
Bibliometric Analysis on Women's Leadership Aspiration (2001:2021)

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Abstract

The persistent underrepresentation of women in leadership positions is a widely acknowledged concern. This study employs bibliometric analysis to critically examine the existing corpus of literature on women's aspirations for career advancement and their drive towards leadership roles, sourced from the comprehensive Scopus database. A systematic review of the literature was conducted using the PRISMA standards. Data from 2001-2021 sourced from the Scopus database was used in the study. A total of 45 publications were identified and evaluated based on their titles, abstracts and keywords resulting in a final sample of 42 articles that underwent data mining and qualitative analysis through the use of Biblioshiny and VOS viewer tools. The findings highlight the most influential literature in the field, the publishing trends, and further areas for research that will help build a conceptual framework for future behavioural research. Recognizing the factors that impact women's career advancement and creating a supportive environment is crucial to promoting gender equality. The outcomes of this study have both theoretical and practical implications and align with the objective of achieving gender equality under the 2030 Sustainable Development Goals agenda. The study provides a foundation for the attainment of this goal by shedding light on the issue.

Keywords: Women, Leadership, Career Aspiration, Bibliometric, PRISMA

1. Introduction

The proportion of women employed in the global economy has significantly increased during the last few decades. The rise in women's educational attainment, the significance of financial independence, corporate appreciation of the benefits of gender diversity, and the adoption of legislation to promote working women are some of the factors that together account for this trend. But when it comes to senior managerial and leadership positions within organisations, the situation has not significantly improved.

While women constitute 49.58% (3.905 billion) of the total world population (UN World Population Prospects 2019) only 28% hold managerial roles (World's Women 2020: Trends and Statistics report) and participate in higher echelons of management (Kersley et al., 2021). Only 7.4% of Fortune 500 companies have women as CEOs. (World's Women 2020: Trends and Statistics report). In India, only 10% of women hold managerial roles, making it one

among the countries with lowest women managers (Kersley et al., 2021). The number of women in Indian IT industry have increased over past years, but the number drops significantly as they move up the corporate ladder, significantly reducing the number of those actually making it to the board rooms (Mishra et al., 2022). The situation is no different in other sectors (Shyamsunder, 2014; Kang & Kaur, 2020). Women are minority in many fields notably in the higher hierarchy. A leaky pipeline still persists at different levels of management despite empowerment and decelerating gender discrimination (Edwards et al., 2020; Chauhan et al., 2022).

Women in emerging countries like India are increasingly growing conscious of the need for being self-reliant and independent, making them aware of the value of earned respect. Young women today, especially in urban area, shed off their gendered image of being docile and demonstrate a great deal of interest in non-traditional and non-conventional careers which was once male dominated (Jain & Mukherji, 2016). Yet there seems to be a dearth of women participation in leadership and managerial role. It is still abstruse on why some women aspire for higher career goals and realise the same but others simply withdraw from their career ambition in the long run and fade away despite their intelligence and competence. A lack of general foundation of women's career aspiration makes it hard to generalise women's attitude towards career goals and aspirations.

Minimal attention has generally been paid to supporting women leaders, especially in developing nations (Chawla & Sharma, 2016). Several studies on women's career aspirations and barriers to advancement have been conducted (Datta & Agarwal, 2017; Tabassum et al., 2019; Rowley et al., 2016; Konrad & Karam, 2015; Galanaki et al., 2009; Weyer, 2007; Mihail, 2006; Powell, 1987), with the majority of these studies focusing on the difficulties, glass ceiling, gender stereotypes and workplace discrimination. The behavioural framework of women like resilience (Tabassum et al., 2019), attitude, capabilities, perseverance, competency, work role salience (Kang & Kaur, 2020), occupational self-efficacy (Hartman & Barber, 2020) and its influence over career aspiration has been less focused upon. This study offers a comprehensive review of the literature while also making recommendations for further research on women's leadership and career aspirations. The review attempts to answer following research questions related to women leadership and career aspirations.

RQ1: What is the current publication trend?

RQ2: What are the focus areas of literature?

RQ3: Which are the most influential literature?

RQ4: What is the future scope of study?

Women's careers are shaped by their unique life experiences, which vary from one woman to another. They have to endure multiple hardships as they advance in their profession roles. Women's careers and social interactions at work will be influenced by a variety of unique and varied individual, organisational, and societal circumstances, as well as by their own beliefs and perspectives (Taser-Erdogan, 2022). Bringing women to the forefront requires an understanding of the contextual elements and the creation of an environment that encourages women to advance in their careers. A multidimensional perspective is essential to examine the social, organisational and personal cognitive factors preventing women from advancing in

their workplace. Such a viewpoint provides a fuller understanding that takes into account both the individual experiences of women and the structural and institutional factors that have an impact on their professional life.

