fields, such as education, hospitality, and business (Ali et al., 2017; Rizal et al., 2023; Suherlan, 2017; Sholikhah et al., 2025).

In conjunction with these policy-driven and institutional changes, there has been a significant rise in the quantity of Scopus-indexed papers concerning internship-related subjects in Indonesia. Current research examines internships from several angles, including satisfaction levels, employability results, ethical leadership cultivation, foreign experiences, and the establishment of competitive advantages (Ligia et al., 2024a; Ligia et al., 2024b; Wulansari, 2025). Notwithstanding the expanding corpus of literature, internship research in Indonesia continues to be disjointed across many disciplines, institutional settings, and methodological frameworks. A multitude of studies concentrate on certain sectors or results, leading to a fragmented knowledge base that constrains a holistic comprehension of the evolution of internship research and the prevailing philosophical and thematic frameworks within the field (Hamidah et al., 2024; Sihombing, 2021).

Moreover, there is an absence of comprehensive mapping of Scopus-indexed papers pertaining to internship research in Indonesia. Although bibliometric analysis has been extensively utilized in various research fields to investigate publication trends, citation impact, collaboration networks, and thematic evolution, this methodology has not been thoroughly applied to analyze internship-related studies in the Indonesian context. As a result, empirical knowledge about the proliferation of publications, prominent authors and institutions, cooperation patterns, and both prevailing and nascent research issues is mostly lacking. This gap restricts researchers' capacity to contextualize their findings within the extensive literature and hinders evidence-based decision-making for higher education institutions and policymakers aiming to enhance internship policies and practices (Wulansari, 2025).

This study does a thorough bibliometric analysis of internship research in Indonesia, using papers indexed in the Scopus database to address existing gaps. The study seeks to explore the proliferation and distribution of research outputs pertaining to internships, identify key authors, institutions, and journals, investigate citation trends and collaborative networks, and delineate both prevailing and nascent research topics. This study investigates the following research questions: how has internship research in Indonesia progressed over time as reflected in Scopus-indexed publications; who are the most prolific and impactful contributors; what thematic clusters prevail in internship research and which themes are emerging; and how are research collaborations organized within the Scopus-indexed literature.

This study is the first Scopus-based bibliometric analysis specifically focused on internship research in Indonesia. This study presents a systematic and empirical mapping of research development, intellectual contributors, cooperation networks, and topic frameworks, offering a macro-level viewpoint that enhances current empirical and case-based studies. The findings aim to enhance internship scholarship by pinpointing research gaps and future research trajectories, while concurrently facilitating evidence-based academic and policy decisions regarding curriculum design, internship execution, and education-industry collaboration within the Indonesian higher education framework.

Internship programs have increasingly become a strategic component of higher education systems in responding to the growing demand for graduate employability and workforce readiness. Contemporary labor markets emphasize not only academic qualifications but also practical competencies, adaptability, and professional experience, prompting higher education institutions to integrate experiential learning into their curricula. Internships serve as a bridge between academic learning and professional practice by enabling students to apply theoretical knowledge in real workplace settings while developing essential employability skills such as

problem-solving, communication, and professional identity formation (Md Isa et al., 2020; Rahmi et al., 2024). As a form of experiential and work-based learning, internships facilitate the acquisition of tacit knowledge and contextual understanding that cannot be fully achieved through classroom-based instruction alone, thereby strengthening students' readiness for employment and career development (Sihombing, 2021; Silitonga, 2021).

In Indonesia, the strategic importance of internships has been further reinforced by higher education reforms and national policy initiatives. The implementation of the *Merdeka Belajar–Kampus Merdeka* (MBKM) policy institutionalizes internships as a core learning pathway by allowing students to undertake extended off-campus learning experiences as part of their formal academic requirements. In parallel, vocational education institutions have long implemented industrial work practice (*praktik kerja industri*) as a compulsory component aimed at aligning educational outcomes with industry needs. Empirical studies in the Indonesian context indicate that education–industry collaboration and structured internship programs contribute positively to competence development, work readiness, leadership tendencies, and professional identity formation among students across various disciplines, including education, hospitality, and business (Ali et al., 2017; Rizal et al., 2023; Suherlan, 2017; Sholikhah et al., 2025).

