

50th Anniversary of Group & Organization Management: A Bibliometric Retrospective

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Mohammad Sadegh Khorshidi¹, José M. Merigó¹ ,
Claudio Muller², Chandra Shekhar Pathki²,
William L. Gardner², and Yannick Griep^{3,4}

Introduction

Since its establishment in 1976 under its original name of *Group & Organization Studies*, the journal that was renamed *Group & Organization Management* (GOM) in 1991 has developed into a central outlet for scholarship on how individuals function in groups and how collective processes shape organizational outcomes. A summary of the Editors and major milestones in the history of GOM is provided in [Table 1](#). From its earliest issues, the journal positioned itself at the intersection of organizational behavior, organizational development, social psychology, and

¹School of Computer Science, Faculty of Engineering and Information Technology, University of Technology Sydney, Ultimo, Sydney, NSW, Australia

²Rawls College of Business, Texas Tech University, Lubbock, TX, USA

³School of Industrial Psychology and Human Resource Management, North-West University, Potchefstroom, South Africa

⁴Samergo, Rotterdam, The Netherlands

Corresponding Author:

José M. Merigó, School of Computer Science, Faculty of Engineering and Information Technology, University of Technology Sydney, 81 Broadway, Sydney, NSW 2007, Australia.
Email: jose.merigo@uts.edu.au

management, emphasizing the study of small groups, decision dynamics, leadership processes, and the socio-cognitive mechanisms underlying collective behavior (Jones & Pfeffer, 1976). Editorial reflections over the decades highlight GOM's commitment to publishing work that advances theoretical understanding of group and organizational phenomena while maintaining rigorous methodological standards (Baruch, 2010; Gardner, 2018; Griep, 2022; Zagenczyk, 2021), while simultaneously striving to bridge the scholar-practitioner gap (Cruz et al., 2022; Griep, 2022; Jones & Pfeffer, 1976; Kavanagh, 1991a, 1991b, 1997; Zagenczyk, 2021). Through successive editorial transitions, the journal has remained anchored to a clearly articulated mission that emphasizes theoretically grounded and empirically rigorous scholarship on groups, teams, and organizational processes (Gardner, 2018; Griep, 2022; Zagenczyk, 2021).

The journal's trajectory reflects several broad shifts in management and organizational scholarship. In its early decades, GOM primarily published studies focused on organizational development and shaped by social psychological traditions, including group cohesion, conflict, interpersonal influence, and collective decision-making. These domains aligned with broader developments in organizational research that increasingly emphasized theoretically specified models and empirically testable mechanisms (Colquitt & Zapata-Phelan, 2007). As the field evolved, GOM expanded to incorporate a wider set of organizational processes—including cross-cultural and international management, strategic management, organization theory, leadership emergence, team cognition, identity work, and socioemotional dynamics (Earley, 1998)—mirroring developments across organizational behavior and organizational theory (Clark et al., 2014; Gardner et al., 2020). More recent special issues signal a broadening of the journal's content to domains such as technology-mediated collaboration, future-of-work arrangements, and the interplay between work, identity, and family systems (Chang et al., 2025; Subramony et al., 2023). Across all periods, GOM has remained a multidisciplinary publication responsive to practitioner interests, theoretical advancements, methodological innovations, and emerging organizational challenges.

A defining feature of GOM's evolution is its sustained focus on conceptual rigor. Editorial essays consistently emphasize the importance of theoretical contribution, positioning the journal as a venue that expects clear, well-specified constructs and attention to mechanisms underlying group and organizational phenomena (Baruch, 2010; Gardner, 2018; Griep, 2022; Zagenczyk, 2021). This orientation aligns GOM with

Table 1. Editorship and Milestones of Group & Organization Studies/Management

Years	Editor(s)	Milestones
1976– 1980	John E. Jones, J. William Pfeiffer, Anthony G. Banet, Jr., Anthony J. Reilly	Founding of <i>Group & Organization Studies</i> Publisher: University associates Features: Commentary, perspectives, interview, abstracts, instrumentation, and books
1981– 1987	Marshall Sashkin	New publisher: Sage Introduction of cases
1987– 1989	Laurie Larwood	
1989– 1997	Michael Kavanagh	Name change to <i>Group & Organization Management</i> First special issue in 1995 Introduction of “transitions” column Introduction of best paper awards
1998– 2002	Chris Earley	
2002– 2007	Allison Konrad	
2008– 2012	Yehuda Baruch	Introduction of special conceptual issue Recognition of best micro and macro papers
2012– 2014	Gayle Baugh	Continuation of special conceptual issues
2014– 2020	William L. Gardner	Appointment of methods editors; creation of author and reviewer Resource center and editor collections; new cover! Recognition of best qualitative and quantitative papers
2021– 2022	Tom Zagenczyk	Introduction of GOM now and GOMusings
2022– present	Yannick Griep	Open science initiatives; (re) introduction of GOMusings; Introduction of commentaries and GOMethods

the expectations expressed in high-ranking management journals regarding theory building, theory testing, and the cumulative development of knowledge (Colquitt & Zapata-Phelan, 2007). The journal’s archives therefore represent a rich historical record of how group and organizational scholarship has matured considering how its concepts have been

defined, refined, and challenged; how methodological preferences have shifted; and how new domains of inquiry have emerged and stabilized.

Despite this significance, GOM has not yet been examined through a systematic, comprehensive bibliometric assessment that spans its full publication history. While previous commentaries and thematic collections offer valuable insights into specific areas—such as entrepreneurial emotion (Javadian et al., 2022), future-of-work dynamics (Subramony et al., 2023), and work–family research (Chang et al., 2025)—these analyses are limited in scope. They illuminate localized intellectual developments rather than an integrated view of the journal’s long-term trajectory. In contrast, other major scholarly outlets have benefited from broad retrospectives: a five-decade analysis of the *Academy of Management Journal* examined long-term patterns in theory building, theory testing, and scholarly impact (Colquitt & Zapata-Phelan, 2007), *Journal of Management Studies* reflected on the evolution of its intellectual identity (Clark et al., 2014), and *The Leadership Quarterly* has analyzed three decades of development through both qualitative and bibliometric criteria (Gardner et al., 2010, 2020; Lowe & Gardner, 2000). Such studies show that longitudinal bibliometric reviews provide a robust approach for clarifying a journal’s disciplinary position, intellectual foundations, and patterns of thematic change.

The absence of an equivalent evaluation for GOM motivates the present study. The primary objective of the present study is to offer the first panoramic bibliometric analysis of the journal from 1976 to 2024. Three motivations underpin this effort. First, a long-term overview is necessary to understand how GOM has shaped—and been shaped by—the scientific development of group and organizational research. Second, a systematic mapping of citation patterns, intellectual clusters, and research fronts is required to clarify the journal’s conceptual identity and identify its foundational knowledge bases. Third, a longitudinal thematic analysis can reveal emerging trends, stable domains, and periods of conceptual redirection, thus offering insights into the evolution of the field as reflected by GOM’s publications.

To meet these aims, the study employs established bibliometric approaches that have become standard in analyses of scientific journals. Performance indicators such as total publications, citation rates, and authorship patterns provide quantitative evidence regarding scholarly output and influence (Aria & Cuccurullo, 2017; Donthu et al., 2021). Science-mapping techniques—specifically co-citation analysis (Small, 1973), bibliographic coupling (Kessler, 1963), and co-word analysis (Callon et al., 1983)—enable the identification of intellectual foundations, conceptual communities, and

evolving thematic structures. These tools have been effectively applied in related domains, including cross-cultural and strategic management, organizational behavior, entrepreneurship, and management studies (Kumar et al., 2022; Lampe et al., 2020), demonstrating their suitability for capturing the complexity of long-term disciplinary development.

By integrating these techniques, this study produces a comprehensive, evidence-based assessment of GOM's scientific trajectory. It highlights the journal's most influential contributions, identifies the networks of scholars and institutions shaping its development, and maps the evolution of its conceptual architecture. Through this analysis, the study contributes to understanding the role GOM has played in the broader management and organizational sciences and provides a foundation for reflecting on future research directions.

Literature Review

Bibliometrics

Bibliometrics refers to the quantitative study of scholarly communication through the statistical analysis of publications and citations. Introduced formally by Pritchard (1969), it provides a methodological foundation for examining how knowledge is produced and disseminated. Broadus (1987) emphasized its role in generating empirical indicators of scientific activity, while Rousseau (2014) framed bibliometrics as a systematic means of deriving reproducible measurements from bibliographic records.

The historical origins of the field are closely tied to early advances in citation indexing. Garfield's (1955) formulation of a citation-based indexing system established the conceptual basis for measuring intellectual linkages among documents. This work later informed the development of the Impact Factor, which institutionalized citation analysis in journal evaluation and research assessment (Bensman, 2007). These innovations transformed citation practices into quantifiable evidence reflecting scholarly influence.

Bibliometrics has since expanded into a broader analytical framework supported by developments in information science and network analysis. Comparative investigations of major citation databases such as Web of Science (WoS), Scopus, and Google Scholar revealed differences in coverage and indexing that must be considered when interpreting citation-based indicators (Bar-Ilan, 2008). Ding et al. (2014) further demonstrated that network-centric measures—such as co-citation, bibliographic coupling, and collaboration networks—capture structural properties of scientific fields beyond simple productivity or impact counts. Glänzel et al. (2019)

conceptualized bibliometrics as an integrated methodological architecture for analyzing science as a dynamic and interconnected system.

Methodological advances have also been supported by specialized software that enables large-scale data processing and visualization. Tools such as VOSviewer (Van Eck & Waltman, 2010, 2023; Yazdanjue et al., 2025) and bibliometrix (Aria & Cuccurullo, 2017) facilitate the construction of science maps, cluster detection, and the examination of thematic evolution. Recent applications illustrate how these tools can model conceptual structures, knowledge diffusion, and topic dynamics across time (Khorshidi et al., 2025).

These developments position bibliometrics as an essential methodological approach for journal-level analyses. By combining performance indicators with science-mapping techniques, bibliometrics enables a systematic assessment of GOM's intellectual structure, research fronts, and long-term thematic development.

Bibliometric Studies in Business and Management

Bibliometric research has a long-standing presence in business and management scholarship, emerging in parallel with broader developments in economics, organizational science, and applied social sciences. Early contributions focused primarily on tracing the origins of disciplinary knowledge and identifying the institutional and authorial structures underpinning publication systems. Studies such as Cleary and Edwards' (1960) examination of contributor origins in the *American Economic Review* and Henry and Burch's (1974) analysis of institutional contributions to major business journals established the quantitative evaluation of research output as an integral part of scholarly assessment. Similar efforts appeared in accounting and finance, where Bazley and Nikolai (1975), Heck and Bremser (1986), and Heck et al. (1986) mapped author affiliations, institutional productivity, and longitudinal publication patterns. These foundational works demonstrated that bibliometrics could reveal the relational and structural underpinnings of a field's scientific development.

By the 1980s and 1990s, bibliometric inquiry had become more theoretically grounded and methodologically diverse, expanding to journal evaluation and disciplinary mapping. Coe and Weinstock (1984) provided one of the earliest systematic evaluations of management journals, while Sharplin and Mabry (1985) introduced alternative ranking approaches based on citation behaviors in management research. In strategic management, Ramos-Rodríguez and Ruíz-Navarro (2004) and Nerur et al. (2008) used co-citation analysis to demonstrate how intellectual structures evolve as research domains mature. At the same time, Podsakoff et al. (2008, 2018)

significantly advanced understanding of author, institutional, and journal-level influence by integrating productivity, citation impact, and network centrality into comprehensive assessments of management scholarship.

Parallel developments occurred in adjacent areas of business research. Inkpen and Beamish (1994) documented the evolution of international business scholarship, while Clark et al. (2014) and Krammer et al. (2024) evaluated trends in *Journal of Management Studies*, providing insights into conceptual transitions and editorial shifts. Similar retrospective analyses have been conducted across specialized domains such as corporate governance (Durisin & Puzone, 2009), entrepreneurship (Ferreira et al., 2019; Hota et al., 2020; Landström et al., 2012), operations management (Pilkington & Meredith, 2009), business ethics (Rey-Martí et al., 2016), innovation (Fagerberg et al., 2012; Shafique, 2013; van der Have & Rubalcaba, 2016), and the knowledge management literature (Bontis & Serenko, 2009; Serenko & Bontis, 2013). These studies collectively demonstrate the capacity of bibliometrics to identify research fronts, trace conceptual trajectories, and uncover the structural composition of scholarly communities.

Within organizational behavior and applied psychology, retrospective analyses have served a similar function. Centennial reviews of *Journal of Applied Psychology* (Gelfand et al., 2017; Kozlowski et al., 2017; Lord et al., 2017; Mathieu et al., 2017) mapped the evolution of major subfields—including leadership, work teams, and cross-cultural organizational behavior—by linking foundational theories to contemporary empirical advancements. These studies highlight how longitudinal bibliometric mapping can capture the interplay between conceptual innovation and methodological change in organizational sciences.

More recently, bibliometric studies have adopted broader coverage and more refined methodological tools. Reviews of cross-disciplinary domains such as family business (Benavides-Velasco et al., 2013), leadership (Meuser et al., 2016; Zhao & Li, 2019), creativity research (Castillo-Vergara et al., 2018), pricing (Leone et al., 2012), sustainability (Beske-Janssen et al., 2015), tourism (Comerio & Strozzi, 2019; Hall, 2011), and finance (Khan et al., 2022; Zhang et al., 2019), illustrate the widespread use of science-mapping techniques to reveal emerging themes and latent conceptual structures. Studies in information systems (Córdoba et al., 2012; Lowry et al., 2013) and technology forecasting (Kraus et al., 2022; Rey-Martí et al., 2016; Verma & Gustafsson, 2020) further show how bibliometrics captures intellectual diversification in rapidly evolving research domains.

Against this broader landscape, GOM has contributed to shaping bibliometric work within organizational research by publishing domain-specific reviews that bridge micro-, meso-, and macro-level inquiry. Lowe and

Gardner (2000), Gardner et al. (2010), and Gardner et al. (2020) demonstrated how leadership scholarship evolves across decades through shifts in dominant theories, methodological preferences, and collaboration structures—an approach closely aligned with the science-mapping tradition. Recent GOM studies extend this trajectory: Chang et al. (2025) provided a cross-disciplinary map of family-friendly work research, and Subramony et al. (2023) synthesized how technological change reshapes the future-of-work literature. These contributions underscore GOM's role as a platform for integrating behavioral, organizational, and societal perspectives through bibliometric evidence.

The cumulative body of bibliometric studies in business and management thus reveals a distinctive pattern: the field has progressively shifted from descriptive cataloguing toward network-based analyses that uncover the cognitive, social, and structural dynamics of scholarly communities. These developments establish a robust methodological foundation for conducting a comprehensive bibliometric evaluation of GOM, enabling a systematic examination of its intellectual evolution, research impact, and thematic contributions over time.

Bibliometric Studies for Individual Journals

Anniversary-focused bibliometric investigations have become an essential genre for assessing the historical development, intellectual boundaries, and scholarly influence of individual journals. These retrospectives establish temporal baselines that connect publication trajectories to editorial regimes, disciplinary shifts, and methodological transitions. Early exemplars in economics and business set the foundations for this tradition (Heck et al., 1986). The centennial synthesis of the *American Economic Review* (Arrow et al., 2011) demonstrated how long-range citation patterns and landmark contributions can be systematically catalogued to infer the evolution of a journal's conceptual core. Similar retrospective efforts in accounting and finance used authorship counts, institutional contributions, and citation structures to delineate journal identity over extended periods (Heck & Bremser, 1986; Heck et al., 1986).

In management and organizational research, milestone studies have played a central role in tracing conceptual and methodological evolution. The multi-decade review of the *Journal of Management* by Van Fleet et al. (2006) and Kacmar et al. (2025), linked shifts in dominant theories to editorial transitions. Clark et al.'s (2014) 50-year analysis of the *Journal of Management Studies* demonstrated how scholarly communities reorganize around emerging themes and internationalize as fields mature. Krammer et al. (2024) extended this line

of inquiry by mapping the thematic and methodological diversification of the *Journal of Management Studies* during its diamond anniversary, showing how strategic management, leadership, and organizational theory evolved under changing institutional and societal pressures.

Applied psychology provides parallel evidence regarding the value of journal-level retrospectives. The centennial series published in *Journal of Applied Psychology*—including Kozlowski et al. (2017), Gelfand et al. (2017), and Mathieu et al. (2017)—demonstrated how evaluation of long-term publication patterns, citation dynamics, and collaboration networks can reveal transformations across subfields such as leadership, teams, and cross-cultural organizational behavior. These multi-author assessments illustrate how journal-level bibliometrics can recover disciplinary inflection points and trace methodological maturation.

More recent retrospectives in niche and cross-disciplinary outlets continue this trajectory. Schmitt et al.'s (2024) 50-year profile of *Journal of Consumer Research* highlighted shifting analytical paradigms and the expansion of behavioral research methods, while Tisdell's (2020) anniversary reflection on *Economic Analysis and Policy* linked impact and productivity trends to evolving economic policy debates. In the domain of organizational scholarship closely aligned with GOM's concerns, Gardner et al. (2020) offered a multi-decade retrospective of *The Leadership Quarterly*, demonstrating how bibliometric mapping captures the consolidation and branching of leadership research.

Within information science, Khorshidi, Merigó, et al. (2025a) provided a comprehensive 50-year synthesis of *Information Processing & Management*, integrating normalized impact indicators, collaboration centrality, and science-mapping to uncover core-periphery dynamics and thematic transitions. This study represents a contemporary benchmark for journal-scale bibliometric methodology and serves as a relevant methodological analogue for the present assessment of GOM.

These anniversary studies demonstrate that journal-focused bibliometrics constitute a robust and transferable framework for analyzing how editorial direction, research communities, and thematic priorities evolve over time. The methodological precedents established across economics, management, psychology, and information science provide the analytical scaffolding for a rigorous examination of GOM's historical trajectory.

Methods

This study follows a structured bibliometric design aligned with established scientific-mapping protocols (Donthu et al., 2021; Paul et al., 2021). Table 2 outlines the SPAR-4-SLR framework that organizes the procedure into

Table 2. Procedure of the Study Based on the SPAR-4-SLR Protocol

Activity	
Assembling	Identification Domain: Scholarship published in <i>Group & Organization Management</i> (GOM). Research objective: To conduct a comprehensive bibliometric assessment of GOM's historical development and intellectual structure. Research questions: 1. What patterns characterize GOM's publication volume and citation impact over time? 2. How does GOM currently perform within the broader management and organizational research landscape? 3. Which articles published in GOM have exerted the greatest scientific influence, and what external works does GOM draw on most heavily? 4. Which authors, institutions, and countries contribute most prominently to GOM's output? 5. What insights emerge from GOM's co-citation and bibliographic-coupling networks? 6. What does the journal's keyword landscape reveal about its thematic orientation and topical evolution?
Acquisition	Search platform: Scopus. Search period: 1976–2024. The search was retrieved in November 2025. Source titles: Group & Organization Management. Results = 1,731. Search in WoS (Publication title) (1992–2024): 1,173 documents. Computer software: VOSviewer, <i>bibliometrix</i>, <i>biblioshiny</i> and Microsoft Excel.
Arranging	Purification Filter 1: Exclude 2025 (1976–2024): 1,606 documents. Filter 2: Article & review & conference paper (special issue). Final number: 1,467. Filter 3: Publication stage: Final: 1,415 documents. WoS: Exclude 2025 (1,104) and filter article + review (932). WoS: Exclude early access and retracted: 837 documents. Additional results: Journal citation reports (WoS) and SciVal (scopus).

(continued)

Table 2. (continued)

Activity	
Assessing	Evaluation
	Performance analysis: 1. Use standard bibliometric indicators to position GOM within its field. 2. Examine core metrics, including publication and citation counts, citation rates, <i>h</i>-index values, yearly citation trajectories, and productivity/impact normalized by time and contributor characteristics—to characterize longitudinal patterns. Graphical analysis: 1. Produce science maps using VOSviewer and the bibliometrix package for visualizing structural relationships. 2. Analyze intellectual linkages through co-citation and bibliographic-coupling networks, and map conceptual patterns using keyword co-occurrence. 3. Apply network-based techniques, thematic mapping, and lexical visualizations to capture GOM's cognitive structure. Agenda proposal method: 1. Leveraging GOM's 50-year milestone, provide a retrospective covering 1976–2024. 2. Identify dominant and emerging research directions and outline unresolved questions to guide future inquiry. Reporting conventions: Results are conveyed through numerical summaries, tables, and visual mappings. Limitations: 1. Data were retrieved in November 2025, and GOM's bimonthly publication cycle means future updates will be required. 2. Scopus and WoS constraints—such as full counting and publication-date affiliations—may affect indicator accuracy. 3. Article-level differences in publication and citation behavior can influence aggregated metrics.
Reporting	

assembling the domain, acquiring data, arranging and purifying records, and assessing the final outputs. The domain is defined as the full corpus of GOM, and the objective is to construct a longitudinal evaluation of its performance, influence, and intellectual structure. The research questions listed in Table 2 specify the analytical scope, directing attention to publication and citation trajectories, contributor patterns, and the journal’s conceptual and network architecture.

Data collection was undertaken through Scopus using GOM as the Source Title, covering 1976–2024. The search executed in November 2025 returned 1,740 documents, with 1,606 falling within the target window after excluding 2025 to ensure complete and comparable yearly records. Document-type classification for these 1,606 items identified 1,415 articles, 97 editorials, 45 reviews, 29 notes, 12 errata, and 7 conference papers. Retaining this full distribution is important for understanding the journal’s editorial structure, but not all document types are suitable for bibliometric performance analysis. Editorials, notes, and errata do not represent original research and often do not accumulate citations in a manner consistent with research articles. Including them in productivity or citation benchmarks would inflate publication counts, distort citation averages, and bias network structures. For this reason, only articles, reviews, and conference papers related to special issues were retained, producing 1,467 documents. This filter ensures that only research-relevant outputs contribute to the analytical corpus. A final filter limited the dataset to publications in the “Final” stage, resulting in 1,415 records. This removes in-press or nonfinal items, which may lack stable bibliographic metadata or citation histories, thereby ensuring data integrity for performance indicators and science-mapping outputs.