The slow advancement of women to the higher managerial positions is unexpected given the many explanations and data provided by various researchers that show women exhibits many essential competencies required for managing a workforce and to assume the leadership role. (Hurley & Choudhary, 2016). The current study attempts to examine the existing research pattern and probable future research prospects in the area of women career aspiration and leadership while evaluating the significance of personal cognitive factors influencing women's career decisions towards managerial roles. This study's novelty stems from the authors' evaluation of the literature, which revealed that it was either narrow in scope or method or overtly focused on external contextual elements (Taparia & Lenka, 2022; Kang & Kaur, 2020; Gangai & Agrawal, 2019; McKelway, 2018; Day, 2000). The objectives of this study are explained using Systematic Literature Review and bibliometric analysis which distinguishes it from earlier studies. Theoretical foundations of women's career aspirations and leadership can be discovered through bibliometric analysis, which offers a thorough review of the study's subject. Thus, the study contributes to the body of knowledge on the topic and help in better understanding women's professional aspirations and their desire for managerial roles in organisations.

2. Literature Review

The literature on career advancement discusses the factors that affect women's career paths and the difficulties they encounter. Women's careers are bogged down in a minefield of problems. Chauhan et al. (2022) researched it in terms of the role of family duties, mentoring, and perceived organisational support. Kaushik et al. (2014) discussed it from the standpoint of gender stereotypes and gender discrimination. Gangai & Agrawal (2019) concentrated on a range of factors, including the personal, the family, the organisational, and the socio-cultural aspects, that affect women's career advancement and have an impact on the effectiveness of organisations and the growth of the national economy.

2.1. Socio-cultural Factors Influencing Career Aspiration of Women

Young women's perceptions about their prospective professions are influenced by gender expectations (Creamer & Laughlin, 2005). Research shows that marital support has a crucial role in women's career success (Zhong et al., 2011). Conflicts with family obligations resulting from high levels of commitment are a significant factor in women's career advancement and frequently present barriers to their career development (Posholi, 2012; Hasnain, et al., 2012; Zhong et al., 2011).

Taking on childcare obligations is another factor that has a big impact on women's professional growth. It is widely accepted that mothers are ultimately in charge of raising their children. Studies on women have shown that having children restricts their potential to succeed in the workplace. (Deschacht, 2017; Windsor & Auyeung, 2006; Metz 2005). It is considered that women are unable to work to their full capacity and must make compromises in their profession because of their duties for taking care of children and other family members (Aycan, 2004). These socio-cultural elements are proven to have a detrimental

impact on women's job goals, impeding their career aspirations (Sattar et al., 2013; Posholi, 2012; Jogulu & Wood, 2011).

2.2. Organisational Factors Influencing Career Aspiration of Women

The organisational culture and structural barriers have been found to limit the career advancement of women at all managerial levels (Tlaiss & Kauser, 2010). Gender stereotyping and gender bias in evaluation has been suggested as a reason for the dearth of women in senior level positions as these perceptions may contribute to the undervaluation of their abilities and impede the recognition to which they are actually entitled to (Saadin et al., 2016). Corporate organizations are established and administered in a way that encourages male socialisation, generating the idea that men rule and control others and possess higher organisational political ability and attitude than women (Kanter, 1987), decelerating their career progression. When a woman is exceptionally assertive and stands out as a potential leader, the prevalent patriarchal corporate culture poses barrier to their professional advancement (Eagly & Carli, 2018). Lack of gender-sensitive organisational policies is also found to be negatively correlated to career advancement (Buddhapriya, 2011; Zainal Abidin et al., 2006). Women continue to experience overt and blatant inequality in the workplace, in addition to other substantial contextual challenges linked to religion, culture, and indigenous business practises, as well as patriarchal and familial constraints (Joshi et al., 2015; Metcalfe, 2007).

2.3. Cognitive Factors Influencing Career Aspiration of Women

Women's self-imposed impediment to job advancement is the individual factor that has been addressed in few literatures (Taparia & Lenka, 2022; Kang & Kaur 2020; Lathabhavan & Balasubramanian, 2017; Kiaye & Singh, 2013). Career opportunities are differently perceived by women and men. Based on many aspects influencing their lives, they analyse and prioritise the trade-offs and advantages of a work position (Hartman & Barber, 2020; Fernández-Cornejo et al., 2016; Tajlili, 2014; Dolan et al., 2011).

According to Taparia and Lenka (2022), a number of traditional beliefs and conventions that are prevalent in the social context contribute to the glass ceiling for women executives, including lack of confidence, the load of domestic duties, and a lack of managerial ambitions. These individual-level traits also contribute to organizational-level hurdles by obstructing networking prospects, groups, and the perception of a relatively low level of organisational commitment.

In the context of Social Cognitive Career Theory (SCCT), career aspirations have been conceptualised as a person's intrinsically controlled desire for scholastic or professional achievement or performances (Lent et al., 1994). Career aspiration expresses the need to advance in one's own career (Strauss et al., 2012; O'Brien, 1996). An individual's perception of his/her competency to do a leadership job influences their aspiration to a leadership position (Fritz & van Knippenberg, 2017).

