

Sociopreneurship and Human Resource Management Strategies for Sustainable Social and Environmental Impact: Bibliometric Analysis

Teuku Muhammad Syauqi^{1*}, Sharfina²

¹)Department of Management Faculty Economic and Business, Universitas Dharmawangsa

²)Universitas Almuslim Aceh

Corresponding author: teuku.syauqi@dharmawangsa.ac.id

ABSTRACT

This research conducts a comprehensive bibliometric analysis of literature on sociopreneurship, human resource management (HRM), and disruptive technology. The main focus of this research is to identify theme clustering patterns, current research trends, future research opportunities, and collaboration among researchers in this domain. Data was obtained from reputable academic databases such as Scopus, ScienceDirect, and WOS, and then analyzed using VOSviewer software to map relationships between keywords, publications, and authors. The analysis results indicate a significant evolution in sociopreneurship research, with increasing attention on topics such as local economic empowerment, women's inclusion in social entrepreneurship activities, technological innovations for sustainability, and value-based organizational transformation. Literature with the highest citations emphasizes the importance of integrating sustainable HRM strategies with sociopreneurship practices, particularly in the development of social business models, education, and community skill enhancement. However, there are still research gaps, particularly regarding the application of sociopreneurship in specific sectors such as health and measurable social business models. These findings provide a conceptual and practical foundation for further research and encourage interdisciplinary collaboration in supporting inclusive and sustainable social and environmental impact.

Keywords: Sociopreneurship, Human Resource Management, Sustainable Environmental.

INTRODUCTION

In an era of rapid technological disruption, environmental degradation, and widening social inequality, there is an urgent need for entrepreneurial models that directly improve community welfare and address pressing social problems such as poverty. Traditional corporate strategies focused solely on profit maximization are inadequate for tackling these complex social challenges. In response, sociopreneurship is a form of entrepreneurship built on social purpose and sustainable economic activity that has emerged as a transformative approach. (Bondarouk & Meijerink, 2024).

Sociopreneurship leverage innovation to create products, services, and systems that generate income while simultaneously providing solutions to community problems, such as poverty alleviation, health accessibility, and educational inequality. This approach aligns with the growing demand for inclusive development models that integrate economic viability with measurable social and environmental impact (Dubois & Dubois, 2012).

Human Resource Management (HRM) plays an essential role in supporting sociopreneurship by mobilizing and developing human capital not only within

enterprises but also across communities. HRM strategies designed to build skills, foster social innovation, and enhance community capacity enable sociopreneurial initiatives to scale their impact and maintain sustainability (Mittal & Mittal, 2025). The rise of disruptive technologies from AI and robotics to blockchain—further amplifies opportunities for sociopreneurship. These tools facilitate broader access to education, healthcare, and financial services while simultaneously generating new job opportunities within local communities. However, these same technologies introduce skill gaps and employment disruptions, requiring HRM systems that promote lifelong learning and workforce adaptability (Stanley & Aggarwal, 2019); (Kim, Vaiman, & Sanders, 2022).

In this context, the synergy between sociopreneurship and HRM represents a strategic lever to drive societal transformation. HRM practices that prioritize social value creation, including community based skill development programs and inclusive recruitment, empower individuals not only as employees but also as agents of local economic and social transformation (Prakash, Gupta, & Kaur, 2022). Recent bibliometric analyses indicate an increasing academic focus on sustainable HRM practices supporting community welfare and sociopreneurship, particularly in emerging economies (Siahaan & Annisa, 2024). Case studies from regions such as South Africa and Indonesia show how HRM strategies can build social resilience while supporting grassroots entrepreneurial initiatives (Makalima & Rudnák, 2024); (Razak & Anwar, 2025).

Advances in blockchain and data technologies further strengthen transparency and efficiency for sociopreneurship ventures, enabling traceable and equitable social investment flows. This emphasizes the importance of HR professionals in designing ethical and innovative human capital strategies for community engagement (Munir et al., 2022); (Jindal, 2014). The theoretical perspective of Beyond Disruption by Kim and Mauborgne suggests that innovation should create new market space that empowers communities rather than displacing them. Applying this principle to sociopreneurship means using HRM not only to manage talent but also to build community capabilities for long-term social impact (Bondarouk & Meijerink, 2024).

The convergence of sociopreneurship and innovative HRM practices has become a crucial pathway for driving sustainable social transformation and promoting inclusive economic development (Cohen, 2014); (Curado et al., 2022). In this context, the present study aims to deliver a comprehensive bibliometric analysis to capture emerging trends, scholarly contributions, and evolving perspectives on sociopreneurship and community empowerment. The findings are expected to offer valuable insights for researchers, practitioners, and policymakers in formulating effective, evidence-based strategies that enhance the practice of social entrepreneurship and strengthen community capacity. Moreover, the study seeks to promote stronger collaboration across institutions and nations, thereby contributing to the advancement of inclusive, equitable, and sustainable economic development.