A complementary search was performed in the WoS Core Collection, yielding 1,173 GOM records, of which 1,104 belonged to 1976–2024. Restricting the WoS set to articles and reviews produced 932 documents. Excluding early-access and retracted items further refined the sample to 837. These steps ensure that WoS serves as a consistent validation source while Scopus remains the primary dataset due to broader coverage for GOM. Indicators from both databases (Clarivate, 2025; Scopus, 2025) support cross-checking of citation patterns and publication trends.

Performance analysis uses established bibliometric indicators, including total publications, total citations, citations per article, temporal citation profiles, and the *h*-index and its normalized variants (Alonso et al., 2009; Figuerola-Wischke et al., 2024; Hirsch, 2005). Intellectual and conceptual structures are examined through co-citation (Small, 1973), bibliographic coupling (Kessler, 1963), and keyword co-occurrence (Callon et al., 1983). Visualizations and network structures are generated using VOSviewer (Khorshidi et al., 2025b; Van Eck & Waltman, 2010) and bibliometrix/biblioshiny (Aria & Cuccurullo, 2017), with supplementary computation in Excel. In line with Table 2, the method also integrates GOM’s 50-year milestone as a foundation for identifying long-term trajectories, emergent themes, and future research directions, while acknowledging database limitations and variation in article-level citation behavior.

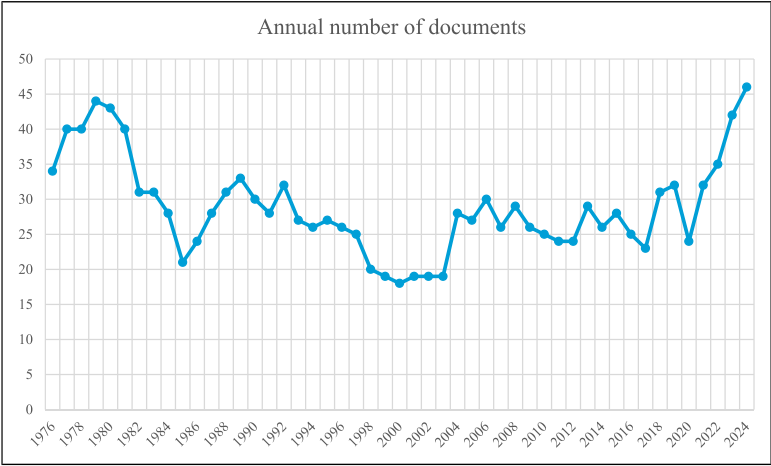


Figure 1. Annual number of papers published in GOM

Publication and Citation Structure of GOM

The publication and citation structure of GOM provides a quantitative baseline for understanding how the journal’s scholarly influence has unfolded over time. Annual output reflects the scale and regularity of contributions entering the journal’s corpus, while long-run variations in volume shape later patterns in citation accumulation, topic visibility, and network connectivity. Examining these trends is therefore essential for contextualizing the impact indicators, intellectual linkages, and thematic structures discussed in the subsequent parts of the Results section.

Figure 1 indicates that GOM’s annual publication volume follows a relatively stable but multi-phase pattern from 1976 to 2024. During the formative period, yearly output typically ranges between 20 and 30 articles, with a gradual decline visible through the early 1980s. From the mid-1980s until roughly 2016, publication counts stabilize, generally fluctuating within the mid-20s to low-40s. This extended interval of consistency suggests a predictable submission flow and a steady editorial rhythm. After 2016, the annual number of papers begins to rise more clearly, reaching the highest levels in the dataset by 2024, approaching the mid-40s. This recent expansion increases the size of the yearly record, which has implications for citation dispersion and the diversity of thematic contributions analyzed later. The trajectory captured in Figure 1 thus establishes the structural context that underpins the subsequent examination of citation patterns, influential works, and the evolution of GOM’s intellectual footprint.

It is also worth noting that recent years coincide with the increasing presence of additional peer-reviewed article formats in GOM (e.g., GOM Now, GOMusings, and commentaries), which mechanically raises annual item counts and can create a structural break in volume trends. For this reason, and to preserve citation maturity and comparability across adjacent years, the bibliometric window is intentionally capped at 2024 rather than extending into the most recent years with an immature citation window.

Annual citation patterns complement publication volume by revealing how influence accumulates across GOM's historical record. Table 3 shows substantial variability in total yearly citations, reflecting both the uneven age distribution of the corpus and the differential longevity of articles across editorial eras. Citation totals in the earliest years remain modest relative to later decades, consistent with a young journal building its initial intellectual footprint. Periods such as 1977, 1986, 1988, and several points in the 1990–2005 interval display marked citation peaks, indicating the presence of highly influential articles that shaped the citation structure of their respective cohorts. These peaks are accompanied by noticeable increases in the number of papers surpassing intermediate thresholds, particularly ≥ 50 and ≥ 20 citations, which broadens the influential base beyond single landmark contributions.

Across the mid-1990s to mid-2000s, GOM exhibits one of its most pronounced periods of citation accumulation, with multiple years containing several articles exceeding 100 citations and a rising number surpassing the ≥ 50 and ≥ 20 thresholds. This pattern signals the consolidation of substantive research streams that generated durable intellectual traction. A second important feature is the long-tail distribution captured by the ≥ 1 and ≥ 5 citation columns. Nearly all published papers eventually receive at least one citation, and a substantial share surpasses five citations, suggesting that most contributions enter ongoing scholarly conversations rather than remaining isolated within the corpus.

In the most recent decade, citation counts naturally decline for the newest publication years due to limited time for accumulation, but the distribution across thresholds indicates that several articles from 2015 onward are already crossing mid-range citation categories. This early uptake is consistent with the journal's increased annual output and broader topical diversification, which enhance visibility in adjacent management and organizational domains. The aggregated period blocks further clarify the structure: the 2006–2015 cohort exhibits the highest overall citation volume and concentration of mid- and high-impact papers, while earlier cohorts contribute disproportionately to the small set of articles surpassing the very high thresholds (≥ 200 and ≥ 500 citations). Together, these patterns

Table 3. Annual Citation Structure of GOM

Year	TP	TC	≥500	≥200	≥100	≥50	≥20	≥10	≥5	≥1
1976	34	732	0	1	3	3	4	10	13	25
1977	40	2,012	1	1	1	1	3	8	15	30
1978	40	255	0	0	0	1	3	5	10	29
1979	44	318	0	0	1	1	2	4	13	30
1980	43	140	0	0	0	0	1	5	11	25
1981	40	566	0	1	1	1	5	10	20	30
1982	31	386	0	0	0	0	7	11	22	30
1983	31	243	0	0	0	1	4	8	13	22
1984	28	566	0	1	1	2	6	9	14	25
1985	21	365	0	0	1	2	5	9	14	17
1986	24	961	0	1	2	7	12	16	19	22
1987	28	835	0	1	1	1	9	18	25	27
1988	31	1,842	1	2	5	9	16	21	23	28
1989	33	848	0	0	2	5	13	20	26	29
1990	30	1,749	0	1	8	11	22	24	25	27
1991	28	860	0	0	1	8	17	20	21	22
1992	32	1,016	0	0	2	7	19	20	25	28
1993	27	1,154	0	0	4	7	16	20	22	23
1994	26	1,080	0	0	3	10	16	17	17	23
1995	27	1,387	0	2	4	7	14	19	21	22
1996	26	1,336	0	1	5	11	15	19	21	22
1997	25	1,273	0	0	5	10	15	21	21	22

(continued)

Table 3. (continued)

Year	TP	TC	≥500	≥200	≥100	≥50	≥20	≥10	≥5	≥1
1998	20	1,432	0	1	5	10	16	20	20	20
1999	19	2,522	0	6	9	11	18	19	19	19
2000	18	1,528	0	1	3	13	16	17	18	18
2001	19	1,585	0	2	5	10	17	19	19	19
2002	19	2,508	2	4	6	7	12	18	19	19
2003	19	1,577	0	0	9	13	17	18	18	19
2004	28	1,839	0	1	7	13	20	24	26	26
2005	27	1,472	0	0	5	12	21	23	25	26
2006	30	4,638	3	8	13	17	27	28	29	29
2007	26	2,445	0	3	7	17	25	25	26	26
2008	29	2,104	1	1	4	14	22	27	29	29
2009	26	2,885	0	4	11	19	23	25	25	25
2010	25	1,947	0	1	6	17	22	25	25	25
2011	24	2,668	1	5	5	13	20	22	24	24
2012	24	1,634	0	2	5	10	18	20	23	24
2013	29	2,036	0	2	8	13	22	24	25	27
2014	26	1,391	0	1	3	11	22	25	26	26
2015	28	1,997	1	3	3	12	21	24	25	28
2016	25	1,468	0	0	3	15	20	24	25	25
2017	23	919	0	0	1	5	15	19	23	23
2018	31	1,097	0	0	1	7	21	30	31	31
2019	32	921	0	0	0	6	20	27	29	32

(continued)

Table 3. (continued)

Year	TP	TC	≥500	≥200	≥100	≥50	≥20	≥10	≥5	≥1
2020	24	835	0	0	1	5	17	21	24	24
2021	32	1,095	0	0	3	6	20	27	31	32
2022	35	1,105	0	0	2	7	14	23	33	35
2023	42	479	0	0	0	0	6	21	34	41
2024	46	246	0	0	0	0	1	7	18	44
1976–1985	352	5,583	1	4	8	12	40	79	145	263
1986–1995	286	11,732	1	7	32	72	154	195	224	251
1996–2005	220	17,072	2	16	59	110	167	198	206	210
2006–2015	267	23,745	6	30	65	143	222	245	257	263
2016–2024	290	8,165	0	0	11	51	134	199	248	287
Total	1,415	66,297	10	57	175	388	717	916	1,080	1,274
%	100		0.71	4.03	12.37	27.42	50.67	64.73	76.33	90.04

Abbreviations: TP and TC = Total papers and citations; ≥500, ≥200, ≥100, ≥50, ≥20, ≥10, ≥5, ≥1 = Number of papers with equal or more than 500, 200, 100, 50, 20, 10, 5 and 1 citations.

reveal a citation landscape shaped by both historical depth and contemporary expansion.

Tables 4 and 5 evaluate whether GOM's curated issue formats translate into systematically higher citation impact relative to regular papers, considering both the full citation life-cycle (1976–2024) and a more comparable recent window (2011–2024). Table 4 indicates that Special Issue (SI) articles are not more cited on average than regular papers: across 1976–2024, SI papers receive 43.96 citations per paper versus 46.95 for regular papers without SI, and this ordering remains in 2011–2024 (41.40 vs. 42.54). The upper tail is also consistently dominated by regular papers, with higher counts at the most selective thresholds in the full window (e.g., ≥ 500 : 9 vs. 1; ≥ 200 : 52 vs. 3; ≥ 100 : 167 vs. 8), and similarly in 2011–2024 (≥ 200 : 9 vs. 2; ≥ 100 : 29 vs. 6; ≥ 50 : 94 vs. 16). Table 5 shows an even clearer pattern for Special Conceptual Issue (SCI) articles: SCI papers average 40.68 citations per paper, which is lower than regular papers both in 1976–2024 (47.12) and in 2011–2024 (42.71), and the high-impact strata again concentrate in regular papers (e.g., ≥ 500 : 10 vs. 0; ≥ 200 : 53 vs. 2; ≥ 100 : 168 vs. 7 in 1976–2024, and ≥ 500 : 2 vs. 0; ≥ 200 : 9 vs. 2; ≥ 100 : 28 vs. 7 in 2011–2024). Together, Tables 5 and 6 suggest that, within GOM, neither SI nor SCI formats yield a consistent citation premium; instead, the journal's most highly cited contributions are disproportionately represented among regular papers, and the relative citation advantage of curated issues is not supported once both mean impact and the distributional tail are considered.

Figure 2 shows a clear shift in GOM's citation distributions across time. Note that this figure uses a box-plot methodology (Tukey, 1977) for classifying the annual citation structure (Hussain et al., 2025; Khorshidi et al., 2025a). The earliest years (1976–1985) display low medians and narrow spreads, with most articles receiving fewer than 20 citations. Citation variability is minimal, though several years contain isolated high-impact publications, including a major outlier in 1977 (1,809 citations). From the mid-1980s through the 1990s, dispersion widens and medians rise, signaling increasing heterogeneity in article impact. Notable early peaks appear in 1990 (225 citations). By the late 1990s, both central tendency and spread sharply increase, marking the beginning of GOM's most citation-intensive era.

Between 1998 and 2010, annual medians commonly fall between 50 and 100 citations, and upper whiskers frequently exceed 150 citations. Several years exhibit major outliers, including 2002 (884 citations), 2006 (715 citations), 2008 (530 citations), 2011 (876 citations), and 2015 (599 citations). This period reflects the journal's strongest concentration of highly cited work.

Post-2009, citation distributions narrow, and medians decline—an expected consequence of shorter citation windows. Yet influential early-

Table 4. Citation Comparison Between Special Issue Articles and Regular Articles in GOM

Article type	Period	TP	TC	C/P	≥500	≥200	≥100	≥50	≥20	≥10	≥5	≥1
SI	1976–2024	80	3,517	43.96	1	3	8	19	43	55	68	78
	2011–2024	72	2,981	41.4	1	2	6	16	37	49	62	72
RP without SI	1976–2024	1335	62,678	46.95	9	52	167	369	673	861	1,012	1,196
	2011–2024	349	14,848	42.54	1	9	29	94	199	265	309	344

Abbreviations are available in [Table 3](#) except: SI = Special Issue articles; RP = Regular papers.

Table 5. Citation Comparison Between Special Conceptual Issue Articles and Regular Articles in GOM

Article type	Period	TP	TC	C/P	≥500	≥200	≥100	≥50	≥20	≥10	≥5	≥1
SCI	1976–2024	75	3,051	40.68	0	2	7	20	39	57	66	74
	2011–2024	75	3,051	40.68	0	2	7	20	39	57	66	74
RP without SCI	1976–2024	1,340	63,144	47.12	10	53	168	368	677	859	1,014	1,200
	2011–2024	346	14,778	42.71	2	9	28	90	197	257	305	342

Abbreviations are available in [Table 3](#) except: SCI = Special Conceptual Issue articles; RP = Regular papers.

Table 6. Analysis of GOM in the JCR of WoS and Scopus

Year	TCJ	IF	5YIF	AIS	RM	PM	RAP	PAP	CS	PA	PB	PP
1997	274	0.47	—	—	33/59	44.92	29/50	43	—	—	—	—
1998	277	0.41	—	—	34/61	45	35/50	31	—	—	—	—
1999	308	0.36	—	—	39/61	36.89	39/49	21.43	—	—	—	—
2000	317	0.59	—	—	31/60	49.17	29/49	41.84	—	—	—	—
2001	384	0.73	—	—	23/61	63.11	22/48	55.21	—	—	—	—
2002	379	0.83	—	—	28/65	57.69	25/50	51	—	—	—	—
2003	422	0.55	—	—	42/67	38.06	37/49	25.51	—	—	—	—
2004	422	0.86	—	—	33/67	51.49	23/50	55	—	—	—	—
2005	467	0.62	—	—	49/71	31.69	34/49	31.63	—	—	—	—
2006	548	0.84	—	—	43/79	46.2	37/54	32.41	—	—	—	—
2007	580	0.78	1.33	0.73	52/81	36.42	37/57	35.96	—	—	—	—
2008	795	2.00	1.91	0.77	26/89	71.35	15/61	76.23	—	—	—	—
2009	1,014	1.92	2.19	0.77	33/112	70.98	16/63	75.4	—	—	—	—
2010	1,159	2.41	2.71	0.78	38/144	73.96	12/69	83.33	—	—	—	—
2011	1,106	2.42	2.82	0.94	30/168	82.44	15/73	80.14	4.8	89	91	92
2012	1,299	2.95	3.55	1.27	29/174	83.62	6/73	92.47	6.0	94	96	95
2013	1,284	1.48	2.53	1.02	65/173	62.72	27/75	64.67	4.4	84	89	85
2014	1,399	1.40	2.86	1.21	78/185	58.11	33/76	57.24	3.9	80	89	81
2015	1,462	1.90	2.52	0.91	67/192	65.36	27/79	66.46	3.2	70	84	69
2016	1,929	1.84	3.35	1.12	88/194	54.9	34/80	58.13	3.7	79	84	74
2017	2,226	2.62	3.39	0.95	71/210	66.43	19/82	77.44	4.4	87	86	80
2018	2,557	3.10	4.07	1.16	68/217	68.89	16/82	81.1	5.3	93	88	85
2019	2,741	2.52	4.15	1.25	108/226	52.43	26/84	69.64	4.9	91	85	82
2020	3,920	3.93	5.68	1.44	114/226	49.78	24/83	71.69	5.1	91	84	81
2021	3,904	4.29	5.42	1.50	122/228	46.71	29/83	65.66	6.2	94	87	85
2022	4,019	4.8	5.2	1.42	107/227	53.1	20/83	76.5	7.0	95	87	81
2023	3,673	4.0	4.7	1.60	119/407	70.9	19/113	83.6	8.4	97	86	85
2024	4,010	3.5	5.2	1.74	158/420	62.5	30/115	74.3	9.9	98	89	89

Abbreviations: TCJ = Total citations in the JCR; IF = Impact factor; 5YIF = 5-year impact factor; AIS = Article Influence Score; RM = Ranking in the WoS category of Management; PM = Journal impact factor percentile in Management; RAP = Ranking in the WoS category of Applied Psychology; PAP = Journal impact factor percentile in Applied Psychology; CS = CiteScore (Scopus); PA, PB, PP = CiteScore percentile in the categories that index GOM in Scopus (PA = Arts and Humanities; PB = Organizational Behavior and Human Resource Management; PP = Applied Psychology).

trajectory papers persist, such as the 2011 outlier (599 citations). From 2016 onward, medians remain below 50 citations, with modest dispersion but occasional papers exceeding 100 citations. The figure demonstrates a transition from low-impact, tightly clustered citation patterns in GOM’s early

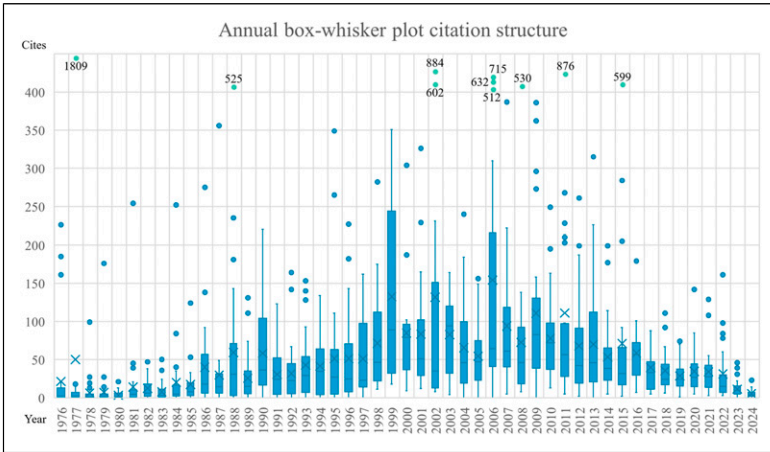


Figure 2. Annual box-whisker plot citation structure of all papers published in GOM

decades toward a mature phase characterized by higher medians, broader dispersion, and recurrent extreme-impact publications, followed by a narrowing in recent cohorts due to time effects.

Table 6 provides a longitudinal view of GOM’s journal-level performance across WoS and Scopus, offering insight into how its disciplinary positioning has evolved. Early JCR coverage (1997–2004) shows modest citation accumulation (TCJ between 274 and 422) and Impact Factor (IF) values below 1.0, positioning the journal in the mid-ranked tier of the WoS Management category. The absence of 5-year IF and article influence score (AIS) indicators during this period, reflects the historical limitations of JCR reporting prior to the expansion of journal-level metrics (Clarivate, 2025).

A substantial performance shift occurs beginning in 2007, where the first available AIS values—derived from the eigenfactor-based framework of Bergstrom et al. (2008)—place GOM at 0.73, rising to above 1.0 from 2012 onward. These increases parallel gains in IF and 5-year IF, which reach notable highs in 2008 (IF = 2.00), 2010 (2.41), and 2012 (2.95). The 5-year IF surpasses 3.0 multiple times (e.g., 2012 at 3.55; 2016 at 3.35; 2020 at 5.68), indicating sustained citation influence beyond the immediate citation window (Clarivate, 2025). Rankings within the Management category fluctuate as the category expands. During the 2010s, GOM’s WoS positional rank generally falls between 68 and 122 out of approximately 170–230 journals, corresponding to percentiles between 46%–83%. The journal’s classification in Applied Psychology (from 2011 onward) displays a stronger percentile

trajectory, often exceeding 80% (e.g., 2012 at 92%, 2017 at 77%, 2023 at 83%), reflecting GOM's micro-organizational orientation.

The Scopus indicators show parallel upward movement. CiteScore increases from 4.8 in 2022 to 9.9 by 2024, placing GOM within the upper percentiles of its indexed categories (between 81 and 92, depending on category). The rapid rise in Scopus impact metrics from 2018 onward corresponds to a marked growth in citation density within Scopus-indexed outlets (Scopus, 2025). Across the entire period, the combination of rising AIS values, strong 5-year IF performance, and consistently improving CiteScores signals GOM's gradual movement toward higher-impact strata within the organizational research ecosystem. The data further show that GOM's performance is stronger in Applied Psychology than in general Management, consistent with its long-term focus on group dynamics, teams, and micro-organizational processes.

Keyword and Topic Analysis of GOM

Keyword co-occurrence analysis provides a structured view of the conceptual domains that have shaped GOM's scholarly trajectory. By examining author-supplied terms and their relational patterns, it becomes possible to identify dominant thematic clusters, trace their temporal evolution, and observe how established constructs connect to emerging lines of inquiry (Callon et al., 1983; Khorshidi et al., 2025a).