Women's career aspiration is hindered because of pessimistic beliefs about their abilities (Bandura, 2009). Career competency stimulates career growth and is functional in achieving career goals, positively influencing self-efficacy (Akkermans et al., 2013). Stimulating career competencies of young women employees, who have just begun their career, can motivate

them to overcome any challenges that arise in their professional lives. High self efficacy is identified to trigger women's career success (Cheung & Halpern, 2010; Fassinger, 2005) whereas those with low self efficacy demurs from activities supporting their career progression (Bandura, 2009).

Work role salience defines the relative importance of work in one's life (Almquist & Angrist, 1971) and is found to be a predictor variable influencing career intentions (Vianen, 1999) and work related outcomes including career aspiration (Kang & Kaur, 2020). It is consistently found to positively correlate with career aspiration with respect to occupational choices made by women (Kang & Kaur, 2020; Greenhaus, 1971).

Considering these facts, this study presupposes that quality education and confident upbringing builds competency and self-efficacy among women which increases work-role salience in them, instilling the desire for achievement and leadership aspiration.

3. Methodology

3.1. Systematic review technique

A systematic literature review (SLR) aids in evaluating the literature in a structured manner, allowing for the development of a firm understanding of a particular subject and the identification of potential directions for future research (Syltevik et al., 2018).

A systematic review method using PRISMA flow chart shown in **Figure 1** summarises the process followed in article selection and screening. PRISMA flowchart reduces researcher's biases, providing a comprehensive rationale for re-evaluating any specific area in the field of study (Haque, Fernando & Caputi, 2021; Knocke & Schuster, 2017; Ahmad & Omar, 2016).

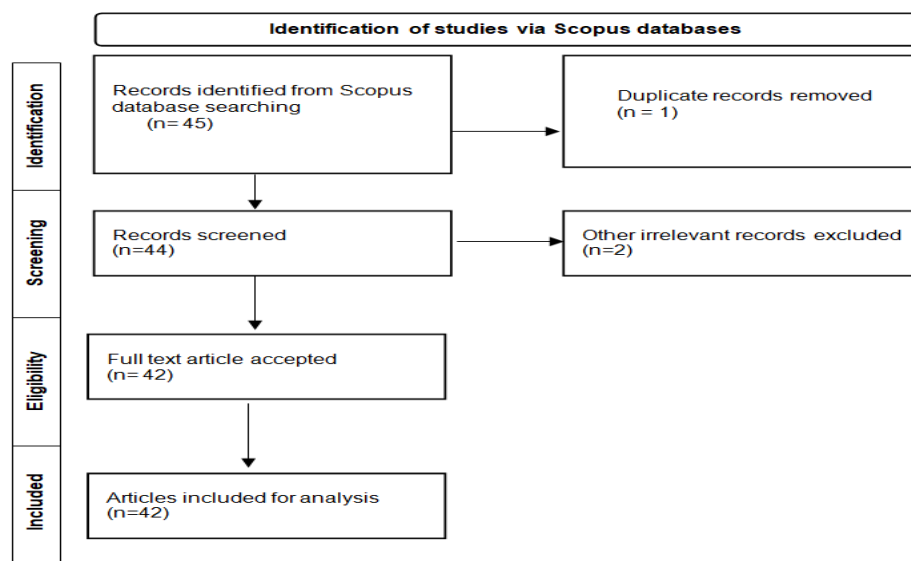


Figure 1: Overview of data retrieval process from Scopus database using PRISMA

3.2. Selection of keywords

Using combinations of search terms found in previous publications, separated by boolean operators “OR” and “AND”, a comprehensive data set was generated from the Scopus database. Following keywords were used to retrieve data from the Scopus database.

(TITLE ("Career aspiration" OR "leadership aspiration" OR "achievement aspiration" OR "contextual variable")) AND (TITLE(Women OR Female)) AND (PUBYEAR > 2000 AND PUBYEAR < 2022)

3.3. Collection and screening of articles

Data was retrieved from Scopus database, one of the most influential and extensively employed research engines for the scholastic literature searching and selection having wide coverage of technical journals, manuscripts and conference proceedings of peer-reviewed literature (Agrifoglio et al., 2021). Total 45 articles were found from the period 2001-2021 based on keyword search strings gleaned from intense literature review, from which one duplicate and two irrelevant documents were removed. The final 42 papers were chosen for the bibliometric study.

3.4. Bibliometric and Network Analysis

R software, a potent statistical programming language that has gained enormous popularity worldwide among researchers, data analysts, and analytical professionals (Linnenluecke et al., 2020) was used in the comprehensive investigation. R software offers a flexible, open-source environment that is free to use for research and analysis. A systematic literature review or the related disciplines of meta-analysis are just two of the many areas of interest covered by the R language's packages. These include Bibliometrix, which is by far the most widely used R package and is cited in an increasing number of articles (Linnenluecke et al., 2020).