Alongside these policy-driven and institutional transformations, there has been a noticeable increase in the number of Scopus-indexed publications addressing internship-related topics in Indonesia. Existing studies explore internships from diverse perspectives, such as internship satisfaction, employability outcomes, ethical leadership development, international internship experiences, and competitive advantage formation (Ligia et al., 2024a; Ligia et al., 2024b; Wulansari, 2025). Despite this growing body of literature, internship research in Indonesia remains fragmented across disciplines, institutional contexts, and methodological approaches. Many studies focus on specific sectors or outcomes, resulting in a dispersed knowledge base that limits a comprehensive understanding of how internship research has evolved and which intellectual and thematic structures dominate the field (Hamidah et al., 2024; Sihombing, 2021).

More importantly, there is a lack of systematic mapping of Scopus-indexed publications related to internship research in Indonesia. While bibliometric analysis has been widely applied in other research domains to examine publication trends, citation impact, collaboration networks, and thematic evolution, such an approach has not yet been comprehensively employed to analyze internship-related studies within the Indonesian context. Consequently, empirical evidence regarding the growth of publications, influential authors and institutions, collaboration patterns, and dominant as well as emerging research themes remains largely absent. This gap constrains the ability of researchers to position their studies within the broader literature and limits evidence-based decision-making for higher education institutions and policymakers seeking to strengthen internship policies and practices (Wulansari, 2025).

Responding to these gaps, this study conducts a comprehensive bibliometric analysis of internship research in Indonesia based on publications indexed in the Scopus database. The study aims to analyze the growth and distribution of internship-related research outputs, identify influential authors, institutions, and journals, examine citation patterns and collaboration networks, and map dominant as well as emerging research themes. Accordingly, this study addresses the following research questions: how has internship research in Indonesia evolved over time based on Scopus-indexed publications; who are the most productive and influential contributors; what thematic clusters dominate internship research and which themes are emerging; and how research collaborations are structured within the Scopus-indexed literature.

This study represents the first Scopus-based bibliometric analysis that focuses exclusively on internship research in Indonesia. By providing a systematic and empirical mapping of research development, intellectual contributors, collaboration networks, and thematic structures, this study offers a macro-level perspective that complements existing empirical and case-based studies. The findings are expected to contribute to the advancement of internship scholarship by

identifying research gaps and future research directions, while simultaneously supporting evidence-based academic and policy decision-making related to curriculum design, internship implementation, and education–industry collaboration in the Indonesian higher education context.

2. Method

This study used a quantitative descriptive research methodology with a bibliometric approach to examine the evolution of internship-related research in Indonesia comprehensively. Bibliometric analysis facilitates the objective assessment of scientific publications via statistical and network-based methodologies, enabling the identification of publication trends, key contributors, collaboration patterns, and thematic structures within a research field (Shalihati et al., 2025; Hamidah et al., 2024). The data for this research were sourced only from the Scopus database, renowned for its extensive coverage of high-quality peer-reviewed publications and conference proceedings. All bibliographic entries were extracted directly from Scopus in RIS format to guarantee data precision and traceability. The collection included comprehensive bibliographic information, including authors' names, institutional affiliations, publication years, source titles, abstracts, author keywords, cited references, and citation counts. Only texts indexed in Scopus were used into the study to ensure the consistency and reliability of the bibliometric indicators (Wulansari, 2025).

The search method was devised to identify papers relevant to internship research in the Indonesian environment. A set of keywords pertaining to internships, experiential learning, job preparedness, and professional development was used in conjunction with geographic identifiers relevant to Indonesia. The search results were then evaluated for relevance to internship-related subjects. Publications that did not pertain to internships, work-based learning, or closely similar experiential learning concepts were eliminated. The filtering approach yielded a final dataset consisting only of Scopus-indexed papers that specifically investigated internships or related phenomena in Indonesia (Ligia et al., 2024a; Ligia et al., 2024b). Subsequent to data collection, the RIS file underwent processing and analysis using bibliometric analysis tools. Descriptive bibliometric methods were first used to analyze the temporal increase and dispersion of publications, alongside the contributions of journals, authors, and institutions. A citation analysis was then performed to identify significant articles and evaluate the intellectual effect of internship research in Indonesia (Md Isa et al., 2020; Rahmi et al., 2024). Furthermore, co-authorship analysis was used to investigate cooperation patterns among authors and institutions, yielding insights into the structure of research networks within this domain (Sholikhah et al., 2025; Sihombing et al., 2025).