Figure 3 reveals a dense core of mid-2010s topics shown in green and light-green, including *leadership*, *teams*, *performance*, *organizational identification*, *trust*, *transformational leadership*, *leader-member exchange*, and *organizational citizenship behavior*. These terms form the structural backbone of GOM's keyword landscape and show strong interconnections. Older themes in blue and turquoise include *organizational commitment*, *job attitudes*, *performance appraisal*, *organizational justice*, *cultural intelligence*, and *multisource feedback*, indicating prominence in the early 2010s or before. These keywords sit at the periphery but remain linked to the central leadership-teams cluster.

Recent topics concentrated in yellow, orange, and red mark newer areas of interest. These include *stress*, *coordination*, *inclusion*, *gender diversity*, *promotion*, *team processes*, *entrepreneurship*, *sustainability*, and *counter-productive work behavior*, signaling the journal's growing engagement with well-being, identity, and organizational change themes from roughly 2018–2020. The map shows a stable core around leadership, teams, and social exchange, with a gradual outward expansion toward contemporary themes related to diversity, resilience, and organizational sustainability.

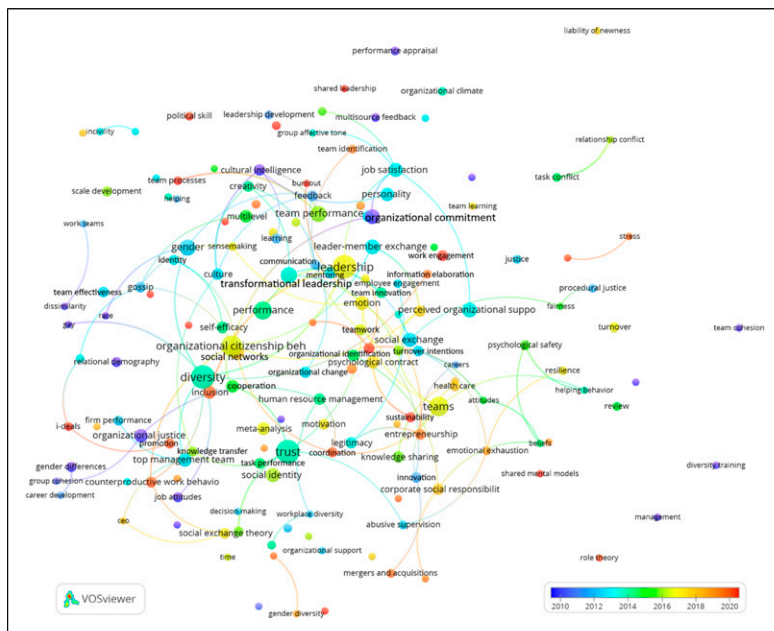


Figure 3. Co-occurrence of author keywords in GOM: minimum occurrence threshold of 3 and 100 links.

Note. mid-2010s topics shown in green and light-green, early 2010s or before shown in blue and turquoise, and themes from roughly 2018–2020 shown in yellow, orange, and red

Figure 4 visualizes the temporal evolution of GOM's prominent themes using the Bibliometrix trend-topics algorithm (Aria & Cuccurullo, 2017). The plot highlights when key terms begin to appear, how long they persist, and the relative prominence of each topic based on bubble size. Early-term activity is concentrated between 2004 and 2010, with *cultural intelligence*, *relational demography*, *organizational commitment*, *culture*, and *feedback*, forming the journal's foundational micro-organizational focus. These topics exhibit long spans but relatively small bubbles, indicating steady yet moderate attention. Between 2010 and 2015, GOM's thematic core shifts toward *leader-member exchange*, *trust*, *perceived organizational support*, *performance*, *diversity*, and *teams*. Larger bubbles for *trust*, *performance*, and *diversity*, reflect their role as high-frequency, high-impact research anchors during this period. From 2014 onward, the landscape expands toward more relational and identity-based constructs, including *social identity*, *social networks*, *leadership*, and *promotion*. The substantial bubble associated with *leadership* marks it as one

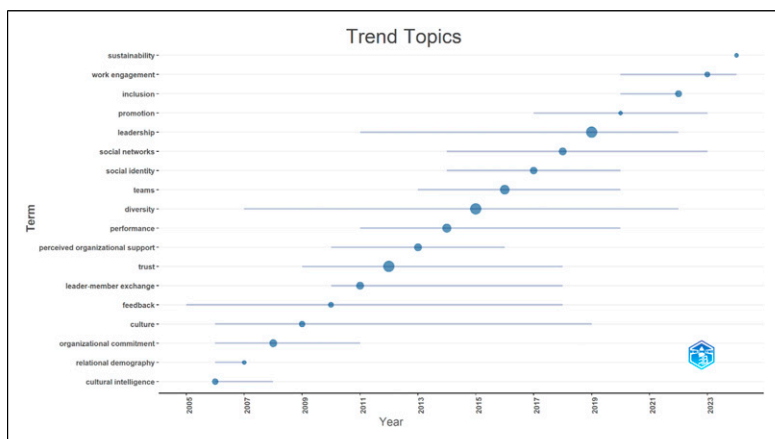


Figure 4. Temporal evolution of major research topics in GOM based on bibliometrix trend analysis

of the most influential mid-2010s topics. The newest themes—primarily after 2018—cover *inclusion*, *work engagement*, and *sustainability*, all of which occupy the upper portion of the figure. Their right-shifted bars signal recent emergence, while the relatively large bubbles for *work engagement* and *sustainability* indicate strong current momentum and growing relevance. The trend-topics map shows a progression from early interest in attitudes and interpersonal processes toward a more diverse, contemporary portfolio centered on identity, inclusion, engagement, and organizational sustainability.

Figure 5 provides a frequency-weighted word cloud generated using the square-root scaling method in *bibliometrix* (Aria & Cuccurullo, 2017), highlighting the dominant lexical patterns in GOM's author keyword corpus. The most visually prominent terms—*organizational citizenship behavior*, *diversity*, *leadership*, *trust*, *teams*, *performance*, and *team performance*—reflect the journal's sustained emphasis on interpersonal processes, group functioning, and prosocial organizational behaviors. The prominence of *organizational citizenship behavior* and *diversity* signals their consistently high frequency, aligning with the strong clusters identified in the co-occurrence network.

Keywords such as *perceived organizational support*, *leader-member exchange*, *organizational commitment*, *social identity*, *social exchange*, *organizational justice*, and *transformational leadership*, occupy the mid-tier size range, illustrating their recurrent but comparatively more specialized presence within GOM's corpus. The cloud also reveals thematic breadth: emergent or



Figure 5. Word cloud of the most frequent keywords in GOM

niche areas—such as *corporate social responsibility*, *knowledge sharing*, *top management team*, *counterproductive work behavior*, *innovation*, and *cultural intelligence*—appear in smaller sizes yet demonstrate the journal's engagement with both behavioral microfoundations and broader organizational phenomena. The word cloud visually reinforces the journal's thematic core in leadership, social exchange dynamics, citizenship behaviors, and diversity-related scholarship, while also capturing the peripheral but steadily expanding topics that reflect GOM's interdisciplinary scope.

Figure 6 presents a thematic map derived from the 300 most frequent author keywords using the Walktrap clustering algorithm (Pons & Latapy, 2006), positioning themes along two dimensions: centrality (relevance within the field) and density (internal development). Four quadrants emerge, each reflecting a distinct thematic role in GOM's intellectual structure.

In the upper-right quadrant (Motor Themes), *organizational citizenship behavior*, *leader-member exchange*, and *organizational commitment*, appear as highly central and moderately developed clusters, indicating their sustained role as conceptually cohesive drivers of research. These themes combine strong internal structure with broad connectivity, reflecting their long-standing prominence in organizational behavior scholarship.

In the lower-right quadrant (Basic Themes), *leadership*, *diversity*, *gender*, *trust*, *teams*, *social networks*, *top management team*, and *performance*, exhibit high centrality but lower density. Their position shows that they anchor a wide range of studies across GOM while remaining conceptually open, enabling

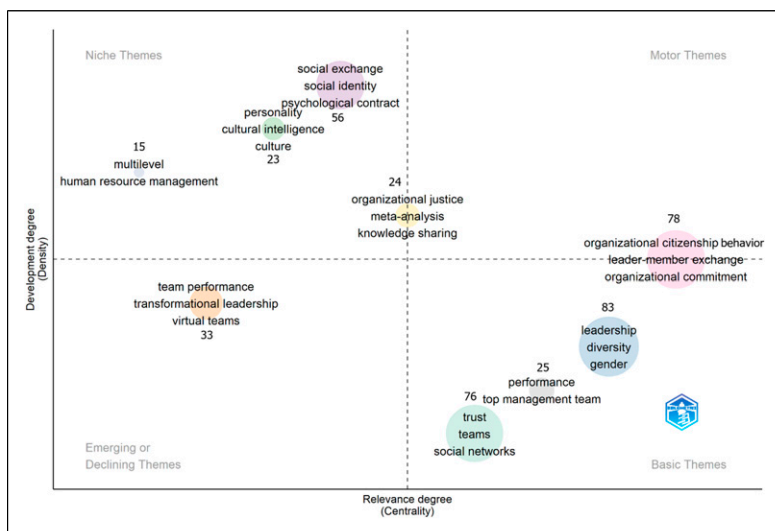


Figure 6. Thematic map built with the 300 most frequent author keywords and minimum cluster frequency of 3 (Clustering algorithm: Walktrap)

integration with multiple adjacent areas. These keywords form the foundational backbone of the journal's research landscape.

The upper-left quadrant (Niche Themes) contains more specialized but well-developed topics, including *social exchange*, *social identity*, *psychological contract*, *personality*, *cultural intelligence*, *culture*, *human resource management*, and *multilevel*. High density but lower centrality indicates focused, theoretically rich areas that contribute depth without dominating the overall field. In the lower-left quadrant (Emerging or Declining Themes), *team performance*, *transformational leadership*, and *virtual teams*, appear with both low density and low centrality. Their placement suggests either early-stage thematic formation or reduced recent research momentum within the journal.

The map demonstrates that GOM's intellectual structure is anchored by broad, integrative concepts (leadership, diversity, trust, and teams), driven by cohesive behavioral constructs (organizational citizenship behavior, leader-member exchange, organizational commitment), supported by specialized theoretical niches (social identity, psychological contract), and complemented by smaller clusters that appear to be transitioning within the field's thematic evolution.

Table 7 summarizes the most frequent *index keywords* appearing in GOM since 2003 (the first year in which Scopus index terms become available). The distribution highlights both the thematic breadth of the journal and the uneven

Table 7. The Most Frequent Index Keywords in GOM (Scopus: 2003–2024)

R	Keyword name	TP	TC	H	C/P	D1	D2
1	Trust	28	1,939	20	69.2	16	12
2	Leadership	28	1,519	21	54.2	10	18
3	Diversity	27	2,851	22	105.6	14	13
4	Teams	19	1,179	15	62.1	8	11
5	Performance	16	1,762	14	110.1	9	7
6	Organizational citizenship behavior	16	810	12	50.6	6	10
7	Transformational leadership	13	1,927	12	148.2	11	2
8	Team performance	13	926	12	71.2	7	6
9	Gender	13	666	11	51.2	6	7
10	Organizational commitment	11	1,224	10	111.3	9	2
11	Perceived organizational support	11	904	10	82.2	8	3
12	Social networks	11	453	7	41.2	3	8
13	Social exchange	10	503	9	50.3	7	3
14	Job satisfaction	10	487	9	48.7	7	3
15	Social identity	10	375	8	37.5	4	6
16	Personality	9	901	7	100.1	6	3
17	Organizational justice	9	475	6	52.8	7	2
18	Meta-analysis	8	1,675	7	209.4	3	5
19	Inclusion	8	1,380	7	172.5	1	7
20	Multilevel	8	538	7	67.2	4	4
21	Leader-member exchange	8	496	7	62	6	2
22	Cooperation	8	441	7	55.1	4	4
23	Cultural intelligence	7	1,519	7	217	7	0
24	Culture	7	605	6	86.4	4	3
25	Job performance	7	495	6	70.7	2	5
26	Organizational identification	7	454	7	64.9	5	2
27	Emotions	7	434	6	62	2	5
28	Organizational change	7	410	5	58.6	5	2
29	Corporate social responsibility	7	396	7	56.6	4	3
30	Mentoring	7	384	7	54.9	3	4
31	Knowledge sharing	7	275	7	39.3	4	3
32	Virtual teams	7	263	6	37.6	5	2
33	Self-efficacy	7	251	6	35.9	4	3
34	Legitimacy	7	249	7	35.6	3	4
35	Human resource management	7	241	7	34.4	5	2

Abbreviations are available in [Table 3](#) except: R = Rank; H = *h*-index; C/P = Cites per paper; D1 = Number of papers between 2003 and 2015; D2 = 2016–2024.

citation performance across topics. Across 2003–2024, *trust* and *leadership* appear as the most frequently indexed terms (28 papers each), yet their citation footprints differ markedly. *Trust* accumulates 1,939 citations ($C/P = 69.2$; $H = 20$), reflecting its strong and sustained resonance, whereas *leadership* yields 1,519 citations ($C/P = 54.2$; $H = 21$), indicating comparable author impact through the *h*-index but slightly lower average citations per study.

Several terms show comparatively high citation density despite moderate publication counts. *Diversity* (27 papers) stands out with 2,851 citations—the largest total in the table—and a C/P of 105.6, positioning it as one of the most influential thematic anchors in GOM. Similarly, *performance* (16 papers) displays an even higher C/P (110.1), while *transformational leadership* (13 papers) posts one of the strongest citation intensities ($C/P = 148.2$), underscoring its central theoretical and empirical relevance in the journal's corpus. Other deeply embedded organizational behavior constructs exhibit strong cumulative influence. *Organizational commitment* (11 papers) yields 1,224 citations ($C/P = 111.3$), and *perceived organizational support* (11 papers) similarly records a high C/P (82.2). These patterns confirm the journal's longstanding engagement with exchange-based and attitudinal frameworks.

Several high-impact but lower-frequency topics also emerge. *Meta-analysis* (8 papers, 1,675 citations; $C/P = 209.4$) and *cultural intelligence* (7 papers, 1,519 citations; $C/P = 217$)—the two highest C/P values in the table—demonstrate that methodological synthesis and cross-cultural constructs serve as influential domains in GOM. Temporal distribution ($D1$ vs. $D2$) suggests shifts in thematic momentum. For example, *inclusion* shows a strong recent concentration ($D1 = 1$; $D2 = 7$), aligning with contemporary diversity research. *Leadership*, *trust*, and *diversity*, remain consistently represented across both periods, while themes such as *multilevel*, *organizational justice*, and *knowledge sharing*, display more balanced temporal distributions.

The table shows that high-impact constructs in GOM are not solely those with the highest productivity but those with strong citation density, reflecting the journal's positioning within organizational behavior, leadership, and diversity research. This index-keyword profile also complements the thematic patterns observed in Figures 3–6, reinforcing the central role of social exchange-based frameworks, leadership processes, diversity scholarship, and team-based constructs in shaping the journal's intellectual core since 2003.

Table 8 presents GOM's leading topics from 2015–2024 derived from SciVal's Scopus-based topic classification system (SciVal, 2025). The indicators reported—Field-Weighted Citation Impact (FWCI); and Worldwide Prominent Percentile (PP)—enable a field-normalized assessment of topic

Table 8. Leading Topics in GOM Between 2015 and 2024 (SciVal – Scopus)

R	Topic	TP	VC	TC	TC/ TP	FWCI	PP
1	Team dynamics and knowledge transfer mechanisms	41	1,715	894	21.8	1.28	97.92
2	Diversity management and team performance dynamics	24	1,888	1,253	52.21	4.49	98.55
3	Neuroscience insights into leadership and decision-making	19	491	266	14	1.19	81.19
4	Innovative behavior and creativity in organizations	12	756	420	35	1.57	99.61
5	Psychological contracts and employee relationships	9	652	183	20.33	1.51	93.67
6	Idiosyncratic deals and employee relationships	9	208	66	7.33	1.63	83.20
7	Employee engagement and job crafting dynamics	8	581	182	22.75	1.59	99.75
8	Cultural dynamics in mergers and acquisitions	8	566	222	27.75	2.5	94.04
9	CEO influence on firm performance dynamics	7	171	112	16	0.84	97.84
10	Gender dynamics in leadership and career progression	7	341	122	17.43	0.93	97.83
11	Social networks and knowledge Brokerage dynamics	7	200	127	18.14	1.16	94.00
12	Work-family dynamics and employee well-being	6	222	67	11.17	1.2	99.38
13	Transforming management education for business relevance	6	108	408	3.78	1.47	98.02
14	Mentoring dynamics in professional development programs	6	429	231	38.5	2.26	94.64
15	Trust dynamics in organizational relationships	6	238	140	23.33	1.74	92.80
16	Gender diversity and corporate board performance	5	253	127	25.4	1.19	99.73
17	Transformational leadership and employee engagement dynamics	5	403	283	56.6	1.85	99.24
18	Incivility and counterproductive work behavior dynamics	5	163	83	16.6	1.13	98.26
19	Toxic leadership and its impact on employees	5	114	96	19.2	0.55	98.06

(continued)

Table 8. (continued)

R	Topic	TP	VC	TC	TC/ TP	FWCI	PP
20	Perceptions of justice in organizational contexts	5	168	30	6	0.47	96.26
-	7 topics	4	—	—	—	—	—
-	8 topics	3	—	—	—	—	—
-	30 topics	2	—	—	—	—	—
-	101 topics	1	—	—	—	—	—

Abbreviations: R = Rank; TP = Total papers; VC = Views count; TC = Total citations; FWCI = Field-weighted citation impact (data from Scopus); PP = Worldwide prominent percentile (according to Scopus and FWCI).

influence and global visibility (Klavans & Boyack, 2017; Purkayastha et al., 2019). Several topics combine high productivity with strong citation performance.

Team Dynamics and Knowledge Transfer Mechanisms (41 papers) is the most prolific topic, accumulating 894 citations (TC/TP = 21.8) and achieving an FWCI of 1.28, indicating citation rates 28% above world average. Its PP of 97.92 places it among the top globally recognized topics in its field. *Diversity Management and Team Performance Dynamics* shows an even more substantial impact profile: with 24 papers generating 1,253 citations (TC/TP = 52.21), an FWCI of 4.49, and a PP of 98.55, it represents one of the most influential and prominently positioned topics in GOM's recent portfolio.

High-intensity citation patterns also appear in topics with moderate productivity. For example, *Innovative Behavior and Creativity in Organizations* records 12 papers and 420 citations (TC/TP = 35), an FWCI of 1.57, and a PP of 99.61—one of the highest prominence scores in the table. *Employee Engagement and Job Crafting Dynamics* (8 papers; TC/TP = 22.75; FWCI = 1.59; PP = 99.75) displays a similar profile, reflecting strong international relevance. Several areas demonstrate particularly high field-normalized performance despite smaller paper counts. *Cultural Dynamics in Mergers and Acquisitions* (8 papers; FWCI = 2.50), *Mentoring Dynamics in Professional Development Programs* (6 papers; FWCI = 2.26), and *Transformational Leadership and Employee Engagement Dynamics* (5 papers; FWCI = 1.85; PP = 99.24) highlight domains in which GOM's contributions significantly outperform global citation expectations. *Gender Diversity and Corporate Board Performance* (5 papers) also appears prominently positioned (PP = 99.73) even with moderate citation totals.

Other topics reflect steady engagement while performing closer to global citation averages. *Neuroscience Insights into Leadership and Decision-Making* (FWCI = 1.19), *Social Networks and Knowledge Brokerage Dynamics* (FWCI = 1.16), and *Work-Family Dynamics and Employee Well-Being* (FWCI = 1.20) indicate areas of solid scholarly relevance. Lower FWCI values in topics such as *CEO Influence on Firm Performance Dynamics* (0.84), *Toxic Leadership and Its Impact on Employees* (0.55), and *Perceptions of Justice in Organizational Contexts* (0.47) suggest comparatively lower global citation alignment, though these topics still demonstrate strong prominence percentiles (typically above 95), indicating continuing international attention. The SciVal-based topic structure reveals that GOM's strongest areas of influence lie in diversity and team dynamics, leadership–engagement relationships, creativity and innovation, mentoring, and cultural processes in organizational change. The combination of high FWCI and PP across many topics underscores the journal's visibility and impact within the broader management and organizational behavior research landscape.

The topic-cluster landscape of GOM between 2015 and 2024 reflects a broad and increasingly pluralistic research agenda shaped by behavioral, ethical, technological, and societal developments. The most productive cluster, *Organizational Dynamics in Employee Engagement and Ethics* (94 papers), combines sizable output with strong field-normalized influence (FWCI = 1.31; PP = 95.16), indicating that engagement, ethical climates, and value-driven behavior remain central themes in the journal and continue to attract wide visibility. A second major cluster, *Dynamics of Group Processes and Decision Making* (85 papers), exhibits the highest overall citation volume (TC = 2,573) and strong citation efficiency (TC/TP = 30.27), alongside a high FWCI of 2.25. These indicators suggest that decision processes, conflict, information sharing, and group cognition form the intellectual backbone of contemporary GOM scholarship and resonate strongly across the broader management and psychology fields covered by Scopus and SciVal (Table 9).

