

## Mental Health Dynamics and Emotional Intelligence Among Generation Z: A Systematic Review and Bibliometric Analysis of Authoritative Parenting and Work Motivation

Muhammad Arif Surana<sup>1✉</sup>, Hardani Widhiastuti<sup>2</sup>, Rusmalia Dewi<sup>3</sup>

<sup>1,2,3</sup> Magister Psikologi, Universitas Semarang, Jawa Tengah, Semarang

✉ email: [arifpradana831@gmail.com](mailto:arifpradana831@gmail.com)

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### ABSTRACT

Mental health and emotional intelligence among Generation Z have become critical issues amid social pressures, digital transformation, and the increasingly complex demands of the workplace. This study aims to systematically examine the relationship between mental health, emotional intelligence, authoritative parenting, and work motivation, as well as to map the development and academic structure of this topic. The research subjects consisted of scientific articles obtained from the Scopus database through a keyword-based systematic search using specific inclusion criteria, resulting in 115 relevant articles for analysis. This study employs a qualitative approach through a systematic literature review combined with bibliometric analysis. Data were collected through the identification, screening, and selection of articles based on the PRISMA procedure, then analyzed using content analysis techniques and visualized with Vosviewer software to map networks, clusters, and relationships between concepts. The results indicate a significant increase in publications related to mental health and emotional intelligence among Generation Z, with a dominant focus on issues of anxiety, depression, burnout, and emotional regulation. However, the variables of authoritative parenting and work motivation remain underrepresented in the existing research framework. In conclusion, this study confirms the existence of a conceptual gap that opens opportunities for the development of an integrative model linking family factors, emotional competence, and Generation Z's work readiness. The implications of this study provide theoretical contributions to the development of psychological and educational research, as well as practical contributions to the formulation of educational strategies, parenting approaches, and policies for improving the mental health of the younger generation.

**Keywords:** *emotional intelligence; generation z; mental health; motivation; parenting style*

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## INTRODUCTION

Mental health and emotional intelligence among Generation Z have become strategic issues in the contemporary social landscape, particularly amid the accelerating pace of digital transformation, social pressures, and increasingly complex workplace dynamics. According to Roni (2025); Budiman et al. (2025); Tita Ramadhani Syahwa et al. (2025), Generation Z, which is growing up in a hyper-connected environment, faces high exposure to psychological stress, career uncertainty, and intense demands for emotional adaptation. In this context, mental health is no longer merely an individual

issue but has become an indicator of human resource quality and the sustainability of socioeconomic productivity (Bhutia, 2024). According to Hamulić et al. (2024); Singh et al. (2026), emotional intelligence acts as a protective factor that enables individuals to manage stress, build healthy social relationships, and enhance work motivation. Furthermore, according to Samsidar (2025) in her study titled *The Role of Parenting Patterns in Children's Emotional Development*, parenting styles particularly authoritative parenting are key variables influencing the development of emotional regulation and psychological readiness among Generation Z in facing modern life's challenges.

Several recent studies demonstrate a significant association between mental health, emotional intelligence, parenting styles, and work motivation among Generation Z. Harefa et al. (2025) emphasize that the rise in anxiety and depression among Generation Z correlates with intensive digital media use. Another study by Çubukçu et al. (2025) found that emotional intelligence plays a mediating role in the relationship between psychological stress and work performance among young workers. Meanwhile, Ashwini B.P. (2024) revealed that authoritative parenting positively contributes to the development of emotional regulation and psychological resilience. Research by Widhiastuti, H., & Sugiarti, L. R. (2023) also indicates that individuals with an authoritative parenting background tend to have higher intrinsic work motivation. Furthermore, a bibliometric study by Neha Dubey & Ashutosh Pandey (2025) identified an increasing trend in publications related to mental health and emotional intelligence; however, these remain limited to partial analyses without the simultaneous integration of parenting style and work motivation variables. These findings indicate the existence of a complex multidimensional relationship, yet it has not been comprehensively mapped within a single integrated analytical framework.