In order to carry out a complete set of literary information analysis and the visualisation of results, Professor Massimo Aria produced bibliometric software that incorporates the visualisation capabilities of numerous scientific mapping tools using the R programming language (Xie et al., 2020). Thus, bibliometric analysis is a methodical, computer-driven review process that looks at all publications on a particular subject and is capable of identifying significant researchers, key authors, and their connections (Han, 2020; De Bellis, 2009). Co-citation, coupling, collaboration, and co-occurrence analysis are just a few of the several network analyses that are made easier by the software. The Sankey diagram function in Bibliometrix is another helpful feature for simultaneously visualising multiple attributes (Linnenluecke et al., 2020). In the study bibliometric analysis was carried out to evaluate germane contributions made in the field of women career aspiration and leadership. R package has been applied for the study together with VOS viewer for interpreting network and collaborations.

4. Results and Discussion

4.1. Document Review

In the study, forty two articles by 111 different authors from 17 countries were identified from the year 2001 to 2021 on which bibliometric analysis was conducted. The papers selected based on PRISMA guidelines comprise of 37 articles, two book chapters, two conference proceedings and one review paper. The details of selected documents have been comprehended in **Table 1**

Table 1: Overview of Identified documents

DESCRIPTION	RESULT
<i>OVERALL BIBLIOMETRIC INFORMATION</i>	
Time span	2001:2021
Sources (Journals, Books etc)	35
Documents	42
Average years from publication	8
Average citations per documents	24.17
Average citations per year per doc	2.112
Reference	2219
<i>DOCUMENT TYPE</i>	
Article	37
Book chapter	2
Conference paper	2
Review	1
<i>DOCUMENT CONTENT</i>	
Keywords Plus (ID)	117
Author's Keywords (DE)	118
<i>AUTHOR DETAILS</i>	
Authors	111
Authors of single-authored documents	6

Authors of multi-authored documents	105
<i>AUTHORS COLLABORATION</i>	
Single authored document	6
Documents per Author	0.378
Authors per Document	2.64
Co-Authors per Documents	2.81
Collaboration Index	2.92

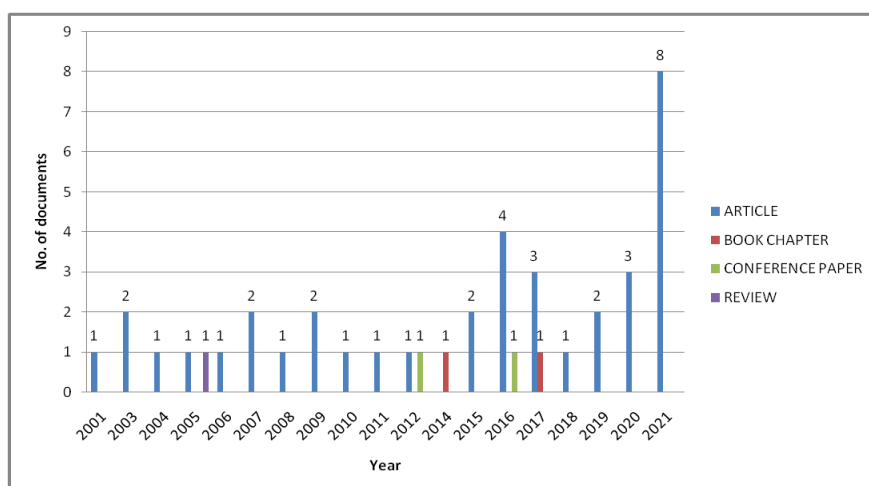
(Source: Biblioshiny)

RQ1: What is the current publication trend?

The following discussion covers the most recent developments in the study of women's leadership and career aspirations. Trend analysis demonstrates the current state and expansion of literary research in the field of study. The worldwide interest and collaboration in the subject of study are described in the author-country collaboration.

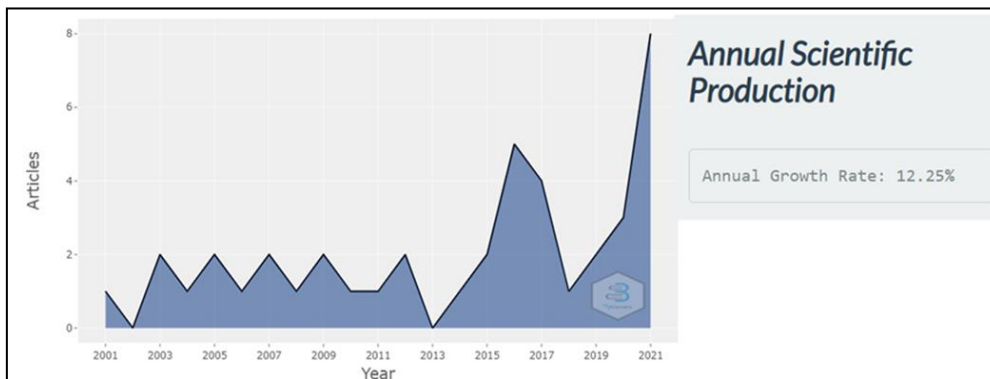
4.2. Trend analysis

Research on women's leadership and career aspirations has advanced recently. **Figure 2** displays the number of documents coupled with the publishing trend in the field of research. Since 2013, there has been an increase in the quantity of publications published in the field of research. **Figure 3** depicts the annual scientific production showing a growth rate of 12.25 percent in the area of women career aspirations. The number of citations per article was high in 2005 (11.7), 2010 (9.6%), and 2015 (10.2%).



