International Journal of Education, Management, and Technology

e-ISSN : 3026-5444
p-ISSN : 3026-4200

Index : Harvard, Boston, Sydney University, Dimensions, Lens, Scilit, Semantic, Google, etc

https://doi.org/10.58578/IJEMT.v2i3.4132

Glass Ceiling in Focus: A Comprehensive Bibliometric Review of Business and Management Studies

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Article Info:

Submitted:	Revised:	Accepted:	Published:
Oct 19, 2024	Nov 2, 2024	Nov 15, 2024	Nov 20, 2024

Abstract

The glass ceiling continues to impede women's progression into leadership roles within Business and Management Studies. Despite increased awareness of gender inequality, systemic challenges remain pervasive. This study aims to conduct a bibliometric review to elucidate the trends, key contributors, and geographical landscape related to the glass ceiling from 1999 to 2024. A systematic review methodology was employed, sourcing data from the Scopus database using the keyword "Glass Ceiling." The results indicate a significant uptick in publications post-2017, reflecting increased scholarly attention on gender inequality, influenced by movements such as MeToo. Influential authors, including Senthil Arasu Balasubramanian and Néstor Gandelman, were identified, with the United States leading in geographical contributions, followed by Australia and Spain. New themes such as the "glass cliff" and the unique challenges faced by African women emerged, highlighting the need for a broader focus on intersectionality in future research. The findings reveal an evolving research landscape surrounding the glass ceiling, emphasizing the necessity for interdisciplinary collaboration among scholars. These insights call for targeted initiatives to address barriers to women's leadership advancement. This study offers a comprehensive bibliometric analysis of the glass ceiling

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phenomenon in Business and Management Studies, charting the evolution of research trends and identifying key authors and geographical disparities. It provides a framework for future investigations into gender inequality in leadership.

Keywords: Biblometric, Business, Glass Ceiling, Management, Publication

INTRODUCTION

The glass ceiling is a pervasive issue across the globe, representing the unseen obstacles that prevent women and minorities from reaching senior leadership roles despite their qualifications (Mahat & Aitha, 2022). In the United States, this phenomenon has sparked numerous initiatives and discussions, with organizations like the Equal Employment Opportunity Commission actively working to address these barriers (Gelfand, Nishii, Raver, & Schneider, 2007). However, gender inequality at the executive level persists. In Europe, while countries like Norway and France have successfully implemented gender quotas to enhance female representation in corporate leadership, other regions struggle with entrenched cultural norms and institutional obstacles that slow progress (Brien & Rickne, 2016). In Asia, traditional gender roles often impede women's career advancement; however, countries such as Japan and South Korea are beginning to implement government policies aimed at promoting gender diversity (Yamada, 2024). Despite increasing global awareness and ongoing reforms, the challenge of overcoming the glass ceiling remains significant, with varying degrees of progress influenced by structural, social, and cultural factors (Shrestha, Parajuli, & Dhungel, 2024).

Numerous studies have investigated the glass ceiling in various international contexts, shedding light on the persistent barriers women face in advancing to leadership positions. Research from the U.S., Canada, and Europe reveals that, despite legislative measures like gender quotas and diversity programs aimed at increasing women's representation, the glass ceiling continues to be a pressing concern (Marisetty & Prasad, 2022; Maillé, 2022). Key findings indicate that unconscious bias, workplace culture, and the disproportionate burden of family responsibilities are major contributors to this issue. In Asia, particularly in countries such as Japan and India, traditional gender norms exacerbate the glass ceiling, significantly limiting opportunities for women in both corporate and political arenas (Yamada, 2024). Collectively, these studies highlight the urgent need for structural, cultural,

and policy changes to achieve gender parity in leadership and effectively dismantle the glass ceiling.

Numerous scholarly papers have explored the glass ceiling phenomenon, offering valuable insights into its complexity and persistence. Cotter et al. (2001), in their seminal work "The Glass Ceiling Effect," published in Social Forces, provide empirical evidence of gender disparities across various occupational sectors. They argue that the glass ceiling is reinforced by systemic biases and workplace cultures that favor male leadership. Eagly and Carli (2007), in "Through the Labyrinth: The Truth About How Women Become Leaders," highlight the complex barriers women face, emphasizing that societal perceptions and stereotypes about gender roles create significant obstacles to achieving leadership positions.

Baker and Leicht (2017), in their paper "The Glass Escalator: Hidden Advantages for Men in the New Economy," published in The Journal of Gender Studies, explore how men in female-dominated professions often experience upward career trajectories, contrasting this with the struggles faced by women in male-dominated fields. Their findings reveal that gender dynamics significantly influence career advancement, further contributing to the glass ceiling effect. Ridgeway (2011), in "Why Gender Matters in the Study of Leadership," published in The Leadership Quarterly, discusses how social expectations and stereotypes shape leadership behaviors, arguing that cultural biases play a crucial role in perpetuating the glass ceiling.