Although previous studies have made significant contributions to understanding each variable separately, there is a clear research gap. First, there remains a scarcity of research integrating the four key constructs mental health, emotional intelligence, authoritative parenting, and work motivation within a single systematic, evidence-based framework. Second, the systematic literature review (SLR) approach combined with bibliometric analysis using Vosviewer is still rarely employed to map knowledge structures, research trends, and conceptual relationships among variables in a visual and quantitative manner. Third, most previous studies have been partial empirical studies and have not provided a comprehensive synthesis based on large-scale scholarly data. Therefore, this study offers novelty through the integration of the SLR approach with Vosviewer-based bibliometric analysis of scientific articles sourced from reputable databases, thereby enabling a more systematic, objective, and measurable mapping of research developments in this topic.

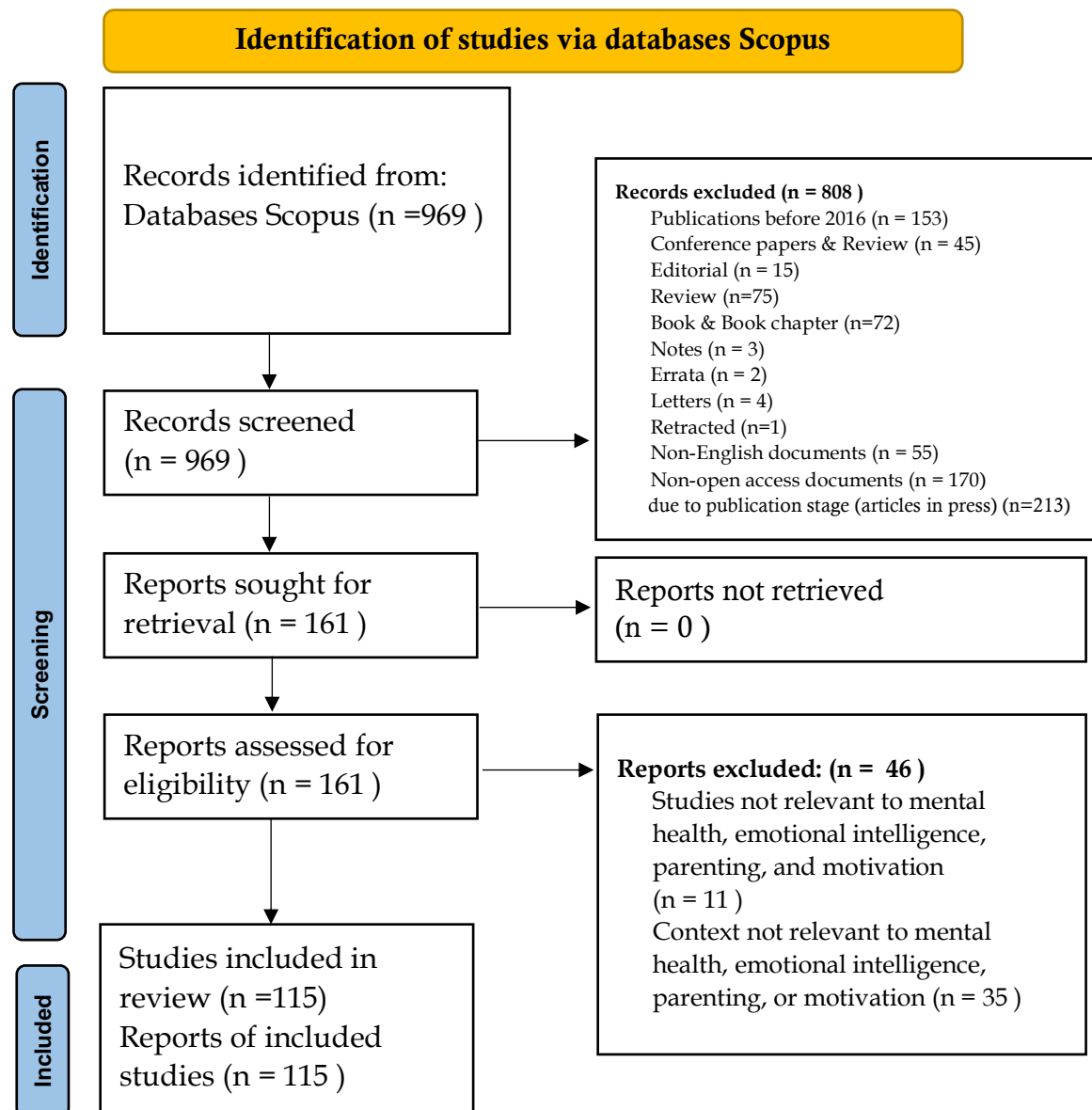
This study aims to systematically examine the dynamics of the relationship between mental health, emotional intelligence, authoritative parenting, and work motivation among Generation Z, while mapping research trends, clusters, and intellectual structures through bibliometric analysis. The research questions posed are: what are the developments, patterns of interrelationships, and global research directions

