



UNEMPLOYMENT INSURANCE RESEARCH AND THE GOVERNANCE OF INDONESIA'S JOB LOSS GUARANTEE PROGRAM: A GLOBAL BIBLIOMETRIC ASSESSMENT AND SYSTEMATIC LITERATURE REVIEW

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Abstract

This study analyses global research trends on unemployment insurance (UI) alongside Indonesia's Job Loss Guarantee programme (Jaminan Kehilangan Pekerjaan/JKP) by integrating bibliometric analysis and a systematic literature review. Drawing on 16,181 Scopus-indexed publications from 2010 to 2025, the bibliometric findings indicate a clear transition from early conceptual debates to rapid scholarly expansion after 2018, largely triggered by the COVID-19 pandemic and subsequent labour market reforms. Recent research increasingly focuses on adaptive UI systems that emphasise activation policies, digital governance, and reemployment support. A PRISMA-guided review identifies seven empirical studies relevant to Indonesia, examining ALMPs, JKP implementation, labour mobility, behavioural responses to job loss, unemployment forecasting, and skilled-worker vulnerability. Overall, Indonesia's contribution to UI scholarship remains modest and predominantly descriptive, with limited methodological depth. Persistent challenges include weak institutional coordination, low public awareness of JKP, mismatched training provision, and restricted access for informal workers. The study highlights critical research gaps in impact evaluation, policy integration, and regional variation. Policy recommendations stress stronger governance coordination, data-driven activation mechanisms, and targeted skills development to enhance labour market protection in Indonesia.

Keywords: *Bibliometric Analysis, JKP, Job Loss Guarantee, Labor Market Governance, Systematic Review, Unemployment Insurance*

1. INTRODUCTION

Unemployment insurance (UI) remains a core component of social protection in both advanced and emerging economies, designed to smooth income during labor market transitions while stabilizing macroeconomic conditions and supporting workforce reintegration (Le Barbanchon, Schmieder & Weber, 2024). Recent scholarship emphasizes the integration of UI with active labor market policies (ALMPs) to balance income protection with job search facilitation, skill development, and return-to-work incentives (Le Barbanchon et al., 2024; OECD, 2025). Evidence from advanced economies shows that combining UI with targeted training and placement services can shape reemployment dynamics and job search behavior, although outcomes vary significantly across contexts and demographic groups. Evaluations using administrative data and causal methods demonstrate that individualized job search assistance and training programs improve reemployment probabilities, while sustained investment in activation policies reduces youth unemployment and enhances labor market resilience (Goller et al., 2025; OECD, 2025).

Despite extensive research in high-income countries, empirical studies on UI and ALMP integration remain limited in developing economies, including Southeast Asia. Indonesia's Job Loss Guarantee (Jaminan Kehilangan Pekerjaan, JKP), established under Law No. 6 of 2023, represents a shift from traditional severance pay toward a more comprehensive UI model,

providing cash benefits, job placement, and reskilling for formally employed workers affected by layoffs (Legowo & Damayanti, 2025; Husni et al., 2023). Early research highlights both promise and challenges: while JKP expands protection relative to prior schemes, its effectiveness is constrained by administrative coordination, limited public awareness, misaligned reskilling programs, and underutilized placement services (Muhyiddin et al., 2025; Legowo & Damayanti, 2025). Similarly, evaluations of Kartu Prakerja indicate that training subsidies improve short-term employment and skills but have limited impact on sustained job quality without stronger labor market matching (Anggara & Auwalin, 2024; Putri & Nilasari, 2025).

Collectively, these findings suggest that Indonesia's UI and ALMP landscape is conceptually aligned with global principles but operationally underdeveloped. Key challenges include the large informal sector, fragmented institutions, and uneven digital infrastructure, which hinder both service delivery and empirical evaluation. The limited integration of rigorous empirical methods linking JKP and ALMPs to long-term labor market outcomes underscores a critical research gap. Addressing these gaps motivates the present study's integrated approach, combining global bibliometric mapping with a systematic literature review to situate Indonesia's experience within broader UI scholarship and identify priority areas for policy innovation and future research.