Several mid-sized clusters demonstrate particularly strong citation intensity relative to their output. *Emotional Labor and Job Satisfaction* (TC/TP = 25.14; FWCI = 1.81) and *Transformative Business Models in Digital Innovation* (TC/TP = 23.19; FWCI = 1.82; PP = 98.36) reveal how GOM has incorporated affective work experiences and digital transformation into its conceptual repertoire. Similarly, *Fatherhood and Justice in Organizational Performance* (TC/TP = 30.28; FWCI = 2.33) reflects a sustained interest in emerging forms of work–family research, fairness, and changing social roles. Strong global prominence scores (PP > 95) in clusters such as entrepreneurship, sustainability, corporate responsibility, and social media influence indicate that GOM has effectively positioned itself

Table 9. Leading Topic Clusters in GOM Between 2015 and 2024 (SciVal – Scopus)

R	Topic cluster	TP	VC	TC	TC/ TP	FWCI	PP
1	Organizational dynamics in employee engagement and ethics	94	4,024	1,928	20.51	1.31	95.16
2	Dynamics of group processes and decision making	85	4,772	2,573	30.27	2.25	58.07
3	Emotional labor and job satisfaction in workplaces	22	1,295	553	25.14	1.81	87.7
4	Fatherhood and justice in organizational performance	18	1,119	545	30.28	2.33	83.71
5	Transformative business models in digital innovation	16	842	371	23.19	1.82	98.36
6	Corporate governance and ownership impact on performance	15	572	284	18.93	0.92	98.03
7	Creative thinking and gifted education frameworks	13	761	421	32.38	1.48	77.95
8	Sustainability and corporate responsibility in business	10	645	460	46	2.15	99.34
9	Sustainable development in higher education practices	10	166	415	41.5	0.93	67.75
10	Gender roles and work-family dynamics in society	8	580	290	36.25	1.83	79.39
11	Self-efficacy and academic performance in education	8	404	197	24.63	1.49	71.48
12	Entrepreneurship and family business dynamics	7	370	240	34.29	1.27	96.99
13	Internationalization and cultural dynamics in emerging markets	7	351	74	10.57	0.51	74.88
14	Interconnected dynamics of social networks and data privacy	7	200	127	18.14	1.16	96.2
15	Diversity and gender dynamics in academic medicine	6	429	231	38.5	2.26	68.34
16	Narcissism and social media influence on youth	5	485	111	22.2	1.47	95.81
17	Institutional change in public sector management accounting	5	139	46	9.2	0.25	71.02
18	Intergroup relations and implicit bias	5	130	28	5.6	0.69	77.56
19	Knowledge sharing and intellectual capital dynamics	4	311	93	23.25	1.52	76.58
-	6 topic clusters	3	—	—	—	—	—
-	14 topic clusters	2	—	—	—	—	—
-	22 topic clusters	1	—	—	—	—	—

Abbreviations: R = Rank; TP = Total papers; VC = Views count; TC = Total citations; FWCI = Field-weighted citation impact (data from Scopus); PP = Worldwide prominent percentile (according to Scopus and FWCI).

within conversations that are widely recognized as high-impact across disciplines. In particular, *Sustainability and Corporate Responsibility* stands out with remarkably high citation efficiency (TC/TP = 46) and global relevance (PP = 99.34), suggesting that work at the intersection of responsibility, ethics, and organizational outcomes has become especially influential within and beyond the journal.

Conversely, some clusters show modest impact despite thematic relevance. *Corporate Governance and Ownership Impact on Performance* and *Sustainable Development in Higher Education Practices* display citation rates and FWCI's below or near the global average, indicating that while these topics appear in GOM, they have not yet achieved the field-wide traction observed in more behaviorally oriented or ethically focused clusters. *Institutional Change in Public Sector Management Accounting* (FWCI = 0.25) and *Intergroup Relations and Implicit Bias* (FWCI = 0.69) further illustrate areas where publication volume remains low and citation influence limited, signaling opportunities for future development.

The distribution of topic clusters demonstrates a research profile in which employee engagement, ethics, group processes, team decision-making, and evolving social roles generate the most substantial scholarly impact. At the same time, rapid-growth areas—digital innovation, sustainability, family business, data privacy, and social networks—highlight GOM's responsiveness to emerging societal and technological shifts, reinforcing its role as a journal that bridges classic organizational behavior concerns with contemporary organizational challenges.

Influential Papers in GOM

A review of the journal's most influential papers provides a direct lens into the intellectual milestones that have shaped GOM's scholarly identity. Citation concentrations offer insight into foundational theoretical contributions, methodological breakthroughs, and enduring thematic interests. Table 10 identifies the 50 most cited documents in the journal's history and highlights both long-term classics and more recent highly cited works whose influence is expanding rapidly. Examining these papers allows us to trace how GOM's intellectual impact has evolved across decades and which areas have generated the most sustained scholarly attention.

Table 10 shows that GOM's citation elite spans a wide temporal range, from foundational works of the late 1970s and 1980s to contemporary contributions from the 2010s. The most cited paper in the journal's history is

Table 10. The 50 Most Cited Documents in GOM

R	Title	Author/s	Year	TC	C/Y
1	Stages of small-group development revisited	Tuckman, B.W.; Jensen, M.A.C.	1977	1,809	37.69
2	A typology of virtual teams: Implications for effective leadership	Bell, B.S.; Kozlowski, S.W.J.	2002	884	38.43
3	Transformational leadership and performance across criteria and levels: A meta-analytic review of 25 years of research	Wang, G.; Oh, I.-S.; Courtright, S.H.; Colbert, A.E.	2011	876	62.57
4	Disentangling the meanings of diversity and inclusion in organizations	Roberson, Q.M.	2006	715	37.63
5	Scale development and construct clarification of servant leadership	Barbuto, J.E.; Wheeler, D.W.	2006	632	33.26
6	Using social exchange theory to distinguish procedural from interactional justice	Cropanzano, R.; Prehar, C.A.; Chen, P.Y.	2002	602	26.17
7	Social innovation and social entrepreneurship: A systematic review	Phillips, W.; Lee, H.; Ghobadian, A.; O'Regan, N.; James, P.	2015	599	59.90
8	Toward a further understanding of the relationships between perceptions of support and work attitudes: A meta-analysis	Ng, T.; Sorensen, K.L.	2008	530	31.18
9	Behavioral norms and expectations: A quantitative approach to the assessment of organizational culture	Cooke, R.A.; Rousseau, D.M.	1988	525	14.19
10	Personality correlates of the four-factor model of cultural intelligence	Ang, S.; van Dyne, L.; Koh, C.	2006	512	26.95

(continued)

Table 10. (continued)

R	Title	Author/s	Year	TC	C/Y
11	The influence of high-involvement human resources practices, procedural justice, organizational commitment, and citizenship behaviors on information technology professionals' turnover intentions	Paré, G.; Tremblay, M.	2007	387	21.50
12	Silver bullet or voodoo statistics?: A primer for using the partial least squares data analytic technique in group and organization research	Sosik, J.J.; Kahai, S.S.; Piovoso, M.J.	2009	386	24.13
13	A longitudinal study of team conflict, conflict management, cohesion, and team effectiveness	Tekleab, A.; Quigley, N.R.; Tesluk, P.E.	2009	362	22.63
14	Transformational leadership and the falling dominoes effect	Bass, B.M.; Waldman, D.A.; Avolio, B.J.; Bebb, M.	1987	356	9.37
15	The impact of high involvement work processes on organizational effectiveness: A second-order latent variable approach	Vandenberg, R.J.; Richardson, H.A.; Eastman, L.J.	1999	351	13.50
16	Team-member exchange under team and traditional management: A naturally occurring quasi-experiment	Seers, A.; Petty, M.M.; Cashman, J.F.	1995	349	11.63
17	Correlates of networking behavior for managerial and professional employees	Forret, M.L.; Dougherty, T.W.	2001	326	13.58
18	The relationship between work-team personality composition and the job performance of teams	Neuman, G.A.; Wagner, S.H.; Christiansen, N.D.	1999	326	12.54

(continued)

Table 10. (continued)

R	Title	Author/s	Year	TC	C/Y
19	Understanding leader emotional intelligence and performance: The role of self-other agreement on transformational leadership perceptions	Sosik, J.J.; Megerian, L.E.	1999	319	12.27
20	Job crafting at the team and individual level: Implications for work engagement and performance	Tims, M.; Bakker, A.B.; Derks, D.; van Rhenen, W.	2013	315	26.25
21	Domain and development of cultural intelligence: The importance of mindfulness	Thomas, D.C.	2006	310	16.32
22	Cynicism about organizational change: Measurement, antecedents, and correlates	Wanous, J.P.; Reichers, A.E.; Austin, J.T.	2000	304	12.16
23	Motivational cultural intelligence, realistic job preview, realistic living conditions preview, and cross-cultural adjustment	Templer, K.J.; Tay, C.; Chandrasekar, N.A.	2006	299	15.74
24	Moderating role of follower characteristics with transformational leadership and follower work engagement	Zhu, W.; Avolio, B.J.; Walumbwa, F.O.	2009	296	18.50
25	Leveraging leaders: A literature review and future lines of inquiry for empowering leadership research	Sharma, P.N.; Kirkman, B.L.	2015	284	28.40
26	Cultural intelligence in organizations	Triandis, H.C.	2006	284	14.95
27	Self-esteem and self-efficacy within the organizational context: An empirical examination	Gardner, D.G.; Pierce, J.L.	1998	282	10.44
28	Individualism-collectivism: Concept and measure	Wagner, J.A.; Moch, M.K.	1986	275	7.05

(continued)

Table 10. (continued)

R	Title	Author/s	Year	TC	C/Y
29	Abusive supervision and employee emotional exhaustion: Dispositional antecedents and boundaries	Wu, T.-Y.; Changya Hu	2009	273	17.06
30	Understanding diversity management practices: Implications of institutional theory and resource-based theory	Yang, Y.; Konrad, A.M.	2011	268	19.14
31	Psychological ownership: An empirical examination of its consequences	VandeWalle, D.; Kostova, T.	1995	265	8.83
32	Measuring the meaning of meaningful work: Development and validation of the Comprehensive Meaningful Work Scale (CMWS)	Lips-Wiersma, M.; Wright, S.	2012	261	20.08
33	Re-entry: Managing cross-cultural transitions	Adler, N.J.	1981	254	5.77
34	Mentors in organizations	Burke, R.J.	1984	252	6.15
35	Cultural intelligence: Understanding behaviors that serve people's goals	Brislin, R.; Worthley, R.; MacNab, B.	2006	251	13.21
36	A social network analysis of positive and negative gossip in organizational life	Grosser, T.J.; Lopez-Kidwell, V.; Labianca, G.	2010	249	16.60
37	Antecedents and outcomes of empowerment empirical: Evidence from the health care industry	Koberg, C.S.; Boss, R.W.; Senjem, J.C.; Goodman, E.A.	1999	244	9.38
38	Trust expectations, information sharing, climate of trust, and negotiation effectiveness and efficiency	Butler, J.K.	1999	244	9.38
39	Reflexivity for team innovation in China: The contribution of goal interdependence	Tjosvold, D.; Tang, M.M.L.; West, M.	2004	240	11.43

(continued)

Table 10. (continued)

R	Title	Author/s	Year	TC	C/Y
40	Beyond task and maintenance: Defining external functions in groups	Ancona, D.G.; Caldwell, D.F.	1988	235	6.35
41	The workplace social exchange network: A multilevel, conceptual examination	Cole, M.S.; Schaninger, W.S.; Harris, S.G.	2002	231	10.04
42	The leader-member exchange as a link between managerial trust and employee empowerment	Gómez, C.; Rosen, B.	2001	229	9.54
43	Team exploratory and exploitative learning: Psychological safety, task conflict, and team performance	Kostopoulos, K.; Bozionelos, N.	2011	228	16.29
44	The effect of learning versus outcome goals on a simple versus a complex task	Winters, D.; Latham, G.P.	1996	227	7.83
45	Read this article, but don't print it: Organizational citizenship behavior toward the environment	Lamm, E.; Tosti-Kharas, J.; Williams, E.G.	2013	226	18.83
46	Assessing communication competency for intercultural adaptation	Ruben, B.D.	1976	226	4.61
47	Can I trust you to trust me?: A theory of trust, monitoring, and cooperation in interpersonal and intergroup relationships	Ferrin, D.L.; Bligh, M.C.; Kohles, J.C.	2007	222	12.33
48	A longitudinal model of the effects of team leadership and group potency on group performance	Sivasubramaniam, N.; Murry, W.D.; Avolio, B.J.; Jung, D.I.	2002	220	9.57
49	Career commitment: Functions, correlates, and management	Colarelli, S.M.; Bishop, R.C.	1990	220	6.29
50	Giving up control without losing control: Trust and its substitutes' effects on managers' involving employees in decision making	Spreitzer, G.M.; Mishra, A.K.	1999	211	8.12

Abbreviations: R = Rank; TC = Total citations; C/Y = Cites per year.

Tuckman and Jensen's (1977) *Stages of Small-Group Development Revisited*, with 1,809 citations and an annual rate of 37.69, reflecting its status as a canonical reference for group development research. Bell and Kozlowski (2002) typology of virtual teams ranks second with 884 citations (C/Y = 38.43), demonstrating sustained relevance as virtual collaboration emerged as a dominant organizational form. High-impact meta-analytic and leadership scholarship also features prominently, including Wang et al.'s (2011) meta-analysis of transformational leadership (876 citations; the highest C/Y in the list at 62.57) and Roberson's (2006) clarification of diversity and inclusion (715 citations; C/Y = 37.63).

Several papers from the mid-2000s illustrate the journal's influence on cultural intelligence, justice, and leadership theory. Barbuto and Wheeler's (2006) scale development for servant leadership (632 citations) and Ang et al.'s (2006) model of cultural intelligence (512 citations) have become widely adopted frameworks in organizational behavior and cross-cultural psychology. Cropanzano et al.'s (2002) application of social exchange theory to justice distinctions (602 citations) remains a foundational contribution to justice scholarship.

Recent decades show a growing presence of high-velocity citation papers. Phillips et al.'s (2015) systematic review on social innovation and entrepreneurship stands out with 599 citations and a striking C/Y of 59.90, the second highest citation velocity in the list. Tims et al.'s (2013) influential work on job crafting (315 citations; C/Y = 26.25) and Lips-Wiersma and Wright's (2012) measurement of meaningful work (261 citations; C/Y = 20.08) illustrate the journal's increasing influence on emerging topics in employee well-being and positive organizational behavior.

Classic papers from the 1980s and 1990s continue to anchor long-term research trajectories. Cooke and Rousseau's (1988) study of organizational culture norms (525 citations), Bass et al.'s (1987) examination of transformational leadership dynamics (356 citations), and Vandenberg et al.'s (1999) work on high-involvement processes (351 citations) have remained central references across decades. Research on team processes—including Tekleab et al. (2009), Seers et al. (1995), and Ancona and Caldwell (1988)—collectively demonstrates GOM's enduring role in shaping group and team scholarship.

Across the 50 most cited papers, several thematic clusters emerge: group and team dynamics, leadership and transformational processes, cultural intelligence, justice and social exchange, employee empowerment, and contemporary issues such as job crafting, meaningful work, and social innovation. The presence of both historically seminal and recent high-impact contributions underscores the journal's dual role in preserving foundational scholarship while actively shaping new research frontiers.

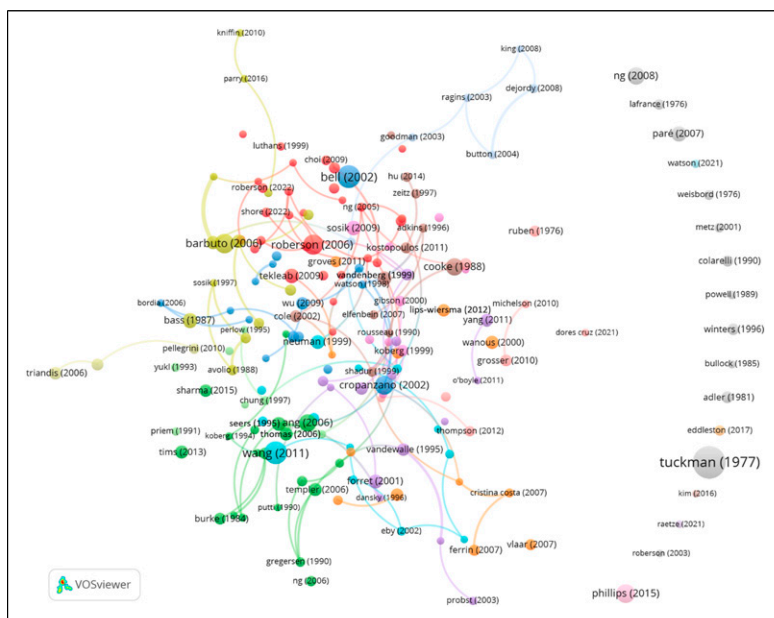


Figure 7. Bibliographic coupling of documents published in GOM: minimum citation threshold of 100 documents and 100 links

Figure 7 depicts the bibliographic coupling structure of GOM's most influential papers (≥ 100 citations and ≥ 100 links), revealing several coherent clusters and a set of structurally peripheral yet highly cited works. The blue cluster, anchored by [Bell and Kozlowski \(2002\)](#) and [Cropanzano et al. \(2002\)](#), forms the methodological and conceptual core of the network. It connects virtual teams, justice, exchange processes, and team learning research through dense interlinkages among papers such as [Tekleab et al. \(2009\)](#), [Kostopoulos and Bozionelos \(2011\)](#), and [Cole et al. \(2002\)](#) indicating a tightly integrated body of scholarship on team functioning and organizational exchange mechanisms.

The red cluster, organized around [Roberson \(2006\)](#) and [Tekleab et al. \(2009\)](#), reflects a strong focus on diversity, inclusion, conflict, and leadership processes. Its internal cohesion shows that these topics frequently co-occur in GOM's literature and share theoretical building blocks. The cluster includes adjacent work on justice, feedback, and performance linkages, positioning diversity and inclusion as central connectors in the journal's intellectual landscape.

The brown cluster, centered on [Cooke and Rousseau \(1988\)](#), and [Adkins et al. \(1996\)](#), represents research on organizational culture, climate, norms, and behavioral expectations. Its position near the blue and red clusters reflects the role of culture and climate as conceptual bridges between leadership, team processes, and justice-based frameworks.

The orange cluster, formed around [Ferrin et al. \(2007\)](#) and [Vlaar et al. \(2007\)](#), captures trust, negotiation, and relational governance themes. Although smaller, its high internal linkage density shows a coherent subfield focused on interpersonal and intergroup dynamics in organizational settings. The yellow cluster, anchored by [Barbuto and Wheeler \(2006\)](#) and [Bass et al. \(1987\)](#), reflects leadership theory, especially transformational and servant leadership, with connections extending to performance, mentoring, and motivation research. Its adjacency to the blue cluster highlights leadership's central role in shaping team and organizational outcomes.

In contrast, the gray cluster contains structurally peripheral but highly cited works such as [Tuckman and Jensen \(1977\)](#) and [Ng and Sorensen \(2008\)](#). Their isolation reflects topical distinctiveness rather than limited influence; [Tuckman and Jensen \(1977\)](#), in particular, remains a foundational standalone contribution with minimal overlap in contemporary bibliographic coupling. The map reveals a strongly interconnected core dominated by team research, diversity and inclusion, leadership, and culture, surrounded by distinct but influential peripheral contributions that broaden GOM's thematic reach.

[Table 11](#) identifies the external publications most frequently cited within GOM articles, offering insight into the theoretical and methodological architecture that underpins the journal's scholarship. The list is dominated by high-impact methodological and conceptual sources that anchor empirical research across leadership, teams, diversity, and organizational behavior. Several works exhibit extraordinary global citation profiles, suggesting that GOM authors consistently rely on the field's most influential tools and frameworks.

The most frequently cited source within GOM is [Podsakoff et al. \(2003\)](#) (109 citations in GOM, 62,264 Scopus citations), reflecting the centrality of methodological rigor—particularly measurement and model evaluation—in shaping the journal's empirical standards. Classic statistical texts such as [Aiken et al. \(1991\)](#) (76 GOM citations, 36,939 Scopus citations) and [Cohen et al. \(2013\)](#) (32 GOM citations) highlight the widespread reliance on regression, mediation, and multivariate analytical foundations in organizational research.