(Source: Biblioshiny)

Figure 2: Document publications in the area of women career aspiration (2001- 2021)



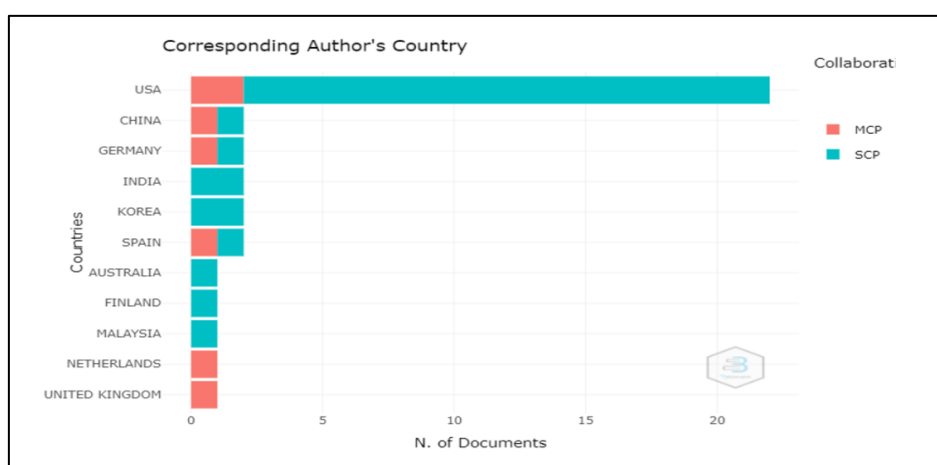
(Source: Biblioshiny)

Figure 3: Annual scientific production with a growth rate of 12.25%

4.3. Author-country collaboration

Country collaboration map was generated from VOSviewer software. Each node represents a country and connecting lines between nodes representing their allied contribution; thicker the link stronger the collaboration (Zhang et al., 2019). **Figure 4** shows the international collaboration of publishing countries in the field of women leadership and career aspiration. As illustrated in **Figure 4**, among 22 articles published in USA, 20 publication was single country publication and two multiple country publication. All other countries were mostly found to focus on independent research with domestic collaborations.

Table 2 shows the top 10 corresponding author's country along with number of articles, frequency of collaboration, Single Country Publication (SCP) and Multiple Countries Publication (MCP). USA was ranked first with total of 22 articles, frequency of publication 0.5946, SCP 20 and MCP 2.



(Source: Biblioshiny)

Figure 4: Corresponding Authors Country and Publications

Table 2: Top 10 Corresponding Authors Country and Publications

Rank	Country	Articles	Frequency	SCP	MCP
1	USA	22	0.5946	20	2
2	China	2	0.0541	1	1
3	Germany	2	0.0541	1	1
4	India	2	0.0541	2	0
5	Korea	2	0.0541	2	0
6	Spain	2	0.0541	1	1
7	Australia	1	0.0270	1	0
8	Finland	1	0.0270	1	0
9	Malaysia	1	0.0270	1	0
10	Netherlands	1	0.0270	0	1

Source: Authors creation based on Scopus database

Note: MCP: Multiple Countries Publication, SCP: Single Country Publication

Figure 5 and Table 3 shows the alliances among countries. The USA has established collaborations and partnerships with institutions and researchers in the Netherlands, Korea, and Canada.