2. IMPLEMENTATION METHOD

This study uses a mixed-methods approach, combining bibliometric analysis and a systematic literature review (SLR), to provide a comprehensive understanding of global unemployment insurance (UI) research and emerging evidence on Indonesia's Job Loss Guarantee (JKP). The integration of these methods allows for the simultaneous examination of macro-level trends through bibliometric mapping and micro-level empirical insights via SLR. Bibliometric analysis identifies intellectual structures, citation networks, and thematic evolution (Aria & Cuccurullo, 2017; van Eck & Waltman, 2010), while SLR synthesizes rigorous empirical evidence using transparent and reproducible protocols (Page et al., 2021). This complementary approach has been increasingly recognized in interdisciplinary research, where bibliometrics guides the identification of research clusters and gaps, and SLR provides interpretive depth (Moral-Muñoz et al., 2020; Donthu et al., 2021). In this study, bibliometric analysis positioned Indonesia within global UI scholarship, and the SLR synthesized empirical findings on JKP, labor mobility, ALMP effectiveness, and worker behavior in areas highlighted as underexplored.

2.1 DATA PREPARATION

2.1.1 Source and Search Strategy

Bibliometric analysis uses publication data from the Scopus database, chosen for its wide coverage of peer-reviewed journals in economics, social sciences, and public policy, as well as its standardized metadata and citation information. The search aimed to capture a coherent body of literature on unemployment insurance (UI) and job loss protection by combining core conceptual terms with policy-related keywords using Boolean operators to account for variations across countries and disciplines. The retrieval period, 2010–2025, reflects contemporary developments in UI research, encompassing post-Global Financial Crisis debates and the surge of studies following the COVID-19 pandemic, a period marking the shift from traditional discussions on moral hazard and benefit adequacy to activation-oriented and crisis-responsive models (Packard, 2019). The

search strategy targeted theoretical, empirical, and policy-oriented dimensions of UI and Indonesia's Job Loss Insurance (JKP), using OR operators to capture different terminologies such as "unemployment insurance," "job loss protection," and "jaminan kehilangan pekerjaan," and AND operators to focus on studies addressing labor market and worker protection issues, including effectiveness, governance, reemployment, and administrative challenges. This approach ensures that the review captures both the consolidation of modern UI systems and the COVID-19 period, maximizing the sensitivity and specificity of the bibliometric analysis.

2.1.2 Inclusion and Exclusion Criteria

The inclusion and exclusion criteria for this systematic literature review were directly derived from the search string used in the Scopus database, ensuring a systematic, objective, transparent, and fully replicable article selection process. Aligning the criteria with the search logic follows best practices in systematic reviews, maintaining methodological consistency between identification and screening stages while minimizing subjective bias in study selection. The inclusion criteria specifically targeted studies that explicitly addressed the core focus of the review, namely unemployment insurance (UI) and Indonesia's Job Loss Guarantee (*Jaminan Kehilangan Pekerjaan*, JKP). As detailed in Table 1, articles were included only if they met these predefined conditions, ensuring relevance and rigor in the evidence synthesized.

Table 1 Inclusion and Exclusion Criteria

Selection Aspect	Inclusion	Exclusion
Main Theme	Contains at least one of the following terms: <i>unemployment insurance</i> , <i>unemployment benefit</i> , <i>job loss insurance</i> , <i>job loss protection</i> , <i>income support for the unemployed</i> , <i>job displacement insurance</i> , or <i>JKP</i>	Does not explicitly discuss job loss protection systems
Dimensions	Effectiveness, policy implementation, public policy, social security, labor market, governance, administrative challenges, reemployment, income replacement	Discusses only macro-level unemployment, poverty, or economic growth without linkage to UI/JKP
Year	2010–2026	Outside the 2010–2026 period
Document Type	Article (ar), Conference Paper (cp)	Editorials, commentaries, reports, policy briefs, working papers
Source Type	Journal (j), Proceedings (p)	Books, book chapters, institutional reports
Language	English	Languages other than English
Subject Area	Economics (ECON), Social Sciences (SOCI), Business/Management/Accounting (BUSI)	Engineering, medicine, pure computer science, and other non-relevant fields

Article Title		Author
Context	UI policy, unemployment protection systems, JKP, UI–ALMP integration	General labor studies without an unemployment protection dimension