Schein (2002), in "A Global Look at Psychological Barriers to Women's Progress in Management," published in The Journal of Social Issues, examines the psychological barriers that hinder women's advancement in managerial roles across different cultures, highlighting the impact of deeply embedded stereotypes and organizational cultures. Lastly, Kellerman and Rhode (2007), in their compilation "Women and Leadership: The State of Play and Strategies for Change," provide a comprehensive overview of the status of women in leadership roles and propose actionable strategies for overcoming barriers. They conclude that systemic changes and organizational policies are necessary to dismantle the glass ceiling effectively. Collectively, these studies underscore the multifaceted nature of the glass ceiling, revealing how cultural, psychological, and institutional factors intersect to limit women's advancement in leadership roles.

In the Nepalese context, research has highlighted similar barriers, with cultural norms, patriarchal structures, and a lack of family support playing central roles in reinforcing the

glass ceiling (Mahat & Aithal, 2022). Studies show that women in Nepal, particularly in politics and corporate sectors, face resistance in breaking through to higher levels of leadership due to deeply ingrained societal beliefs about gender roles (Mahat & Aithal, 2022; Parajuli, Mahat, & Lingden, 2022). A few studies conducted by organizations like the Nepal Administrative Staff College and various NGOs have shed light on the slow pace of progress, despite legal reforms and growing awareness. For instance, research in sectors like education and health shows that while women are entering the workforce in greater numbers, their representation in senior decision-making roles remains disproportionately low (Mahat & Mathema, 2018). Both international and Nepalese studies underscore the need for structural, cultural, and policy changes to truly dismantle the glass ceiling and achieve gender parity in leadership.

Backing the above studies, it is significant to conduct research through a bibliometric lens to gain a comprehensive understanding of the glass ceiling phenomenon. Bibliometric analysis offers a structured way to evaluate existing literature, helping identify key trends, influential studies, and thematic gaps in research on gender inequality and leadership barriers (Mahat & Kumar, 2024). By quantifying and analyzing academic publications, citation patterns, and collaboration networks, bibliometric studies provide insights into how the topic of the glass ceiling has evolved over time, which regions or sectors are leading the research, and where there is a lack of attention. In the international context, such analysis can reveal how policies like gender quotas or diversity initiatives have been explored and assessed. In the Nepalese context, where gender studies are still emerging, bibliometric analysis helps highlight the disparity between global research output and local efforts, providing a roadmap for future research. This method is essential for scholars and policymakers to identify the most impactful studies, assess the effectiveness of interventions, and guide efforts toward breaking the glass ceiling in leadership roles.

METHODS

This study employed a systematic review approach to examine the glass ceiling phenomenon within the context of Business and Management Studies. Data were collected from the Scopus database, which is regarded as a reliable source of information. The data for this review was collected on September 26, 2024, utilizing the keyword "Glass Ceiling" to ensure a focused search on relevant literature. The time framework spanned from 1999

to 2024. The search was limited to articles categorized under the subject area of Business and Management Studies to maintain thematic relevance. Only research articles were included in the selection criteria, thereby excluding other types of publications such as reviews, book chapters, and conference proceedings.

To further refine the results, the keyword "Glass Ceiling" was employed exclusively, ensuring that all articles included explicitly addressed this concept. Additionally, only articles published in English were considered, allowing for consistency in language and comprehension. Following this comprehensive search strategy, a total of 70 documents were identified for final selection. These documents provided a rich dataset for analysis, contributing to a deeper understanding of the barriers women faced in advancing to leadership roles within the business and management sectors. The detailed search criteria were as follows: (TITLE (Glass ceiling) AND (LIMIT-TO (SUBJAREA,"BUSI")) AND (LIMIT-TO (DOCTYPE,"ar")) AND (LIMIT-TO (EXACTKEYWORD,"Glass Ceiling")) AND (LIMIT-TO (LANGUAGE,"English"))). To analyze the data, VOSviewer and Excel were used. VOSviewer helped display the top ten details of authors, journals, affiliations, countries, and keywords occurring in the results. It also facilitated the visualization of bibliographic coupling and co-citation author networks. Similarly, Excel was utilized to present trends related to the glass ceiling.

Exclusion criteria

No conference papers, book monographs, or review papers were included in this study. Subject areas such as Psychology, Arts and Humanities, Engineering, and Agricultural and Biological Sciences were not included. Studies conducted in various languages were not considered for this study. Access types such as Gold, Hybrid Gold, Bronze, and Green were not filtered out.

RESULTS

This section displays the results of the analysis on the publication trends and scholarly contributions surrounding the "Glass Ceiling" phenomenon from 2002 to 2024. The data reveals evolving patterns in research focus, key authors, influential countries, prominent journals, and significant organizations that have contributed to the discourse on gender barriers in professional advancement. Through this comprehensive examination, we aim to

highlight the critical insights gleaned from the trends and contributions that shape our understanding of the glass ceiling.

