Research Paper　　　　　　　　　　　　　　　　　　　　　　　　**Open Access**

Exploring The Dimensions and Dynamics of Felt Obligation: A Bibliometric Analysis

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ABSTARCT: This study presents, to our knowledge, the first bibliometric analysis focusing on the concept of "felt obligation," examining 120 articles published between 1986 and 2024. The aim of the study is to deepen our understanding of the existing knowledge in the field of "felt obligation" and to provide guidance for further research. The analysis is centered around the authors, countries, institutions, and keywords of the articles. The findings highlight prominent researchers in this field, leading universities, and influential journals. Particularly, it is identified that China plays a leading role in "felt obligation" research. The analysis of keywords emphasizes the thematic focuses of these studies and provides a roadmap for future research. Finally, various recommendations are presented to deepen the knowledge in this area and promote applied research. This study serves as a foundation to expand and advance the understanding of "felt obligation" in the field.
KEYWORDS: *Felt Obligation, Bibliometric Analysis, Research Trends*

I.　　INTRODUCTION

The culture of an organization can strongly influence employees' sense of obligation (Aranki etc. , 2019). For example, in a company with a strong focus on teamwork and collaboration, employees may feel obligated to support their coworkers even when it's not explicitly required (Babiker etc. , 2014; Kozlowski & Ilgen, 2006). Felt obligation in organizations refers to the sense of duty or responsibility that individuals within the organization feel toward their colleagues, superiors, subordinates, or the organization as a whole (Al-Jabari & Ghazzawi, 2019; Bolino etc. , 2003). People often feel obligated to reciprocate when others have helped them or shown them kindness (Gouldner, 1960). In organizational contexts, this could mean feeling obligated to help a coworker who has previously assisted them (Loi etc. , 2014).

The behavior and expectations set by leaders within the organization can shape employees' sense of obligation (Inam etc. , 2023; Ogunfowora etc. , 2021). When leaders prioritize teamwork, integrity, and mutual support, employees are more likely to feel obligated to uphold those values (Metwally etc. , 2019; Wang etc. , 2022). Employees may feel obligated to contribute to achieving the organization's goals, whether they're personal, team-based, or organizational objectives (van den Hout & Davis, 2022; Zhenjing etc. , 2022). Employees who are satisfied with their jobs and engaged in their work are more likely to feel a sense of obligation to contribute positively to the organization (Zhenjing etc. , 2022). Felt obligation can have both positive and negative implications (Eisenberger etc. , 2023). On the positive side, it can foster a sense of teamwork, loyalty, and commitment among employees, leading to greater cooperation and productivity (Harjanto etc. , 2023). However, if employees feel overwhelmed by their obligations or perceive that they are not reciprocated by the organization, it can lead to burnout, resentment, and decreased job satisfaction (Leiter & Maslach, 2004; Ouyang etc. , 2022). Therefore, it's important for organizations to create a supportive environment that balances the needs of the organization with the well-being of its employees (Stoewen, 2016).

In this study, it is aimed to make a bibliometric analysis of felt obligation studies. Bibliometric analysis is a quantitative method used to analyze academic literature, typically focusing on publications such as journal articles, conference papers, books, and patents (Han etc. , 2020). It involves the statistical analysis of bibliographic data to gain insights into various aspects of scholarly communication, including the productivity of authors, the impact of journals, the evolution of research topics over time, and patterns of collaboration among researchers (Ahmed etc. , 2023; Yaqoub etc., 2023).

In light of this information, this study will analyze the most productive period for felt obligation studies, the most influential authors and institutions in this field, global and local citations of authors, collaboration networks among authors, citation collaboration networks among journals, contributions of countries and universities to the field, and preferred keywords in the studies.

II.   METHODOLOGY

The bibliometric analysis of scholarly research on felt responsibility accessed via the Web of Science (WoS) database was conducted utilizing the bibliometrix package in R programming. A sum of 168 papers incorporating the notion of "Felt Obligation" was pinpointed, with data from 120 articles pertaining to the realm of Business scrutinized. 48 studies have not been included in the study because they are outside the field of business. English searches were executed in the WoS database to unearth

120 publications addressing the subject of "Felt Obligation," leveraging the Biblioshiny 4.2 interface (Aria & Cuccurullo, 2017) within the R statistical programming language (Team, 2023).

III.   RESULTS

When we examine Table 3.1, we see that the majority of the 120 articles published between 1986 and 2024 consist of articles with multiple authors. Additionally, the annual growth rate in felt obligation studies is 3.72% and the average citations per article is 40.27. The total number of authors of 120 articles is 374, and 8 of these authors are articles consist of a single author.

Table 3.1: Descriptive analyses: Main information about the data

Description	Results
Timespan	1986-2024
Documents	120
Sources (journals, books etc)	74
Annual growth rate (%)	3.72
Average citations per doc	40.27
Authors	374
International co-authorships (%)	34.17
Sinle-authored docs	8
Co-authors per doc (%)	3.48
Keywords	274
References	5988

