Bibliometric Analysis of Ethical Leadership using Scopus Database

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Abstract

Ethical Leadership as a concept has been much in the discussion today. It's a style that affects the performance of the firm. As ethical leadership concept is much prevalent in today's organization so to confirm the various types of studies conducted in this area bibliometric analysis has been done. The bibliometric analysis presents the quantitative specification of data and it presents in detail the analysis related to the concept. The study mainly objects to explore concepts ethically related to leadership. The study entails descriptive design and the data has been collected from the Scopus database. Scopus has a large database and for analyzing the data VOS viewer has been used. Ethical leadership has both practical and social implications as it helps in improving the performance of the employees and organization. What are Ethical Leadership definitions, comprehensive review, co-authorship, concurrence, applications, interest, and preferred journals that have been presented in the paper? What are Ethical Leadership definitions, comprehensive review, co-authorship, concurrence, applications, interest, and preferred journals that have been presented in the paper? The analysis part leads with the directions for future research.

Keywords: Ethical Leadership, bibliometric analysis, Scopus, Index

1. Introduction

Leadership is a crucial thing in controlling a company successfully. Why it's far crucial? Simply as it regulates the conduct of the firm. Many extraordinary leaders controlled their groups honestly with the aid of using having a better issue for humans or thru better issues for production. Executives or company heads, sell and create wellness for employees by developing the motivation, awareness, and willpower of their subordinates. Leadership practices stay a crucial element inside the company for decades (Khuwaja 2020) (Adnan et al., 2020) writes that ethical leadership influences positively employee engagement and workplace spirituality. So the fundamental motive of management is to make their fans satisfied. Herzberg in his idea of motivation mentions that elements are triumphing inside the company they may be the hygiene elements in addition to the motivators. He mentions that a frontrunner ought to consciousness greater on motivators to motivate the followers. Ethics and Ethical leadership is part of Socialisation and moral chief which guarantees a win-win state of affairs which allows in improving personnel feelings. ((Ruiz-Palomino et al., 2013) Ethical management in the context of organizational change is a frontrunner, if a leader isn't moral then he creates a bad worker attitude. (Sharif &Scandura, 2014). Ethical leadership affects

the organizational agreement with personnel, which in flip improves their engagement in the workplace (Ilyas et al., 2020). Major results like a leader's effectiveness depend upon the follower's pride and willpower. Leaders' commitment and their willingness to solve the problems and to control the followers are the most important issue of Ethical management(Brown and Trevino 2005). The major benefit of ethical leadership is that it influences the motivation of individuals as well as helps in improving the organization's efficiency. (Ahanchian et al., n.d.) . Ethical leaders ought to affect personnel's fantastic and bad conduct due to the fact personnel will view their relationships with moral leaders in phrases of social exchange. Ethical management is related to numerous fantastic follower attitudes. Ethical management ought to enchantment to students with various motivations and interests(Brown &Treviño, 2006). It became observed that the leaders as moral leaders use social-orientated values, departmental-centered values, and relational values of their departments. Hence, private values have an effect on paintings values and therefore moral management practices. These findings display that the individual values of leaders are very crucial and leaders play an important role in creating a positive workplace and improves the prevailing conditions and management practices. (Bhana&Suknunan, 2019). How can leadership practices be enhanced in organizations it is through creating an individual employee value and work conditions value. (Waheed et al 2015) A quasi-utilitarian technique with the aid of using (Yukl et al., 2013) described moral behaviors as benefitting and now no longer doing damage to others. According to Brown et al. (2005), moral management is "normatively suitable behavior" and subsequently in a norm-primarily based way too. Ethical management in the direction of extra theoretical improvements in addition to higher schooling and improvement for exercise leaders became subsequently evolved for destiny studies. (Banks et al., 2020). Ethical management is associated definitely with severe follower results including perceptions of chief interactional equity and follower moral conduct. Furthermore, we discover how moral management pertains to and isn't like different management patterns including transformational and transactional

management. Results endorse that moral management is related to transformational management and the contingent praise size of transactional management. (Bedi et al., 2016). The idea of 'Moral Recovery' is a shape of sensible moral management. (Cullen, 2020) defines moral management right here because of the demonstration of normatively suitable behavior thru private moves and interpersonal relationships, and the promoting of such behavior to fans thru -manner communication, reinforcement, and decision-making. Haque and Yamoah opine that ethical leadership is very effective in managing occupational stress. It generates innovative behavior amongst employees. A.G. et al writes that ethical leadership act as a predictor for followers readiness and happiness