Publication Trend

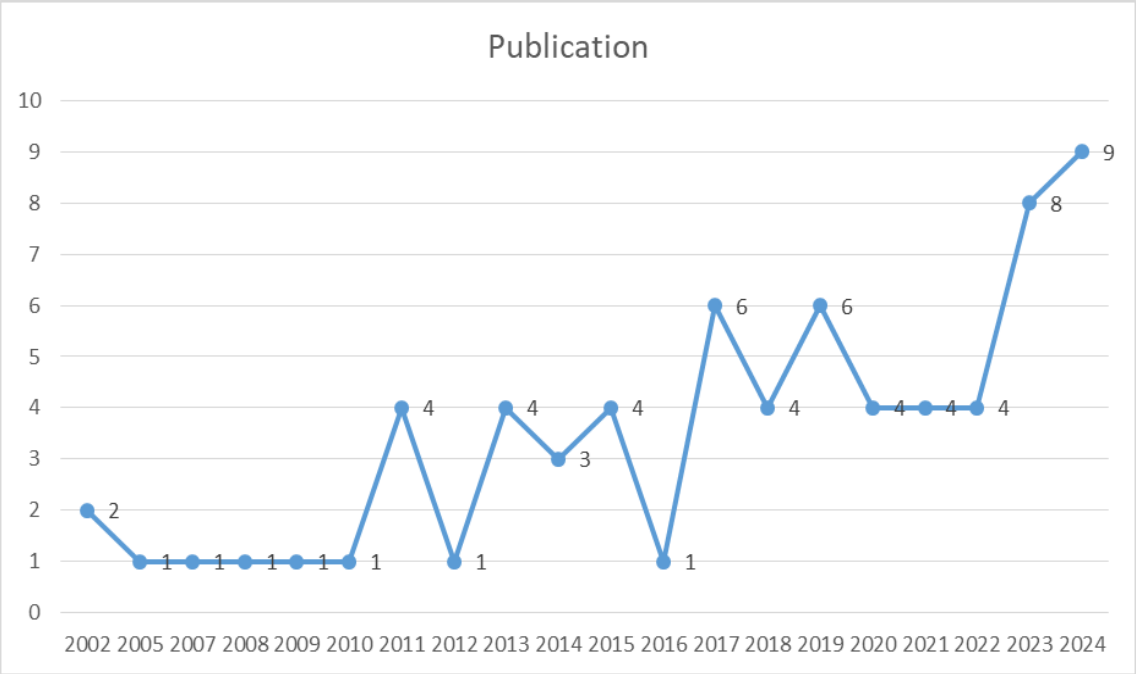


Figure 1: Publication trend on Glass Ceiling

The graph illustrates the publication trend related to the title "Glass Ceiling" from 2002 to 2024, revealing notable shifts in research focus over the years. In the early years, specifically from 2002 to 2011, publication numbers were low and inconsistent, with the highest count being four publications in 2011. This indicates a limited research focus on the glass ceiling phenomenon during this period, as many years recorded only one or two publications. From 2012 to 2016, there was a slight increase in the number of publications, with fluctuations ranging from one to six annually. This moderate growth suggests a budding interest in the topic, although it remained sporadic. However, a significant surge in publications occurred after 2017, culminating in a peak of nine publications in 2024. This recent trend signifies a renewed emphasis on addressing the glass ceiling issue, reflecting growing awareness and interest in research related to gender equality and the barriers faced by women and minorities in attaining leadership roles. Overall, the graph highlights the evolving academic focus on the glass ceiling phenomenon, demonstrating an increasing commitment to understanding and overcoming these barriers in recent years.

Major Authors base on citation

Table 1. Major Authors base on citation

ID	Author	Documents	Citations
9	arasu balasubramanian, senthil	2	22
37	ekowati, dian	2	2
46	gandelman, néstor	2	50
71	lathabhavan, remya	3	26
75	lenka, usha	3	43
101	oseghale, raphael	2	2
108	rahardian, reza	2	3
112	risgiyanti	2	3
135	sunaryo, sinto	3	4
136	suyono, joko	2	3

The analysis of major authors based on citations in publications related to the glass ceiling reveals a range of contributions from various researchers. Notably, Senthil Arasu Balasubramanian leads with two documents and 22 citations, indicating a significant impact in this area despite the relatively low number of publications. Néstor Gandelman follows closely, also with two documents but achieving the highest citation count of 50, suggesting his work has resonated strongly within the academic community. Other authors, such as Usha Lenka and Remya Lathabhavan, have published three documents each, with Lenka accumulating 43 citations and Lathabhavan 26 citations, highlighting their contributions to the discourse on the glass ceiling. Meanwhile, authors like Dian Ekowati and Raphael Oseghale have also published two documents, but their citation counts are relatively low, with two citations each.

The overall data indicates that while some authors have made a significant impact through their publications and citations, others have contributed less frequently, resulting in fewer citations. This variation underscores the diverse engagement with the glass ceiling topic across different researchers, with certain individuals emerging as key voices in the field. The absence of link strength data for all authors suggests a potential area for further exploration regarding the connectivity and collaboration among researchers in this domain.