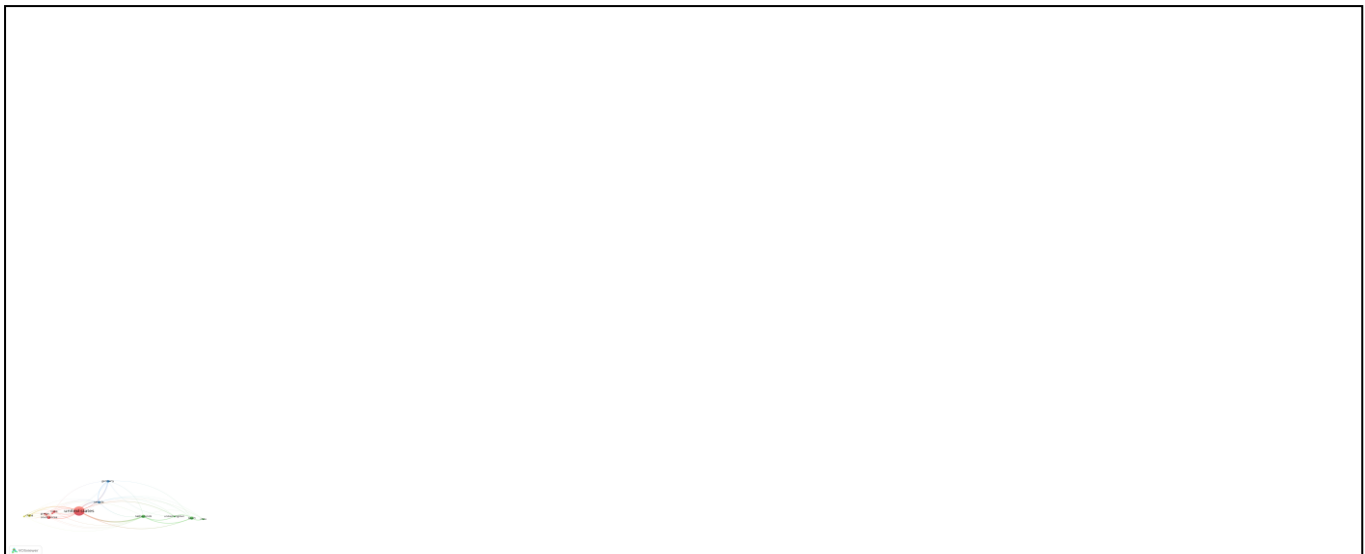


Figure 5: Country alliance in the area of women career aspiration

Table 3: Countries with frequency of collaboration for the period 2001-2021

From	To	Frequency
USA	Netherlands	2
USA	Canada	2
Germany	Norway	1
Netherlands	United Kingdom	1

Spain	Chile	1
Spain	Netherlands	1
Spain	United Kingdom	1
China	Hong Kong	1
USA	Korea	1

Source: Authors creation based on Scopus database

RQ2: What are the focus areas of literatures?

Top five most cited document in the area of women career aspiration and leadership has been shown in **Table 4**.

Table 4: Top five most cited documents and focused areas

Authors	Title	Year	Citation	Focus Area	Purpose of study	Journal/ conference
Davies, Spencer & Steele	Clearing the Air: Identity Safety Moderates the Effects of Stereotype Threat on Women's Leadership Aspirations.	2005	378	Impact of stereotype threat on women career aspiration	Explored whether stereotype threat inveigle women to accept subordinate roles and avoid leadership roles.	Journal of Personality and Social Psychology

Dasgupta, Scircle & Hunsinger	Female peers in small work groups enhance women's motivation, verbal participation, and career aspirations in engineering	2015	125	Career aspirations in Engineering focusing undergraduate students	The impact of female peers on young women's motivation, verbal participation, and engineering career aspirations was examined in the study. The study was based on the finding that more women than men leave the field of science, technology, engineering, and mathematics than enter it. According to the study, women represent untapped human capital that, if used, could significantly grow the STEM workforce.	Proceedings of the National Academy of Sciences
Rudman & Phelan	The effect of priming gender roles on women's implicit gender beliefs and career aspirations	2010	115	Gender role on gender belief	Explored the effect of gender roles on women's implicit gender stereotype, leadership and career interest.	Social Psychology

Gray & O'Brien	Advancing the assessment of women's career choices: The Career Aspiration Scale	2007	69	women's career development	Investigated a psychometric properties of a measure of career aspiration	Journal of Career Assessment
Li & Kerpelman	Parental Influences on Young Women's Certainty about Their Career Aspirations	2007	40	Parent influence on women's career aspirations	Explore how mother–daughter and father–daughter relationships were associated with young women's certainty about their career aspirations.	Sex Roles

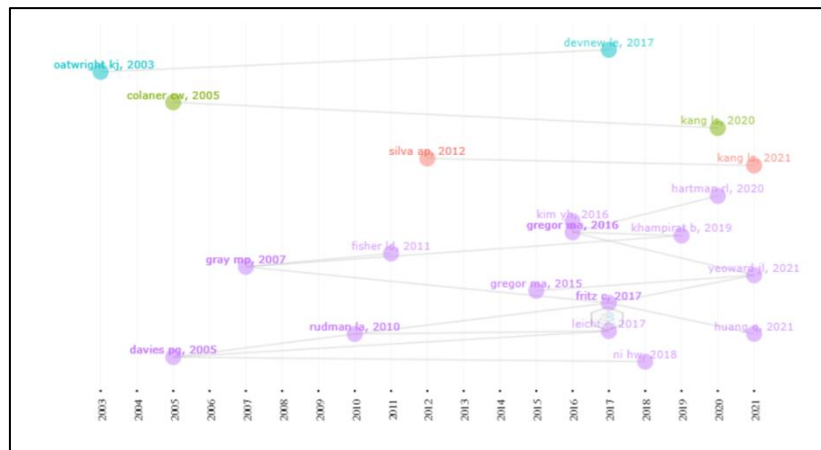
Source: Authors creation based on Scopus database

RQ3: Which are the most influential literatures?