3.1 Annual Scientific Production of Felt Obligation

When we examine the researches on felt obligation, we see that its most productive period reached its peak in 2023 with 29 articles. According to the data in Figure 3.1, despite fluctuations in felt obligation research over the years, an increase in studies in this field has been observed since 2018.
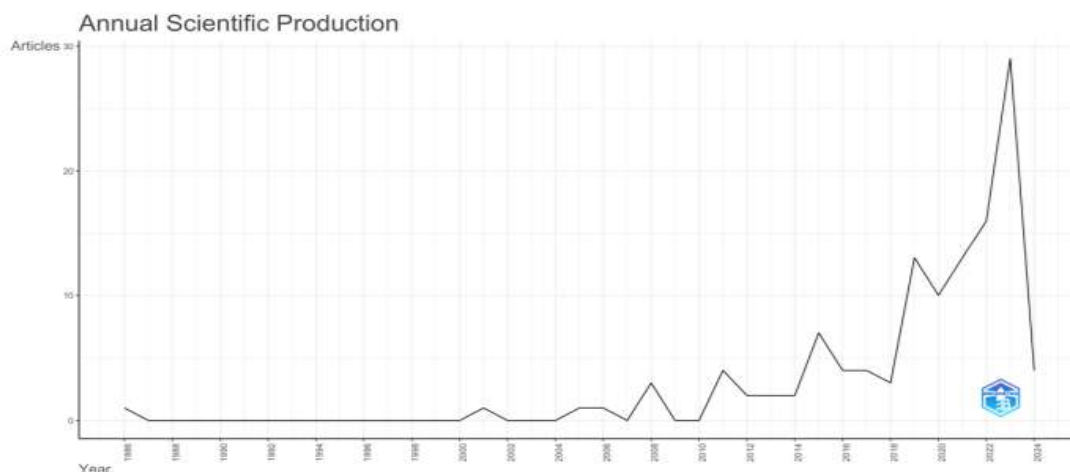

Figure 3.1. Annual scientific production of felt obligation

3.2 Felt Obligation Studying Authors and Publishing Journals

A total of 120 different articles, with 1374 authors, were published in 74 different journals. The top 10 of these authors are presented in detail in Table 3.2. These pioneering authors have authored 26 articles, which constitute 21.67% of the felt obligation literature. The name that stands out as the most productive author is Gaetane Caesens, who has made great contributions to the felt obligation field with 3 articles (with 1.08% article frac.). Contributions of other authors in the felt obligation literature are as follows: Hongli Wang (with 1.00% article frac.), Crystal Farh and Linda Shanock (with 0.92% article frac.), Ho Kwong Kwan (with 0.78% article frac.), and Chia-Huei Wu (with 0.65% article frac.).

When the top 10 journals in which studies related to felt obligation are published are examined, it is seen that the journal with the most publications is Frontiers in Psychology; This journal contributed to the field with a total of 9 articles (12.16%). Also, you can review the contributions of other journals in Table 3.2.

Table 3.2: Top 10 authors and journals in felt obligation research [n(%)]

	Authors	N	Articles Frac.	Journals	N (74, %)
1	Caesens G.	3	1.08	Frontiers in Psychology	9 (12.16%)
2	Farh J.	3	0.92	Current Psychology	5 (6.76%)
3	Kwan H.	3	0.78	Journal of Managerial Psychology	5 (6.76%)
4	Shanock L.	3	0.92	International Journal of Hospitality Management	4 (5.41%)
5	Wang H.	3	1.00	Journal of Business and Psychology	4 (5.41%)
6	Wu C.	3	0.65	Journal of Business Ethics	4 (5.41%)
7	Babalola M.	2	0.53	Journal of Applied Psychology	3 (4.05%)
8	Chen X.	2	0.58	Journal of Management	3 (4.05%)
9	Chen Y.	2	0.42	Journal of Occupational and Organizational Psychology	3 (4.05%)
10	Dirkzwager A.	2	0.50	Journal of Organizational Behavior	3 (4.05%)
	Total	26	7.38	Total	43 (58.11%)

Notes: N, number of articles; Articles Frac., Articles fractionalized

Additionally, Table 3.3 presents the index values of the top 10 authors with the highest h-index and g-index values. According to the table, Farh J., Shanock L., and Wang H. has the highest h-index and g-index values. Also, The authors with the highest total number of citations are as follows: Farh J. (949 total citations), Farh C. (944 total citations), Kwan H. (195 total citations), Babalola M. and Garba O. (137 total citations), and Frenkel S. (111 total citations).

Table 3.3: Index values of the first 10 authors studying on felt obligation

	Authors	h_index	g_index	m_index	TC	NP	PY_start
1	Farh J.	3	3	0.231	949	3	2012
2	Shanock L.	3	3	0.176	60	3	2008
3	Wang H.	3	3	0.375	50	3	2017
4	Babalola M.	2	2	0.286	137	2	2018
5	Caesens G.	2	3	0.182	86	3	2014
6	Farh C.	2	2	0.154	944	2	2012
7	Frenkel S.	2	3	0.167	111	3	2013
8	Garba O.	2	2	0.286	137	2	2018
9	Irshad M.	2	2	1.000	6	2	2023
10	Kwan H.	2	3	0.222	195	3	2016

Notes: TC, Total citations; NP, Number of Publication; PY-start, Start of publication year

3.3 Global and Local Citations of Felt Obligation Studies

According to the data in Table 3.4, the most cited authors include Eisenberger R., Liang J., Wu C., Vadera A., and Coyle-Shapiro J.. Based on this data, Journal of Applied Psychology and Journal of Management were included in the list twice and were determined as the most cited journals on a global scale. These findings highlight leading authors and journals in the field of felt obligation.