Major Country

Table 2. Major Country

ID	Country	Documents	Citations	Total link strength
1	australia	5	890	1
3	business	1	47	2
4	canada	3	122	0
12	india	12	85	10
15	loyola university chicago	1	47	2
20	south africa	4	63	3
22	spain	3	848	3
26	united kingdom	7	68	1
27	united states	21	1051	8
28	uruguay	2	50	2

The analysis of major countries contributing to the research on the glass ceiling highlights varying levels of productivity and citation impact across different nations. The United States stands out as the leading country with the highest number of documents published (21) and citations (1,051), indicating a robust engagement with the glass ceiling phenomenon. This suggests that the U.S. is a key player in the discourse surrounding gender equality and barriers in professional advancement. Australia follows with five documents and an impressive citation count of 890, reflecting a strong scholarly output and recognition within the academic community. Spain also presents a notable contribution with three documents that have garnered a high citation count of 848, suggesting that the research conducted there is significantly influential. Other countries such as Canada and South Africa have published three and four documents, respectively, but with fewer citations (122 and 63), indicating less overall impact in this field compared to the aforementioned nations. India has a relatively high number of documents (12) but a lower citation count of 85, which may suggest emerging contributions that are yet to gain widespread recognition. The United Kingdom and Uruguay contribute with seven and two documents, respectively, with the U.K. receiving 68 citations while Uruguay has 50. In this context, Loyola University Chicago represents a single institution contributing to the dialogue, reflecting localized academic efforts.

Overall, the data illustrates that while several countries contribute to the literature on the glass ceiling, the U.S. remains the most prolific and cited, followed by Australia and Spain,

which indicates a diverse and global engagement with this critical issue in gender studies and management.

Major Journal

Table 3. Major Country

ID	Source	Documents	Citations
1	academy of strategic management journal	2	25
14	gender in management	5	73
21	industrial and labor relations review	2	77
25	international journal of economics and management	2	2
27	international journal of human resources development and management	2	19
37	journal of career development	2	90
47	leadership quarterly	2	32
50	marketing science	2	4

The examination of journals publishing research on the glass ceiling reveals a diverse range of scholarly outlets contributing to this critical area of study. Among these, the Gender in Management journal emerges as a significant contributor with five documents and 73 citations, indicating its relevance in addressing issues related to gender barriers and workplace dynamics. This suggests that the journal serves as an important platform for discussing the glass ceiling phenomenon within management contexts. The Journal of Career Development also plays a noteworthy role, publishing two documents that have received 90 citations, highlighting its impact in exploring career trajectories and the challenges women face in advancing their professional roles. Similarly, the Industrial and Labor Relations Review has published two articles with a total of 77 citations, reflecting its influence in the discourse on labor dynamics and gender equity. Other journals such as the Academy of Strategic Management Journal, Leadership Quarterly, and International Journal of Human Resources Development and Management each published two documents, with citation counts of 25, 32, and 19, respectively. These figures indicate their contributions, albeit at a lower level compared to the top journals mentioned. Conversely, some journals, like the International Journal of Economics and Management and Marketing Science, have published two documents with very few citations (2 and 4), suggesting that while they contribute to the body of literature, their impact in this specific domain may be limited.

Overall, the analysis underscores the critical role of journals such as Gender in Management and Journal of Career Development in facilitating scholarly discussions about the glass ceiling, while also indicating the varying degrees of influence different journals have on the academic community regarding this important issue.

Organization

Table 4. Major Organization

ID	Organization	Documents	Citations
8	australian school of business, university of new south wales, sydney, nsw 2052, Australia	1	818
40	department of management, jon m. huntsman school of business, utah state university, logan, ut 84322-3555, 3555 old main hill, united states	1	238
42	department of management, mit sloan school of management, united states	1	59
46	department of sociology, social work and anthropology, utah state university, logan, ut, united states	1	238
47	department of sociology, university of oregon, eugene, or 97403, united states	1	229
60	graduate school of business and leadership, university of kwazulu-natal, durban, south Africa	1	59
62	hec montréal, Canada	1	59
66	hvs executive search, mineola, ny 11501, 369 willis ave., united states	1	65
84	management department, university of texas, arlington, tx, united states	1	109
94	saginaw valley state university, university center, mi 48710, 7400 bay road, science east 201, united states	1	61
110	universitat pompeu fabra, barcelona graduate school of economics, 08005 barcelona, spain	1	818
116	university of kwazulu-natal, durban, south africa	1	59
121	university of texas at arlington, department of management, arlington, tx 76019-0467, p.o. box 19467, united states	1	109

The analysis of organizations contributing to research on the glass ceiling reveals a diverse set of institutions that have published significant scholarly work in this area. Notably, the Australian School of Business at the University of New South Wales stands out with one document that has garnered an impressive 818 citations, indicating its substantial influence on the discourse surrounding gender barriers in the workplace. This suggests that the institution is a key player in contributing to research that shapes understanding of the glass ceiling phenomenon. Similarly, Universitat Pompeu Fabra in Spain also recorded one

document with 818 citations, highlighting its significant impact on the literature as well. This parallel underscores the importance of these organizations in advancing knowledge related to gender equity and professional advancement. The Department of Management at Jon M. Huntsman School of Business, Utah State University, and the Department of Sociology, Social Work, and Anthropology at Utah State University each have published one document, with citations totaling 238. This indicates that both departments are contributing valuable insights into the systemic barriers women face in business contexts. Other organizations such as the Department of Management at MIT Sloan School of Management and the Department of Sociology at the University of Oregon have also made notable contributions, with citations of 59 and 229, respectively. These figures reflect their engagement in relevant research, although their overall impact appears to be less pronounced compared to the leading institutions. Additionally, institutions like the Graduate School of Business and Leadership at the University of Kwazulu-Natal and HEC Montréal contributed documents that received fewer citations, indicating that while they are involved in the academic discourse on the glass ceiling, their influence may not be as substantial.