2. Literature Review

Leadership Styles have gained importance for two decades. Many studies have been conducted on ethical leadership and organizational performance. To manage an organization any single leadership style is not effective. Leadership style depends upon the situations prevailing in the organizations. (Bass,1990). Rajagopalan 2009 wrote that leadership styles varies from one situation to the other at some situations it can be freestyle or at other situation, it can be authoritative or so on. According to Dian M 2012, there are various theories of ethical leadership. Brown et al write that ethical leadership has social connections in developing relationships with employees. Based on the theory of social learning theory ethical leadership influences the employees. Ethical Leadership is an idea that's greater wide in the context in comparison to different management patterns. According to Ashfaq et al 2021 mentions for employee engagement within an organization ethical leadership has significance. Qabool et al 2021 also write that ethical leadership leads to an effective workplace and the development of an effective climate inside the organization. According to Wood B.P. et al also support the view that ethical leadership impacts employee green behavior. According to D.B.Strydom 2021also writes that ethical leadership influences employee behavior

3. Methodology

In the present Bibliometric analysis, both statistical and network analysis has been done. In the present study, statistical analysis has been done with the data extracted from the

Scopus database by analyzing the results. For network analysis, VOS viewer has been used to find the Co-Authorship Analysis, Co-Occurrence Analysis, and Bibliographic coupling. For interpreting and analyzing the data bibliometric evaluation has been used. (khudzari etal2018). Bibliometric evaluation is a mechanistic technique to recognize the worldwide studies tendencies in a selected location primarily based totally on the outputs of the instructional literature database. Bibliometric analysis differentiates the paper review in a manner that comprehensively describes the progress made in the area of research Bengoa et al 2020. The paper describes the studies done on ethical leadership. What are the various journals and what has been the growth of study in the area of ethical leadership? The analysis also presents the popular authors who have contributed to this field and what are the various collaborations been done. Scopus is the biggest summary and collection database of all peer-reviewed papers published in journals, conference proceedings, and books. Delivering a complete evaluation of the global's studies output withinside the fields of science, technology, remedy, social sciences, and humanities and humanities, Scopus functions clever equipment to track, examine and visualize studies. (Khuwaja et al., 2020) Being the biggest curated summary and quotation database of studies literature withinside the global today, Scotten et al 2017 It has been observed that the studies on ethical leadership have been few, it's far very essential to offer a clean framework and instructions on ethical leadership. Much has been stated approximately it however only a few systematic have a look at has been achieved so rigorous and systematic studies on moral management are needed (Brown et al 2005). To this aim, a scientific evaluation of the applicable frame of information on moral management has been conducted, guided with the aid of using essential studies questions:

Objectives of the Study

1. To understand the primarily associated principles on Ethical Leadership and its improvement over time.

2. To know what type of study has been conducted on ethical leadership in various fields.

To meet the following objectives the data has been extracted from the Scopus database from 1987 to 2021. To get a comprehensive output various search has been done

TITLE-ABS-KEY ("ethical leadership") AND (LIMIT-TO (SUBJAREA , "BUSI") OR LIMIT-TO (SUBJAREA , "SOCI") OR LIMIT-TO (SUBJAREA , "ARTS") OR LIMIT-TO (SUBJAREA , "ECON") OR LIMIT-TO (SUBJAREA , "PSYC")) AND (EXCLUDE (PUBYEAR , 1997) OR EXCLUDE (PUBYEAR , 1996) OR EXCLUDE (PUBYEAR , 1995) OR EXCLUDE (PUBYEAR , 1991) OR EXCLUDE (PUBYEAR , 1988) OR EXCLUDE (PUBYEAR , 1987)) AND (LIMIT-TO (LANGUAGE , "English")) AND (LIMIT-TO (SRCTYPE , "j") OR LIMIT-TO (SRCTYPE , "p"))