A term co-occurrence analysis was performed to investigate the conceptual framework of internship research, using keywords supplied by the authors. This approach facilitated the identification of prevailing and nascent research subjects by grouping terms that regularly co-occurred in publications. Additionally, bibliographic coupling and co-citation analyses were used to investigate the links among publications and references, therefore elucidating the foundational intellectual structure and knowledge base of internship research in Indonesia (Wulansari, 2025; Shalihati et al., 2025). The bibliometric studies were performed using VOSviewer and Biblioshiny, which are prominent tools for displaying bibliometric networks and theme frameworks. VOSviewer was leveraged to create network visualizations of co-authorship, keyword co-occurrence, and citation links, whilst Biblioshiny was utilized for descriptive statistical analysis and thematic mapping. Microsoft Excel was used for data cleansing, validation, and further descriptive analysis.

This research only used secondary data sourced from publicly available Scopus records, thereby involving no human participants and doing no original data gathering. Consequently, ethical clearance was unnecessary. Nonetheless, the study complied with ethical research standards by guaranteeing precise representation of bibliographic information and appropriate

citation of all examined articles. This study presents a systematic and replicable bibliometric analysis of internship research in Indonesia, establishing a solid methodological framework for examining publication trends, intellectual contributors, collaboration networks, and thematic advancements within the Scopus-indexed literature.

3. Results and Discussion

Publication Trends Timeline of Internship Research in Indonesia

The publishing trend of Scopus-indexed works on internship research in Indonesia has a distinct development trajectory during the examined period, but with some irregularities. Figure 1 demonstrates that early publications came intermittently, suggesting that study on internships originally constituted a somewhat specialized subject within the wider discourse on vocational education, competence development, and education-industry connections. Research disseminated in this first period often contextualized internships within broader paradigms of educational reform and skill development, rather than seeing internships as a separate area of inquiry (Ali et al., 2017; Budiningsih et al., 2017).



Fig. 1. Publication Trends of Internship Research in Indonesia (Scopus Indexed).

The publishing trend of Scopus-indexed works on internship research in Indonesia has a distinct development trajectory during the examined period, but with some irregularities. Figure 1 demonstrates that early publications came intermittently, suggesting that research connected to internships originally constituted a specialized subject within the wider discourse on vocational education, competence enhancement, and the connection between education and industry. Research conducted in this first phase often contextualized internships within broader educational reform and skills development frameworks, rather than examining internships as a separate area of inquiry (Ali et al., 2017; Budiningsih et al., 2017). A significant development phase is seen post-2019, indicating a progressive increase in academic interest in internships as a strategic tool for enhancing employability and job preparation. Throughout this era, scholars intensively investigated internships concerning curricular relevance, student perspectives, and competency-based education, especially in vocational and higher education contexts (Md Isa et al., 2020; Eryanto et al., 2020; Silitonga, 2021). This transition indicates a progression from descriptive program evaluations to more outcome-focused assessments that directly associate internship participation with employability-related results.

Figure 1 illustrates a transient decrease in publication production throughout the period of 2021–2022. This decline may indicate contextual discontinuities and transitional dynamics within higher education and research ecosystems. Nonetheless, research disseminated during this timeframe further enhanced conceptual comprehension of internship experiences by emphasizing satisfaction, perceived significance, and individual-level outcomes, especially within hospitality and service-oriented fields (Sihombing, 2021; Hakim & Haryanti, 2019). This research facilitated the maintenance of academic engagement despite variations in publication

output. A pronounced and continuous rise in publications is observable from 2023, peaking in 2025. This increase aligns with the complete execution of the Merdeka Belajar–Kampus Merdeka policy, which officially established internships as an essential element of higher education curriculum in Indonesia. Research during this period broadened both thematically and methodologically, focusing on topics such as ethical leadership development via internships, international internship experiences, cross-cultural competence, career adaptability, and the implementation of digital systems for internship management and evaluation (Ligia et al., 2024a; Ligia et al., 2024b; Rahmi et al., 2024; Widayanti et al., 2024; Sholikhah et al., 2025; Wulansari, 2025).