Overall, this examination highlights the critical role of various organizations in contributing to the understanding of the glass ceiling, with certain institutions demonstrating a particularly strong impact in shaping research and discussion around gender barriers in the professional landscape.

Keywords

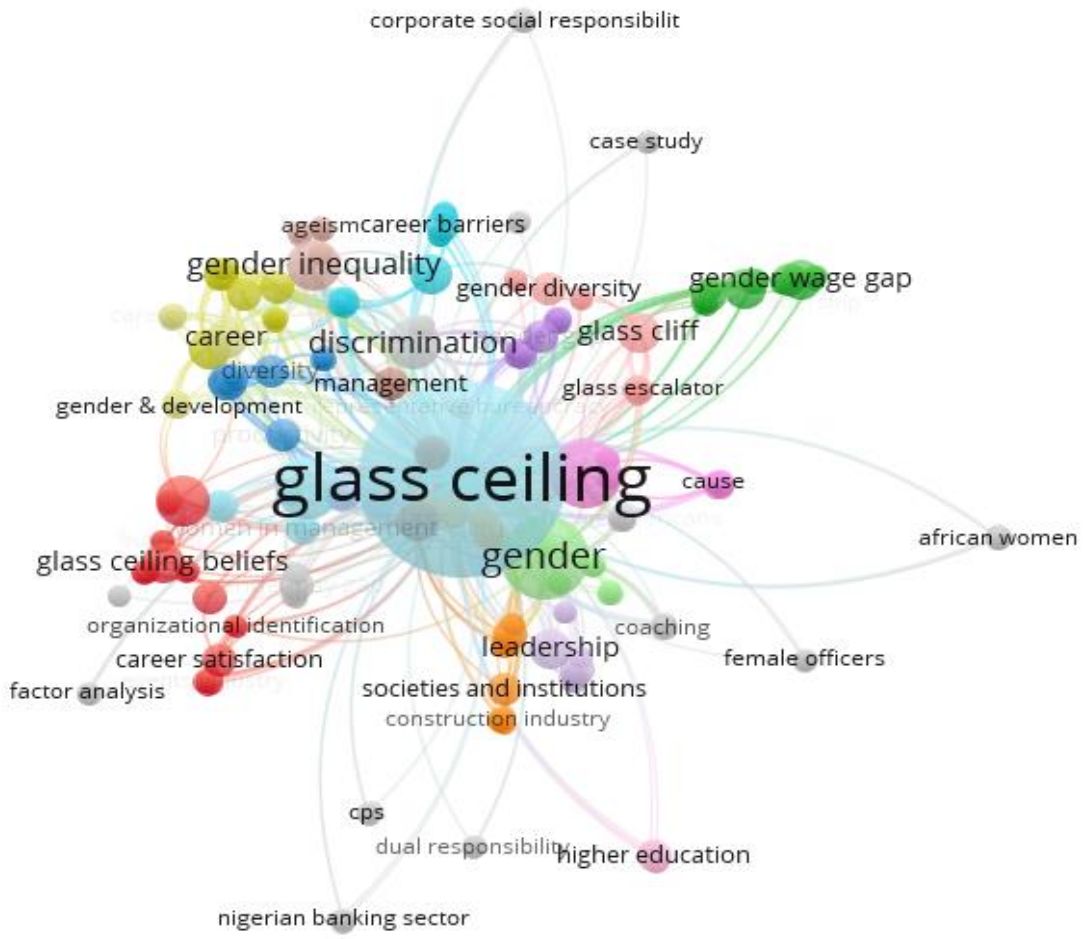


Figure 2: Keywords

The network visualization of keywords associated with the glass ceiling provides a comprehensive overview of the major themes and concepts in scholarly research on this topic. Central to the discussion is the term "glass ceiling," which represents the invisible barriers that hinder the advancement of women and minorities in their careers, despite possessing the necessary qualifications and capabilities. This concept is closely linked to "gender inequality," highlighting the disparities between genders in various professional contexts and reflecting broader societal issues that contribute to the persistence of the glass ceiling. "Career barriers" refers to the obstacles individuals encounter in their professional journeys, emphasizing the challenges that disproportionately affect women. Discrimination is a critical theme, representing the unfair treatment based on gender that significantly contributes to maintaining the glass ceiling. The concept of "gender diversity" underscores the importance of having a varied workforce that includes individuals of different genders,

which is often associated with enhanced organizational success and innovation. Relatedly, the term "glass cliff" refers to the phenomenon where women are more frequently placed in leadership roles during crises, often leading to higher failure rates. The "gender wage gap" focuses on the disparities in earnings between men and women, serving as a key indicator of workplace gender inequality. Furthermore, "career satisfaction" reflects individuals' contentment with their professional trajectories, indicating how the glass ceiling can affect job satisfaction and employee morale. Leadership plays a significant role in shaping workplace culture, with the keyword emphasizing the importance of gender representation in leadership positions. The terms "societies and institutions" point to the influence of societal norms and institutional practices that can either reinforce or challenge the glass ceiling. Additionally, "higher education" indicates the role of educational attainment in career advancement, suggesting that education can significantly impact opportunities for women and minorities. Specific references, such as "African women," highlight the unique challenges faced by women in Africa regarding career advancement. Lastly, the keyword "coaching" suggests the importance of mentorship and guidance in overcoming career barriers, particularly for women striving for success in their fields. Together, these keywords reveal a complex interplay of themes related to gender, leadership, and organizational dynamics, emphasizing the multifaceted nature of the glass ceiling and the various factors contributing to its existence and persistence in the workplace.