From 1987 to 1997 there were only 16 papers. This reveals that very little research was done in the field of ethical leadership but later onwards in the coming years the importance increased. In this period the studies conducted focused on the concept of leadership. Perreault G. 1997 focused on how ethical leadership plays an important role in taking decisions in the organization. According to Knapp J.C. and Olson S. 1996, ethical values play an important role in moulding ethical leadership. Ethical leadership is based on individual characteristics, if a leader is an ethical leader then it has an impact on the organization Jones Jr, H.B. 1995. One study has couched that ethical leadership is the foundation for future organizations. And it is very much needed today Kraemer, A.M.1995. So the studies on ethical leadership focused mainly on its importance.

In general, there had been 1512 record results. For the appropriate findings the subject of Physics and Autonomy, Immunology and Microbiology, Dentistry, Chemical Engineering Agricultural, and Biological Sciences, Pharmacology, Toxicology and Pharmaceutics, Earth and Planetary Sciences, Multidisciplinary, Mathematics, Health Professions, Energy Engineering, Computer Science, Environmental Science, Decision Sciences, Nursing, and Medicine have been excluded for the bibliometric evaluation. The total number of studies analysed has been 1333. Bibliometric metrics were used for analysing the data year-wise, author, citations, cite score, and subject areas.

4. Findings

4.1 Documents By Year

From the data available on a year wise there were1512 research articles which was published from 1974 to 2021. Related to the area the oldest paper dates back to 1974, and until 1997 there were 16 publications. It was from 2004, there is evidence of increase in the number of publications on ethical leadership. After 2004 there was growth in the number of publications After it number of published articles increased as given in Table 1 and represented in Figures 1. Figure 1 represents the Annual publication and Figure 1 shows the year wise growth in publications. Therefore, the annual publication is expected to increase further.

Table 1: Annual and Cumulative Publications on Ethical Leadership

Year	Total no. of publications
1998	3
1999	1
2000	4
2001	9
2002	5
2003	5
2004	11
2005	12
2006	17
2007	12
2008	23
2009	33
2010	43
2011	53
2012	56
2013	67
2014	87
2015	78
2016	100
2017	119
2018	131
2019	151
2020	162
2021	147

4.2 Documents per year by Source

As per the documents by year source there were 199 documents in Journal of Business ethics, 35 documents in Leadership quarterly 30 documents in Leadership and Organization Development, 24 documents in Frontiers in Psychology and the other journal are Public Integrity, Business Ethics Quarterly Roeper Review, leadership and Sustainability .

Table 2: Documents per year by Source

SOURCE TITLE	No of Documents
Journal Of Business Ethics	199
Leadership Quarterly	35
Leadership And Organization Development Journal	30
Frontiers In Psychology	24

Public Integrity	18
Business Ethics Quarterly	17
Roeper Review	17
Leadership	16
Sustainability Switzerland	16
Personnel Review	15

4.3 Documents by Author

The most popular author in this field is Brown M.E. who has written 15 papers and L.K. Trevino he has also written 15 papers. The other top ten authors are Den Hartog, D.M. Mayer, C Caldwell, R.L. Greenbaum, Stouten J, Hassan S, Ruiz Palomino and Walumbwa.