Seminal theoretical contributions also play a prominent role. [Blau \(1964\)](#), with 60 citations in GOM, exemplifies the enduring relevance of social exchange theory, while [Adams \(1965\)](#) and [Gouldner \(1960\)](#) further reinforce

Table 11. Most Cited Documents in GOM Publications

R	First author	Reference	Year	Vol	Page	Type	TC	C/Y	TCS	SC/Y
1	Podsakoff PM	J Appl Psychol	2003	v88	p879	A	109	4.95	62,264	2,830.18
2	Aiken LS	Multiple Regression	1991			B	76	2.24	36,939	1,086.44
3	Bliese PD	Multilevel Theory	2000			B	65	2.6	4,543	181.72
4	James LR	J Appl Psychol	1984	v69	p85	A	64	1.56	3,924	95.71
5	Blau PM ^a	Exchange Power Soc	1964			B	60	0.98	17,303	283.66
6	Baron RM	J Pers Soc Psychol	1986	v51	p1173	A	59	1.51	65,490	1,679.23
7	Marks MA	Acad Manage Rev	2001	v26	p356	A	47	1.96	3,003	125.13
8	Chan D	J Appl Psychol	1998	v83	p234	A	42	1.56	2,511	93
9	Graen GB	Leadership Quart	1995	v6	p219	A	41	1.37	4,877	162.57
10	Podsakoff PM	J Manage	1986	v12	p531	A	41	1.05	14,602	374.41
11	Mathieu J	J Manage	2008	v34	p410	A	38	2.24	1,912	112.47
12	Eisenberger R	J Appl Psychol	1986	v71	p500	A	38	0.97	6,200	158.97
13	Hambrick DC	Acad Manage Rev	1984	v9	p193	A	38	0.93	10,672	260.29
14	Edmondson A	Admin Sci Quart	1999	v44	p350	A	37	1.42	7,365	283.27
15	Hu LT	Struct Equ Modeling	1999	v6	p1	A	37	1.42	85,595	3,292.12
16	Williams KY	Res Organ Behav	1998	v20	p77	A	37	1.37	2,883	106.78
17	Ashforth BE	Acad Manage Rev	1989	v14	p20	A	37	1.03	7,882	218.94
18	Tsui AS	Admin Sci Quart	1992	v37	p549	A	36	1.09	1,772	53.7
19	Williams LJ	J Manage	1991	v17	p601	A	36	1.06	3,714	109.24
20	Mayer RC	Acad Manage Rev	1995	v20	p709	A	35	1.17	13,905	463.5
21	Kozlowski SW	Multilevel Theory Re	2000	p3		B	33	1.32	2,955	118.2
22	Cohen J	Appl Multiple Regres	2013			B	32	1.45	3,247	147.59

(continued)

Table 11. (continued)

R	First author	Reference	Year	Vol	Page	Type	TC	C/Y	TCS	SC/Y
23	Fornell C	J Marketing Res	1981	v18	p39	A	32	0.73	75,757	1,721.75
24	Gouldner AW	Am Sociol Rev	1960	v25	p161	A	31	0.48	8,501	130.78
25	Lebreton JM	Organ Res Methods	2008	v11	p815	A	30	1.76	2,915	171.47
26	Anderson JC	Psychol Bull	1988	v103	p411	A	30	0.81	32,946	890.43
27	Vroom VH	Work and Motivation	1964			B	30	0.49	8,370	137.21
28	Ilgel DR	Annu Rev Psychol	2005	v56	p517	A	29	1.45	1,860	93
29	Cohen SG	J Manage	1997	v23	p239	A	29	1.04	2,469	88.18
30	McAllister DJ	Acad Manage J	1995	v38	p24	A	29	0.97	5,172	172.40
31	Adams JS	Adv Exp Soc Psychol	1965	v2	p267	A	29	0.48	7,252	120.87
32	Hackman JR	Work Redesign	1980			B	28	0.62	4,955	110.11
33	Van Knippenberg D	J Appl Psychol	2004	v89	p1008	A	27	1.29	2,121	101
34	Rhoades L	J Appl Psychol	2002	v87	p698	A	27	1.17	4,669	203
35	Allen NJ	J Occup Psychol	1990	v63	p1	A	27	0.77	6,289	179.69
36	Hobfoll SE	Am Psychol	1989	v44	p513	A	27	0.75	12,240	340
37	Cropanzano R	J Manage	2005	v31	p874	A	26	1.3	6,889	344.45
38	De Dreu CKW	J Appl Psychol	2003	v88	p741	A	26	1.18	2,210	100.45
39	Pelled LH	Admin Sci Quart	1999	v44	p1	A	26	1	2,062	79.31
40	Tsui AS	Acad Manage J	1989	v32	p402	A	26	0.72	1,280	35.56
41	Pfeffer J	External Control Org Organizations	1978			B	26	0.55	17,576	373.96
42	March JG		1958			B	26	0.39	11,666	174.12
43	Harrison DA	Acad Manage Rev	2007	v32	p1199	A	25	1.39	2,461	136.72
44	Kozlowski SWJ	Hdb Psych: Ind Org Psy	2003	v12	p333	BC	25	1.14	1,590	72.27

(continued)

Table 11. (continued)

R	First author	Reference	Year	Vol	Page	Type	TC	C/Y	TCS	SC/Y
45	Jehn KA	Admin Sci Quart	1999	v44	p741	A	25	0.96	2,337	89.88
46	Milliken FJ	Acad Manage Rev	1996	v21	p402	A	25	0.86	2,346	80.9
47	Kanter RM	Men Women Corporatio	1977			B	25	0.52	8,931	186.06
48	Byrne D	Attraction Paradigm	1971			B	25	0.46	4,556	84.37
49	Preacher KJ	Behav Res Methods	2008	v40	p879	A	24	1.41	26,900	1,582.35
50	Johns G	Acad Manage Rev	2006	v31	p386	A	24	1.26	2,890	152.11
51	Weick KE	Sensemaking Organ	1995			B	24	0.80	12,482	416.07
52	Salancik GR	Admin Sci Quart	1978	v23	p224	A	24	0.51	4,172	88.77

Abbreviations: R = Rank; TC = Total citations in GOM; C/Y = Cites per year; TCS = Total citations in Scopus; SC/Y = Scopus Cites per year; A = Article; B = Book; BC = Book chapter.

^aIncludes the book edition of 1986.

justice, reciprocity, and fairness frameworks as conceptual cornerstones in GOM's literature. Works on multilevel theory, including [Bliese \(2000\)](#) (65 citations) and [Kozlowski and Klein \(2000\)](#) (33 citations), underscore the journal's methodological orientation toward nested organizational phenomena.

Widely influential organizational behavior articles—such as [Edmondson \(1999\)](#) on psychological safety (37 citations), [Marks et al. \(2001\)](#) on team processes (47 citations), and [McAllister \(1995\)](#) on affect- and cognition-based trust (29 citations)—demonstrate strong thematic alignment with GOM's dominant areas of inquiry. Leadership scholarship is also prominently represented, including [Graen and Uhl-Bien \(1995\)](#) (41 citations) and [Ashforth and Mael \(1989\)](#) (37 citations), reflecting the journal's sustained engagement with relational and identity-based perspectives.

Across these sources, Scopus citation counts frequently exceed 10,000 global citations, and several publications—such as [Hu and Bentler \(1999\)](#) (85,595 Scopus citations) and [Baron and Kenny \(1986\)](#) (65,490)—rank among the most influential methodological works in the behavioral sciences. Their prominence in GOM indicates that the journal's intellectual development is anchored in the broader methodological canon. The table illustrates that GOM's knowledge base rests on a mixture of foundational theories, advanced statistical tools, and highly cited organizational behavior frameworks. These external sources form the scaffolding through which GOM authors build new theoretical and empirical contributions, reinforcing the journal's methodological sophistication and conceptual diversity.

[Figure 8](#) visualizes the co-citation structure of documents referenced in GOM, revealing four clusters that shape the journal's methodological and theoretical base. The blue cluster forms the methodological core, anchored by [Podsakoff and Organ \(1986\)](#) and [Baron and Kenny \(1986\)](#). Its dense internal links underscore the journal's strong reliance on measurement rigor, mediation logic, and structural equation modeling.

The green cluster reflects foundational work in organizational behavior and diversity. Central documents such as [Ashforth and Mael \(1989\)](#) and [Aiken et al. \(1991\)](#) highlight GOM's sustained engagement with identity, demography, and group processes, with classic organizational theories providing connective structure across topics.

The yellow cluster captures GOM's emphasis on team dynamics and multilevel modeling. Key nodes include [Kozlowski and Klein \(2000\)](#) and [Marks et al. \(2001\)](#), whose influence illustrates the journal's adoption of multilevel perspectives and episodic models of team functioning.

The red cluster contains broader organizational theory and sociological foundations, represented by [Podsakoff et al. \(2003\)](#) and [Hu and Bentler](#)

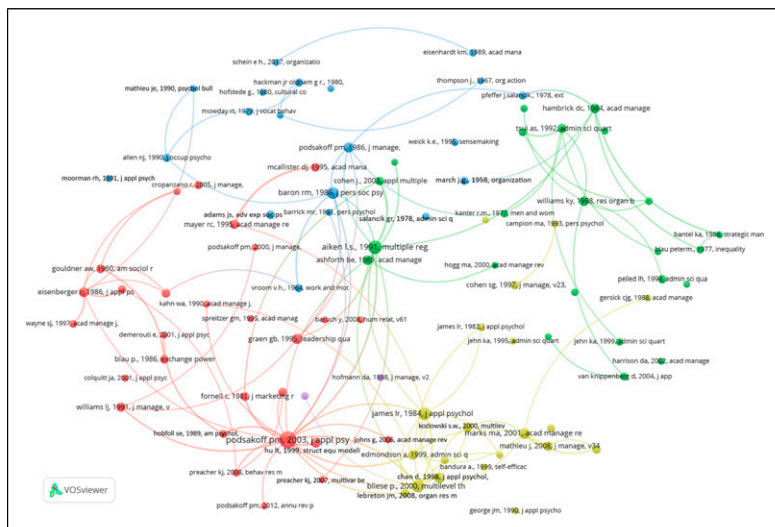


Figure 8. Co-citation of documents cited in GOM: minimum citation threshold of 20 and 100 links

(1999). These works contribute macro-level and institutional perspectives that complement the applied behavioral focus of the other clusters. These clusters show a coherent intellectual structure built around methodological rigor (red), core OB frameworks (green), multilevel team research (yellow), and foundational organizational theory (blue).

Most Productive Authors, Institutions and Countries

The authorship structure of GOM reflects both the journal's historical development and its evolving intellectual center. In Table 12, TP captures raw output, whereas WP adjusts productivity by weighting each author's share in co-authored publications based on author order and the number of co-authors, following Zhao and Li's (2019) weighting approach. WNC extends this logic to impact by time-normalizing each paper's citations (citations per year) and then allocating that normalized impact to authors via the same authorship weights; thus, WNC highlights sustained, credit-adjusted influence rather than cumulative visibility.

The data shows that early productivity is driven by contributors such as Kavanagh (TP = 35; WP = 34.32), Jones (TP = 31; WP = 24.05), Pfeiffer (TP = 22; WP = 16.20), and Sashkin (TP = 15; WP = 14.12), whose publications are

Table 12. The Most Productive and Influential Authors in GOM

R	Author name	Institution	C	TP	WP	TC	WNC	H	C/P	DI	D2	D3	D4	D5
1	Kavanagh, M.J.	State U New York Albany	USA	35	34.32	11	0.21	2	0.3	0	26	9	0	0
2	Jones, J.E.	Cardiff U	UK	31	24.05	22	0.31	2	0.7	31	0	0	0	0
3	Pfeiffer, J.W.	U Associates, Inc	USA	22	16.2	10	0.12	2	0.5	22	0	0	0	0
4	Sashkin, M.	George Washington U	USA	15	14.12	15	0.18	2	1	15	0	0	0	0
5	Sosik, J.J.	Penn State Great Valley	USA	11	5.83	1,413	35.32	11	128.5	0	0	7	4	0
6	Tjosvold, D.	Lingnan U	CHN	11	6.08	647	15.93	8	58.8	1	3	2	4	1
7	Ferris, G.R.	Florida State U	USA	10	3.09	467	6.06	7	46.7	2	3	2	1	2
8	Konrad, A.M.	U Western Ontario	CAN	9	5.38	703	19.22	7	78.1	0	1	5	2	1
9	Boss, R.W.	U Colorado Boulder	USA	9	5.23	559	6.84	7	62.1	5	3	1	0	0
10	Larwood, L.	State U New York Albany	USA	9	5.48	157	2.44	7	17.4	4	4	1	0	0
11	Armenakis, A.A.	Auburn U	USA	8	3.04	265	3.05	5	33.1	2	3	1	2	0
12	Avolio, B.J.	U Washington	USA	6	1.77	1,171	14.59	6	195.2	0	2	2	1	1
13	Cropanzano, R.	U Colorado Boulder	USA	6	2.08	920	19	6	153.3	0	0	3	2	1
14	Waldman, D.A.	Arizona State U	USA	6	2.88	798	8.19	6	133	0	3	3	0	0
15	Rousseau, D.M.	Carnegie Mellon U	USA	6	2.03	789	13.59	5	131.5	0	2	0	0	4
16	Randel, A.E.	San Diego State U	USA	6	2.44	602	18.46	6	100.3	0	0	1	2	3
17	Allen, T.D.	U South Florida	USA	6	2.31	524	9.2	6	87.3	0	0	5	1	0
18	Gibson, C.B.	U Western Australia	AUS	6	1.9	438	10.87	6	73	0	0	2	1	3
19	Powell, G.N.	U Connecticut	USA	6	3.41	191	2.91	5	31.8	3	2	1	0	0
20	Atwater, L.E.	U Houston	USA	6	3.32	164	4.13	5	27.3	0	2	3	1	0
21	Lane, I.M.	Louisiana State U	USA	6	2.04	131	0.97	5	21.8	5	1	0	0	0
22	Blake, R.R.	Vanderbilt U	USA	6	3.6	54	0.74	2	9	5	1	0	0	0

(continued)

Table 12. (continued)

R	Author name	Institution	C	TP	WP	TC	WNC	H	C/P	D1	D2	D3	D4	D5
23	Mouton, J.S.	Scientific Methods, Inc	USA	6	2.4	54	0.49	2	9	5	1	0	0	0
24	Tremblay, M.	HEC Montréal	CAN	5	3.07	592	17.46	5	118.4	0	1	1	2	1
25	Bordia, P.	Australian National U	AUS	5	2.33	469	12.23	6	93.8	0	0	1	3	1
26	Choi, J.N.	Seoul National U	KOR	5	1.67	362	10.71	5	72.4	0	0	0	2	3
27	Maynard, M.T.	Colorado State U	USA	5	1.43	336	17.95	5	67.2	0	0	0	1	4
28	Aryee, S.	U Surrey	UK	5	2.51	331	4.83	5	66.2	0	3	1	1	0
29	Burke, R.J.	York U	CAN	5	4.07	315	7.43	5	63	3	2	0	0	0
30	Godshalk, V.M.	Penn State Great Valley	USA	5	2.08	304	7.18	5	60.8	0	0	2	3	0
31	Fedor, D.B.	Georgia Institute Tech	USA	5	1.96	233	2.64	5	46.6	0	2	3	0	0
32	Restubog, S.L.D.	U Illinois Urbana-Champaign	USA	5	0.98	227	4.3	5	45.4	0	0	0	4	1
33	Mossholder, K.W.	Auburn U	USA	5	1.73	195	3.52	5	39	1	1	2	1	0
34	Sanchez	Florida International U	USA	5	0.64	114	2.13	3	22.8	0	0	0	3	2
35	Bedeian, A.G.	Boston U	USA	5	1.93	100	0.82	4	20	2	3	0	0	0
36	Mackey, J.D.	Auburn U	USA	5	2.37	84	6.3	4	16.8	0	0	0	0	5

Abbreviations are available in Tables 2 and 4 except: WP = Weighted Publications; WNC = Weighted Normalized Citations; D1 = Number of papers between 1976 and 1985; D2 = 1986–1995; D3 = 1996–2005; D4 = 2006–2015; D5 = 2016–2024.

concentrated in the journal's formative eras, with Jones, Pfeiffer, and Sashkin almost entirely located in D1 (D1 = 31, 22, and 15, respectively) and Kavanagh concentrated in D2–D3 (D2 = 26; D3 = 9). Despite their relatively high output, their citation impact remains low, with citation-per-paper ratios below 1 (e.g., Kavanagh C/P = 0.3; Jones C/P = 0.7; Pfeiffer C/P = 0.5; Sashkin C/P = 1.0) and uniformly low H values (H = 2 across these early contributors), indicating that early contributions served primarily formative roles rather than generating long-term intellectual influence within the journal's corpus. This interpretation is reinforced by the WP/WNC lens: WP remains high for these authors but is notably lower than TP for some (e.g., Jones and Pfeiffer), suggesting a larger share of multi-authored output where credit is distributed, while WNC remains minimal across the group (0.12–0.31), indicating that even after annualizing citations and allocating them by authorship share, their influence within the corpus remains limited.

A markedly different pattern emerges among contemporary contributors whose impact far exceeds their publication volume. Sosik exemplifies this transition, with 11 papers but 1,413 citations (C/P = 128.5; H = 11), reflecting the enduring relevance of work in leadership, team processes, and multilevel modeling. Importantly, this influence persists after both adjustments: Sosik's WP (5.83) indicates that his credited contribution is meaningfully lower than TP due to co-authorship weighting, yet his WNC (35.32) remains the highest in Table 12, implying a strong citation velocity that cannot be explained by long exposure time alone. Similar high-impact profiles appear for Tjosvold (TC = 647; C/P = 58.8; H = 8; WP = 6.08; WNC = 15.93) and Ferris (TC = 467; C/P = 46.7; H = 7; WP = 3.09; WNC = 6.06), whose publications span D2–D4 and align with core themes such as conflict, cooperation, and organizational politics. These cases illustrate the shift from productivity-driven authorship in GOM's early decades to influence-driven authorship as the journal matured, while WP and WNC make this shift more robust by showing that high-impact authors remain prominent even when both co-authorship share and citation-window advantages are controlled.

A substantial group of mid-range contributors combines moderate productivity with strong citation performance. Konrad (TC = 703; C/P = 78.1; H = 7) and Boss (TC = 559; C/P = 62.1; H = 7) show citation depths that exceed what their publication counts would predict, and the WP/WNC columns clarify that this is not simply an artifact of raw counting: Konrad (TP = 9; WP = 5.38; WNC = 19.22) maintains one of the highest annualized, credit-adjusted impacts in the table, while Boss (TP = 9; WP = 5.23; WNC = 6.84) combines substantial influence with a contribution profile that remains strong even under fractional credit. Armenakis (TC = 265; C/P = 33.1; H = 5; TP = 8; WP = 3.04; WNC = 3.05) similarly shows impact exceeding what TP

alone would suggest, whereas Avolio (TC = 1,171; C/P = 195.2; H = 6) illustrates a particularly strong decoupling between volume and impact: his WP (1.77) is comparatively low relative to TP (6), consistent with credit dilution under co-authorship weighting, yet his WNC (14.59) remains high, indicating that his influence is sustained even after annualizing citations and allocating them by authorship share. Their temporal distribution across D2–D4 indicates continuity within themes such as organizational change, fairness, commitment, and leadership. More recent contributors including Cropanzano (TC = 920; C/P = 153.3; H = 6; WP = 2.08; WNC = 19.00), Waldman (TC = 798; C/P = 133; H = 6; WP = 2.88; WNC = 8.19), Rousseau (TC = 789; C/P = 131.5; H = 5; WP = 2.03; WNC = 13.59), and Randel (TC = 602; C/P = 100.3; H = 6; WP = 2.44; WNC = 18.46), demonstrate that GOM's later decades are characterized by increasingly influential work in organizational justice, identity, and leadership processes, and that a substantial share of this influence remains visible under WNC, indicating that it is not solely driven by older publication age.

Institutional patterns remain heavily centered in the *United States*, with strong representation from Penn State, Auburn, Colorado Boulder, Florida State, and Carnegie Mellon. However, the presence of influential authors based in *Canada* (Konrad, Tremblay, Burke), *Australia* (Gibson, Bordia), *China* (Tjosvold), and *South Korea* (Choi), indicates a gradual expansion of GOM's international authorship base, particularly in D3–D5. The WP/WNC indicators further show that this expansion is not limited to peripheral co-authorship: several non-US authors maintain substantial credit-adjusted and annualized impact, including Konrad (WP = 5.38; WNC = 19.22), Tremblay (WP = 3.07; WNC = 17.46), Bordia (WP = 2.33; WNC = 12.23), Gibson (WP = 1.90; WNC = 10.87), Choi (WP = 1.67; WNC = 10.71), and Tjosvold (WP = 6.08; WNC = 15.93), with their outputs predominantly located in the later periods (D3–D5). The evidence in [Table 12](#) highlights a dual structure in GOM's authorship landscape: an initial cohort of prolific but less cited contributors who shaped the journal's foundations, followed by a later generation whose fewer but more highly cited works have played a central role in defining the journal's contemporary intellectual identity, a pattern that remains consistent when productivity and impact are examined through TP/TC/H/C/P as well as through WP and WNC.

[Figure 9](#) visualizes the bibliographic coupling of authors publishing in GOM, with node colors representing the average publication year rather than clusters. A clear temporal gradient emerges from left to right. The earliest contributors, including John E. Jones, William J. Pfeffer, and Marshall Sashkin (dark blue and purple), dominate the left side of the map. Their work is foundational to the journal's early decades but shows relatively weak

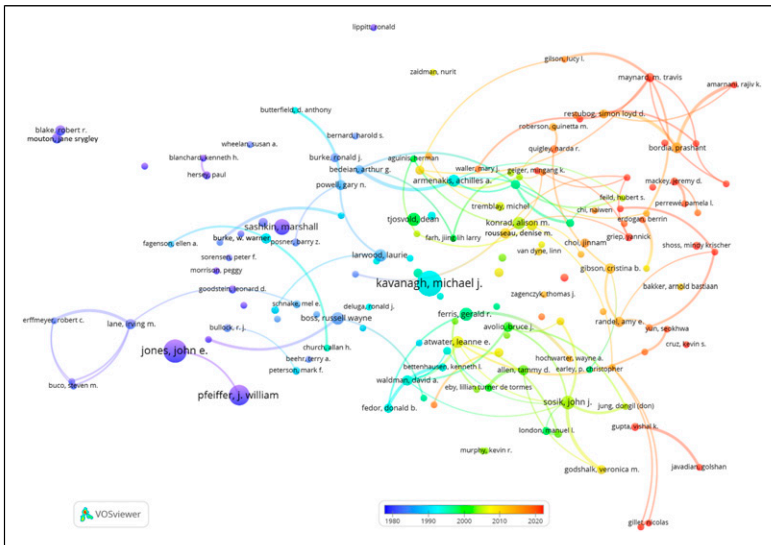


Figure 9. Bibliographic coupling of authors publishing in GOM: minimum publication threshold of 3 documents and 100 links.

Note. dark blue and purple refer to early decades (before 1995), turquoise and light green refer to a transitional generation (between the late 1990s and early 2000s), yellow, orange, and red refer to core contributions after 2000s, and yellow–green tones referring to mid-period developments

coupling to later developments, which aligns with their lower citation impact and concentration of publications before 1995 as reported in Table 12. Moving toward the center, authors such as Michael J. Kavanagh, Laurie Larwood, and Russell Wayne Boss, appear in turquoise and light green, marking a transitional generation. These authors published heavily between the late 1990s and early 2000s and occupy a bridging position that connects early practice-oriented work with the emergence of more theory-driven and empirically rigorous research. Their network position indicates moderate coupling with both earlier and later authors, reflecting GOM's shift toward more integrated behavioral and organizational scholarship during this period.