Top Authors, Journals, and Institutions

The distribution of academic contributions in internship research in Indonesia indicates significant trends regarding authorship, publishing venues, and institutional affiliations. Table 1 (Top Authors in Internship Research in Indonesia) illustrates a rather fragmented authorship structure, with a limited number of scientists producing many articles. Sihombing (I. H. H.) stands out as the most prolific author, accompanied by many consistent contributors who constitute small research clusters centered on topics such as internship satisfaction, service orientation, foreign internship experiences, and employability enhancement. The restricted volume of publications by a select group of writers indicates that internship research in Indonesia is in a nascent stage, marked by collaboration while without completely established academic networks.

Table 1. Top Journals Publishing Internship Research in Indonesia

Rank	Author	Number of Publications
1	S.I. H. H.	3
2	S.N. M.	2
3	L.E.	2
4	I.K.	2
5	S.I. K.	2
6	B.M.	2
7	J.O.	2
8	A.M.	2
9	W.H.	2
10	W.M.	2

Concerning publishing venues, Table 2 (Top publications Publishing Internship Research in Indonesia) illustrates that research linked to internships are mostly disseminated in applied and interdisciplinary publications. Journals concentrating on education, business, technology, and applied social sciences represent the predominant portion of articles, signifying that the discipline is heavily aligned with practical applicability and policy execution. Despite the presence of several internationally recognized journals, such as Education and Training and Pacific Accounting Review, the predominance of applied journals indicates that much of the current research prioritizes contextual problem-solving and program evaluation over theoretical advancement. This trend emphasizes the field's practical strength and the potential for future research to aim for higher-impact publications via enhanced theoretical integration

Table 2. Top Journals Publishing Internship Research in Indonesia

Rank	Journal	Number of Publications
1	International Journal of Scientific and Technology Research	5
2	International Journal of Applied Business and Economic Research	3

3	Global Business and Finance Review	2
4	APTISI Transactions on Technopreneurship	2
5	Paper Asia	2
6	Work Organisation, Labour and Globalisation	1
7	Journal of International Commerce, Economics and Policy	1
8	International Journal of Accounting and Economics Studies	1
9	Pacific Accounting Review	1
10	Education and Training	1

Institutional contributions further strengthen this practical focus. Table 3 (Top institutes in Internship Research in Indonesia) illustrates that state universities and vocational institutes predominantly lead in internship research production. Institutions like Universitas Negeri Malang and Politeknik Pariwisata Bali serve as prominent contributors, demonstrating a strong emphasis on vocational education, teacher training, and hospitality studies—fields in which internships are integrally included into the curriculum. The limited presence of private universities indicates that internship research in Indonesia is mostly influenced by public and vocational institutions, highlighting an unexploited opportunity for increased institutional involvement and intersectoral cooperation

Table 3. Top Institutions in Internship Research in Indonesia

Rank	Institution	Number of Publications
1	Politeknik Pariwisata Bali	5
2	Universitas Negeri Malang	5
3	Universitas Negeri Padang	3
4	Universitas Negeri Semarang	2
5	Universitas Indonesia	2
6	Universitas Negeri Jakarta	2
7	Universitas Atma Jaya Yogyakarta	2
8	UIN Sunan Ampel Surabaya	2
9	Universitas Diponegoro	1
10	IPB University	1

Keyword Co-occurrence and Thematic Clusters

The examination of keyword co-occurrence provides significant insights into the conceptual framework and prevailing research subjects of internship studies in Indonesia. This study analyzes author-provided keywords from Scopus-indexed articles to identify recurrent ideas and their interrelationships, therefore elucidating the evolution and framing of internship research throughout time. Figure 2 illustrates that the most prevalent terms are higher education, internship, competence, hospitality, sustainability, and hospitable service mentality. The prevalence of these phrases suggests that internship research in Indonesia mostly occurs within formal higher education and vocational frameworks, focusing significantly on skill enhancement