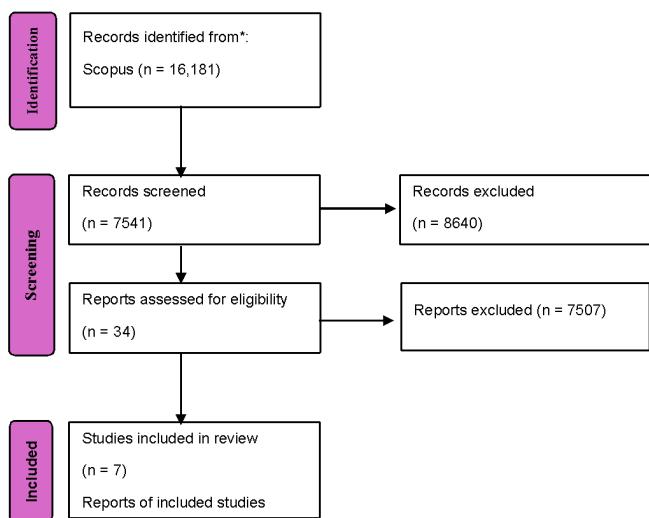
The inclusion criteria required studies to address key terms such as unemployment insurance, job loss protection, or JKP and cover analytical dimensions like policy effectiveness, implementation, governance, labor market dynamics, reemployment, or income replacement, ensuring both conceptual and empirical relevance. Publications were limited to 2010–2026 to capture contemporary UI transformations, including post-Global Financial Crisis developments, COVID-19 impacts, and the introduction of JKP in Indonesia, and only peer-reviewed journal articles or conference papers in English within Economics, Social Sciences, or Business/Management/Accounting were included. Exclusion criteria removed studies without direct links to unemployment protection, such as those focusing solely on macroeconomic unemployment, poverty, economic growth, or general labor market issues, as well as non-peer-reviewed documents, books, non-English publications, and works in irrelevant fields. These criteria ensured a methodologically robust and policy-relevant SLR corpus, tightly aligned with the search strategy and study objectives. Overall, this approach provides a solid empirical foundation for synthesizing evidence on the design, implementation, and labor market implications of unemployment insurance and JKP in Indonesia and comparable contexts.

2.1.3 Study Selection Procedure and Prisma Flow

The study selection process followed the Preferred Reporting Items for Systematic Reviews and Meta-Analyses (PRISMA) guidelines to ensure transparency, replicability, and methodological rigor. A structured, multi-stage screening procedure was applied to identify studies relevant to unemployment insurance, job loss protection, and labor market outcomes in Indonesia. The initial literature search was conducted exclusively in the Scopus database due to its extensive coverage of peer-reviewed journals and conference proceedings in economics, social sciences, and public policy. Using a broad search string combining keywords related to job loss insurance, unemployment benefits, and policy effectiveness, 16,181 records were retrieved, with no duplicates or additional sources identified.

To refine the dataset, automated filters in Scopus were applied, including publication year (2010–2026), document type (articles and conference papers), source type (journals and proceedings), language (English), and subject areas (Economics, Social Sciences, and Business), reducing the records to 7,541. A subsequent title and abstract screening excluded studies that did not explicitly address unemployment insurance, job loss protection mechanisms, labor market policies, or employment outcomes, leaving 34 potentially relevant articles. This stage ensured that only studies thematically aligned with the research objectives proceeded to eligibility assessment.

Figure 1 PRISMA Flow Diagram of Job Loss Insurance Research Study (2010–2025)



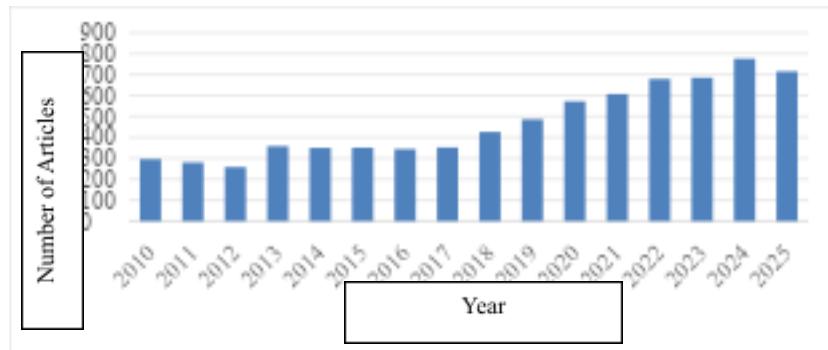
Eligibility assessment evaluated whether the remaining studies met predefined inclusion criteria based on metadata, including titles, abstracts, keywords, publication outlets, and methodological descriptions. Articles were retained if they explicitly examined unemployment insurance, job loss protection, or related labor market interventions; were empirically or conceptually relevant to Indonesia; and provided sufficient methodological detail for systematic synthesis. Following this assessment, seven studies were included in the final Systematic Literature Review (SLR), forming the evidence base for qualitative synthesis and thematic analysis. The overall selection process is summarized in the PRISMA flow diagram (Figure X), which enhances the credibility of the review and facilitates comparability with international systematic reviews.