On the right side of the network, the warm colors (yellow, orange, and red) denote authors whose core contributions occurred after 2000s. This group—including Lucy L. Gibson, Arnold Bastiaan Bakker, and Vishal K. Gupta—forms the densest and most interconnected region of the map. Their strong coupling reflects convergent research agendas around leadership, team processes, organizational identity, diversity, and multi-level modeling. Authors such as Bruce J. Avolio, John J. Sosik, and Gerald R. Ferris, appear in

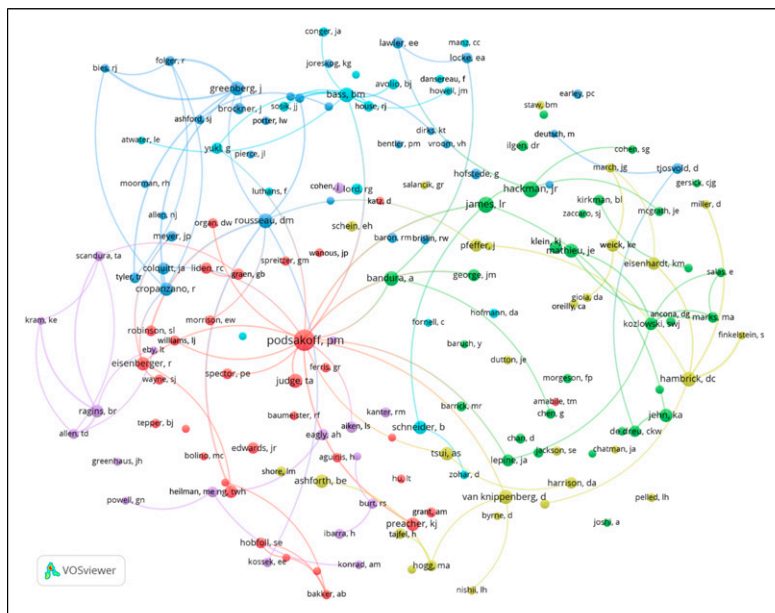


Figure 10. Co-citation of authors cited in GOM: minimum citation threshold of 40 and 100 links

intermediate yellow–green tones, linking mid-period developments with the contemporary research front and reinforcing their bridging role in GOM’s conceptual evolution. The figure shows a coherent chronological progression: early authors remain peripheral and loosely linked; mid-period authors bridge methodological and thematic transitions; and the most recent contributors form a tightly connected network, indicating increased topical coherence and methodological alignment in GOM’s modern research landscape.

Figure 10 shows the co-citation structure of authors referenced in GOM and reveals four tightly interconnected author communities that anchor the journal’s intellectual foundations. The red cluster forms the methodological and empirical core of the field, with Philip M. Podsakoff positioned as the most central node. His proximity to Timothy A. Judge, and Gerald R. Farris illustrates the cluster’s emphasis on measurement rigor, mediation and structural modeling, and employee attitudes—areas that provide much of the analytic infrastructure for contemporary GOM research.

The blue cluster reflects foundational work in organizational behavior and leadership, featuring influential contributions from Jerald Greenberg and Denise M. Rousseau alongside classic leadership scholars such as Gary Yukl

and Bruce J. Avolio who form cyan cluster. Their co-citation density demonstrates how theories of fairness, psychological contracts, and leader–follower dynamics continue to shape the journal’s behavioral orientation.

The green cluster highlights the journal’s long-standing engagement with team processes and multilevel frameworks. Central authors such as J. Richard Hackman and John E. Mathieu anchor work on team effectiveness, role structures, and cross-level mechanisms. Finally, the yellow cluster centers on culture, identity, and diversity, with Weick, K.E., Jeffrey Pfeffer, and James G. March serving as its conceptual anchors. Their connections to Daan van Knippenberg and David A. Harrison reinforce the importance of social identity mechanisms and demographic perspectives in shaping GOM’s work on diversity and intergroup dynamics. Together, these clusters reveal a citation structure in which methodological rigor, behavioral theory, team science, and identity research jointly underpin the journal’s intellectual coherence.

The institutional landscape of GOM is strongly shaped by research centers with sustained output in organizational behavior, leadership, and team science. Table 13 shows that productivity and influence are highly concentrated in U.S. universities, although several international institutions also demonstrate notable impact. In WP terms, the U.S. concentration remains pronounced because many of the leading institutions retain high fractional authorship shares across coauthored papers, which helps separate sheer volume (TP) from attributable institutional contribution (WP). In parallel, WNC sharpens the influence comparison by normalizing citation accumulation by time since publication, which is particularly informative for institutions whose output is skewed toward later periods (D4–D5) and would otherwise be disadvantaged by TC alone. Across the dataset, the distribution of publications over the five historical periods (D1–D5) reveals how institutions have entered, exited, or expanded their presence in GOM, offering insight into the journal’s evolving geographic and intellectual foundations; viewed through WP and WNC, this periodization also reveals whether an institution’s prominence is anchored in historically accumulated credit or in more recent, time-normalized impact.

Pennsylvania State University leads in total publications (TP = 22) and stands out with one of the strongest influence profiles (TC = 2,109; H = 20; C/P = 95.9), driven by high-impact contributions in teams, leadership, and organizational behavior—largely concentrated in D3–D5. Its WP (18.09) indicates that this leadership is not an artifact of frequent multi-institution co-authorship alone, but reflects consistently high attributable participation across its papers, while its WNC (95.74) shows that the citation influence remains strong even after accounting for publication age, consistent with the institution’s heavy presence in D3–D5 rather than D1–D2. *Binghamton University (State University of New York)* ranks second in productivity (TP =

Table 13. The Most Productive and Influential Institutions in GOM

R	Institution	C	TP	WP	TC	WNC	H	C/P	DI	D2	D3	D4	D5
1	Pennsylvania State U	USA	22	18.09	2,109	95.74	20	95.9	0	3	12	6	1
2	Binghamton U St U NY	USA	20	16.68	2,115	108.74	17	105.8	0	6	3	6	5
3	Louisiana State U	USA	20	17.21	794	32.62	13	39.7	1	9	4	3	3
4	Michigan State U	USA	17	12.71	2,436	155.54	12	143.3	0	2	4	4	7
5	Colorado State U	USA	17	10.96	1,438	162.02	14	84.6	0	1	4	4	8
6	Auburn U	USA	17	15.64	720	45.01	11	42.4	0	6	3	2	6
7	Arizona State U	USA	17	16.57	712	30.39	16	41.9	0	7	5	4	1
8	Georgia Inst Tech	USA	16	10.96	541	31.8	12	33.8	0	5	5	2	4
9	U Georgia	USA	15	12.8	1,445	52.75	12	96.3	0	5	6	2	2
10	Texas Tech U	USA	15	11.66	285	15.58	11	19	0	6	3	3	3
11	San Diego State U	USA	14	11.89	1,069	121.4	13	76.4	0	2	3	4	5
12	U Central Florida	USA	14	10.9	618	79.26	11	44.1	0	1	3	3	7
13	Wayne State U	USA	13	9.55	890	63.17	10	68.5	0	4	1	3	5
14	U Queensland	AUS	13	10.16	701	36.39	11	53.9	0	1	2	9	1
15	U Connecticut	USA	12	9.17	808	41.84	11	67.3	0	2	4	3	3
16	U Houston	USA	12	8.94	570	36.02	9	47.5	1	1	3	2	5
17	U Nebraska-Lincoln	USA	11	8.19	1,301	65.98	9	118.3	0	3	3	2	3
18	Clemson U	USA	11	8.47	733	60.43	7	66.6	0	2	3	2	4
19	Seoul National U	KOR	11	6.58	630	37.29	10	57.3	0	0	0	4	7
20	Texas A&M U	USA	11	12.4	591	24.85	13	53.7	0	6	1	4	0
21	Vrije U Amsterdam	NLD	11	8.5	546	66.82	9	49.6	0	0	0	3	8
22	Florida State U	USA	11	9.29	541	48.79	9	49.2	0	0	2	3	6

(continued)

Table 13. (continued)

R	Institution	C	TP	WP	TC	WNC	H	C/P	DI	D2	D3	D4	D5
23	Cornell U	USA	10	9.39	1,471	86.33	10	147.1	0	2	4	1	3
24	State U New York Albany	USA	10	8.93	670	22.51	9	67	0	7	1	2	0
25	U Colorado Boulder	USA	10	9	509	22.75	7	50.9	1	3	4	1	1
26	George Washington U	USA	10	9.1	462	30.28	10	46.2	0	0	3	4	3
27	Radboud U	NLD	10	7.17	336	44.39	8	33.6	0	0	1	2	7
28	HEC Montréal	CAN	9	5.71	1,012	54.03	9	112.4	0	1	1	5	2
29	Simon Fraser U	USA	9	6.93	788	29.58	7	87.6	0	6	1	1	1
30	West Virginia U	USA	9	6.95	481	32.98	8	53.4	0	1	1	3	4
31	U Colorado Denver	USA	9	7.59	402	14.44	9	44.7	0	1	6	2	0
32	Rice U	USA	9	6.17	392	34.88	8	43.6	0	0	2	3	4
33	Temple U	USA	9	4.45	380	10.78	6	42.2	0	4	3	2	0
34	U Melbourne	AUS	9	5.21	339	18.37	8	37.7	0	0	2	2	5
35	National U Singapore	SGP	9	6.53	336	8.99	6	37.3	0	4	3	2	0
36	Bowling Green State U	USA	9	6.01	293	10.05	7	32.6	0	4	2	2	1

Abbreviations are available in [Tables 3, 5](#) and [12](#).

20) and exhibits the highest citations per paper among the top institutions ($C/P = 105.8$), with a publication footprint spanning D2–D5, indicating both early engagement and strong continuity over time. The close alignment between TP (20) and WP (16.68) suggests relatively high authorship shares per paper, and its WNC (108.74) is comparable in magnitude to its strong TC profile (2,115), indicating that its influence is not merely an “older-paper advantage” but remains robust under time normalization. *Michigan State University* also demonstrates exceptional influence ($TC = 2,436$; $C/P = 143.3$), reflecting sustained output in team processes and multilevel modeling, especially during D3–D5; notably, its WP is comparatively lower (12.71) relative to TP (17), implying that its large TC is achieved with more distributed authorship credit across collaborations, while its very high WNC (155.54) signals that the institution’s impact is also strong on a per-year basis rather than being driven only by citation accumulation over longer horizons. *Colorado State University* ($TC = 1,438$; $H = 14$) and *Auburn University* ($TP = 17$; $H = 11$) similarly occupy central positions, each contributing consistently across later publication periods and maintaining strong citation performance ($C/P \approx 42$ –85). Here, WP and WNC differentiate two distinct profiles: Colorado State’s WP (10.96) is relatively low compared with TP (17), yet its WNC is the highest in Table 13 (162.02), indicating that its institution-attributable citation impact per year is exceptionally concentrated in later periods (D3–D5, and especially D5 = 8). Auburn, in contrast, retains a high WP (15.64) relative to TP (17), implying stronger per-paper authorship shares, but a much lower WNC (45.01), suggesting that its influence—while steady—is comparatively less intense once normalized by time since publication.

International institutions play a meaningful yet more selective role. *The University of Queensland* (AUS) shows a strong publication pattern in D3–D5 ($TP = 13$; $C/P = 53.9$), aligning with Australia’s rising presence in organizational behavior scholarship. Its WP (10.16) indicates that this contribution is not purely nominal across multi-institution outputs, and its WNC (36.39) suggests that, while impactful, the time-normalized citation intensity is more moderate than that of the leading U.S. hubs, consistent with a concentration in D4 (9) and a smaller cumulative base in D1–D3. *VU Amsterdam* (NLD) and *Radboud University* (NLD) reflect the Netherlands’ ongoing research strength in teams, identity, and leadership, with concentrated outputs in D4–D5. *Vrije U Amsterdam* shows $TP = 11$ and $WP = 8.5$, indicating substantial attributable participation, and a relatively high WNC (66.82) compared with its TC (546), consistent with a strong recent-period profile (D5 = 8) where time normalization matters most. Radboud University’s $TP = 10$ and $WP = 7.17$ similarly reflect meaningful participation, and its WNC (44.39) indicates that its influence is comparatively stronger after accounting for publication age than raw

TC alone (336) might imply, again consistent with a late-entry profile ($D5 = 7$). *Seoul National University* (KOR) ($TP = 11$ and $H = 10$), is a leading non-Western contributor, increasing its presence substantially in the most recent period ($D5$). Its WP (6.58) is lower relative to TP, which suggests that a substantial share of its presence is embedded in multi-author and potentially multi-institution collaborations, yet its WNC (37.29) remains non-trivial given the pronounced shift to $D4$ – $D5$ ($D4 = 4$; $D5 = 7$), indicating that its influence is visible even when older-citation accumulation is not available. *HEC Montréal* (CAN) also performs notably ($TC = 1,012$; $C/P = 112.4$), supported by impactful work in leadership, compensation, and employee outcomes; here WP and WNC reveal a particularly concentrated influence structure, because WP is relatively low (5.71) while both TC (1,012) and WNC (54.03) are high, implying that a smaller attributable authorship base is associated with disproportionately strong citation outcomes, consistent with high-impact collaborative outputs in $D4$ – $D5$ ($D4 = 5$; $D5 = 2$).

Institutions such as the *University of Georgia*, *University of Connecticut*, and *Arizona State University* demonstrate balanced productivity and influence, with h-indices ranging from 12 to 16 and citations per paper between 40 and 100. Their contribution patterns—spanning multiple periods—highlight stable, long-term engagement with GOM. WP and WNC refine this “balanced” characterization by showing whether stability is accompanied by sustained attributable credit and time-normalized impact: for example, the University of Georgia combines $TP = 15$ with $WP = 12.8$ and $TC = 1,445$ with $WNC = 52.75$, indicating both consistent fractional presence and durable, though not extreme, time-normalized influence across $D2$ – $D5$; similarly, the University of Connecticut ($TP = 12$; $WP = 9.17$; $TC = 808$; $WNC = 41.84$) reflects steady participation with moderate-normalized impact; and Arizona State University ($TP = 17$; $WP = 16.57$) stands out for very high attributable participation but relatively modest time-normalized influence ($WNC = 30.39$), consistent with an institution that is deeply present across periods ($D2$ – $D5$) yet whose average citation intensity per year is lower than that of the most influential hubs. Overall, [Table 13](#) illustrates a field shaped by both historically dominant U.S. research universities and an increasingly diverse set of international institutions, each contributing distinct thematic strengths to the journal’s intellectual trajectory; crucially, WP and WNC show that this trajectory is not explained by publication volume alone, but by a layered structure in which attributable authorship shares and time-normalized citation intensity jointly differentiate institutions that are merely prolific from those that have shaped GOM’s influence profile most strongly in its mature decades.

[Figure 11](#) maps the bibliographic coupling structure of institutions contributing to GOM, showing how universities cluster based on shared

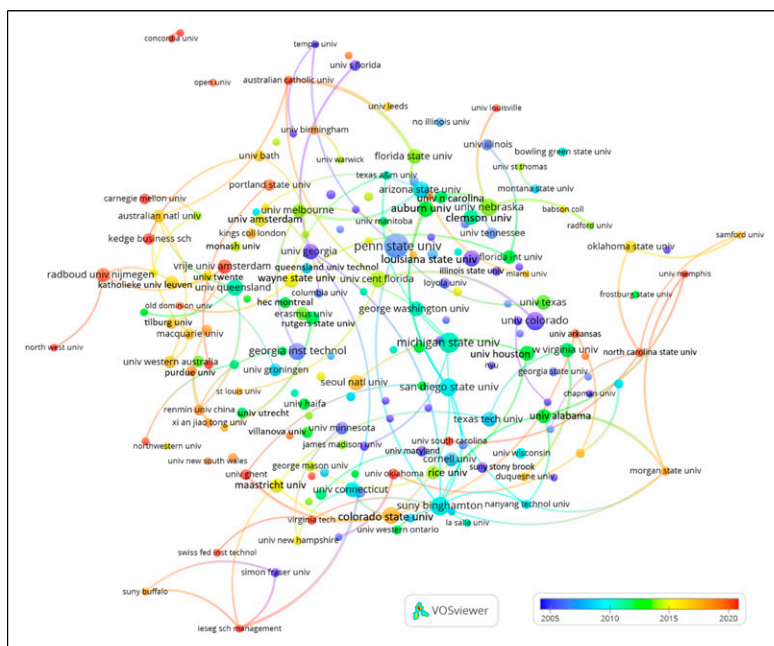


Figure 11. Bibliographic coupling of institutions publishing in GOM: minimum publication threshold of 5 documents and 100 links

intellectual foundations. Node size reflects publication volume, link strength indicates similarity in citation patterns, and node color represents the average publication year. Together, these features reveal both the structural and temporal evolution of institutional influence within the journal.

At the center of the network, *Pennsylvania State University* serves as the primary hub, closely coupled with *Michigan State University*, *Louisiana State University*, *Arizona State University*, and the *University of Georgia*. These institutions form a dense U.S. behavioral-research core, connected through longstanding contributions in leadership, teams, and multilevel organizational behavior. *Auburn University*, *Clemson University*, and *Texas Tech University* further reinforce this central block, reflecting shared methodological and theoretical orientations.

International institutions form distinct but increasingly integrated constellations. *VU Amsterdam*, *Radboud University*, *HEC Montréal*, and the *University of Queensland*, cluster together through research on diversity, identity, cross-cultural processes, and team dynamics. Australian universities—including the *University of Melbourne*, the *University of*

Western Australia, and Macquarie University—appear tightly interlinked, indicating the region's growing engagement with GOM over the past decade.

More peripheral institutions such as *North Carolina State University, Oklahoma State University, and the University of Memphis*, show recent but less embedded activity, while long-standing contributors like *University of Colorado, Georgia Institute of Technology, and the University of Georgia*, maintain visible but more historically oriented ties. The figure demonstrates a U.S.-anchored structural core surrounded by an expanding global network, reflecting GOM's increasing international reach and diversification of scholarly perspectives.

The geographic distribution of contributions to GOM reflects both the journal's historical center of gravity and its gradual internationalization. Table 14 shows that the United States dominates the publication landscape by a substantial margin (TP = 720; TC = 45,105; H = 109), with output spread across all five periods (D1–D5), underscoring its longstanding role as the intellectual anchor of the field. This dominance remains robust under fractional attribution because WP is close to TP (WP = 695.1), indicating that U.S. leadership is not primarily an artifact of internationally co-authored papers, and its high WNC (2,856.3) confirms that its influence is also sustained when citations are normalized by time. *The United Kingdom, Canada, and Australia* form a strong second tier (TP $\geq$ 61), combining high citation efficiency (e.g., Canada C/P = 69.1; Australia C/Po = 108.1) with substantial attributable participation (UK WP = 53.6; CAN WP = 46.1; AUS WP = 52.9) and meaningful time-normalized impact (UK WNC = 360.0; CAN WNC = 223.8; AUS WNC = 240.3), consistent with their stronger presence in later periods, particularly D4–D5.

European research influence is further visible in the *Netherlands, Belgium, France, Sweden, Switzerland, and Spain*. The Netherlands stands out by combining high volume with the densest per-capita productivity (TP = 59; H = 33; P/Po = 3.28), while its WP (48.5) indicates that this position persists after fractional counting and its WNC (295.8) signals strong time-normalized influence aligned with a D4–D5-heavy trajectory. Belgium similarly shows high citation efficiency (C/P = 62.3) and an elevated WNC (143.4) relative to its scale (TP = 17), suggesting strong per-year citation intensity rather than only accumulated legacy citations; France and Germany exhibit clear expansion in D4–D5, and their WNC values (138.9 and 126.2) indicate that time normalization materially strengthens the visibility of their more recent engagement.

Asia-Pacific countries display heterogeneous patterns. *China* ranks fifth by volume (TP = 60) but remains modest in per-capita terms (P/Po = 0.04; C/Po = 2.12) and shows a larger TP–WP gap (WP = 44.3), consistent with a

Table 14. The Most Productive and Influential Countries in GOM

R	Country	TP	WP	TC	WNC	H	C/P	DI	D2	D3	D4	D5	P/Po	C/Po
1	United States	720	695.1	45,105	2,856.3	109	62.6	9	208	170	152	181	2.11	131.87
2	United Kingdom	73	53.6	4,605	360	36	63.1	0	1	6	35	31	1.05	66.47
3	Australia	65	52.9	3,042	240.3	33	46.8	1	4	9	20	31	2.31	108.1
4	Canada	61	46.1	4,218	223.8	35	69.1	1	17	12	15	16	1.47	101.52
5	China	60	44.3	3,019	216.7	30	50.3	0	3	7	22	28	0.04	2.12
6	Netherlands	59	48.5	3,028	295.8	33	51.3	0	1	4	24	30	3.28	168.22
7	France	32	21.6	1,822	138.9	20	56.9	1	1	2	6	22	0.47	26.56
8	Israel	26	22.1	1,083	89.8	18	41.7	0	3	8	9	6	2.64	110.06
9	Germany	24	16.5	763	126.2	15	31.8	0	0	0	7	17	0.28	9.02
10	South Korea	22	18.1	1,088	93.6	16	49.5	0	0	0	9	13	0.43	21.24
11	Belgium	17	12.5	1,059	143.4	14	62.3	0	0	0	7	10	1.45	90.05
12	New Zealand	15	11.9	1,299	67.1	11	86.6	0	2	0	9	4	2.82	244.63
13	Spain	15	9.8	887	59.2	11	59.1	0	0	2	5	8	0.31	18.51
14	Singapore	14	12.7	1,913	78.6	13	136.6	0	4	5	4	1	2.29	313.09
15	Taiwan	12	10	772	66.2	11	64.3	0	0	0	5	7	0.51	33.12
16	Switzerland	12	10.8	556	45.8	11	46.3	0	0	2	4	6	1.35	62.68
17	Sweden	12	8.3	366	24	8	30.5	0	0	1	6	5	1.13	34.5
18	Italy	7	5.1	105	15.7	7	15	0	1	0	1	5	0.12	1.78
19	Denmark	6	4.1	286	13.3	5	47.7	0	0	1	2	3	1.00	47.83
20	India	6	10	265	25.6	5	44.2	0	1	1	2	2	0.01	0.19
21	Norway	6	3.6	224	39.9	4	37.3	0	0	0	1	5	1.07	39.95
22	Finland	6	5.6	222	18.2	6	37	0	1	1	2	2	1.07	39.64

(continued)

Table 14. (continued)

R	Country	TP	WP	TC	WNC	H	C/P	DI	D2	D3	D4	D5	P/Po	C/Po
23	Portugal	6	4.2	212	16.3	5	35.3	0	0	0	1	5	0.56	19.72
24	South Africa	5	4	47	17.6	4	9.4	0	0	0	1	4	0.08	0.74
25	Turkey	4	2.7	185	8.1	4	46.3	0	0	0	3	1	0.05	2.12
26	Ireland	4	2.2	121	16.1	3	30.3	0	0	0	2	2	0.74	22.49
27	Georgia	4	2.6	83	11.9	3	20.8	0	0	0	1	3	1.08	22.43
28	Japan	3	2.6	91	3.5	3	30.3	0	2	0	1	0	0.02	0.74
29	Pakistan	3	1.9	60	5.8	2	20	0	0	0	1	2	0.01	0.25
30	Austria	2	1.6	91	6.7	2	45.5	0	0	0	1	1	0.22	9.97
31	Chile	2	1.8	25	5.7	2	12.5	0	0	0	1	1	0.1	1.27
-	13 countries	1	-	-	-	-	-	-	-	-	-	-	-	-

Abbreviations are available in [Tables 3, 5](#) and [12](#) except: P/Po and C/Po = Papers and cites per million inhabitants.

collaboration-linked footprint and a still-maturing citation density despite growth in D4–D5. In contrast, *Singapore* combines relatively small volume with exceptional efficiency ($TP = 14$; $C/P = 136.6$; $C/Po = 313.09$), and this prominence is reinforced by high attributable participation ($WP = 12.7$) and strong time-normalized impact ($WNC = 78.6$), implying globally visible contributions even after correcting for author-share and recency. *South Korea and Taiwan* show predominantly recent growth (D4–D5) with balanced impact profiles, while *New Zealand*—despite a small base—exhibits unusually strong relative productivity and influence ($P/Po = 2.82$; $C/Po = 244.63$; $C/P = 86.6$), indicating high-intensity contributions from a compact research community.