Historical citation of core literature has been analysed to identify the most influential document having citation link with other literatures.

4.4. Historical Analysis of Citations

Historical direct citation network of most cited documents in the field of women career aspiration has been analysed to understand the most influential literature having citation relationship with other articles. Understanding career aspirations among young women: Improving instrumentation (Gregor & O'Brien, 2016) has the highest LCS value. LCS value suggests the importance of article in the area of study. It shows the number of citation in local data set. GCS refers to total number of citations of paper in the database which need not necessarily be in the field of study (Xie et al., 2020). Clearing the Air: Identity Safety Moderates the Effects of Stereotype Threat on Women's Leadership Aspirations (Davies et al., 2005) has the highest GCS value. (See **Figure 6 and Table 5**)



(Source: Biblioshiny)

Figure 6: Historical Analysis of most cited documents in the field of women career aspiration from 2001-2021

Table 5: Historical direction citation network

Author	Title	Year	Source	DOI	LCS	GCS
Davies, Spencer & Steele	Clearing the Air: Identity Safety Moderates the Effects of Stereotype Threat on Women's Leadership Aspirations.	2005	Journal of Personality and Social Psychology	10.1037/00223514.88.2.276	3	378
Dasgupta et al.	Female peers in small work groups enhance women's motivation, verbal participation, and career aspirations in engineering	2015	Proceedings of the National Academy of Sciences	10.1073/pnas.1422822112	0	125
Gregor & O'Brien	Understanding Career Aspirations	2016	Journal of Career	10.1177/1069072715599537	4	28

	Among Young Women: Improving Instrumentation		Assessment			
Rudman & Phelan	The Effect of Priming Gender Roles on Women's Implicit Gender Beliefs and Career Aspirations	2010	Social Psychology	10.1027/18649335/a000027	2	115
Gray & O'Brien	Advancing the Assessment of Women's Career Choices: The Career Aspiration Scale	2007	Journal of Career Assessment	10.1177/1069072707301211	3	69
Li C	Parental Influences On Young Women's Certainty About Their Career Aspirations	2007	Sex Roles	10.1007/s11199-006-9151-7	0	40
Fritz & van Knippenberg	Gender and leadership aspiration: Interpersonal and collective elements of cooperative climate differentially influence women and men	2017	Journal of Applied Social Psychology	10.1111/jasp.12462	2	8
	Psychological	2003	Journal of			

Boatwright & Egidio	Predictors Of College Women's Leadership Aspirations		College Student Development		1	37
Hartman & Barber	Women In The Workforce: The Effect Of Gender On Occupational Self-Efficacy, Work Engagement And Career Aspirations	2020	Gender in Management: An International Journal	10.1108/GM-04-2019-0062	0	9
Devnew et al.	Women's Leadership Aspirations	2017	In Handbook of research on gender and leadership	10.4337/9781785363863.00019	0	4
Kang & Kaur	Personal Cognitive Factors Affecting Career Aspirations Of Women Working In Financial Sector In India	2020	Vision: The Journal of Business Perspective	10.1177/0972262920931344	0	2
Lee & Cheon	Career Aspirations Of Women In Corporate Management: The Case Of South Korea	2009	Asian Journal of Women's Studies	10.1080/12259276.2009.11666073	0	3
Silva et al.	Personal Social Support And Non-Support In Career	2012	Asian Social	10.5539/ass.v8n11p205	1	1

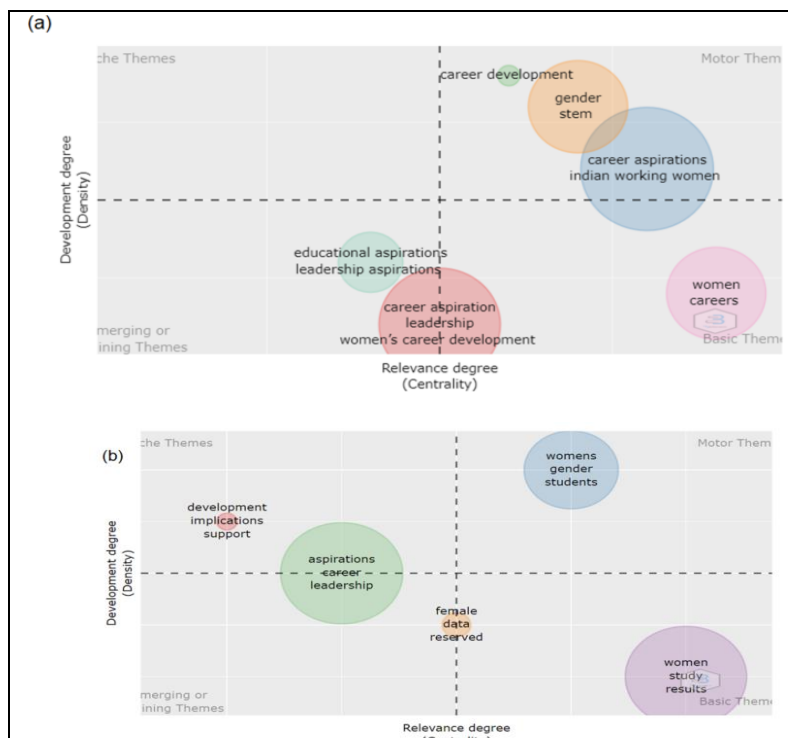
	Aspirations Towards Senior Management Amongst Women In Middle Management: Multiple Dimensions And Implications On Measurement		Science		
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Source: Authors creation based on Scopus database