3. RESULTS AND DISCUSSION

3.1 Bibliometric Analysis: Global Research Landscape on Unemployment Insurance (2010 – 2025)

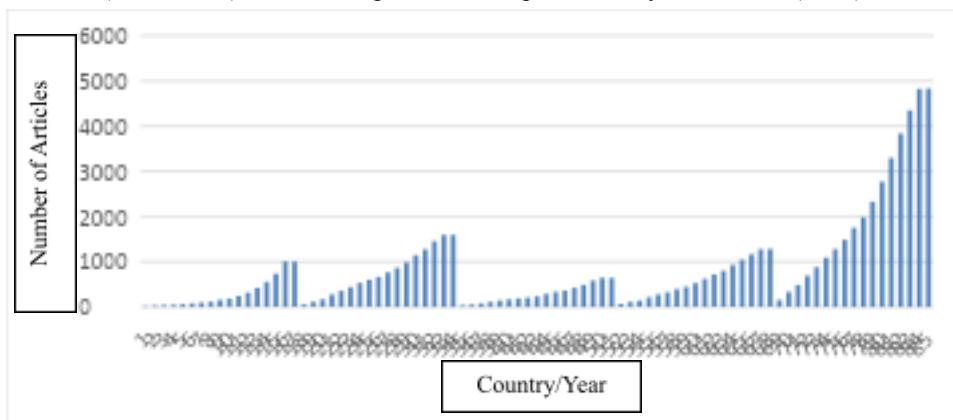
The bibliometric analysis of international publications on unemployment insurance (UI) from 2010 to 2025 reveals rapid growth in research, shifting themes, and concentration in a few countries. Using a comprehensive Scopus-indexed corpus, the analysis highlights UI's growing prominence in labor market research, public policy, and social protection studies. Figure 1 illustrates its evolution from a specialized topic into a multidimensional field encompassing labor economics, governance, social policy, and crisis-response mechanisms. The data also show a sustained increase in scholarly attention to UI as a key policy instrument in modern labor markets.

Figure 2 Global Publication Trends on Unemployment Insurance (2010–2025) Source: Scopus database, processed by the authors (2025)



Global unemployment insurance (UI) research shows two phases: from 2010 to 2018, output grew gradually, focusing on benefit adequacy, duration, moral hazard, and UI effectiveness under normal conditions, forming the field's core foundation. From 2019 to 2025, publications surged from 426 to 776, driven by COVID-19 and social protection reforms, with research emphasizing crisis response, income stabilization, labor market resilience, and UI integration with active labor market policies. The United States remains the leading contributor, followed by China, reflecting rapid labor market and social security reforms.

Figure 3 Publication Trends on Unemployment Insurance in the Top Five Contributing Countries (2010–2025) Source: Scopus database, processed by the authors (2025)



European countries, particularly Germany, the Netherlands, and the United Kingdom, have made substantial contributions to unemployment insurance (UI) research. Germany's publications increased from 55 articles in 2010 to 1,592 in 2025, reflecting its role in studies on integrating UI with active labor market policies. The Netherlands grew from 34 to 640 articles, focusing on employment service governance and policy coordination, while the United Kingdom's output rose from 58 to 1,277 articles, highlighting the impact of welfare reforms on labor market outcomes. These trends underscore Europe's central influence in shaping contemporary UI scholarships. In contrast, Indonesia remains an emerging contributor, with limited and largely descriptive studies on the Job Loss Insurance (JKP) program that focus on training readiness, administrative capacity, and

early-stage implementation, while empirical analyses of long-term outcomes such as reemployment speed and wage recovery are scarce.