Table3: Documents per year by Source

AUTHOR NAME	No of Documents
Brown, M.E.	15
Trevino, L.K.	15
Den Hartog, D.N.	11
Mayer, D.M.	11
Caldwell, C.	10
Greenbaum, R.L.	10
Stouten, J.	10
Hassan, S.	8
Ruiz-Palomino, P.	8
Walumbwa, F.O.	8

4.4 Documents by Affiliation

Table4: Documents by Affiliation

AFFILIATION	No of Documents
Pennsylvania State University	22
Zhejiang University	19
Universiteit van Amsterdam	17
Renmin University of China	15
Rotterdam School of Management, Erasmus University	15
University of South Africa	14
Hong Kong Polytechnic University	14
University of Michigan, Ann Arbor	14
Wuhan University	14
Erasmus Universiteit Rotterdam	13

4.5 Documents by Country

Table5: Documents by Country

COUNTRY/TERRITORY	
United States	451
China	171
United Kingdom	111
Australia	98

Canada	79
Netherlands	63
Pakistan	55
South Africa	50
Turkey	46
Germany	44

Journals for Ethical leadership

Table6: Documents by Subject Area

SUBJECT AREA	No of Docs
Business, Management and Accounting	901
Social Sciences	730
Arts and Humanities	361
Economics, Econometrics and Finance	356
Psychology	266
Decision Sciences	53
Medicine	31
Environmental Science	29
Energy	22
Nursing	19

In the present paper, the domains which have been majorly found are in the domain of business management and accounting. There were 901 articles. In the field of social sciences, 730 articles were found. In Arts and humanities, there are 361 articles. In economics and econometrics, there are 356 articles and in the fifth rank is for Psychology. The total number of articles published was 266.

Table 7: List of top 10 Journals on Ethical Leadership

	Journal	TP (%)	TC	Cite Score 2020	Times Cited	Publisher
1	Journal of Business Ethics	512	45832	9	44	Springer
2	Leadership Quarterly	69	2421	13.2	110	Elsevier
3	Leadership and Organisational Development Journal	74	1122	4.1	48	Emerald
4	Frontiers in Psychology	3793	38421	3.5	1969	Frontiers Media SA
6	Public Integrity	64	214	1.3	10	Taylor & Francis
7	Roeper Review	31	185	2.2	8	Taylor & Francis
8	Leadership	41	472	3.2	36	SAGE
9	Journal of Leadership and Organisational Studies	25	604	4.8	25	SAGE
10	Personal Review	148	1654	3.8	12	Emerald

If we look the most popular journals then they are mostly the journal of springer,followed by Elsevier, Emerald, Frontier Media SA, and Cambridge University Press. This is the total top 5 publishers. Journal of Business Ethics (201 documents and is the reputed journal. Leadership Quarterly (35 articles), Leadership and Organization Development Journal (29 articles) Frontiers in Psychology (21 articles), and Business Ethics Quarterly (17 articles). In the list of popular and preferred journals 2 journals cite score is above 5.Leadership Quarterly (13.2) and Public Integrity (1.3). While ranked 10th in Scopus with 15 papers, Journal of Leadership and organizational studies total citation and Cite Score compared to other journals is comparatively significant.

Table 8: List of Top 10 authors with total citations and total Publications

S.No.	Author	Scopus Author ID	Year of First Publication	TP	H-index	TC	Current Affiliation	Country
1	Brown Michael E.	55722053100	2000	26	19	3925	Black School of Business	Erie, US
2	Trevino, L.K.	7003822350	1987	97	63	21091	Penn State Smeal College of Business	University Park, United States
3	Den Hartog, D.N.	7003371440	1996	94	45	8669	Universiteit van Amsterdam	Amsterdam, Netherlands
4	Mayer, D.M.	12244755900	2003	57	34	6057	University of Michigan	Ann Arbor, United States
5	Caldwell, C.	7102274536	2002	95	21	1226	American University in the Emirates	Dubai, United Arab Emirates
6	Greenbaum, R.L.	24343584000	2008	38	18	2619	Rutgers University	Springfield, United States
7	Shek, D.T.L.	7005710405	1983	983	60	14891	Hong Kong Polytechnic University	Kowloon, Hong Kong
8	Stouten, J.	13907268100	2003	51	19	1022	KU Leuven	3000 Leuven, Belgium
9	Hassan, S.	23667382100	2002	37	14	707	The Ohio State University	Columbus, United States
10	Ruiz-Palomino, P.	37064936900	2011	41	13	521	Universidad de Castilla-La Mancha	Ciudad Real, Spain
11	Walumbwa, F.O.	6507285069	1999	89	44	10672	Florida International University	Miami, United States