Bibliographic Coupling Analysis

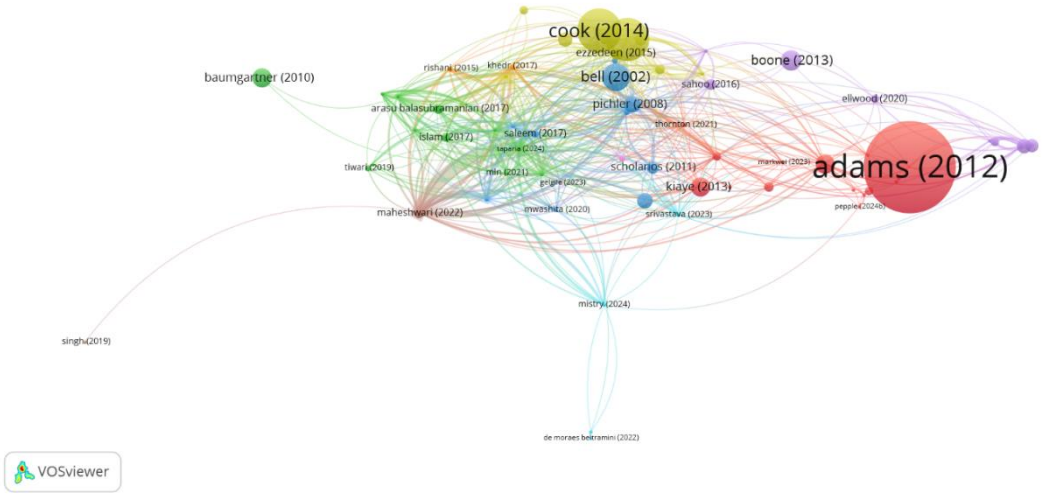


Figure 3: Bibliographic Coupling Analysis

The bibliographic coupling network depicted in the visualization illustrates the interconnections between various scholarly works based on shared references. In bibliographic coupling, two documents are considered coupled if they cite the same third document, highlighting their relatedness in research topics or themes. The visualization displays numerous nodes representing individual studies, with the size of each node correlating to the number of citations, indicating the prominence and influence of those works in the field.

Prominent figures in the network include authors like Adams (2012), whose significant node suggests a central role in the discourse surrounding the glass ceiling and gender inequality. Other notable authors include Cook (2014) and Baumgartner (2010), both of whom are also heavily cited, indicating their contributions to foundational concepts or methodologies in this area of research. The colors and connections between nodes further illustrate the relationships and clusters of related studies, demonstrating how different research strands interlink through shared references.

This graphical representation allows researchers to identify influential studies, emerging trends, and potential gaps in the literature, facilitating a deeper understanding of the academic landscape surrounding gender-related barriers in the workplace. Overall, the bibliographic coupling visualization serves as a powerful tool for navigating the complexities of scholarly discourse and for recognizing key contributions to the ongoing dialogue about the glass ceiling and gender equality in various organizational contexts.