regarding this topic? The methods used include qualitative content analysis with a systematic literature review (SLR) approach, as well as bibliometric analysis using the Vosviewer software. This study is expected to provide theoretical contributions by enriching the cross-variable conceptual framework in psychology and education, as well as practical contributions to the development of educational strategies, parenting styles, and policies to strengthen Generation Z's mental health and work readiness in the digital era.

## **METHOD**

This study employs a qualitative approach using a systematic literature review (SLR) design combined with bibliometric analysis. This approach was chosen because it provides a comprehensive, systematic, and evidence-based synthesis of knowledge regarding various previous research findings relevant to the topics of mental health, emotional intelligence, authoritative parenting, and work motivation among Generation Z. SLR allows researchers to identify patterns, inconsistencies, and the direction of research development more objectively than conventional literature reviews. Additionally, integration with bibliometric analysis offers the added advantage of mapping intellectual structures and relationships between concepts quantitatively and visually, thereby yielding a deeper understanding of the scientific dynamics within the field under study (Alamsyah et al., 2025).

This study followed the Preferred Reporting Items for Systematic Reviews and Meta-Analyses (PRISMA) guidelines, which consist of four main stages: identification, screening, eligibility, and inclusion. In the identification stage, articles were retrieved from the Scopus database using a combination of relevant keywords with the aid of Boolean operators to systematically expand and narrow the search. The initial search results were then compiled, and duplicates were removed. The next stage involved screening based on titles and abstracts to assess initial alignment with the study's focus. Articles that passed this stage then proceeded to the eligibility stage through a full-text review to ensure substantive relevance, variable suitability, and methodological quality. The final stage is inclusion, which involves selecting articles that meet all criteria for further analysis. The complete flow of the article selection process is presented in the following PRISMA diagram:



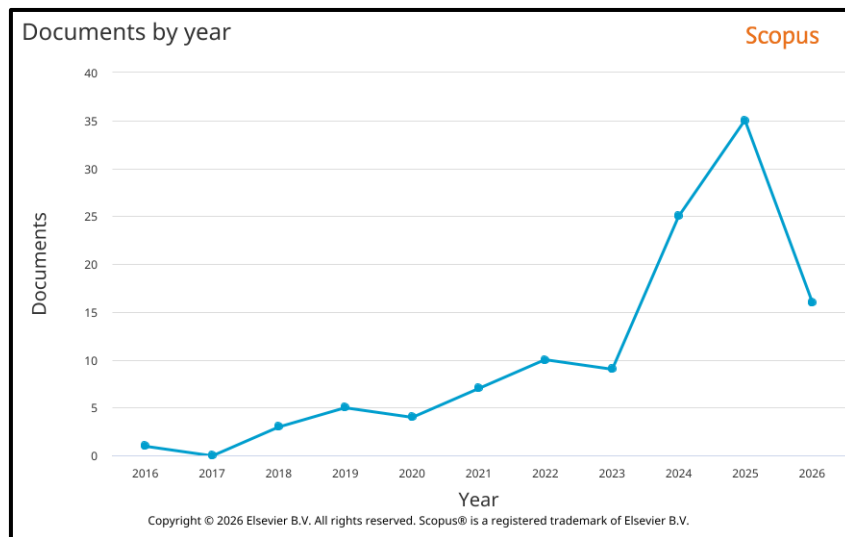
**Bagan 1.** Flowchart for article selection based on the PRISMA procedure

Data analysis in this study was conducted using two complementary approaches: qualitative content analysis and bibliometric analysis. Content analysis was used to identify key themes, patterns of relationships among variables, and conceptual trends in the research findings. This process involved data reduction, categorization, and interpretation to produce a meaningful synthesis. Furthermore, bibliometric analysis was conducted using the Vosviewer application to map topic clustering, networks of relationships between keywords (co-occurrence), correlations between concepts, and intellectual connections between studies through network visualization, overlays, and density. The analyzed data consists of metadata from selected articles, which were exported from the database and processed in Vosviewer to produce visual representations that illustrate the structure and trends of research development in a more systematic and measurable manner.