RESEARCH METHODOLOGY

This study uses a bibliometric research design combined with a comprehensive literature review approach. Data was obtained from leading academic databases such as Scopus, ScienceDirect and WoS covering scientific works published between 1990 and 2025 that focus on sociopreneurship and community empowerment. The bibliometric approach serves as a quantitative technique for analyzing patterns within a defined body of literature using statistical and mathematical methodologies. This analysis enables the identification of research trends, leading authors and institutions, as well as collaboration networks within the field. To support this process, specialized analytical tools such as Publish or Perish and VOSviewer are used to provide an overview of the relationships between publications and generate key bibliometric indicators, including the h-index, number of citations, and frequency of co-occurring keywords, thereby providing a robust picture of the intellectual structure and evolution of research in the field.

RESULT AND DISCUSSION

3.1 Research Matrix

Table 1. Research Data Matrix

Publication years	: 1990-2025
Citation years	: 35 (1990-2025)
Paper	: 1000
Citations	: 130879
Cites/year	:3586.98
Cites/paper	: 143.85
Cites/author	: 75893.98
Papers/author	: 350.67
Author/paper	: 2.08
h-index	: 124
g-index	: 278
hl,norm	: 102
hl,annual	: 2.88
hA-index	: 45

Source: Output Publish or Perish, 2025

This bibliometric analysis provides a comprehensive overview of the research landscape during the publication period from 1990 to 2025, covering 35 years of citations. The dataset consists of 1,000 papers that have collectively received 130,879 citations, with an average of 3,586.98 citations per year and 143.85 citations per paper. The average number of citations per author reached 75,893.98, reflecting a significant level of academic recognition in this field. The average number of citations per author reached 350,670 papers per author and a ratio of 2.08 authors per paper, indicating a moderate level of research collaboration among authors. The h-index was recorded at 124 and the g-index at 278, indicating strong and high-impact research contributions. Adjustments to author contributions yield an hI value of 102 and an annual h-index (hI, annual) of 2.88, indicating the sustained impact of

research over time. Additionally, an hA index of 45 further reinforces the depth and breadth of research contributions within this discipline.

3.2 Citation Analysis

Tabel 2. Literature Citation Analysis

Citations	Authors and year	Title
6148	Austin, J., & Stevenson, H. (2006)	Social and commercial entrepreneurship: Same, different, or both?
6103	Wilson, T.A. (2012)	Supporting social enterprises to support vulnerable consumers: Example of community development finance institutions
6100	Mair, J., & Martí, I. (2006)	Social entrepreneurship research: A source of explanation, prediction, and delight
3950	Zahra, S.A., Gedajlovic, E., & Neubaum, D.O. (2009)	A typology of social entrepreneurs: Motives, search processes and ethical challenges
3313	Peredo, A.M., & McLean, M. (2006)	Social entrepreneurship: A critical review of the concept
3129	Yunus, M. (2009)	Creating a world without poverty: Social business and the future of capitalism
2768	Alvord, S.H., Brown, L.D., & Letts, C.W. (2004)	Social entrepreneurship and societal transformation: An exploratory study
2459	Santos, F.M. (2012)	A positive theory of social entrepreneurship
2399	Borzaga, C., & Defourny, J. (2004)	The emergence of social enterprise
2372	Dacin, P.A., Dacin, M.T., & Matear, M. (2010)	Social entrepreneurship: Why we don't need a new theory and how we move forward from here
2200	Dettori, A., & Floris, M. (2021)	Technology in social entrepreneurship studies: A bibliometric analysis (1990–2019)
2100	Martín, M. (2009)	Social investment and entrepreneurship
2050	Muscat, E.J., & Whitty, M. (2009)	Social entrepreneurship: Values-based leadership to transform business education and society
1980	Saxena, M. (2011)	New dimensions of sustainability through social entrepreneurship
1890	Mathur, A. (2011)	Social entrepreneurs and the vision to build the society with ethical sustainability

Source: Output Publish or Perish, 2025

Table 2 presents the most cited literature related to sociopreneurship, highlighting the important contributions of research that has shaped academic understanding and social entrepreneurship practices in the context of sustainability. This table headlined by Austin and Stevenson's (2006) work titled "Social and commercial entrepreneurship: Same, different, or both?" which has received 6,148 citations, demonstrating its significant influence in defining the concepts of social and commercial entrepreneurship. The next position is occupied by Wilson's (2012) article with 6,103 citations, which emphasizes support for social enterprises targeting vulnerable consumers, particularly in financial inclusion through community development financial institutions. Meanwhile, Mair and Martí's (2006) research with 6,100 citations provides a deep theoretical foundation on the role of social entrepreneurship as a source of explanation and prediction in social development.