Table 3.4: Global citation count of the top 10 authors and journals

	Authors	Journals	TC	TCPY
1	Eisenberger R. (2001)	Journal of Applied Psychology	1594	66.42
2	Liang J. (2012)	Academy of Management Journal	894	68.77
3	Wu C. (2016)	Journal of Applied Psychology	178	19.78
4	Vadera A. (2013)	Journal of Management	168	14.00
5	Coyle-Shapiro J. (2006)	Human Resources Management	102	5.37
6	Yu C. (2013)	Journal of Organizational Behavior	85	7.08
7	Babalola M. (2021)	Journal of Management	79	19.75
8	Bradford B. (2015)	Journal of Contemporary Criminal Justice	68	6.80
9	Pan W. (2012)	Human Performance	67	5.15
10	Caesens G. (2016)	European Journal of Work and Organizational Psychology	61	6.78

Notes: TC, Total citations; TCPY, Total citation per year

Upon examining the data in Table 3.5, it is noted that Eisenberger is the most cited author in studies of felt obligation through local citations. Additionally, one of the studies receiving the most local citations belongs to Liang. In this context, concerning the journals with the most local citations, "Journal of Applied Psychology" and "Academy of Management Journal" stand out. However, the fact that " Journal of Organizational Behavior" appear three times in the ranking indicates that these journals have a 30% local impact. These findings emphasize significant local interest in Eisenberger's study in the field of felt obligation and also underscore the substantial local impact of the "Journal of Applied Psychology" journal.

Table 3.5: Local citation count of the top 10 authors and journals

	Authors	Journals	LC	GC	LC/GC Ratio (%)
1	Eisenberger R. (2001)	Journal of Applied Psychology	94	1594	5.90
2	Liang J. (2012)	Academy of Management Journal	35	894	3.91
3	Lorinkova N. (2019)	Journal of Organizational Behavior	13	42	30.95
4	Yu C. (2013)	Journal of Organizational Behavior	8	85	9.41
5	Roch S. (2019)	Journal of Applied Social Psychology	8	35	22.86
6	Zhu Y. (2019)	The International Journal of Human Resources Management	8	26	30.77
7	Thompson P. (2020)	Journal of Applied Social Psychology	7	60	11.67
8	Ogunfowora B. (2021)	Journal of Organizational Behavior	7	35	20.00
9	Arshadi N. (2011)	Procedia-Social and Behavioral Sciences	6	38	15.79
10	Takeuchi R. (2011)	Organizational Behavior and Human Decision Processes	6	58	10.34

Notes: LC, Local citation; GC, Global citation

In Figure 3.2, the network structure of 374 authors working in the field of felt obligation is presented. However, to provide a simpler perspective, the collaboration network of the first 40 authors is shown in Figure 3.2. The thickness of the connections between authors reflects strong collaboration. When the author collaboration network is analyzed, it can be observed that different colors represent each cluster and collaboration. For instance, authors such as Kwan H., Wu C., Chen X., and Zhu Z. have a collaboration network among themselves. In this way, the collaboration relationships among the first 40 authors are presented in a clearer and more understandable manner.

Figure 3.2: The collaboration network of the first 40 authors

3.4   Co-Citation Networks of Authors and Journals Within the Framework of Felt Obligation Research

In Figure 3.4, the co-citation network of authors is divided into three clusters within the context of felt obligation research. The first cluster focuses on the most cited author, Eisenberger. Eisenberger's articles, titled "Reciprocation of Perceived Organizational Support" published in 2001lead this cluster. Authors referencing these articles are included in the green cluster, with authors such as Brislin R., Ashforth B., Erdoğan B., Farh J., and Chiaburu D. provided as examples. Out of a total of 50 authors, 14 (28%) have cited Eisenberger.

Moving to the second cluster, Cropanzano's article titled "Social Exchange Theory: An Interdisciplinary Review" published in 2005 stands out. Other authors referencing Cropanzano's article form the blue cluster, with 21 out of 50 authors (42%) citing Cropanzano.

In the third cluster, Morrison's article titled "When Employees Feel Betrayed: A Model of How Psychological Contract Violation Develops", published in 1997, stands out. Other authors citing Morrison's article constitute the red cluster; 13 out of 50 authors (26%) cite Morrison. These three distinct clusters illustrate the citation relationships within the field of felt obligation more comprehensibly.
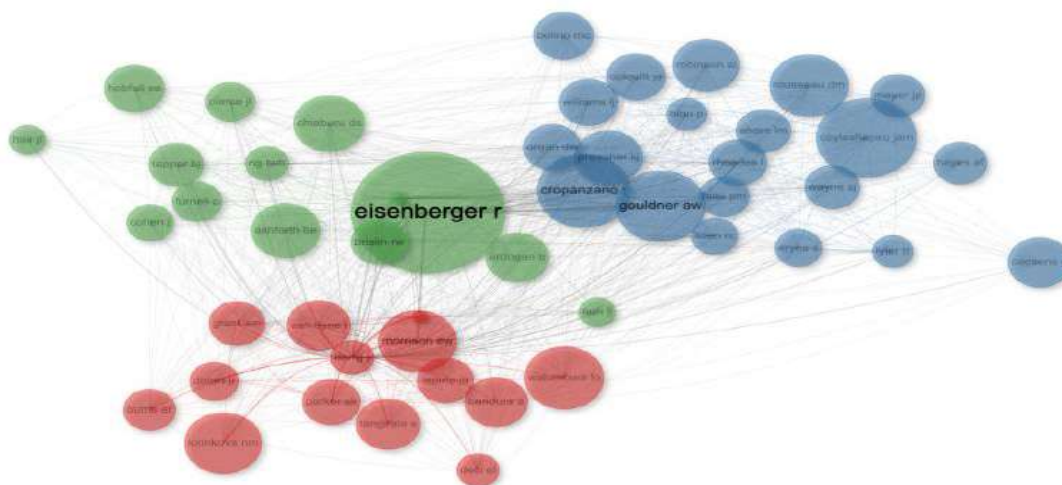

Figure 3.3: The co-citation network of the first 50 authors

In Figure 3.4, a co-citation network among journals is presented. This network is constructed by identifying and connecting documents that cite each other. In this way, it provides information about the relationships and connections between different studies within a specific research area. In this study, to reduce visual complexity, the first 50 journals publishing were examined.