Co-citation authors Network visulization

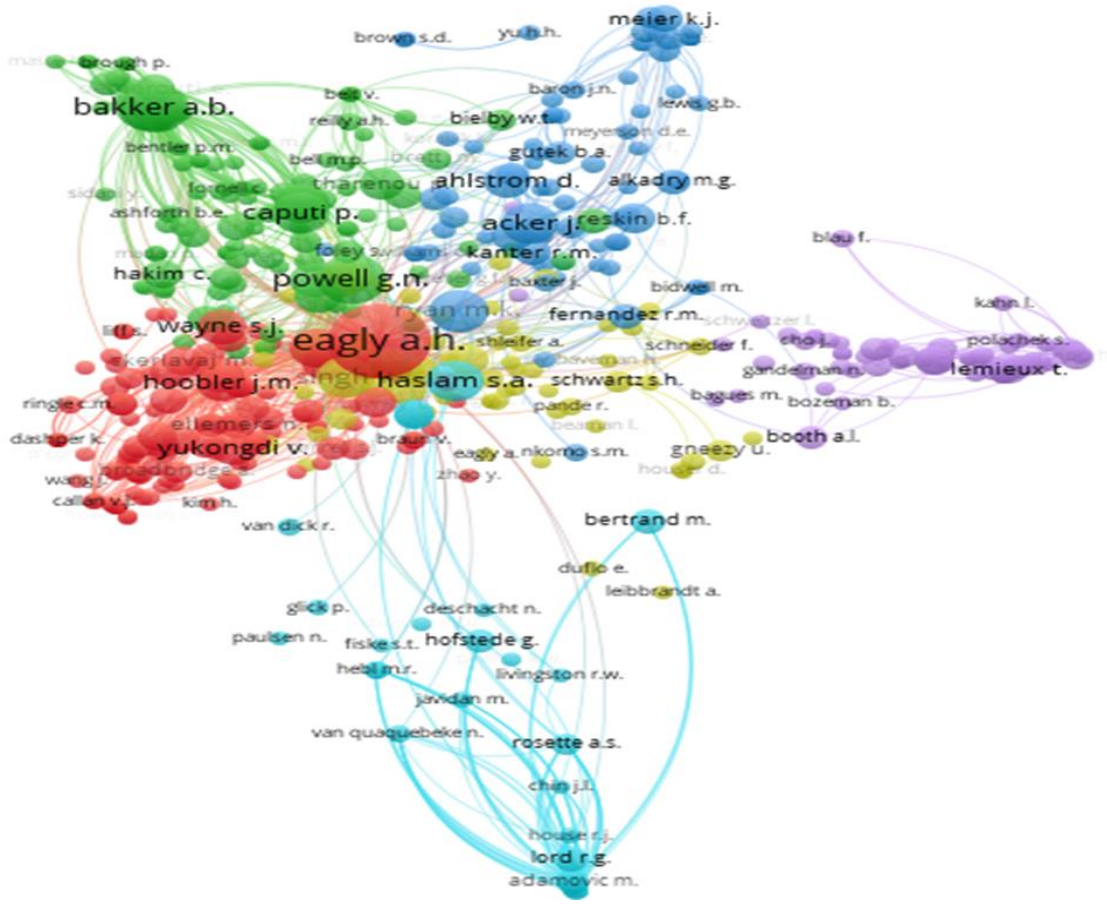


Figure 4: Co-citation authors Network visulization

This image represents a co-citation network of academic authors, where each node symbolizes an author, and the size of the node reflects the frequency with which the author is cited. Larger nodes indicate more frequently cited authors. For example, "eagly a.h." is a prominent node, suggesting significant influence and frequent citation. The edges, or lines connecting the nodes, represent co-citation relationships, meaning that the connected authors are often cited together in academic literature. Thicker lines indicate stronger co-citation links, showing that these authors are frequently referenced together. The network is divided into color-coded clusters, each representing a group of authors who are often co-cited. These clusters typically indicate shared research areas or academic themes. The red cluster, featuring authors like "eagly a.h." and "yukongdi v.," may represent work related to leadership or gender studies, as these authors have made notable contributions to these fields. The green cluster, where "bakker a.b." is a central figure, likely focuses on organizational behavior or work engagement. The blue cluster, with "meier k.j." as a key

node, might pertain to public administration or policy research. Meanwhile, smaller clusters like the purple and yellow ones likely represent more specialized or peripheral research areas. The spatial arrangement of the clusters also offers insights into the co-citation patterns. Clusters positioned closer together indicate that the authors within them are frequently cited in similar contexts, whereas clusters that are farther apart represent distinct research areas with less overlap. Central nodes such as "eagly a.h." and "powell g.n." bridge different clusters, suggesting that their work has interdisciplinary influence and is relevant across multiple fields. Overall, this co-citation network illustrates the intellectual landscape of the research field by visualizing how authors are connected through citations, helping to identify core and emerging areas of scholarly focus.

DISCUSSION

The findings from this study on the glass ceiling are consistent with broader patterns observed in the existing literature on gender inequality and career barriers, yet they also offer some distinctive insights. By comparing the results of this analysis with available research, several key parallels and contrasts emerge, particularly in terms of the thematic focus, geographical representation, and evolving research trends.

The noticeable increase in publications on the glass ceiling after 2017 reflects a global uptick in interest surrounding gender inequality, particularly in response to social movements like MeToo and increasing corporate diversity initiatives. This trend aligns with broader research indicating a growing scholarly focus on workplace gender dynamics in recent years. Studies such as those by Cotter et al. (2001) and Eagly and Carli (2007) have long documented the persistence of the glass ceiling, but newer research focuses on intersectionality, incorporating the experiences of women of color and other marginalized groups.

What sets this study apart is the detailed observation of a peak in 2024, which suggests a heightened and potentially enduring academic engagement with the issue. In comparison, existing research, such as a 2019 study by Kulich et al., underscores that research interest tends to fluctuate based on broader socio-political factors. The data in this study supports the idea that recent cultural shifts and policy initiatives have sustained and even accelerated the interest in glass ceiling topics.

The analysis of influential authors shows a varied landscape, where a few key figures like Senthil Arasu Balasubramanian and Néstor Gandelman emerge as highly cited researchers, even with fewer publications. This pattern echoes findings in the broader literature where a small number of pioneering studies or authors often receive disproportionate academic attention, shaping the field. For example, landmark works by Alice H. Eagly (2007) and Powell (2008) continue to be cited extensively in studies on gender leadership barriers.

However, while the influence of specific key authors is notable, the variation in citation impact observed in this study also suggests that emerging voices are contributing to the field. For instance, the relatively low citation counts for authors like Dian Ekowati and Raphael Oseghale may indicate a delay in recognizing contributions from newer or regional researchers. This finding contrasts with existing studies where established researchers tend to dominate the discourse, pointing to an evolving field where newer voices are gaining ground, particularly as the topic becomes more interdisciplinary and global in scope.