12	Babalola, M.T.	56392886400	2016	19	9	228	United Arab Emirates University	Al Ain, United Arab Emirates
13	Hannah, S.T.	16309747700	2007	63	31	3263	Wake Forest University	Winston Salem, United States
14	Kalshoven, K.	36625705900	2011	12	10	817	Amsterdam Center for Integrity and Leadership	Amsterdam, Netherlands
15	Kuenzi, M.	24338331700	2007	17	9	2013	Southern Methodist University	Dallas, United States

5. Network analysis has been done to find out the co-occurrence and co authorship of data for keywords, countries and authors. From the

figure1 given below the top most countries involved in the research of ethical leadership are presented.

5.1 Leading Countries

Fig. 1. The top 20 most countries in Ethical Leadership publications

The above figure 3 reveals the world's top 20 most successful countries leading to the growth of the research activity of Ethical Leadership. U.S and China contributed about 50 percent of the global publications, suggesting that these two countries play a key role in the advancement of Ethical leadership. Inresearch, the United States was the leading country with 449 documents and China was ranked as the second most productive country which contributed 164 documents. While Macao's total publications are 16 and therefore slightly lower than that France's total publication which is 18, so a direct comparison could be a bias among the twenty countries.

5.2 Bibliometric analysis of co-authorship and countries is given below.
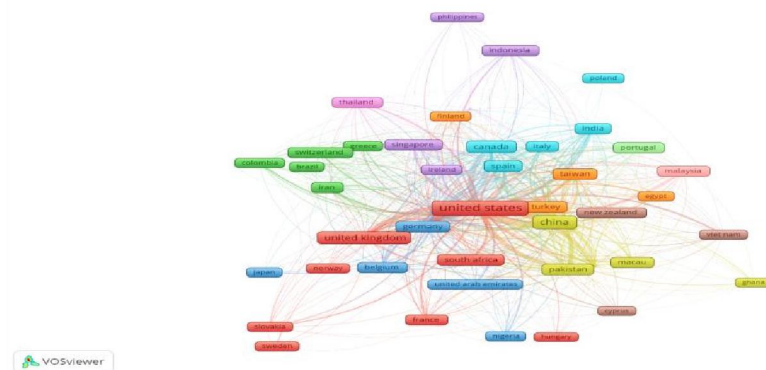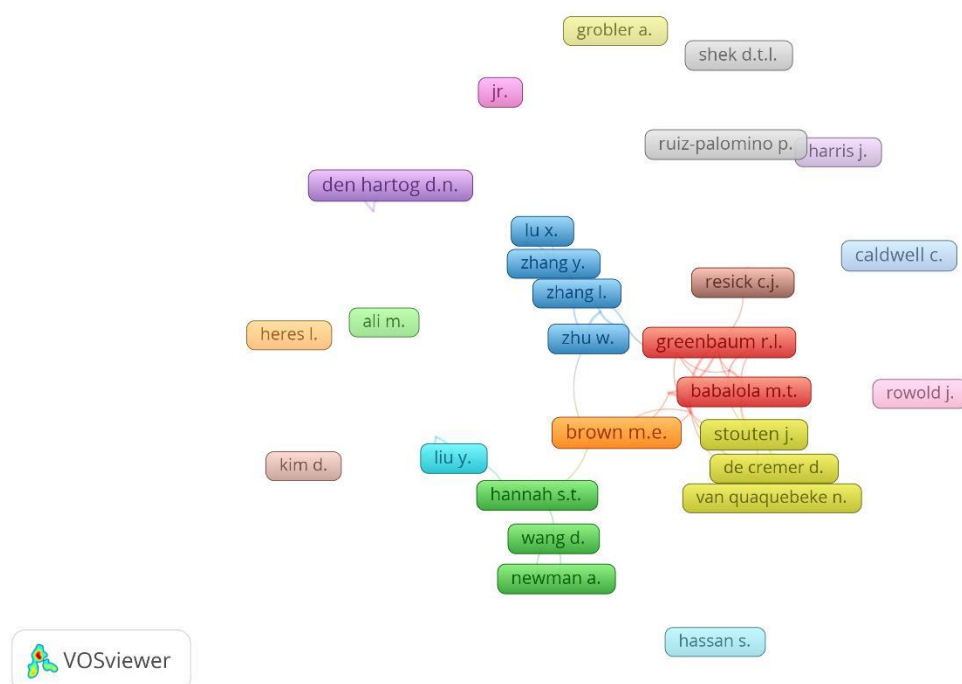