Smaller research regions—including *Denmark, Norway, Finland, Ireland, Portugal, Chile, and Austria*—show specialized but often high-quality contributions, frequently reflected in elevated C/P and, in some cases, disproportionately high WNC relative to TP , consistent with small portfolios containing highly influential papers. Emerging contributors such as *India, Turkey, Pakistan, and South Africa* appear mainly in D4–D5, reinforcing the widening global participation in GOM research. Collectively, [Table 14](#) depicts an ecosystem anchored in the United States yet increasingly diversified: WP clarifies attributable national participation under co-authorship, WNC highlights time-normalized influence (especially for late-emerging countries), and D1–D5 provides the temporal structure showing when countries entered and scaled their presence in the journal's evolution.

[Figure 12](#) shows a strongly centralized bibliographic-coupling structure in which the United States forms the core of the global network. Its large node size with multidirectional links indicate that most countries contributing to GOM draw on overlapping reference bases with U.S. scholarship, reinforcing its role as the primary integrator of theoretical and empirical traditions across organizational behavior, leadership, and teams research. Surrounding this core is a tightly interconnected Anglophone cluster—United Kingdom, Canada, Australia, and New Zealand—whose strong mutual linkages reflect shared methodological preferences and a high degree of thematic co-evolution with U.S. research.

European countries—including the Netherlands, Belgium, France, Germany, Denmark, Sweden, Switzerland, and Ireland—form a second cohesive group with notable bridging functions. In particular, the Netherlands and Belgium show strong coupling strength with both the U.S. and the United Kingdom, consistent with their high citation efficiency reported in [Table 14](#). Their placement suggests the presence of a consolidated European contribution that links sociopsychological, team-based, and organizational design perspectives, with much of this activity intensifying after 2010.

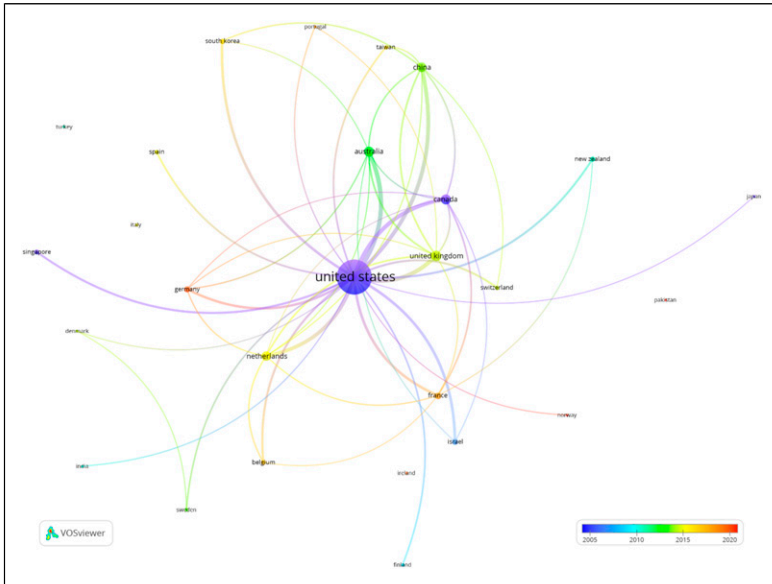


Figure 12. Bibliographic coupling of countries publishing in GOM: minimum publication threshold of 3 documents and 50 links

Asia-Pacific contributors such as China, South Korea, Singapore, Taiwan, Japan, and India, occupy more peripheral positions but maintain clear, often robust, coupling ties to the U.S. and Australia. Countries like Singapore and China exhibit increasingly strong integration into the shared reference structure, while emerging contributors—including Pakistan and Turkey—display more specialized or episodic engagement. The map depicts a system that remains U.S.-centered but is progressively diversifying as cross-regional scholarly integration deepens.

Figure 13 offers a geographic visualization of international co-authorship patterns in GOM, revealing a collaboration system that is again strongly anchored in the *United States*. The darker shading of the U.S. reflects its exceptionally high output (Table 14), and the dense network of outward collaboration lines illustrates how U.S. researchers serve as the primary conduit linking North America, Europe, Asia, and Oceania. This aligns with the bibliographic-coupling results in Figure 12, where the U.S. also occupied the structural core of the global knowledge network.

A prominent secondary hub emerges in Western Europe—particularly the *United Kingdom*, the *Netherlands*, *France*, and *Germany*—each showing

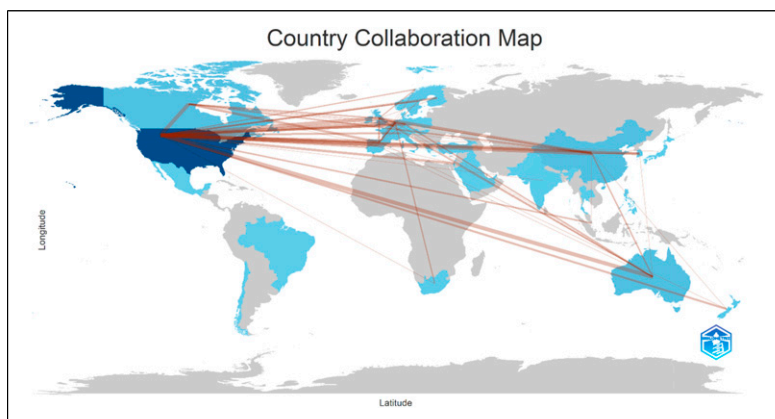


Figure 13. Country collaboration map in GOM

multiple thick collaboration links both with the U.S. and with each other. These patterns reflect the region's strong citation efficiency and diverse disciplinary presence (Table 14), suggesting that European institutions not only absorb ideas from U.S. scholarship but also co-produce knowledge through sustained multi-country research teams. *Australia* and *Canada* also appear as major bridging actors, forming extensive collaborative connections with both the U.S. and Asia-Pacific countries, consistent with their high TP, TC, and *h*-index values.

In contrast, emerging contributors such as *China*, *South Korea*, *Singapore*, and *India* show rapidly expanding but more directional collaborations, with most ties converging toward the U.S., Australia, and selected European partners. Regions such as Africa, South America, and parts of Eastern Europe display lighter shading and fewer collaboration lines, indicating lower participation in cross-border co-authorship networks. Altogether, Figure 13 reinforces a global system in which knowledge production in GOM remains highly interconnected but asymmetrical, with a small number of scientifically mature countries functioning as central collaboration anchors.

Influential Journals in GOM

Understanding the intellectual foundations of GOM requires identifying the journals that most strongly shape its theoretical, methodological, and empirical landscape. Co-citation patterns provide a reliable indicator of how scholars integrate knowledge across outlets, highlighting the journals that function as the field's conceptual anchors and the bridging publications that

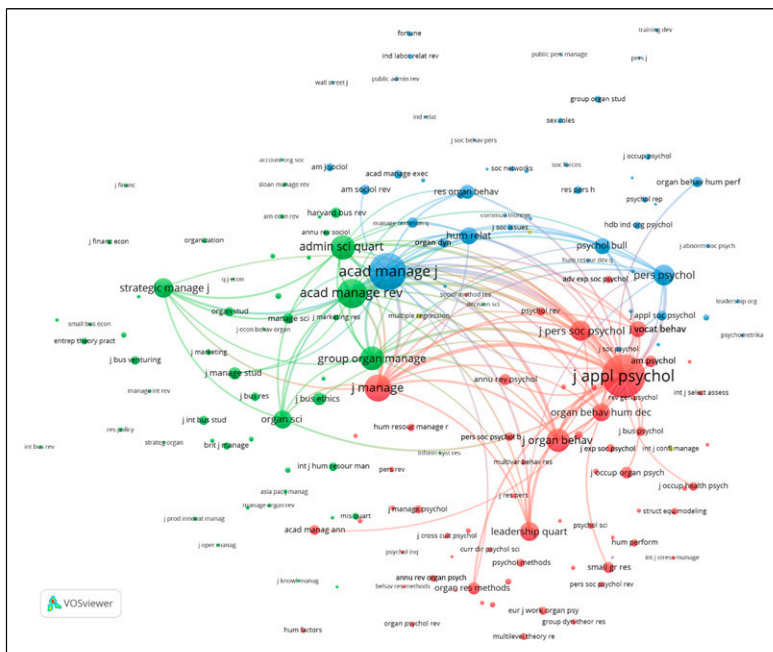


Figure 14. Co-citation of journals cited in GOM: minimum citation threshold of 30 and 100 links

connect management, psychology, and organizational behavior traditions. Figure 14 visualizes these structures by mapping journals cited together in GOM, thereby revealing the multidimensional knowledge architecture from which GOM scholarship draws.

Figure 14 shows a clear tri-cluster structure that reflects the interdisciplinary positioning of GOM. The largest and densest cluster is centered around the *Journal of Applied Psychology*, which forms the core of the red psychology-oriented network. Its strong ties to *Organizational Behavior and Human Decision Processes*, *Journal of Organizational Behavior*, and *The Leadership Quarterly*, indicate the dominant role of applied and social psychology in shaping theories of individual and group behavior within GOM research. The high connectivity of these outlets reflects their methodological rigor and their longstanding influence on micro- and meso-level organizational studies frequently referenced in GOM.

A second cluster, shown in green, represents the management and strategy literature. Here, journals such as the *Academy of Management Review* and

Strategic Management Journal, emerge as the most central nodes. Their strong mutual co-citation links—and frequent bridging with *Administrative Science Quarterly*—highlight the importance of organizational theory, strategic decision-making, and firm-level analysis to GOM. The presence of GOM within this cluster indicates its role as an integrating platform of theories from strategy, organizational behavior and management science.

The third cluster, dominated by blue nodes, captures journals rooted in social psychology and behavioral science, including the *Academy of Management Journal*, *Personnel Psychology*, and *Psychological Bulletin*. These outlets provide foundational constructs related to motivation, attitudes, decision processes, and interpersonal dynamics, which inform much of the theoretical grounding for GOM studies. Their co-citation links with the *Journal of Applied Psychology* and management journals indicate the field's continued reliance on behavioral science to understand phenomena that span individual, team, and organizational levels. Figure 14 illustrates that GOM is situated at the intersection of applied psychology, organizational behavior, and strategic management, drawing heavily from journals that define these adjacent intellectual domains.

Table 15 shows that the intellectual foundations of GOM have remained strikingly stable over time, with a small group of journals consistently shaping the field's theoretical and empirical development. The *Journal of Applied Psychology* is the most influential source in every period—global (4,584 citations), 2015–2024 (2,249), 2005–2014 (1,417), and 1992–2004 (918)—demonstrating its central role in supplying the behavioral and methodological frameworks that underpin much of GOM's scholarship. This dominance underscores the field's sustained reliance on rigorous psychological research to inform group and organizational behavior.

The next layer of influence comes from the *Academy of Management Journal* and the *Academy of Management Review*, which remain the second- and third-most cited journals across all decades. Their persistent prominence reflects the field's enduring engagement with theoretical contributions, empirical organizational research, and conceptual advancements originating in the broader management discipline. Notably, GOM itself holds a historically strong position—ranking fifth globally and rising to third during 2005–2014—indicating that work published in the journal has been actively reused, extended, and integrated into subsequent research cycles.

Beyond these core anchors, several journals display rising or shifting influence that reflects changes in GOM's thematic interests. *The Leadership Quarterly*, *Journal of Organizational Behavior*, *Organizational Behavior and Human Decision Processes*, and *Organization Science*, show strong upward trajectories in the most recent decade, signaling increased attention to

Table 15. Most Cited Journals in GOM: Global and Temporal Analysis (WoS 1992–2024)

Global		2015–2024		2005–2014		1992–2004		
R	Journal	TC	Journal	TC	Journal	TC	Journal	TC
1	J Appl Psychol	4,584	J Appl Psychol	2,249	J Appl Psychol	1,417	J Appl Psychol	918
2	Acad Manage J	3,388	Acad Manage J	1,543	Acad Manage J	1,034	Acad Manage J	811
3	Acad Manage Rev	2,084	Acad Manage Rev	1,049	Group Organ Manage	724	Acad Manage Rev	448
4	J Manage	1,788	J Manage	1,045	Acad Manage Rev	588	Admin Sci Quart	403
5	Group Organ Manage	1,470	J Organ Behav	804	J Manage	521	Organ Behav Hum Dec	328
6	Admin Sci Quart	1,453	Admin Sci Quart	608	Admin Sci Quart	441	Pers Psychol	296
7	J Organ Behav	1,348	Leadership Quart	577	J Organ Behav	393	J Pers Soc Psychol	245
8	Pers Psychol	1,082	Group Organ Manage	573	Pers Psychol	344	J Manage	233
9	Organ Behav Hum Dec	1,050	Strategic Manage J	530	J Pers Soc Psychol	281	Psychol Bull	227
10	J Pers Soc Psychol	1,027	J Pers Soc Psychol	500	Leadership Quart	279	Hum Relat	213
11	Strategic Manage J	929	Organ Sci	484	Organ Sci	267	Strategic Manage J	174
12	Leadership Quart	902	Pers Psychol	442	Organ Behav Hum Dec	250	Group Organ Manage	173
13	Organ Sci	837	Organ Behav Hum Dec	430	Strategic Manage J	225	J Organ Behav	151
14	Hum Relat	707	J Vocat Behav	327	Hum Relat	216	Res Organ Behav	142
15	J Vocat Behav	644	J Bus Ethics	304	J Vocat Behav	202	J Vocat Behav	115
16	Psychol Bull	632	Organ Res Methods	285	Psychol Bull	185	Am Psychol	106
17	Res Organ Behav	473	Hum Relat	278	Res Organ Behav	148	Harvard Bus Rev	89
18	J Bus Ethics	398	Acad Manag Ann	236	J Manage Stud	122	Organ Sci	86
19	Organ Res Methods	389	J Manage Stud	224	J Occup Organ Psych	110	Am Sociol Rev	75
20	J Manage Stud	387	Psychol Bull	221	Organ Stud	103	Organ Dyn	75

(continued)

Table 15. (continued)

Global		2015–2024		2005–2014		1992–2004	
R	Journal	TC	Journal	TC	Journal	TC	TC
21	Am Psychol	343	J Occup Organ Psych	198	Organ Res Methods	96	Hum Resour Manage
22	J Occup Organ Psych	329	Res Organ Behav	181	Am Psychol	94	Manage Sci
23	Small Gr Res	296	Small Gr Res	178	Small Gr Res	83	J Appl Soc Psychol
24	Annu Rev Psychol	293	Annu Rev Psychol	166	Annu Rev Psychol	82	J Appl Behav Sci
25	Hum Resour Manage	290	J Bus Venturing	156	Manage Sci	82	Am J Sociol
26	Manage Sci	286	Hum Resour Manage	155	Harvard Bus Rev	76	J Int Bus Stud
27	Harvard Bus Rev	266	Am Psychol	143	J Appl Soc Psychol	76	J Occup Psychol
28	Acad Manag Ann	251	Manage Sci	141	J Bus Psychol	74	Fortune
29	J Appl Soc Psychol	250	Int J Hum Resour Man	136	Am Sociol Rev	72	Leadership Quart
30	Am Sociol Rev	246	Eur J Work Organ Psy	134	Hum Resour Manage	71	Psychol Rep
31	Organ Stud	218	J Bus Psychol	129	J Int Bus Stud	66	Sex Roles
32	J Bus Psychol	217	Annu Rev Organ Psych	127	J Bus Ethics	65	Annu Rev Psychol
33	Organ Dyn	211	Psychol Methods	119	Int J Hum Resour Man	62	Res
34	J Int Bus Stud	209	J Appl Soc Psychol	118	Pers Soc Psychol B	55	J Manage Stud
35	Int J Hum Resour Man	200	J Bus Res	112	Brit J Manage	52	Psychol Rev
36	J Bus Venturing	189	J Occup Health Psych	110	Organ Dyn	50	Acad Manage Exec
37	Am J Sociol	183	Hum Resour Manage R	107	Acad Manage Exec	48	Hdb Ind Org Psychol

(continued)

Table 15. (continued)

Global		2015–2024		2005–2014		1992–2004	
R	Journal	TC	Journal	TC	Journal	TC	Journal
38	Pers Soc Psychol B	181	Am Sociol Rev	104	Appl Psychol-Int Rev	47	Ind Labor Relat Rev
39	J Bus Res	176	Entrep Theory Pract	104	Multilevel Theory Re	47	J Exp Soc Psychol
40	Psychol Rev	175	3 Journals	101	MIS Quart	46	Sloan Manage Rev

Abbreviations: R = Rank; TC = Total citations.

leadership, decision-making, and multilevel organizational processes. At the same time, journals such as the *Psychological Bulletin*, *Strategic Management Journal*, and *Human Relations*, demonstrate durable cross-disciplinary relevance. Taken together, these patterns reveal a field that is behaviorally grounded, theoretically oriented, and increasingly diversified toward leadership, ethics, decision science, and organizational dynamics.

Table 16 provides a comprehensive performance profile of a list of selected journals with strong connections to GOM, revealing both the magnitude and structure of their intellectual influence. Several journals demonstrate exceptionally high cumulative citation impact, particularly the *Journal of Personality and Social Psychology* (2,010,184 citations), *Psychological Bulletin* (1,336,374), *Journal of Applied Psychology* (980,477), *Psychological Review* (917,328), *Strategic Management Journal* (829,178), and *American Psychologist* (767,969). These outlets combine very high citation-per-paper ratios with strong *h*-indices, indicating not only historical depth but also sustained relevance across decades. Their elevated Article Influence Scores and CiteScores further show that the theoretical and methodological work published in these journals continues to guide research directions in group and organizational studies.

A second tier of journals—such as the *Journal of Business Research*, *Management Science*, *Academy of Management Journal*, *Journal of Business Ethics*, *Journal of Management*, and *Administrative Science Quarterly*—exhibits a balanced mix of productivity, citation volume, and field-specific prestige. For instance, the *Academy of Management Journal* and *Administrative Science Quarterly* combine high citation-per-paper values (312 and 370, respectively) with strong recent performance between 2015 and 2024, indicating that GOM draws heavily from empirical and theoretical developments in mainstream management scholarship. Similarly, *Organization Science*, *Journal of International Business Studies*, *Organizational Behavior and Human Decision Processes*, and *Journal of Management Studies*, play an important bridging role between behavioral science, strategic management, and organizational theory. The consistent presence of these journals within the ≥ 500 -citation column further signals their status as core knowledge repositories for foundational constructs and methodological innovations.