To further explore the intellectual structure of UI research, this study employs co-occurrence network analysis and thematic mapping alongside publication trends. Co-occurrence analysis identifies relationships among key concepts and keywords, revealing the structural foundations of global UI research, while thematic mapping positions research themes by centrality and development, highlighting core topics, emerging areas, and underexplored fields. The integration of these bibliometric tools provides a comprehensive view of global UI scholarship and sets the stage for the systematic literature review on Indonesia's JKP program.

Table 2 Distribution of UI-Related Publications by Country

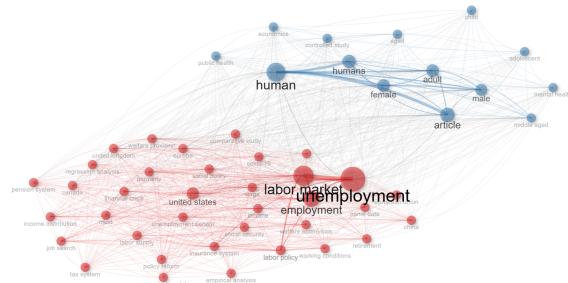
No.	Negara	Artikel	No.	Negara	Artikel
1	USA	36352	27	POLAND	694
2	GERMANY	12862	28	TURKEY	693
3	UNITED KINGDOM	10293	29	GREECE	606
4	CHINA	5084	30	INDIA	571
5	NETHERLANDS	4956	31	SOUTH AFRICA	525
6	CANADA	4813	32	SINGAPORE	467
7	ITALY	4650	33	CHILE	441
8	SPAIN	4489	34	LITHUANIA	375
9	FRANCE	4460	35	INDONESIA	348
10	AUSTRALIA	3829	36	SLOVAKIA	331
11	SWEDEN	3474	37	NEW ZEALAND	328
12	DENMARK	2760	38	SLOVENIA	317
13	BELGIUM	2695	39	COLOMBIA	315
14	SWITZERLAND	2495	40	UKRAINE	302
15	NORWAY	2058	41	SERBIA	282
16	KOREA	1502	42	MALAYSIA	271
17	FINLAND	1499	43	LUXEMBOURG	268
18	JAPAN	1255	44	ESTONIA	260
19	AUSTRIA	940	45	MEXICO	252
20	ISRAEL	896	46	ARGENTINA	251
21	CZECH REPUBLIC	857	47	HUNGARY	249
22	BRAZIL	795	48	NIGERIA	208
23	ROMANIA	757	49	GHANA	205
24	IRELAND	724	50	THAILAND	183
25	PORTUGAL	703	51	PAKISTAN	148
26	HONG KONG	702	52	SAUDI ARABIA	124

3.1.1 Co-occurrence Analysis of Global Unemployment Insurance Research (2010–2025)

This study uses keyword co-occurrence analysis of Scopus-indexed literature from 2010–2025 to examine global unemployment insurance (UI) research, revealing a cohesive, multidisciplinary field. Core clusters focus on income protection and benefit design, and labor market behavior, highlighting the balance between income security and reemployment dynamics. Additional clusters

emphasize policy implementation, governance, and crisis response, reflecting UI's role in stabilization and institutional effectiveness. Peripheral topics include developing countries, informality, and administrative constraints, showing gaps in literature. These findings highlight the need for context-specific analyses, motivating the systematic review of Indonesia's UI system.

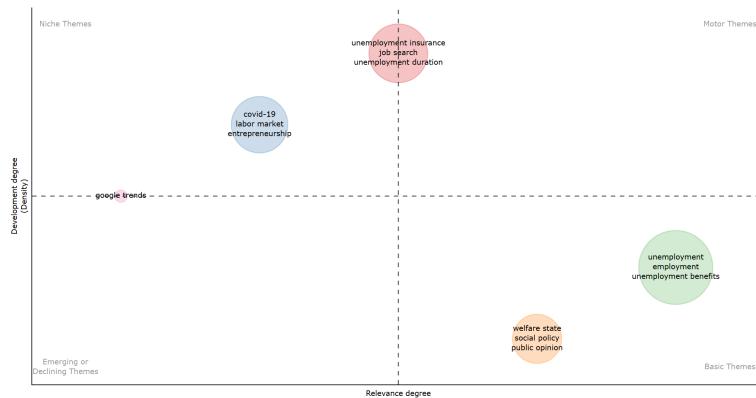
Figure 4 The Global Co-Occurrence Network Of UI-Related Research



3.1.2 Thematic Map Analysis of Global Unemployment Insurance Research (2010–2025)

Figure 5 shows the thematic map of global unemployment insurance (UI) research (2010–2025), highlighting a mature core and evolving peripheral themes. The motor quadrant focuses on UI, job search, and unemployment duration, emphasizing incentives, benefit design, and reemployment outcomes. Basic themes cover unemployment and benefits broadly, while niche themes include COVID-19 and entrepreneurship as specialized, context-specific topics. Emerging themes, such as digital trace data, remain experimental. Overall, the map reveals a strong research core but underexplored areas in governance, implementation, and developing-country contexts, supporting a focus on Indonesia.