Fig: 2 A screenshot of the bibliometric map created based on all co-authorship and countries with overlay visualization mode.

Within VOSviewer, Figure 2 represents the closer the two countries are, the stronger and greater their connection. The highest number of document contributors are from United States, China, UK, Australia, and Canada. The findings of co-authorship showed that the United States was the country with the largest association with 207 co-authorships connected to 30 countries/territories. China followed the list (25 links), UK (25 links), Australia (23 links), Hong Kong (9 links), and others.

In the analysis of co-authorship, we have 55 authors who have contributed towards the ethical leadership concept, the total number of authors was 2477. In total, all 93 countries

5.3 Leading authors

contributed to the area with a threshold of 44 countries. The countries are clustered into11 clusters Cluster 1 has 10 items, Cluster 2 has 8 items Cluster 3 has 7 items Cluster 4 has 5 items Cluster 5 has 4 items Cluster 6 has 3 items Cluster 7 has 2 items cluster 8 has 2 items cluster 9 has 1 item cluster 10 and 11 has 1 item. Nations like the US, China, United Kingdom, Australia, Canada, Netherlands, Pakistan, South Africa, Turkey, and Germany were having the maximum number of document publications and citations.Analysis of co-occurrence of author keywords (not Scopus indexed keyword) involved 3174 keywords from 1285 articles.

Fig. 3. A screenshot of the bibliometric map created based on all author keywords co-authorship with network visualization mode.

Leading Authors Table4lists the 15 most prominent authors in Ethical Leadership, as follows: US (8 authors), Dubai (2 authors), Netherland (2 authors), Spain (1 author), Hong Kong (1 author),Belgium (1 author).The publication of the top two authors ranged from2000-2014 of which three are authors and twelve are co-authors.While the sequence of authorship does not have specific guidelines, the latter status is generally associated with seniority and supervisory role.

From Table 4 Brown Michael has published 26 articles, Trevino L.K has published 97 articles and Den Harter has published 94 articles, Mayer, D.M. has also published 57 articles and Caldwell 95 Greenbaum 38 Shek D.T. 983, Stouten 51, Hassan 37, Ruiz-Palomino, P. 41, Walumbwa, F.O. 89, Babalola, M.T. 19, Hannah 63, Kalshoven, K. 12, Kuenzi, M 17. Brown Michael has an h-index of 19 and Trevino L.K. has an h-index of 63. They are the two noted authors in the field of Ethics and Leadership. Brown is associated with the Black School of Business,

Erie, US, and Trevino are associated with Penstate Smeal College of Business, University Park US.