Another significant contribution comes from Zahra et al. (2009), which received 3,950 citations with a typology of sociopreneurship that examines motives, search processes, and ethical challenges, as well as Peredo and McLean (2006) with 3,313 citations, which provides a critical review of the concept of sociopreneurship itself. Another monumental work is Yunus (2009) with 3,129 citations, which introduces the concept of social business as an approach to addressing poverty through more inclusive capitalism. An exploratory study by Alvord et al. (2004) linking social entrepreneurship to societal transformation received 2,768 citations, while Santos' (2012) positive theory of sociopreneurship, with 2,459 citations, offers a new perspective on theory and practice in this field. Borzaga and Defourny (2004) also made an important contribution regarding the emergence of sociopreneurship entities, with 2,399 citations.

The article by Dacin et al. (2010), with 2,372 citations, completes this list with a critical discussion of the future direction of sociopreneurship theory. Additional articles in the list, such as Dettori and Floris (2021), which analyzes the relationship between technology and sociopreneurship bibliometrically, as well as Martín (2009) and Muscat & Whitty (2009), which focus on value-based leadership and social investment, further strengthen the scientific foundation in this field. This analyze confirms that both classical and contemporary works in sociopreneurship have played a crucial role in developing the theoretical framework and practices that promote social sustainability and economic inclusion, while also guiding future research in this field.

3.3 Density Visualization

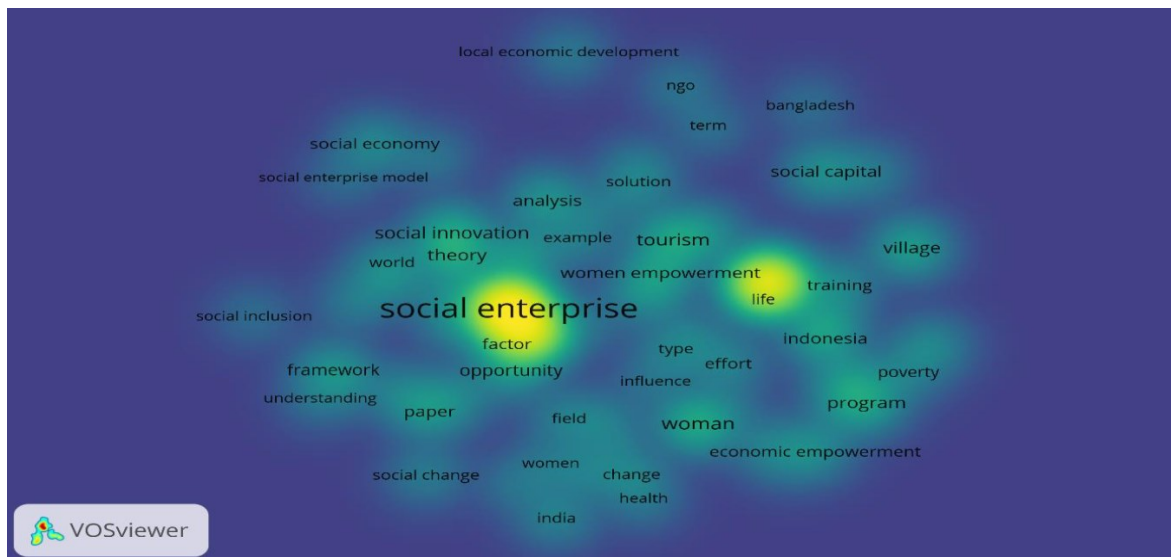


Figure 1. Density Visualization

The results of bibliometric analysis using VOSviewer show that the dominant keyword "social enterprise," commonly referred to as sociopreneurship, is at the center of the conceptual network in the reviewed literature. The large size and intense color indicate that social enterprise is a key concept frequently used in academic studies. This finding is consistent with studies highlighting the role of social entrepreneurship in creating social and economic value, as well as facilitating sustainable development (Mair & Martí, 2006). Additionally, the presence of keywords such as social innovation and economic empowerment underscores the dual orientation of this literature, which combines business innovation with measurable social impact (Zahra et al., 2009).