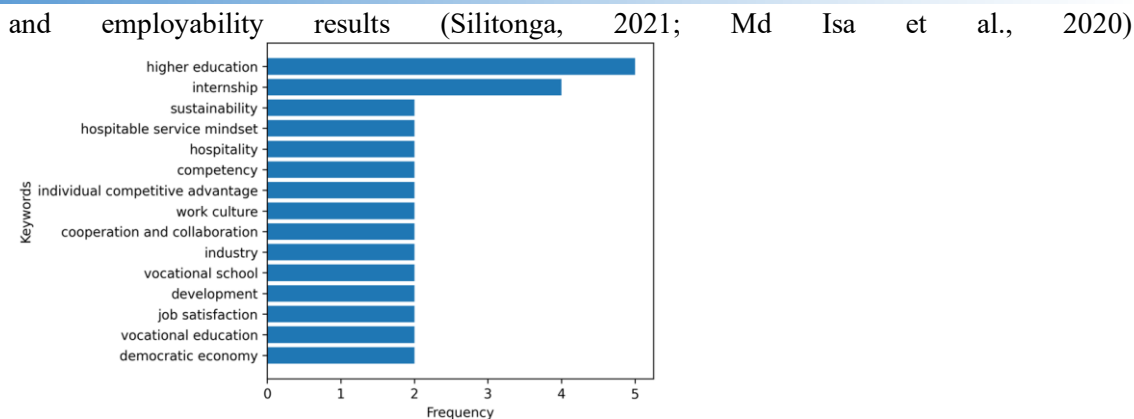


Fig 2. Top Keywords in Internship Research in Indonesia

The recurrent use of competence and outcome-oriented terminology indicates a prevailing research focus that views internships as tools for improving students' professional preparedness and marketability. Empirical research has consistently associated internship involvement with enhanced competences, job satisfaction, and the perceived significance of work experience, especially within hospitality, tourism, and vocational education domains (Sihombing, 2021; Suastini et al., 2025). This discovery corresponds with the overarching focus on competency-based education and employability-centered curriculum development in Indonesian higher education reforms.

Besides individual-level results, the keyword analysis indicates the increasing significance of organizational and contextual aspects of internships. Terms like work culture, industry, and cooperation commonly coalesce with higher education, underscoring the pivotal significance of school-business relationships in developing successful internship programs. Table 4 illustrates robust co-occurrence correlations between cooperation and collaboration with both higher education and industry, indicating that internships are progressively recognized as collaborative arrangements necessitating alignment between academic institutions and business contexts. This viewpoint aligns with previous research highlighting the significance of institutional cooperation and organizational environment in assessing internship efficacy (Suherlan, 2017; Rizal et al., 2023).

Table 4. Keyword Co-occurrence and Thematic Relationships in Internship Research in Indonesia

Keyword 1	Keyword 2	Co-occurrence Frequency
competency	individual competitive advantage	2
competency	work culture	2
individual competitive advantage	work culture	2
cooperation and collaboration	higher education	2
cooperation and collaboration	industry	2

The co-occurrence patterns also suggest the formation of a thematic cluster connecting competence, individual competitive advantage, and work culture. This cluster conceptualizes internships not only as skill-training tools but also as formative experiences that influence students' professional identity and their ability to conform to company norms and cultural expectations. These viewpoints are especially prominent in research on international internships

and cross-cultural work experiences, where internships are linked to the enhancement of competitive advantage and professional distinction in global labor markets (Ligia et al., 2024a; Ligia et al., 2024b).

The prevalence of sustainability as a repeating theme indicates a developing thematic focus in internship research in Indonesia. Sustainability-oriented research reveal an increasing interest in analyzing internships within the larger contexts of ethical, social, and organizational responsibility, but employability and competency-related issues remain more prevalent. Recent studies have examined the role of internships in cultivating ethical leadership, promoting sustainable professional practices, and fostering responsible workforce development, indicating a steady broadening of the theme focus in internship research (Sholikhah et al., 2025; Wulansari, 2025).

The keyword co-occurrence analysis identifies three predominant topic clusters in internship research in Indonesia: (1) higher education and employability, (2) competence development and competitive advantage, and (3) industry partnership and organizational environment. These clusters signify that the discipline has progressed from discrete program assessments to more cohesive studies that link educational frameworks, individual results, and industry involvement. The limited strength and density of co-occurrence links indicate that internship research in Indonesia has not achieved comprehensive thematic consolidation, presenting significant opportunities for future research to systematically incorporate emerging themes such as sustainability, digital governance of internships, and policy-driven innovation (Widayanti et al., 2024; Wulansari, 2025).