　　Upon examining Figure 3.4, it can be observed that the co-citation network of journals is divided into three main clusters. In the first cluster, the "Journal of Applied Psychology" plays a central role. This journal forms a co-citation network with journals such as "Academy of Management Journal", "Journal of Organizational Behavior", "Journal of Management", and "Journal of Personality and Social Psychology". In the second cluster, the "Journal of Business Ethics" plays a central role. This journal forms a co-citation network with journals such as "The International Journal of Human Resources Management", "Journal of Occupational and Organizational Psychology", and "Journal of Business Psychology". In the third cluster, the "Frontiers in Psychology" plays a central role. This journal forms a co- citation network with journals such as "International Journal of Hospital Management", "Journal of Occupational Health Psychology", and "Leadership and Organization Development Journal". Out of the total of 50 journals, 32 (64%) belong to the blue cluster, 10 (20%) belong to the green cluster, and 8 (16%) belong to the red cluster. Thus, the common citation relationships and clustering among journals are presented in a clearer and more understandable manner.
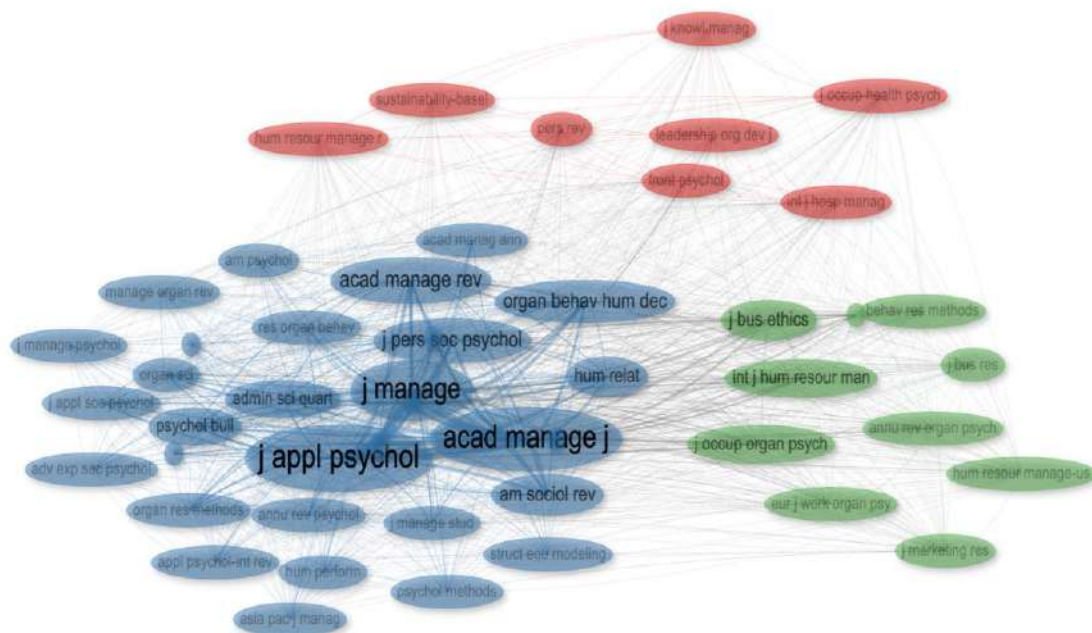