RQ4: What is the future scope of study?

Thematic map provides scope for future research developments in the area of study by clustering author keywords and their interconnections. Density represented in vertical axis measures cohesiveness among the nodes and centrality measures degree of correlation among different topics (Esfahani et al., 2019).

4.5. Thematic Analysis



(Source: Biblioshiny)

Figure 7: (a) Thematic map from author keywords parameter (b) Abstract parameter

Error! Reference source not found. **Figure 7** shows the thematic map of author keywords generated from biblioshiny using RStudio. The thematic map uses visualisation techniques to demonstrate the existing studies, trending issues, and research. The upper right quadrant depicts the space of the motor theme which is central and developed. Career aspiration and career development of Indian working women associated with Science, Technology, Engineering and Mathematics (STEM) is a leading theme capable of developing in research as shown in **Figure 7(a)**. The lower right quadrant is central and undeveloped illustrating basic and transversal themes. Women careers, leadership and women's career development is emerging but transverses indicating its elements are fundamental and essential in developing the field of study. The upper left quadrant is a very niche theme that is highly specialised and concentrated. It is developed and peripheral. In **Figure 7(b)** thematic map based on abstract parameters suggests that themes associated with development and support of women related to career aspiration and leadership are potential topics that need to be explored. Contextual, social and personal aspects are areas yet to be investigated. The lower left quadrant is peripheral and undeveloped which is either emerging or declining. Women education and leadership aspirations is found to be an emerging area that needs to be researched more.

5. Implications and Limitations

The review article is subject to limitations associated with systematic literature reviews. The study was carried out using specific keywords identified through a comprehensive evaluation of the past literature on the SCOPUS database. While it may not contain all scholarly results, being the most popular search engine, it is presumed that the documents under analysis best represent the study's subject. Additionally, the current study exclusively makes use of Biblioshiny and VOSviewer. Despite its limitations, this study adds to our understanding of women's leadership and professional aspirations.

The paper examines the area of women career aspiration and studies undertaken in the field. Further research can be initiated in the path of identifying more personal cognitive and behavioural factors restricting women from taking decision making roles. The influence of psycho-social variables in women career decisions (Alok et al., 2021) can be taken up for further discussions.

Furthermore, empirical research studies on individual topics can be taken up, that may assist in discovering micro level problems encountered by women in undertaking challenging roles. Correlating elements can be identified and corrective measures can be instituted for encouraging women participation in leadership. Delegating leadership roles from childhood can help develop confidence among girls and inspire them to venture challenging roles. Instilling the value of a career in one's life and accumulating self-generated vision to fly high can be done by increasing the knowledge competency through formal learning (Park, 2020). Verbal persuasion and the desire for a managerial position are found to be directly correlated (Vianen, 1999). According to that notion, verbal persuasion about careers from an early age might help girls build managerial self-efficacy (Bandura, 1986), which will foster an internal drive to succeed and take charge.

Despite the fact that numerous researchers have identified the elements contributing to the workplace diversity for women, few have addressed relative involvement of each components towards creating barriers to women career development. Therefore, future studies may conduct empirical evaluation of the relative weight of distinct elements using Multi-Criteria Decision Making (MCDM) techniques.

6. Conclusion

Regardless of numerous studies that highlight the benefits of having women in management roles, underrepresentation of women in such positions remains a global issue. This requires identifying the barriers that hinder women's advancement in the workplace, as well as the negative impacts on businesses and female employees. The study supports the gender equality objective of the 2030 Sustainable Development Goals (SDGs) agenda, providing insight and laying the foundation for goal attainment. A systematic literature review on women's career aspirations was conducted using Biblioshiny and VOSviewer tools to visualize data derived from the textual corpus, making analysis easier to understand.

The findings of the study suggest that there is a scarcity of articles on women's career aspirations and leadership, with potential for further development. While research has extensively explored women's professional barriers, discrimination, and the "glass ceiling", there has been less emphasis on examining personal or individual factors such as career competency, work-role salience, and occupational self-efficacy. Instead of relying on external factors, women must make personal changes and be proactive in pursuing their goals to overcome obstacles in their career paths. This study contributes to the existing body of knowledge and highlights areas that still require further research in this complex field.

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