The geographical analysis in this study shows that the United States dominates the research landscape, with substantial contributions from Australia and Spain. This mirrors the findings of other studies that frequently highlight the U.S. as a key player in academic gender studies, partly due to its well-established research institutions and funding for diversity-related studies (Cotter, Hermsen, Ovadia, & Vanneman, 2001). The prominence of countries like Australia and Spain is similarly supported by studies indicating a growing emphasis on workplace diversity in those regions, particularly in business schools and policy-driven research.

In contrast, India's relatively high output but lower citation count suggests that while there is interest in the glass ceiling in emerging markets, its influence is still growing. This aligns with findings by Terjesen et al. (2009), who identified a rise in gender equality research in developing countries, but noted that such studies often lag in global recognition. Additionally, underrepresentation from African countries, barring South Africa, is a common theme in global gender research. While Africa faces significant gender inequality challenges, particularly in leadership, this study confirms that the region remains underrepresented in academic discourse, a gap also identified by Enaifoghe and Durokifa (2023) and others.

The journals identified in this study, such as Gender in Management and the Journal of Career Development, are consistent with the broader academic focus on gender and

management issues. These journals frequently serve as the primary outlets for research related to the glass ceiling, which aligns with previous meta-analyses of the field. For example, a 2009 review by Terjesen et al. indicated that gender and management journals serve as critical platforms for interdisciplinary studies on the glass ceiling, combining insights from sociology, psychology, and organizational behavior.

However, the presence of journals like the Industrial and Labor Relations Review and Leadership Quarterly in this study suggests a broader scope, involving more labor-centric and leadership-focused discussions. This differs from earlier research that may have focused more narrowly on gender studies or management-specific journals. The inclusion of such varied outlets indicates that the glass ceiling is increasingly being discussed in diverse academic fields, reflecting its relevance across different sectors of study. This expansion aligns with global research trends that have begun integrating gender studies into labor economics and broader leadership discussions (Bruckmüller, Ryan, Rink, & Haslam, 2014).

The keyword analysis reveals that central concepts like "gender inequality," "career barriers," and "discrimination" remain at the forefront of glass ceiling research. This is consistent with existing literature, where these themes have long been the cornerstone of discussions surrounding gender dynamics in the workplace (e.g., Ryan & Haslam, 2005). However, the presence of newer concepts like the "glass cliff" suggests that the focus is broadening to examine not just barriers to entry but also the precarious situations that women may find themselves in once they ascend to leadership roles.

This reflects the ongoing evolution of glass ceiling research, as explored by Haslam and Ryan (2008), who introduced the glass cliff phenomenon. The keyword "African women" also highlights a growing trend in addressing the unique intersectional barriers faced by women of color, particularly in less-studied regions like Africa. While this aligns with the increasing focus on intersectionality in gender studies (Crenshaw, 1989) the fact that such keywords remain relatively peripheral in the analysis suggests that more attention is needed to fully integrate these perspectives into mainstream glass ceiling discourse.

This study highlights the influence of prominent institutions like the Australian School of Business and Universitat Pompeu Fabra, which have contributed highly cited works. This is consistent with global patterns, where prestigious business schools and economics departments frequently lead discussions on organizational behavior and gender diversity

(Terjesen & Sealy, 2016). However, the relatively weak network link strength identified in this study points to a lack of robust collaboration between institutions. This finding contrasts with research by Cotter et al. (2001), which underscores the importance of cross-institutional collaboration for advancing complex topics like the glass ceiling.

The weaker collaboration networks in the present study may reflect regional or disciplinary silos, where institutions are addressing gender barriers independently rather than building on shared research agendas. Strengthening these networks could lead to a more cohesive and impactful research agenda, especially in addressing emerging themes such as the intersection of gender and leadership under crisis conditions.

CONCLUSION

This bibliometric review on the glass ceiling in business and management studies highlights key trends and emerging areas of research. The sharp rise in publications since 2017, peaking in 2024, reflects increased global attention to workplace gender inequality, aligned with movements like MeToo and corporate diversity efforts. While the influence of pioneering authors persists, the emergence of newer voices signals a shift toward a more diverse and interdisciplinary research landscape. Geographically, the dominance of the United States, Australia, and Spain is evident, consistent with prior studies, yet regions like Africa remain underrepresented, except for South Africa. This gap underscores the need for a broader global perspective in addressing the glass ceiling. The research output from countries like India reflects growing interest but still lacks widespread influence. The analysis of journals reveals that while traditional outlets like Gender in Management remain central, the inclusion of interdisciplinary journals such as Leadership Quarterly indicates a broadening of the field to include discussions on leadership and labor economics. Emerging keywords like “glass cliff” and “intersectionality” point to a shift in focus from just barriers to entry to the precarious leadership roles women face. However, these themes, particularly the intersectional experiences of women of color, are still peripheral, suggesting areas for further exploration. While the field has progressed with increased research volume and diversity, gaps in geographic representation and institutional collaboration remain, signaling opportunities for future research growth and global academic engagement.

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