## FINDINGS AND DISCUSSION

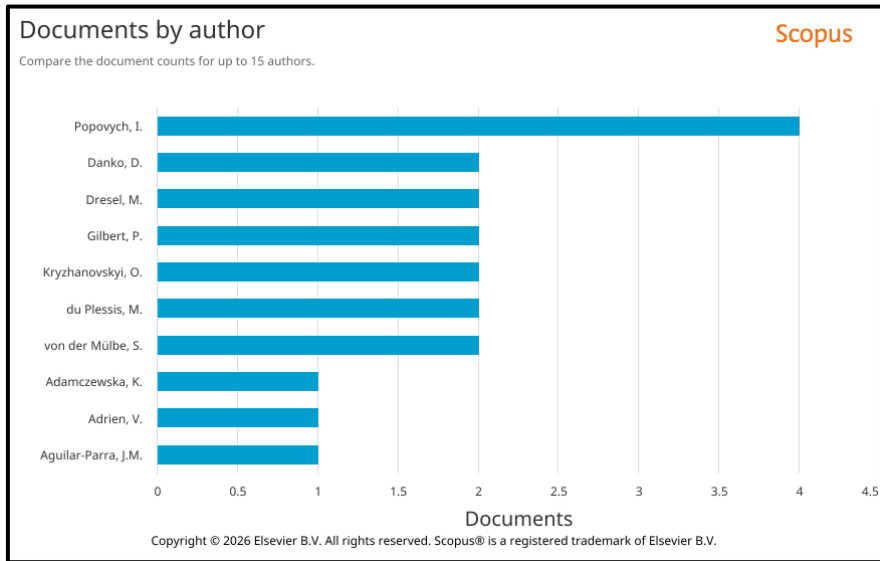
### A. Findings

This study presents a bibliometric analysis to map the development of the literature related to mental health, emotional intelligence, authoritative parenting, and work motivation among Generation Z. Data extracted from the Scopus database was visualized to reveal publication trends, geographic distribution, author productivity, and the intellectual structure of key concepts. Interestingly, the indexed literature corpus reveals a strong overlap between individual psychological dimensions (mental health and emotional intelligence) and organizational behavioral constructs. This indicates that the discourse on Generation Z has shifted from a purely psychological realm toward an understanding of its impact within an organizational context, particularly regarding job satisfaction, organizational citizenship behavior, and social support.



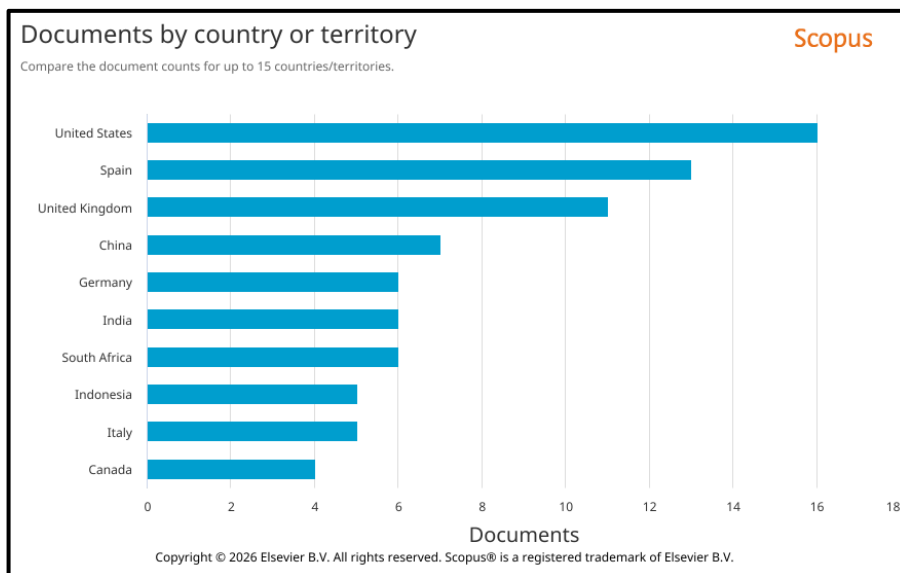
**Gambar 1.** Trends in research publications on mental health, emotional intelligence, and work motivation among Generation Z in the Scopus database (2016–2026)