The table also highlights journals that, while more specialized, have become increasingly influential in shaping research published in GOM. Notable examples include *The Leadership Quarterly*, *Business Strategy and the Environment*, *Organizational Research Methods*, *Journal of Vocational Behavior*, and *Human Relations*. Their upward trajectories in recent-period metrics (TP10, C10, and H10) suggest growing attention to leadership, sustainability, measurement and methods, career development, and social

Table 16. Publication and Citation Record of Leading Journals Connected to GOM

R	Journal name	TP	TC	C/P	H	TP10	TC10	C/P10	H10	≥500	IF	AIS	CS	Y	YS
-	Group & Organization Management	1,415	66,297	47	123	318	10,162	31.96	55	10	3.5	1.74	9.9	1976	1976
1	J Personality Social Psychol	10,515	2,010,184	191	617	1,181	65,200	55.21	120	818	6.7	3.76	11.9	1965	1965
2	Psychological Bull	5,877	1,336,374	227	556	388	66,480	171.34	147	625	19.8	10.98	28.9	1904	1904
3	J Appl Psychol	9,180	980,477	107	435	1,044	72,838	69.77	141	350	6.1	4.81	17.4	1917	1917
4	Psychological Rev	5,064	917,328	181	428	457	21,610	47.29	76	388	5.8	3.66	10.3	1894	1894
5	Strategic Management J	3,204	829,178	259	423	1,095	88,292	80.63	148	341	7.2	5.62	16.8	1980	1980
6	American Psychologist	7,111	767,969	108	381	1,334	59,875	44.88	120	291	7.2	4.9	16	1946	1946
7	J Business Res	10,133	729,918	72	327	6,371	389,075	61.07	238	158	9.8	2.4	25.3	1973	1973
8	Management Science	6,991	668,801	96	349	3,130	115,706	36.97	139	204	4.9	4.18	9.9	1954	1969
9	Academy Management J	1,967	612,912	312	409	743	71,407	96.11	143	329	10.5	7.79	17.8	1958	1975
10	J Business Ethics	8,855	598,088	68	303	3,472	186,758	53.79	182	102	6.7	2.17	14.4	1982	1982
11	J Management	2,434	493,399	203	336	833	86,984	104.42	152	194	12.1	8.43	24.9	1975	1975
12	Academy Management Rev	1,126	482,592	429	333	409	34,266	83.78	103	242	13.9	10.19	28.7	1976	1978
13	Administrative Sci Quart	1,234	456,789	370	312	456	34,567	75.8	98	254	6.5	9.12	15.9	1956	1975
14	Annu Rev Psychol	1,316	454,509	345	335	265	57,685	217.68	135	238	29.4	13.99	58	1950	1950
15	Organization Science	1,943	356,770	184	305	835	36,808	44.08	93	158	5.4	4.83	10.6	1990	1996
16	Organ Behav Hum Dec Proc ^a	3,040	352,367	116	241	536	20,234	37.75	71	76	3.8	3.03	7.7	1966	1966
17	J Int Bus Studies	2,213	328,864	49	279	635	44,939	70.77	112	118	9	3.84	17	1970	1975
18	Pers Soc Psychol B	3,504	310,557	89	249	1,124	35,918	31.96	82	66	2.9	2.1	9.9	1975	1976
19	American Sociological Rev	1,804	287,594	159	271	414	30,377	73.37	96	101	6.2	7.67	12.4	1936	1965
20	J Organ Behav	2,245	287,578	128	260	702	47,054	67.03	111	87	6.8	3.43	12	1980	1981
21	J Manage Studies	2,503	277,730	111	260	613	34,464	56.22	96	86	6.4	3.91	18.6	1963	1964
22	J Vocational Behav	3,420	266,433	78	215	845	44,614	52.8	101	64	5.2	3.14	10.8	1971	1971
23	Human Relations	4,096	264,173	65	211	724	31,700	43.78	88	50	5.4	2.87	14	1947	1947

(continued)

Table 16. (continued)

R	Journal name	TP	TC	C/P	H	TP10	TC10	C/P10	H10	≥500	IF	AI5	CS	Y	YS
24	J Business Venturing	1,378	261,041	189	271	478	38,605	80.76	114	104	8.9	4.21	16.6	1985	1985
25	Harvard Business Rev	2,617	253,956	97	229	392	3,923	10.01	26	97	7.8	4.35	1.8	1922	1974
26	American J Sociology	1,384	218,564	158	239	334	14,158	42.39	63	88	3.6	3.36	6.4	1895	1946
27	Personnel Psychol	2,496	211,664	85	218	266	15,743	59.18	63	68	6.4	3.45	3.6	1948	1948
28	J Appl Social Psychol	4,753	207,625	44	165	661	10,921	16.52	44	20	2.3	0.95	5.4	1971	1971
29	Leadership Quart	1,402	200,177	143	220	478	34,435	72.04	98	62	9.7	3.93	18.3	1990	1990
30	Organization Studies	2,341	197,025	84	209	743	31,270	42.09	86	41	5.2	3.14	12.5	1980	1980
31	Business Strategy Environ	2,590	194,347	75	198	1,950	129,859	66.59	169	27	13.3	2.43	23.7	1992	1992
32	Int J Hum Resource Manag	3,616	168,285	47	157	1,321	47,718	36.12	95	13	5.9	1.46	13.3	1990	1990
33	Management Decision	4,478	134,420	30	147	1,482	47,177	31.83	94	8	5.1	0.87	8	1967	1967
34	Organ Res Methods	707	133,470	189	158	282	27,831	98.69	80	53	7.6	6.47	33.2	1998	1998
35	J Occupational Organ Psych ^b	1,647	128,321	78	164	395	13,875	35.13	59	28	3.5	1.83	7.4	1922	1975
36	J Occupational Health Psychol	976	120,538	124	161	366	24,239	66.23	77	32	3.9	2.22	10	1994	1996
37	British J Management	1,522	109,835	72	151	681	25,327	37.19	73	14	5.7	1.67	10.8	1990	1990
38	European Management J	2,278	102,234	45	140	700	28,504	40.72	83	13	7.3	1.43	14	1982	1982
39	Hum Resource Manage	1,949	94,587	49	141	523	24,670	47.17	81	9	9	2.56	14.1	1961	1961
40	Academy Manage Perspectives ^c	838	94,010	112	166	193	10,032	51.98	53	39	5.7	3.61	17.2	1987	1996
41	Human Resource Manag Rev	930	87,566	94	142	373	25,598	68.63	89	21	13	3.32	24.7	1991	1991
42	Applied Psychology	1,989	83,368	42	120	402	11,933	29.68	52	20	4.3	1.92	15	1952	1955
43	J Managerial Psychology	1,587	73,933	47	112	487	13,020	26.74	58	4	2.7	1.21	4.8	1986	1986
44	J Business Psychol	1,541	69,928	45	116	539	19,381	35.96	66	12	4.9	2.29	10.1	1986	1986
45	Organizational Dynamics	1,285	66,688	52	123	380	7,246	19.07	38	13	2.5	0.65	6.9	1972	1972
46	Academy Management Annals	281	65,513	233	131	221	36,245	164	100	32	16.5	13.86	23.9	2007	2010
47	Personnel Review	2,322	65,390	28	104	976	25,425	26.05	71	1	4.2	0.98	9	1971	1971

(continued)

Table 16. (continued)

R	Journal name	TP	TC	C/P	H	TP10	TC10	C/P10	H10	≥500	IF	AS	CS	Y	YS
48	Asia Pacific J Management	1,255	55,233	44	106	490	16,996	34.69	62	8	5.8	1.17	10.9	1983	1983
49	Social Behavior Personality	3,457	53,730	16	82	1,615	14,483	8.97	42	5	0.8	0.25	1.8	1973	1996
50	Leadership Organ Develop J	1,987	53,437	27	97	686	17,777	25.91	64	3	3.6	0.85	7.4	1980	1980
51	Human Resource Manag J	976	51,992	53	109	399	18,085	45.33	68	7	6.2	2.17	13.7	1990	1990
52	Small Group Res	1,612	50,513	31	102	248	4,965	20.02	37	4	1.9	0.96	7.1	1970	1970
53	J Management Development	2,247	49,969	22	86	562	13,035	23.19	56	1	3.1	0.59	5	1982	1982
54	J Organ Change Management	1,743	48,901	28	95	696	12,305	17.68	49	2	2.7	0.58	6.8	1988	1988
55	Academy Manage Learning Educ	686	48,167	70	103	306	11,235	36.72	54	7	5.2	1.94	8.6	2002	2005
56	European J Work Organ Psychol	952	47,547	50	106	624	22,269	35.69	69	5	3.4	1.66	8.7	1991	2005
57	Int J Manpower	1,973	41,565	21	85	752	15,297	20.34	55	3	3.5	0.88	10.6	1970	1970
58	Career Development Int	1,160	41,173	35	91	403	10,249	25.43	49	4	4.1	0.94	6.5	1996	1996
59	European J Training Develop ^d	2,199	36,243	16	80	446	7,823	17.54	41	4	2.8	0.55	7.1	1977	1977
60	Research Organ Behav	198	35,652	180	86	84	5,879	69.99	34	16	3.6	2.91	4.3	1979	2000
61	Human Resource Develop Quart	928	33,394	36	89	189	5,400	28.57	38	6	3.8	1.12	10.2	1988	1990
62	Group Dynamics	618	25,117	41	82	191	2,762	14.46	27	2	2.2	0.88	5.1	1997	1997
63	Int J Conflict Management	816	23,548	29	75	351	5,472	15.45	34	2	2.6	0.56	4.9	1990	1990
64	Human Resource Develop Rev	435	23,266	53	73	181	7,614	42.07	47	4	4.6	1.83	7.1	2002	2002
65	Human Resource Develop Int	904	23,206	26	70	300	6,545	21.82	38	1	3.9	0.82	9.1	1998	1998
66	J Management Organization	1,092	22,093	31	60	610	12,475	20.45	49	1	2.8	0.72	7.3	1995	1995
67	J Leadership Organizational Stud	698	21,963	20	72	293	8,744	29.84	46	0	4.9	1.52	9.4	1993	1996
68	Public Personnel Management	1,043	19,151	18	62	231	4,622	20.01	36	0	2.6	0.71	6.1	1972	1973
69	Int J Organizational Analysis ^e	1,097	18,591	17	56	840	14,418	17.16	51	0	2.9	0.47	8.6	1993	2004
70	Canadian J Administrative Sci	980	18,286	19	64	335	3,971	11.85	31	0	0.9	0.29	2.9	1983	1984

(continued)

Table 16. (continued)

R	Journal name	TP	TC	C/P	H	TP10	TC10	C/P10	H10	≥500	IF	AIS	CS	Y	YS
71	Leadership	572	17,543	31	66	329	6,355	19.32	40	0	2.2	0.81	4.9	2005	2005
72	Gross Cultural Strategic Manag ^f	783	16,348	21	58	321	5,908	18.40	37	0	3	0.57	4.4	1994	1994
73	Asia Pacific J Human Resources	1,135	13,940	12	50	298	6,664	22.36	37	1	4.5	0.79	9.4	1966	1966
74	European Manag Rev	497	13,219	27	54	405	7,954	19.64	44	0	2.8	0.78	7.2	2004	2009
75	Equality Diversity Inclusion	701	11,216	16	47	549	7,592	13.83	42	0	2.2	0.91	4.9	1981	2010
76	Chinese Manag Studies	761	10,020	13	43	518	6,377	12.31	34	0	2.3	0.43	4.5	2007	2007
77	Team Performance Manag	421	6,805	16	38	229	2,949	12.88	26	0	2.2	0.46	4.5	1995	1995
78	J Organ Effectiv People Perform	283	6,364	22	37	259	5,682	21.94	35	1	3.3	0.62	5.9	2014	2014
79	J Leadership Studies	476	4,045	9	28	310	2,046	6.6	19	0	0.6	0.18	1.5	1993	2007

Abbreviations: R = Rank; TP, TC, C/P and H = Total publications, citations, cites per paper and h-index available in Scopus; P10, C10, C/P10 and H10 = Publications, citations, cites per paper and h-index between 2015 and 2024; ≥500 = Number of articles with equal or more than 500 citations; IF = Impact Factor (WoS); AIS = Article Influence Score (WoS); CS = CiteScore (Scopus); Y = Year of origin; YS = First year indexed in Scopus. The numbers provided in the table only consider "Articles" and "Reviews" up to 31 December 2024.

^aFormerly known as *Organizational Behavior and Human Performance* (1966–1985).

^bFormerly known as *Occupational Psychology* (1922–1974) and *Journal of Occupational Psychology* (1975–1991).

^cFormerly known as *Academy of Management Executive* (1987–2005).

^dFormerly known as *Journal of European Industrial Training* (1977–2011).

^eFormerly known as *The International Journal of Organizational Analysis* (1993–2003) and *Organizational Analysis* (2004–2005).

^fFormerly known as *Cross Cultural Management* (1994–2015).

relations within organizations. Moreover, the consistent citation visibility of applied outlets such as the *Journal of Occupational and Organizational Psychology*, *Human Resource Management*, *Journal of Business Psychology*, and *Journal of Organizational Change Management*, underscores GOM's integrative character, drawing simultaneously from psychology, sociology, management science, and human resource development. Collectively, these patterns demonstrate that GOM is anchored in high-impact behavioral science while remaining closely connected to emerging themes in organizational change, leadership, sustainability, and methodology.

Conclusions

General Findings

This study offers a comprehensive mapping of the intellectual, thematic and collaborative structure of research published in *GOM* from 1976 to 2024. The performance indicators, topical analyses, and network visualizations, collectively demonstrate that *GOM* occupies a central position at the intersection of organizational behavior, applied psychology, leadership studies, and management theory. The journal's knowledge base is anchored in influential outlets such as the *Journal of Applied Psychology*, *Academy of Management Journal*, *Academy of Management Review*, *Administrative Science Quarterly*, and *Journal of Management*, which consistently appear as dominant sources of conceptual and methodological grounding. Co-citation and bibliographic coupling analyses further reveal that GOM integrates both classical foundations—rooted in organizational behavior and social psychology—and contemporary streams related to leadership, group dynamics, ethics, organizational change, and methodological rigor.

Topically, the field has evolved toward increasingly diverse and interdisciplinary themes. Recent clusters show strong engagement with employee engagement, ethics, group processes, decision making, emotional labor, digital innovation, corporate governance, sustainability, and diversity. These topics reflect an expanding concern with the socio-relational and ethical dimensions of organizational life, coupled with a growing interest in data-driven, cross-functional, and global perspectives. At the institutional and country levels, the dominance of the United States remains clear, although collaborations with the United Kingdom, Australia, Canada, China, and several European nations have intensified, highlighting a progressively internationalized authorship landscape.

The findings indicate that GOM has developed into a mature and influential forum that blends psychological, sociological, and managerial theories to

address complex organizational phenomena. Its thematic trajectory demonstrates both continuity with foundational research traditions and adaptability to emerging issues that shape contemporary organizational scholarship.

Practical Implications

The patterns identified in this study offer several insights for practitioners seeking to align organizational strategies with the evolving evidence base captured in GOM. The prominence of research on leadership, team dynamics, ethics, and organizational change, underscores the need for managerial practices that prioritize relational competence, transparent decision processes, and psychologically safe work environments. Findings from the journal's most influential knowledge streams suggest that effective leadership development should incorporate evidence-based approaches rooted in social psychology and organizational behavior, emphasizing credibility, fairness, and adaptability in rapidly changing contexts.

The growing visibility of themes such as emotional labor, diversity and inclusion, sustainability, and digital transformation, highlights pressing areas where organizations must invest in capability building. Managers can leverage this scholarship to refine policies that support employee well-being, foster inclusive cultures, and navigate the ethical and governance challenges associated with complex organizational systems. The strong role of methodological and analytical contributions further implies that organizations will increasingly benefit from integrating rigorous data-driven tools—such as behavioral analytics, network diagnostics, and evidence-informed HR systems—into their decision-making processes.

Finally, the internationalization of GOM's authorship and collaboration networks provides practical lessons for organizations operating in global environments. The expanding diversity of institutional and geographic contributors reflects a widening set of contextual perspectives, indicating that managerial practices should be sensitive to cultural, regulatory, and societal differences across regions. For multinational organizations, these insights reinforce the value of context-aware management strategies that balance global coherence with local responsiveness.

Limitations and Future Research

This study, while comprehensive in scope, is subject to several inherent limitations associated with bibliometric methodologies and database-dependent analyses. The reliance on Scopus as the primary data source means that publication and citation patterns reflect the coverage, indexing

policies, and historical inclusion criteria of a single database. Variations in journal indexing dates, differences in citation practices across disciplines, and the exclusion of non-article document types may therefore introduce structural biases into the observed trends. Furthermore, bibliometric indicators such as total publications, citations, and co-citation metrics capture patterns of scholarly influence rather than the substantive quality or theoretical contribution of individual works, which should be considered when interpreting the findings.

Another limitation concerns the interpretive boundaries of network-based analyses. While co-authorship, collaboration, and co-citation networks offer a macro-level representation of intellectual structures, they inherently simplify complex scholarly relationships. For example, strong citation ties may reflect thematic proximity, historical influence, or methodological alignment, but bibliometric tools cannot fully differentiate these underlying mechanisms. Likewise, the visualizations of clusters and thematic groupings produced by algorithms such as Louvain or Walktrap, depend on parameter choices that may influence the granularity and configuration of detected themes. These methodological constraints suggest that network maps should be viewed as analytical aids rather than definitive representations of the field.

Future research can extend this work in several meaningful directions. Longitudinal studies could examine how thematic clusters evolve in response to major organizational, societal, and technological shifts, allowing scholars to trace the emergence, maturation, and decline of research fronts within GOM.

Comparative bibliometric analyses across leading journals in organizational behavior, management, and applied psychology, could further illuminate the distinctive intellectual positioning of GOM relative to its peer outlets. Additionally, integrating altmetric data, full-text semantic analysis, or machine learning–based topic modeling would enable deeper insights into conceptual development, interdisciplinary diffusion, and practitioner engagement. Such extensions would enrich understanding of the journal's scholarly trajectory and provide a more nuanced perspective on its role within the broader management research ecosystem.

ORCID iD

José M. Merigó  <https://orcid.org/0000-0002-4672-6961>

Supplemental Material

Supplemental material for this article is available online.

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Author Biographies

Mohammad Sadegh Khorshidi is a data scientist with over 7 years of experience in machine learning, data science and generative AI. He is a PostDoc at the School of Computer Science, Faculty of Engineering and Information Technology, University of Technology Sydney. He has published more than 30 documents in international journals and conference proceedings including journals like *Information Sciences*, *Land Economics*, *Information Processing & Management*, *IEEE Transactions on Emerging Topics in Computational Intelligence*, *Information Fusion*, *Social Network Analysis and Mining* and *Business and Professional Communication Quarterly*.

José M. Merigó is a Full Professor at the School of Computer Science, Faculty of Engineering and Information Technology, University of Technology Sydney (Australia). Before, he was a Full Professor at the University of Chile, Senior Research Fellow at the University of Manchester (UK) and Assistant Professor at the University of Barcelona (Spain). He holds a Bachelor, Master and a PhD degree in Business Administration from the University of Barcelona, and a Bachelor and Master degree from Lund University (Sweden). He has published more than 500 articles in journals, books, and conference proceedings. He is or has been on the editorial board of many journals including the *Journal of Management & Organization*, *Computers & Industrial Engineering*, *Journal of Business Research*, *PLOS One*, *Humanities and Social Sciences Communications*, and *International Journal of Fuzzy Systems*. Recently, Clarivate Analytics (previously Thomson & Reuters) has distinguished him as a Highly Cited Researcher in Computer Science (2015–2020) and Cross-Field (2021–2024). He has also appeared in many other international rankings including the Stanford/Elsevier Top 2 % Scientists List, Research.com, ScholarGPS, and AD Scientific Index. He is currently interested in decision making, aggregation systems, computational intelligence, business analytics, bibliometrics, and applications in business, economics, and social sciences.

Claudio G. Müller is an Associate Professor of Practice at the Rawls College of Business Administration, Texas Tech University. A dedicated academic, his work bridges research and teaching at the intersection of entrepreneurship, family business, and organizational strategy. Before joining Texas Tech, Muller held positions as a Visiting Professor at Kennesaw State University (GA) and Stetson University (FL) and served as a professor at the University of Chile. Muller's research explores how family businesses influence entrepreneurial behavior, innovation, and decision-making. It examines key topics such as generational transitions, family dynamics, and cultural values, uncovering how these enterprises balance tradition and innovation to achieve sustainable success. Müller's findings have been published in esteemed journals, including the *Journal of Family Business Strategy*, the *Journal of Evolutionary Studies in Business*, and *Cross-Cultural & Strategic Management*. Müller holds a Ph.D. in Business Economics from *Universidad Autónoma de Madrid* (Spain) an MBA from Loyola University Maryland, and a bachelor's degree in industrial engineering from *Universidad Técnica Federico Santa María* (Chile).

Chandra S. Pathki is an Assistant Professor in the Department of Management at Texas Tech University. He received his Ph.D. from the University of Illinois, Chicago. His research interests include leadership and interpersonal

dynamics. He has published several articles in leading international journals like the *Journal of Management*, *Journal of Organizational Behavior* and *Group & Organization Management*.

William (Bill) Gardner is the Paul Whitfield Horn Distinguished Professor, Jerry S. Rawls Chair in Leadership, and Co-Director of the Institute for Leadership Research in the Rawls College of Business at Texas Tech University. He has contributed to leadership theory and practice through his research into managerial work, leader and member attributions, charismatic leadership, and most extensively, authentic leadership. His publications appear in leading journals including the *Academy of Management Review*, *Academy of Management Journal*, *Group & Organization Management*, *The Leadership Quarterly*, *Journal of Management*, *Journal of Management Studies*, and *Journal of Organizational Behavior*. In 2011, Gardner received the Distinguished Doctoral Alumni Award from the College of Business at Florida State University. Rawls College of Business recognized him in 2013 with the Outstanding Researcher Award and in 2014 with the Distinguished Faculty Research Award. In 2015, Texas Tech recognized him as an “Integrated Scholar” for synergistic contributions to its teaching, research, and service missions. In 2017 the Southern Management Association honored him with the “James G. (Jerry) Hunt Sustained Outstanding Service Award.” In 2020, he was named a Paul Whitfield Horn Distinguished Professor, Texas Tech’s highest academic honor. He is a past editor of *Group & Organization Management* (2014–2020) and has served as an Associate Editor for *The Leadership Quarterly* for eleven years.

Yannick Griep spent several formative years working inside an organization that publicly described itself as a “community of scholars dedicated to truth.” Like most origin stories, mine begins with optimism. I arrived believing that universities were places where evidence mattered, where intelligent disagreement produced better ideas, and where people were collectively committed to improving knowledge. It was an attractive theory. In practice, I discovered something closer to a long-running institutional experiment: what happens when very intelligent people construct an elaborate system designed to reward appearances rather than outcomes. At first the contradictions are subtle. You hear frequent speeches about transparency delivered in meetings where nothing meaningful is ever said. You read policies about accountability written in language so vague that accountability can never quite find a place to land. You attend strategic sessions about excellence that produce exactly what they were designed to produce: PowerPoint slides. But after a few years the patterns become clearer. Organizations are like ecosystems: they reward the traits that allow them to survive. In some environments that means

competence, curiosity, and integrity. In others it means something different—strategic ambiguity, selective memory, abusing and mistreating people at work, cheating and flat out lying, and the remarkable ability to look concerned while doing absolutely nothing. Inside such systems you learn quickly that truth is not always the most useful currency. The more valuable skills are endurance, diplomacy, and the capacity to listen patiently while someone confidently explains a problem they themselves created. There is also the peculiar academic belief that problems become smaller when they are described in increasingly abstract language. A broken process becomes a “communication challenge.” A toxic dynamic becomes “a complex interpersonal situation.” A completely predictable failure becomes “an opportunity for reflection.” By the time the sentence ends, whatever actually happened has vanished into administrative fog and disbelief. RIP truth and knowledge. Institutions are very good at this. They construct impressive architectures of policy, procedure, and principle. From a distance it looks like a cathedral of rational governance. Up close, you begin to notice that many of the doors lead nowhere and the rest open into meeting rooms. Working in such an environment teaches valuable life lessons. For example, it teaches you that competence is helpful but not strictly necessary. That the phrase “we take this very seriously” usually precedes doing the exact opposite. And that nothing travels faster through an organization than responsibility being quietly relocated to someone who is not present in the room. None of this is unique. Large institutions everywhere develop survival mechanisms. Universities are simply unusual in that they conduct this process while simultaneously publishing articles about organizational behavior. Over time you stop being surprised. You recognize the ritual phrases. You understand which conversations are symbolic and which ones are real. And you develop the quiet academic superpower of nodding thoughtfully while mentally rewriting the entire discussion.