Figure 5 Thematic Map Analysis of Global Unemployment Insurance Research (2010–2025)



3.2 Systematic Literature Review of Unemployment Insurance Research in Indonesia

The systematic literature review of seven peer-reviewed studies on unemployment insurance (UI) and Indonesia's Job Loss Insurance (JKP) identifies three key themes: employment reintegration and skills development, institutional awareness and governance, and worker vulnerability in post-crisis labor markets. Programs like Kartu Prakerja improve reemployment probabilities, especially for youth, but job-matching integration is limited, and informal or low-skilled workers face slower recovery after shocks like COVID-19 (Anggara & Auwalin, 2025; Pratomo et al., 2024; Arifin & Ananta, 2023). Psychosocial and behavioral responses, including

stress and entrepreneurship, highlight the need for policies addressing both income replacement and employability (Wolor et al., 2023). Limited public awareness and underutilization of JKP services underscore governance and communication challenges, while the program's focus on post-layoff compensation lacks preventive measures like wage subsidies (Wijayati & Sinaga, 2024; Santoso & Pati, 2024). Overall, Indonesian research is policy-relevant but methodologically limited, contrasting with global UI studies that emphasize benefit design, reemployment incentives, and labor market resilience, highlighting the need for rigorous evaluations and comparative analyses to strengthen JKP.

3.3 Integrated Discussion: Bridging Global Evidence and Indonesia's JKP Experience

The integration of global bibliometric evidence with Indonesia-focused systematic review findings reveals a structural and methodological gap in unemployment insurance (UI) research. Globally, UI studies increasingly use causal designs, administrative microdata, and policy evaluations to assess reemployment, benefit adequacy, incentives, and institutional performance, particularly in OECD countries (McCall et al., 2008; Berglund, 2018; Packard, 2019). In contrast, Indonesian research on Job Loss Insurance (JKP) remains largely descriptive, focusing on public awareness, governance challenges, and short-term behavioral responses, while activation programs like Kartu Prakerja improve employment probabilities but have limited effects on job quality and stability (Wijayati & Sinaga, 2024; Wolor et al., 2023; Anggara & Auwalin, 2025). Global evidence shows UI works best when income replacement is integrated with active labor market policies such as job matching, reskilling, and employer incentives, but in Indonesia, labor market segmentation and fragmented governance constrain JKP's impact, with formal workers reemployed faster than informal or low-skilled workers (Pratomo et al., 2024; Arifin & Ananta, 2023). The literature also highlights psychosocial effects of job loss, including stress and entrepreneurial intentions, suggesting that while JKP aligns conceptually with global UI principles, it requires stronger institutional capacity, labor market integration, and complementary support services to function as an effective stabilization instrument (Wolor et al., 2023; Wijayati & Sinaga, 2024).

4. CONCLUSION

The combined findings from global bibliometric mapping and the Indonesia-focused SLR show that Job Loss Insurance (JKP) should move beyond passive income support by integrating active labor market policies like job matching, reskilling, and employer incentives (Anggara & Auwalin, 2025). Targeted support for informal and low-skilled workers is crucial to address labor market segmentation and provide work-relevant training (Pratomo et al., 2024; Arifin & Ananta, 2023). Effective implementation also requires strong governance, digital service delivery, inter-agency coordination, and public awareness (Berglund, 2018; Wijayati & Sinaga, 2024), while counseling can help mitigate the psychosocial effects of job loss (Wolor et al., 2023). Overall, JKP aligns conceptually with global UI frameworks but remains limited by structural and governance gaps, underscoring the need for reform, data investment, and research on long-term labor market impacts.

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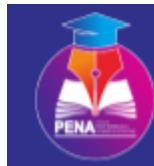
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