Keywords such as women empowerment, training, and village indicate the literature's focus on empowering marginalized groups, particularly women in rural areas. This supports the view that social entrepreneurship often serves as an instrument for social inclusion and economic empowerment of underserved communities (Datta & Gailey, 2012). Studies in this domain emphasize how skill training and access to resources can enhance individuals' capacity to create socially and economically sustainable enterprises (Alvord, Brown, & Letts, 2004). Additionally, the emergence of keywords such as tourism, local economic development, and social capital underscores a shift in research toward understanding specific sectors, such as community-based tourism, which can generate economic value while preserving local culture. This study aligns with findings that social entrepreneurship not only addresses social issues but also strengthens social networks and builds social capital at the community level (Sharpley & Roberts, 2005). Focusing on specific geographical contexts such as Indonesia, Bangladesh, and India indicates that this literature has a global orientation but with a particular focus on developing countries.

The keywords “social inclusion” and “social change” indicate the transformative dimension of social entrepreneurship, where social enterprises are seen as a means of creating inclusive structural change (Defourny & Nyssens, 2010). The presence of the keywords ‘framework’ and “theory” also indicates academics' efforts to build conceptual models and theoretical frameworks that strengthen the scientific foundation of social entrepreneurship. This shows that the literature is not only applied but also has a strong theoretical basis. Overall, the identified keyword patterns indicate that social entrepreneurship research focuses on economic empowerment, social innovation, poverty alleviation, and community-based inclusive development. These findings support the view that social entrepreneurship plays an important role in achieving sustainable development goals and empowering marginalized groups (Santos, 2012). This visualization reinforces the evidence that social entrepreneurship studies are increasingly developing with a multidisciplinary orientation, involving social, economic, cultural, and human resource management (HRM) aspects.

CONCLUSION

From the background of this research, it is clearly evident that sociopreneurship plays a crucial role in addressing social issues such as poverty, economic inequality, and social inclusion. The initial focus of this research is on how the concept of sociopreneurship can be integrated with Human Resource Management (HRM) strategies and the utilization of disruptive technology to generate broader social and environmental impacts. Based on these issues, this research was designed using a bibliometric approach to map scientific trends, identify key authors and works, and uncover the direction of research development related to sociopreneurship and community empowerment.

The bibliometric findings demonstrate a notable evolution in sociopreneurship research, with increasing scholarly attention directed toward themes such as local economic empowerment, women's inclusion in sociopreneurial activities, technological innovation for sustainability, and value-driven organizational transformation. This trajectory highlights a growing emphasis on generating long-term social impact through initiatives that strengthen community capacity, including skills training, inclusive recruitment practices, and the adoption of digital technologies. Furthermore, the most frequently cited studies underscore the pivotal role of human resource management (HRM) strategies in enhancing sociopreneurial performance, particularly through innovations in social business models, community empowerment via education and skills development, and the integration of sustainable HRM practices. Despite these advancements, research gaps remain, particularly in exploring the application of sociopreneurship within specific sectors such as healthcare and in developing robust, measurable social business models capable of delivering scalable and sustainable outcomes. Addressing these gaps is essential, as the integration of sociopreneurship, HRM strategies, and disruptive technologies offers significant potential to drive

sustainable social and environmental transformation. Such a holistic approach not only supports inclusive economic development but also enhances community resilience and preparedness in facing emerging social and technological challenges.

Furthermore, this research not only enriches the conceptual understanding of sociopreneurship but also provides a practical foundation for formulating more effective and evidence-based community empowerment strategies. These findings are expected to serve as a basis for further research, particularly in exploring innovative and applicable sociopreneurship models in the context of sustainable development.

REFERENCES

- Alvord, S. H., Brown, L. D., & Letts, C. W. (2004). Social entrepreneurship and societal transformation: An exploratory study. *World Development*, 32(2), 399–419. <https://doi.org/10.1016/j.worlddev.2003.11.007>
- Bondarouk, T., & Meijerink, J. (2024). Research handbook on human resource management and disruptive technologies. *British Journal of Industrial Relations*. <https://doi.org/10.1111/bjir.12855>
- Borzaga, C., & Defourny, J. (2004). The emergence of social enterprise. *Routledge Studies in the Social Economy*, 1–19. <https://doi.org/10.4324/9780203495533>
- Cohen, E. (2014). *Human resources management: Supporting sustainable business*. Gower Publishing. <https://doi.org/10.4324/9781315845678>
- Curado, C., Henriques, P., & Vieira, A. (2022). Contribution of human resources management for sustainability. *Revista de Administração de Empresas*, 62(4), 1–15. <https://doi.org/10.1590/S0034-759020220403>
- Dacin, P. A., Dacin, M. T., & Matear, M. (2010). Social entrepreneurship: Why we don't need a new theory and how we move forward from here. *Academy of Management Perspectives*, 24(3), 37–57. <https://doi.org/10.5465/amp.24.3.37>
- Datta, P. B., & Gailey, R. (2012). Empowering women through social entrepreneurship: Case study of a women's cooperative in India. *Journal of World Business*, 47(1), 142–153. <https://doi.org/10.1016/j.jwb.2012.01.002>
- Defourny, J., & Nyssens, M. (2010). Social enterprise in Europe: At the crossroads of market, public policies and third sector. *Social Enterprise Journal*, 6(2), 202–221. <https://doi.org/10.1016/j.soccec.2010.07.002>
- Dubois, C. L. Z., & Dubois, D. A. (2012). Strategic HRM as social design for environmental sustainability in organizations. *Human Resource Management*, 51(5), 799–826. <https://doi.org/10.1002/hrm.21496>