5.4 Keywords

The Scopus document gathered all the keywords from the review papers to study of keywords and co-words in two steps. First, during each sub-period, co-word networks were developed to demonstrate the relationships in visualized co-word networks in each field between the keywords Second, better understand changes to research interests over time, the study classified keywords that appeared in eight themes multiple times. A total of 3174 author keywords were used. The top three keywords "Ethical Leadership, Ethics, and Leadership," were used in 906 documents. Keywords have 8 clusters. Cluster 1 has 51 items Cluster 2 has 49 items Cluster 3 has 26 items Cluster 4 has 24 items Cluster 5 has 15 items   Cluster 6 has 12 items   Cluster 7 has 7 items and Cluster 8 has 6 items .
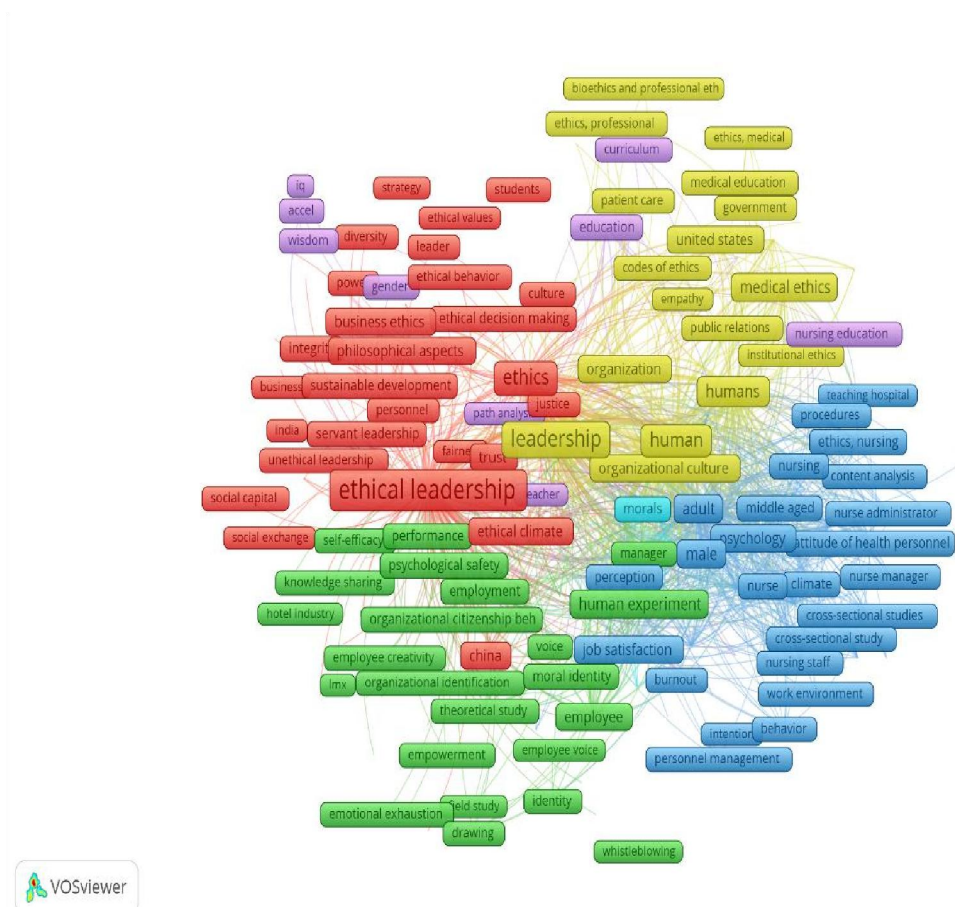
Fig. 4. A screenshot of the bibliometric map created based on author keywords co-occurrence with overlay visualization mode.

5.5 Author Keywords Exploring the developments in the 2000-2014 patterns in Ethical Leadership research.

With 334 Our findings showed that Ethical leadership's most frequently identified keyword has1657 links and 745 occurrences to other keywords (Fig. 6). also noted Using general terms such as ' ethics' (3044 links and 171 occurrences),' leadership' (1252 has 254 occurrences) . We also found some attributes—human, ethical climate, business ethics corporate social responsibility.

5.6 Topics of interest:

Ethical leadership importance is regularly analyzed as an evolving concept. The other topic of interest is Business ethics, Ethical Climate, Corporate Social Responsibility, Trust and so on.

6. Limitation of Study

The major limitations of the study was the use of database which was only limited to scopus database. Another limitation was network analysis has been done from VOS viewer there can be another tools to analyse other than VOS viewer. The major limitation is the purview of search wherein " search on ethical leadership was limited to in keywords, in abstract and title of the study. In the present bibliometric analysis the focus was on ly on the concept and its application .

7. Conclusion

This analysis presented an overview of developments in Ethical Leadership research based on 1285 Scopus database publications. Since 2000 there has been much work done on ethical leadership and it is increasing every year.

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