Figure 3.4: The co-citation network of the first 50 journals

3.5　　Felt Obligation Studying Authors' Countries and Institutions

　　In this study, an analysis involving contributions from 79 different institutions from 19 different countries was conducted, examining 120 articles by 374 different authors in the field of felt obligation research. When examining the distribution of authors based on their countries, it is observed that China is the most productive country, as Chinese authors have contributed the highest number of articles in this field with 55 articles. This is followed by USA with 19 articles, Pakistan with 9 articles and United Kingdom with 6 articles each. The country-based distribution data mentioned are presented in detail in Figure 3.5. According to Figure 3.6, the most effective institutions in the field of felt obligation, with publication rates of 4.17%, are determined to be China Europe International Business School, Renmin University of China, and University of London. These universities have made significant contributions to the development of the field. Regarding inter-country collaboration, China, USA, Pakistan, United Kingdom, and Belgium stand out with the highest collaboration rates. However, considering that many countries tend to collaborate internally, the number of inter-country collaborations may be lower than intra-country collaborations. Furthermore, China has made significant contributions to the field by engaging in high levels of collaboration both nationally and internationally. This highlights China's prominence as a productive country in the field of felt obligation. Another important point to note is that both articles of the United Arab Emirates are multiple country publications. Additionally, 3 out of 4 articles in Malaysia are multiple country publications.
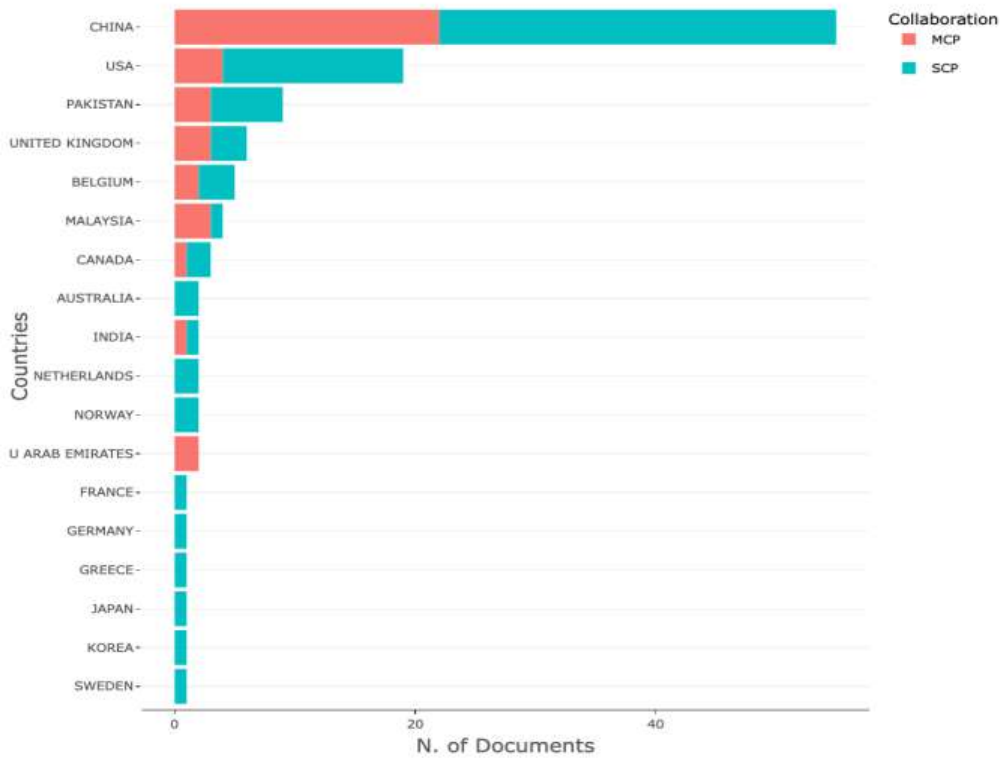
Notes: SCP: Single country publications; MCP: Multiple country publications

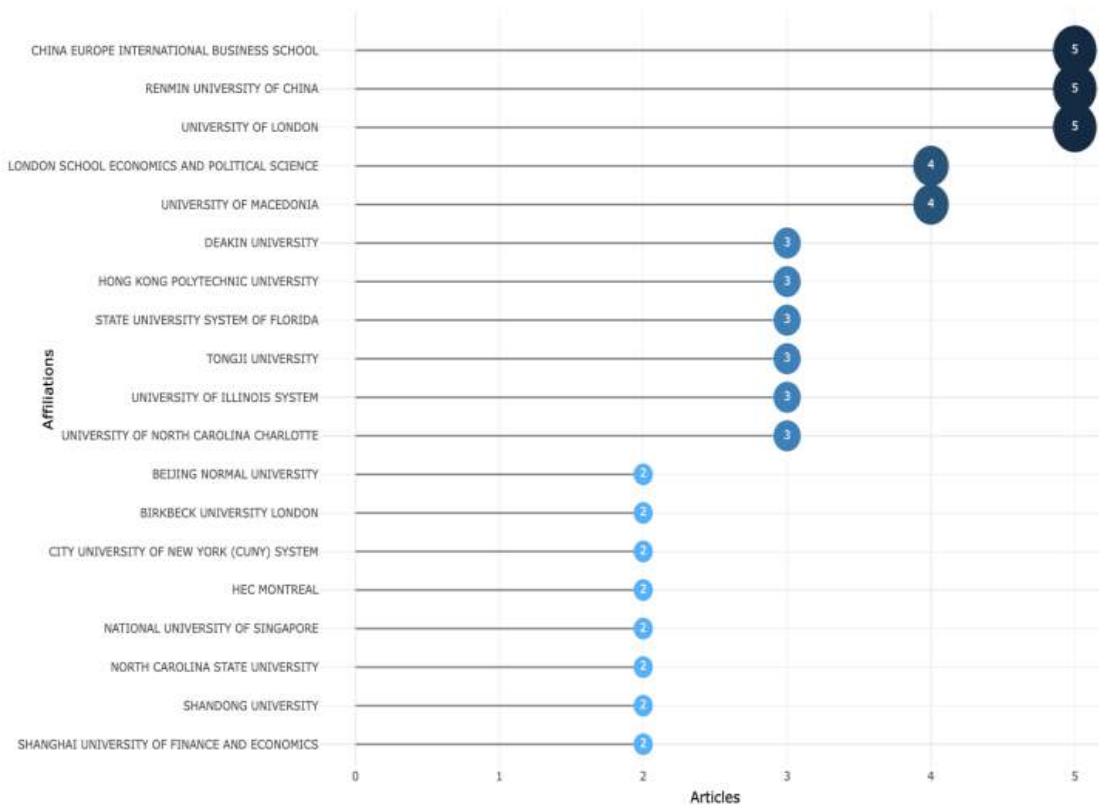**Figure 3.5:** Corresponding author's countries