A temporal analysis of publication volume reveals a significant growth trend. As shown in Figure 1, the number of documents at the beginning of the period was very limited (approximately 1 document in 2016 and none in 2017). However, this trend began to increase gradually from 2018 to 2023, before experiencing a sharp surge in 2024 (approximately 25 documents) and reaching its peak in 2025 (approximately 35 documents). The decline observed in 2026 (approximately 16 documents) likely reflects current-year data that has not yet been fully indexed. This exponential growth confirms that issues regarding Generation Z's psychological readiness and work motivation are becoming increasingly relevant and are garnering significant academic attention.



**Gambar 2.** Distribution of publications by author (Scopus)

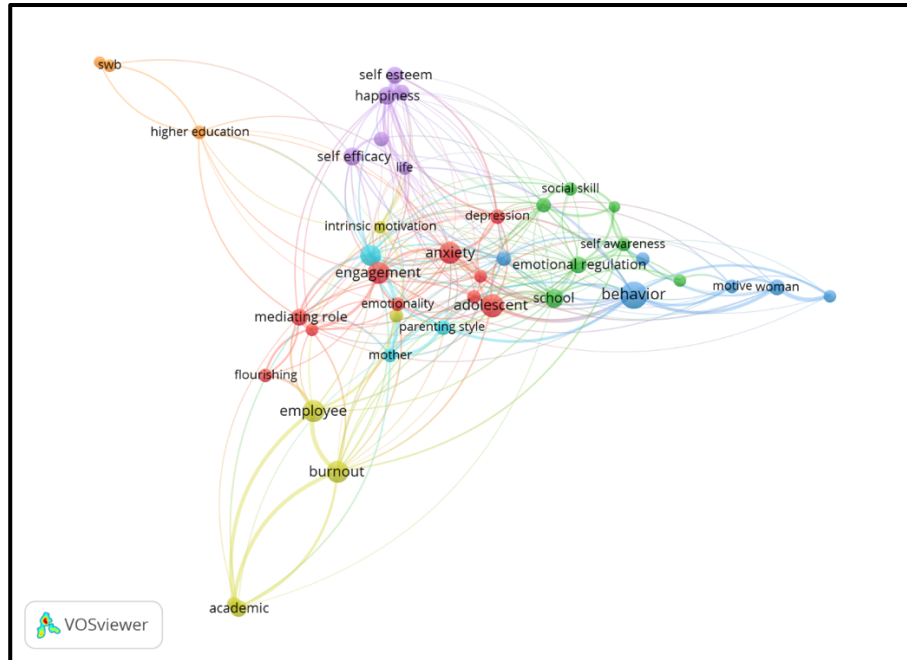
An analysis of author productivity (Figure 2) shows that this scientific landscape is not centrally dominated by a handful of individuals. Popovych, I. is listed as the most productive author with 4 publications, followed by a group of authors with 2 publications each (such as Danko, D., Dresel, M., and Gilbert, P.), while other authors contributed 1 publication. This distribution pattern suggests that research on this topic is interdisciplinary and involves many researchers from diverse backgrounds, reflecting a collaborative stage of development in the field.