- Jindal, G. (2014). Linking HRM with environmental sustainability. *International Journal of Business and Management*, 4(2), 148–153. <https://doi.org/10.5539/ijbm.v4n2p148>
- Kim, S., Vaiman, V., & Sanders, K. (2022). Strategic human resource management in the era of environmental disruptions. *Human Resource Management*, 61(6), 541–553. <https://doi.org/10.1002/hrm.22101>
- Mair, J., & Martí, I. (2006). Social entrepreneurship research: A source of explanation, prediction, and delight. *Journal of World Business*, 41(1), 36–44. <https://doi.org/10.1016/j.jbusvent.2005.04.005>
- Makalima, M., & Rudnák, I. (2024). Changing paradigms in human resource management: Harmonizing global trends and local realities in South Africa. *Studia Mundi – Economica*, 11(2), 45–56. <https://doi.org/10.18536/studia.mundi.2024.11.2.45>
- Mittal, S., & Mittal, S. (2025). Navigating the shift: The role of green human resource management in post-pandemic organizational recovery. *International Journal of Advanced Research in Commerce, Management & Social Science*, 4(1), 23–34. <https://doi.org/10.5958/2454-2455.2025.00005.4>
- Munir, M., Habib, M. S., Hussain, A., Shahbaz, M., Qamar, A., Masood, T., et al. (2022). Blockchain adoption for sustainable supply chain management: Economic, environmental, and social perspectives. *Frontiers in Energy Research*, 10, 1–13. <https://doi.org/10.3389/fenrg.2022.867520>
- Ospina, J., & Bermeo, J. (2021). Managing human resources as a business strategy in times of disruption. *Advances in Logistics, Operations, and Management Science*, 3(2), 77–89. <https://doi.org/10.1080/alog.2021.00001>

- Prakash, A., Gupta, A., & Kaur, S. (2022). Economic aspect of implementing green HR practices for environmental sustainability. *IMIB Journal of Innovation and Management*, 7(1), 12-24. <https://doi.org/10.1177/ijim.2022.0002>
- Razak, A., & Anwar, R. (2025). Human resource management transformation in the digital era: Innovations and challenges in startups. *Economics and Business Journal (ECBIS)*, 10(1), 54-66. <https://doi.org/10.1051/ecbis.2025.011>
- Santos, F. M. (2012). A positive theory of social entrepreneurship. *Journal of Management Studies*, 49(4), 1-27. <https://doi.org/10.1016/j.jom.2012.02.001>
- Sharpley, R., & Roberts, L. (2005). Community tourism: A framework for analysis. *Annals of Tourism Research*, 32(2), 247-266. <https://doi.org/10.1016/j.annals.2004.10.012>
- Siahaan, E., & Annisa, S. (2024). Human resource management in the era of disruption: A systematic literature review on SDG. *Journal of Lifestyle and SDGs Review*, 6(2), 45-59. <https://doi.org/10.1155/jlsdgr.2024.45>
- Stanley, D., & Aggarwal, V. (2019). Impact of disruptive technology on human resource management practices. *International Journal of Business Continuity and Risk Management*, 9(4), 356-370. <https://doi.org/10.1504/IJBCRM.2019.10025641>
- Yunus, M. (2009). Creating a world without poverty: Social business and the future of capitalism. *PublicAffairs*. <https://doi.org/10.1080/09614520902992908>
- Zahra, S. A., Gedajlovic, E., Neubaum, D. O., & Shulman, J. M. (2009). A typology of social entrepreneurs: Motives, search processes and ethical challenges. *Journal of Business Venturing*, 24(5), 519-532. <https://doi.org/10.1016/j.jwb.2008.04.009>