Figure 3.6: The most effective institutions

As presented in Figure 3.7, the collaboration network formed with the participation of a total of 79 different institutions is detailed within 22 separate clusters. This figure clearly illustrates the relationships and clustering among different institutions within the collaboration network. In the cluster with the most intense collaboration network, leading institutions such as University of London, London School Economics and Political Science, University of Exeter, Birkbeck University London, University of Leeds and University of Oxford have established a strong collaboration network among themselves. These institutions have formed an effective collaboration network in the field of studies on felt obligation.
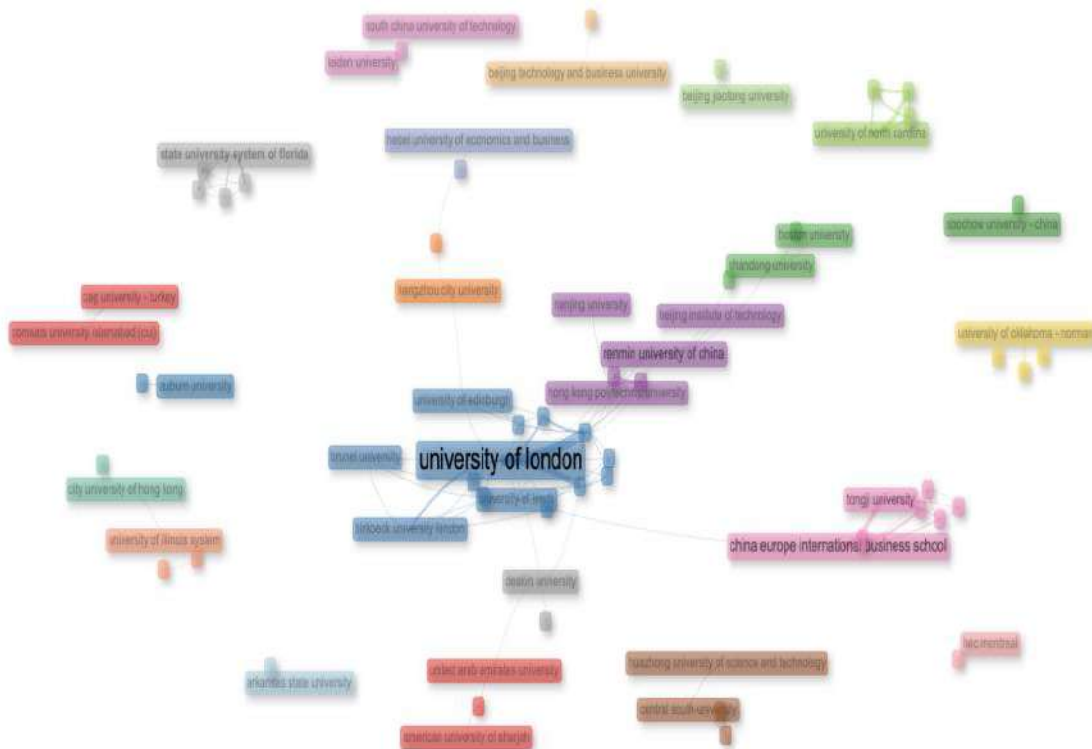

Figure 3.7: The collaboration network among 79 institutions

The three-field plot analysis in Figure 3.8 provides an important perspective in examining felt obligatiion. The detailed evaluation of the top 20 authors, countries, and keywords in this analysis helps to better understand the scope of the subject.

According to this analysis, there is a significant emphasis on China in felt obligation. China takes a leadership role in the subject, constituting approximately 24.01% of the studies conducted. Upon examining the contributions of the top 20 authors, it is observed that Wu C. stands out with a 17% contribution. Other authors such as Eisenberger R. (16%), Kwan H. (12%), Shanock L. (11%), Farh J. (10%), Lee C. (10%), Frenkkel S. (9%), Caesens G. (9%), Wang H. (9%), and Huang M. (9%) have also made significant contributions.

The analysis of keywords usage by authors according to countries provides an interesting perspective. Chinese authors have adopted an approach that highlights concepts such as "job performance," "leader-member exchange", "job satisfaction", "justice", and "organizational climate" in their studies. Additionally, topics like "social-exchange", "perceived organizational support", "leader-member exchange", and "organizational identity" are among the other prominent keywords in the analysis.

An especially noteworthy point is the involvement of some authors in international collaboration. For instance, Wu C. has collaborated with countries such as USA and United Kingdom in his studies alongside China. Therefore, the keywords used also bear similarities for these countries. This international collaboration emphasizes the universal dimensions of felt obligation.
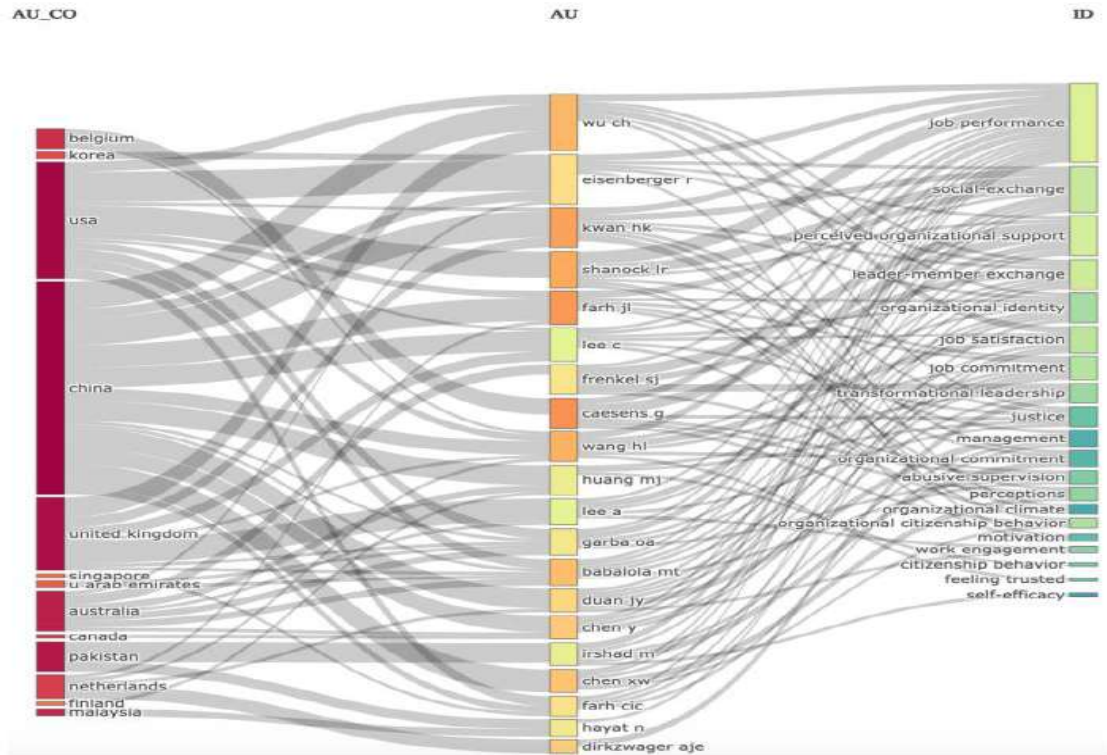
Figure 3.8: Three-field plot of felt obligation literature