**Gambar 3.** Publication trends by country or region (Scopus)

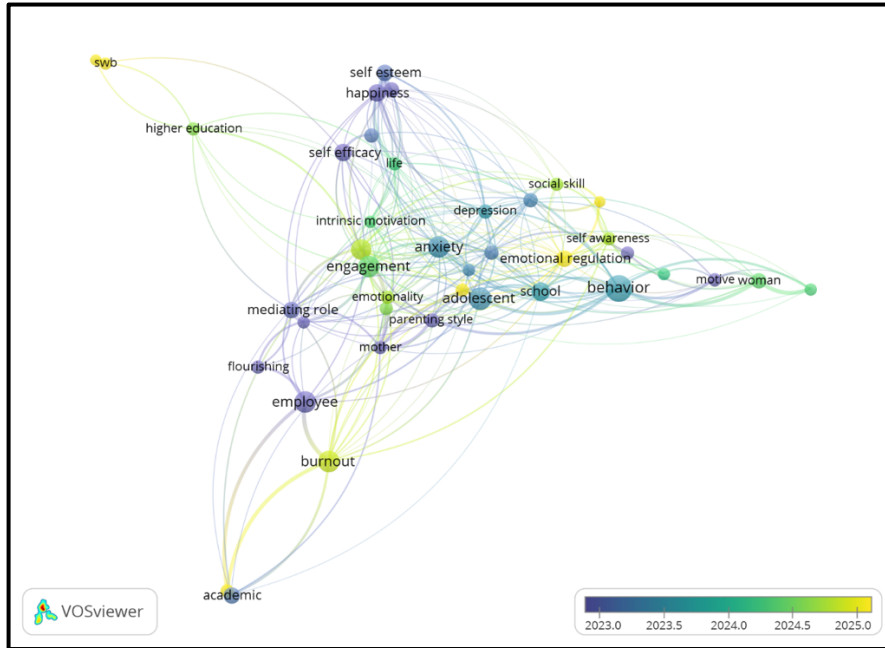
Geographically, the distribution of the literature (Figure 3) shows a dominance of institutions from developed countries, with the United States as the largest contributor (approximately 16 documents), followed by Spain (13 documents) and the United Kingdom (11 documents). Nevertheless, contributions from developing countries such

as China (7 documents), India (6 documents), South Africa (6 documents), and Indonesia (5 documents) indicate that this issue is also being addressed globally. The presence of these countries highlights the urgency of cross-cultural understanding regarding the psychological dynamics of young workers.



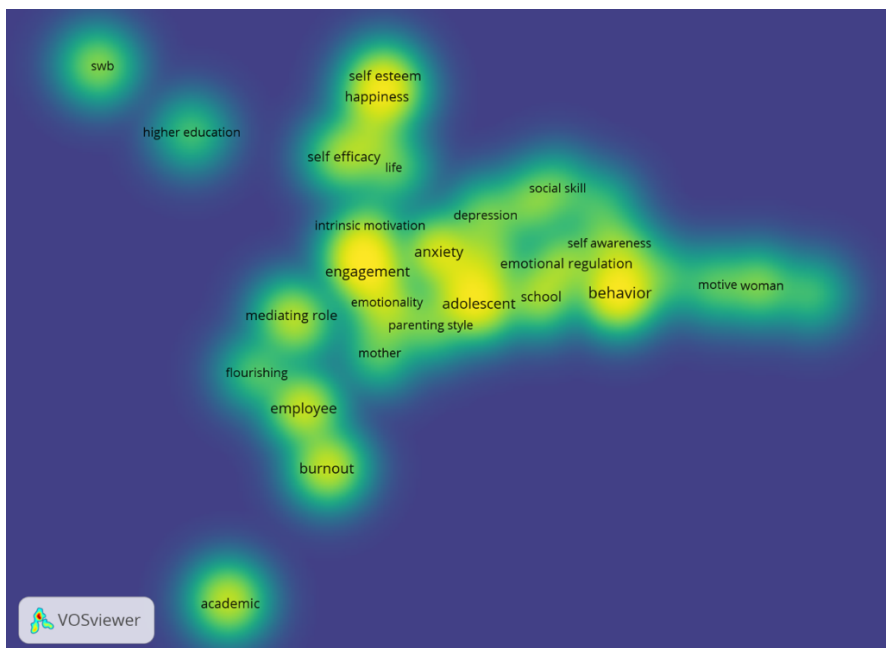
**Gambar 4.** Network visualization of research keyword co-occurrences

Mapping keyword co-occurrences using network visualization reveals the conceptual structure of the existing literature. In Figure 4, the dominant keywords identified include anxiety, adolescent, behavior, burnout, self-esteem, self-efficacy, happiness, engagement, employee, academic, school, emotional regulation, social skills, parenting style, intrinsic motivation, flourishing, and depression. Several main clusters have formed: (a) the positive psychological well-being cluster (including self-esteem, self-efficacy, and happiness); (b) the adolescent school emotional regulation cluster (covering adolescent, school, behavior, and emotional regulation); and (c) the work/academic domain cluster, which is strongly linked to issues of burnout and engagement.