Citation Analysis and Intellectual Structure

The citation analysis, shown in the co-citation network in Figure 4, elucidates the fundamental conceptual framework of internship research in Indonesia and demonstrates the evolution of core ideas and study focuses over time. The network puts the internship as the primary intellectual foundation, closely linked to clusters associated with competence and individual competitive advantage on one side, and to higher education, vocational training, and industry on the other. This framework suggests that the primary intellectual basis of internship research in Indonesia is largely rooted in employability-focused and competency-driven viewpoints, wherein internships are viewed as strategic tools for improving students' skills, work preparedness, and competitive standing in the job market (Silitonga, 2021; Md Isa et al., 2020).

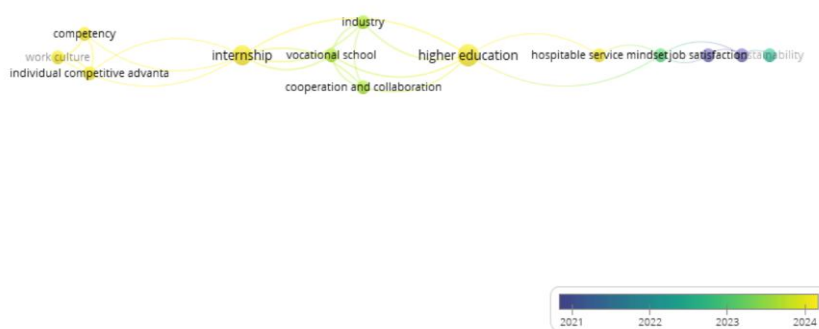


Fig 3. Co-citation Network (Intellectual Structure) of Internship Research in Indonesia

The robust co-citation connections between competence and individual competitive advantage indicate that seminal research mostly characterized internships as tools for human capital enhancement and personal development. This intellectual cluster has a strong correlation with vocational education and competency-based education frameworks, which prioritize quantifiable skill learning and performance outcomes as principal metrics of internship efficacy (Ali et al., 2017; Budiningsih et al., 2017; Sihombing, 2021). These studies provide the theoretical foundation of the discipline and persist in shaping further research on internship

outcomes in hospitality, tourism, and vocational education settings (Suastini et al., 2025; Sihombing et al., 2025).

The significant co-citation links connecting internships with vocational schools, industry, and collaboration underscore the critical role of education-industry collaborations as a fundamental intellectual foundation in Indonesian internship research. This cluster highlights the significance of institutional cooperation, curricular pertinence, and experiential learning frameworks in developing successful internship programs, especially in vocational and practical higher education contexts (Suherlan, 2017; Rizal et al., 2023). The enduring presence of this cluster across the network indicates that collaboration-focused viewpoints provide a consistent and impactful knowledge foundation within the literature.

The overlay graphic indicates a chronological transformation in the conceptual framework of internship research in Indonesia. Recent references, indicated by lighter-colored nodes, are increasingly linked to themes such as a friendly service mentality and work satisfaction. This transition signifies that modern research has progressed from structural and competency-centered evaluations to a more profound investigation of psychological, attitudinal, and service-related results of internship involvement. These viewpoints are especially prominent in hospitality and service-sector research, where internships are associated with mentality development, contentment, and enduring professional orientation (Sihombing, 2021; Ligia et al., 2024a; Ligia et al., 2024b).

4. Conclusion

This study offers a thorough Scopus-based bibliometric analysis of internship research in Indonesia, elucidating the history, thematic focus, and philosophical underpinnings of the discipline. The results demonstrate a significant increase in publishing output, especially in recent years, highlighting the growing strategic importance of internships in Indonesian higher education and vocational systems due to governmental initiatives like Merdeka Belajar–Kampus Merdeka. The distribution of authors, journals, and institutions indicates that internship research is relatively fragmented and primarily influenced by public universities and vocational institutions, with publications predominantly found in applied and multidisciplinary journals, highlighting the field's practical orientation. Keyword co-occurrence and thematic cluster analyses reveal that internship research in Indonesia predominantly focuses on higher education and employability, competency development and individual competitive advantage, and education–industry collaboration. Concurrently, emerging themes concerning mindset, job satisfaction, sustainability, and ethics indicate a gradual broadening of research perspectives. Moreover, citation and co-citation analyses elucidate a multifaceted intellectual framework grounded in competency-based education, vocational training, and employability theory, with a growing incorporation of organizational and attitudinal paradigms in recent research (Md Isa et al., 2020; Silitonga, 2021; Sihombing, 2021; Ligia et al., 2024a; Sholikhah et al., 2025; Wulansari, 2025).

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