3.6 Thematic Map of Keywords in Felt Obligation Research

In Figure 3.9, the frequency of keywords used in research on felt obligation is presented. In this table, an analysis of the 30 most commonly used keywords in the existing 120 studies has been conducted. As a result of this analysis, among a total of 274 keywords, the words with the highest proportions are observed to be "job performance", leader-member exchange", "social- exchange", "job satisfaction", "job commitment", "perceived organizational support", ""organizational citizenship behavior", "organizational identity", "transformational leadership", "perceptions", and "work engagement".

Figure 3.9: The 30 most used keywords in felt obligation studies

To understand the developments in the field of research on felt obligation, a detailed analysis of the thematic progression of 120 articles obtained from the Web of Science database between 1986 and 2024 has been conducted. In the analysis process, bibliometric methods were used to focus on keywords, and keywords used at least 3 times were included in the thematic analysis. Thus, the aim was to determine the themes and keywords in research on felt obligation.

According to the obtained data, the represented themes consist of four main sections. The keywords within each theme were grouped and analyzed based on centrality and impact density. This grouping is presented in four quadrants, as seen in Figure 3.10. Through these themes, the key terms in research on felt obligation have been identified and examined in detail, visually presented for analysis.

In the thematic map analysis, it has been observed that in the 120 studies on felt obligation, there is a group of keywords concentrated in niche themes such as "collectivism", "job engagement", and "self-efficacy," with high density but low interest level. It can be said that there is a possibility of increasing interest in motor themes in research topics specified. Another possibility is that the intensity of studies in this field may decrease, leading to the likelihood of entering the group of emerging or declining themes. In this context, it is recommended that researchers who wish to work on original research topics focus their interests around these themes.

In motor themes, a group of keywords consisting of concepts such as "organizational citizenship behavior", "leader-member exchange", "responsible leadership", "knowledge hiding", "feeling trusted", and "psychological safety" which stand out with high interest and density, exhibits a high trend within the field of research on felt obligation. Considering that current research tends to focus on these topics, it is believed that consolidating existing studies around these themes will not only enable researchers to catch up with relevant research trends in a timely manner but also create a positive impact on the acceptance of researchers' publications in journals where studies on these trends are published.

In emerging or declining themes, keyword groups with low interest and density levels, such as "psychological entitlement", "work engagement", "ethical leadership", "social-exchange", and "generalized reciprocity" have received relatively less researcher attention compared to other themes within the field of felt obligation. The topics related to this theme can be considered as having received less researcher interest compared to other themes in the field of felt obligation. If the intensity of topics in this group increases, there is a possibility of them rising to niche themes, and if the level of interest increases, there is a possibility of them transitioning to basic themes. Therefore, it is recommended that the research topics in this group be reconsidered by researchers.

The cluster of keywords found in basic themes, including "perceived organizational support", "organizational identification", and "turnover intention" exhibits a high interest level but low density within the thematic analysis. Additionally, topics such as "procedural justice," "leadership," and "legitimacy" may be present in niche themes when interest is increasing and in emerging or declining themes when interest is decreasing. The groups within basic themes, despite being important and receiving high interest in the field of felt obligation studies, have not been sufficiently developed. With the increase in research intensity in these areas, there is potential for transitioning to motor themes, while in the case of decreased interest, there is a possibility of entering the group of emerging or declining themes.
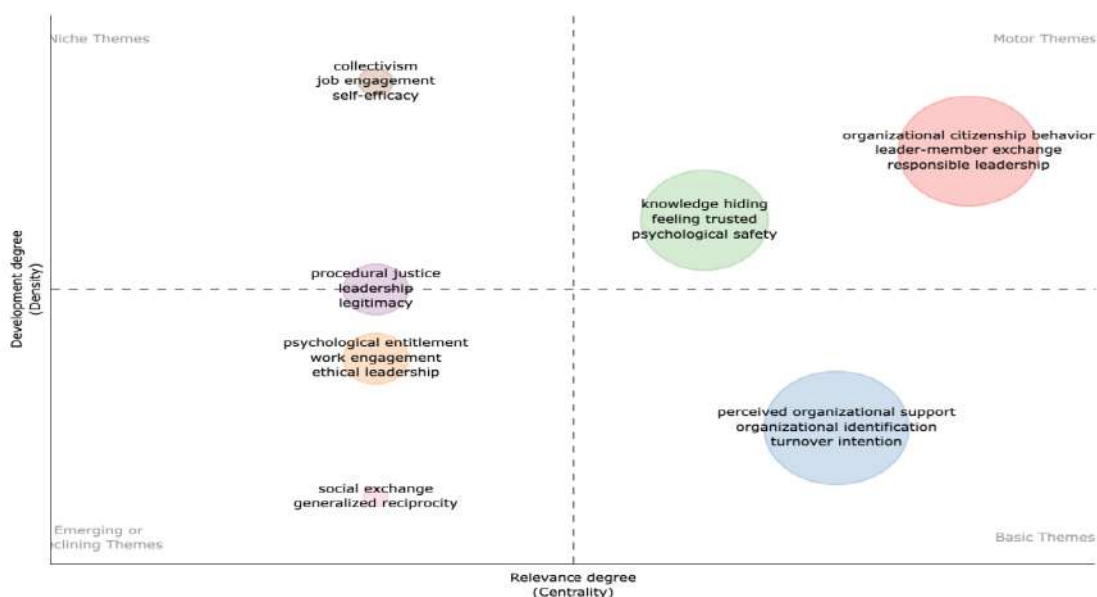