**Gambar 5.** Overlay visualization of research topic development

The evolution of themes over time is visualized using an overlay visualization in Figure 5. This analysis reveals a gradual shift in topic trends from 2023 to 2025. The initial themes that emerged tended to focus on academic and subjective well-being (SWB). Meanwhile, more recent themes have shifted toward behavior, emotional regulation, social skills, burnout, and engagement. This explains a shift in the focus of research from general well-being themes toward specific emotional competencies and more practical adaptation challenges in social and work environments.



**Gambar 6.** Density visualization research hotspot

The density of research focus is visualized in the density visualization (Figure 6). Based on this map, current research hotspots are highly concentrated on anxiety, adolescents, behavior, burnout, self-esteem, self-efficacy, school, and emotional regulation. Interestingly, the variables of parenting style and intrinsic motivation appear in the literature network but have not yet become dominant hotspots. This situation explicitly highlights a gap or void in the literature regarding the integration of authoritative parenting and work motivation within the discourse on Generation Z's mental health and emotional intelligence.

## B. Discussion

A critical synthesis of bibliometric findings indicates that research on Generation Z's mental health and emotional intelligence has expanded rapidly, with a relevant shift in focus toward current challenges. The dominance of mental health themes (manifested in anxiety and burnout) and emotional regulation indicates a high level of academic concern regarding the psychological vulnerabilities faced by young workers and adolescents. These findings align with the arguments of Harefa et al. (2025), who highlight the correlation between anxiety and the dynamics of the digital environment. Furthermore, the concentration of research on emotional regulation also supports the views of Hamulić et al. (2024) and Çubukçu et al. (2025), who position emotional intelligence as an essential mediator in coping with psychological stress and maintaining performance or engagement.

However, the density visualization map reveals that although parenting style and intrinsic motivation have begun to be studied, neither has yet taken a central position within the existing academic framework. Literature such as the studies by Ashwini B.P. (2024) and Samsidar (2025) has indicated the important role of authoritative parenting in the emotional development of children and adolescents, while Rivers et al. (2012) also emphasize its link to intrinsic motivation. However, based on trends captured from the VOSviewer visualization, the direct interconnections between authoritative parenting, work motivation, and their impact on Generation Z's mental resilience in a career context remain rarely explored holistically. This affirms the observation by Neha Dubey & Ashutosh Pandey (2025) regarding studies on emotional intelligence that remain partial in nature.

In terms of novelty, this study makes a significant contribution by highlighting the integration of four constructs mental health, emotional intelligence, authoritative parenting, and work motivation into a single literature map, a field that remains largely underdeveloped. Empirical studies that combine these variables into a comprehensive model hold great potential to fill the identified knowledge gaps, bridging the gap between pure psychological discourse and applied behavioral studies in Generation Z career management.

This study has several limitations that need to be considered. First, data extraction was entirely sourced from the Scopus database, so high-quality publications indexed in other databases may not be included. Second, the results are highly dependent on the specific keywords used in the search. Third, bibliometric visualization (co-occurrence)

only statistically represents the relationship of concept occurrence in the literature and does not automatically explain the direction of causal relationships between variables. Therefore, further empirical research using both quantitative and qualitative approaches is highly recommended to directly test this proposed conceptual framework.

## CONCLUSION

This study confirms that the dynamics of mental health and emotional intelligence among Generation Z are multidimensional phenomena influenced by complex interactions between psychological, social, and environmental factors. The results of the analysis indicate that mental health, as reflected in issues such as anxiety, depression, and burnout, is a dominant focus in the literature, while emotional intelligence serves as a crucial adaptive mechanism for managing psychological stress and enhancing individual engagement in both academic and professional contexts.

Furthermore, this study reveals that although authoritative parenting and work motivation have been identified as relevant variables in shaping Generation Z's emotional capacity and work readiness, neither has been strongly integrated into the core framework of scientific research. These findings indicate a significant conceptual gap, where the relationship between parenting styles, emotional intelligence, and work motivation within the framework of mental health has yet to be comprehensively explored.

The main contribution of this study lies in the integration of a systematic literature review approach with bibliometric analysis to map the structure of the field in a more systematic and data-driven manner. Theoretically, this study reinforces the importance of an interdisciplinary approach in understanding the psychological development of Generation Z. Practically, the findings of this study have implications for the development of educational strategies, parenting approaches, and policies aimed at strengthening the mental health and work readiness of young people in the digital age.

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