Figure 3.10: Thematic map of keywords

IV.   CONCLUSION

This study provides an in-depth examination of research on felt obligation, thus aiding in a better understanding of the current knowledge within the field of felt obligation. The conclusions of the study offer various recommendations for the development of the field and future research.

First and foremost, the study's findings highlight significant authors in the realm of felt obligation and underscore the impact of their work on the field. Leading researchers such as Gaetane Caesens, Hongli Wang, Crystal Farh, and Linda Shanock have left a notable imprint on research concerning felt obligation. Their works are regarded as foundational pillars in the field and serve as crucial reference points for future investigations.

Analyses conducted on a country-by-country basis reveal standout nations in felt obligation research and elucidate their contributions. Particularly, China emerges as a frontrunner in felt obligation research, making the most significant contributions in this field. This underscores China's significance as a cultural player and indicates that research on felt obligation is a global phenomenon.

Journal analyses identify prominent publications where research on felt obligation is disseminated, showcasing their influence on the field. Journals such as Frontiers in Psychology, Journal of Applied Psychology, and Academy of Management Journal stand out as leading journals for the dissemination of research on felt obligation. These journals are recognized as significant hubs within the field and serve as valuable resources for researchers.

Analyses conducted on institutions and universities highlight key players in felt obligation research and their contributions. Institutions such as China Europe International Business School, Renmin University of China, and University of London play pivotal roles in felt obligation research, contributing to the accumulation of knowledge in the field.

Also, as stated in the studies, there are key terms that focus on niche themes. Future research could delve deeper into these niche topics and particularly concentrate on understanding subjects.

"Organizational citizenship behavior" and "leader-member exchange" are observed to garner high interest and intensity in core themes. Future research can undertake a more comprehensive examination of these topics and employ various methodologies to deepen our understanding of the effects of these concepts on felt obligation. More attention should be paid to declining themes such as "psychological ownership" and "job commitment." Further research can be conducted on these topics to better understand the potential effects of these concepts on felt obligation. Examination of core themes such as "perceived organizational support" and "organizational identity" may be warranted. While these themes possess a certain level of interest, their intensity in thematic analysis is relatively low. Future research could delve into these subjects in more detail to explore their role and effects on felt obligation. Research can be evaluated not only in academic domains but also in practical applications. Particularly in the business world, more applied studies could be conducted to understand the effects of felt obligation on organizational behaviors. These suggestions could lay the groundwork for future research on felt obligation and contribute to a deeper understanding of the field.

Finally, various recommendations can be made for future research endeavors. Particularly, it is essential to conduct more cross-cultural comparative studies to understand the impacts of felt obligation across different cultures. Additionally, sectoral analyses can be conducted to better understand the practical applications of the concept of felt obligation in the business world and management strategies. Future research is expected to delve deeper into the effects of felt obligation on professional life and expand knowledge in this area.

While the article provides detailed information about authorship trends and collaboration networks, it does not delve into the implications of these patterns on the quality or direction of research. For instance, it would be useful to analyze whether collaborative efforts result in higher-impact studies or if certain author clusters dominate research agendas, potentially limiting diversity of perspectives. The article highlights publication trends, citation rates, and top journals in the field of felt obligation research. However, it does not address potential biases in citation practices or the impact of publication venues on the dissemination of research findings. Additionally, it would be beneficial to explore whether certain journals or authors disproportionately influence the direction of research in the field. Although the article mentions the geographical distribution of research contributions, it does not thoroughly explore how cultural contexts may shape the study of felt obligation. Further investigation into how cultural differences impact the conceptualization and measurement of felt obligation could enrich our understanding of this phenomenon. The thematic analysis presented in the article identifies key themes and keywords in felt obligation research. However, it does not discuss the evolution of these themes over time or potential gaps in the literature. Future research could examine how conceptual frameworks evolve and adapt in response to changing societal, organizational, and theoretical contexts. The article briefly touches upon emerging and declining themes in felt obligation research but does not provide in-depth analysis or explanation for these trends.

Understanding the factors driving shifts in research focus could inform future investigations and theoretical developments in the field. There is limited discussion of methodological approaches employed in felt obligation research. Further exploration of methodological strengths and weaknesses, as well as the suitability of different approaches for studying complex social phenomena like felt obligation, could enhance the rigor and validity of future studies. Addressing these limitations and considerations could contribute to a more comprehensive and nuanced understanding of felt obligation and its implications for individuals, organizations, and societies.

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