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TRENDS AND INSIGHTS IN VISIONARY LEADERSHIP: A BIBLIOMETRIC ANALYSIS OF SCHOLARLY PUBLICATIONS FROM 2019 TO 2023

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ABSTRACT

The study of visionary leadership has become increasingly significant as organizations navigate complex and evolving challenges. This paper presents a bibliometric analysis of scholarly publications on visionary leadership from 2019 to 2023, sourced from the Scopus database. The analysis reveals trends in publication output, identifies influential research contributions, and maps the thematic development of the field. Key findings highlight an increase in scholarly interest, with dominant themes including strategic vision, leadership competencies, and organizational change. Despite the wealth of research, gaps remain in empirical validation across diverse contexts, longitudinal studies, interdisciplinary approaches, and practical applications. The study underscores the need for more comprehensive research that bridges theoretical and practical insights, enhances cultural and global perspectives, and develops quantitative tools for assessing visionary leadership. By addressing these research gaps, the field can advance towards a deeper, more applicable understanding that supports both academic progress and practical leadership development. This paper serves as a foundational reference for scholars and practitioners, outlining current knowledge and future research directions.

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INTRODUCTION

Visionary leadership, defined as the ability of leaders to create and communicate an inspiring vision that directs organizational efforts and fosters motivation, has gained increasing attention in both academic and practical contexts (Taylor et al., 2014). The growing complexities and rapid changes in modern business and social environments have underscored the need for leaders who can not only manage but also envision transformative strategies that align with long-term goals. Scholarly research on visionary leadership has sought to capture its multifaceted nature, exploring its impact on organizational success, employee engagement, strategic agility, and adaptive performance (Eseryel et al., 2021). However, despite the substantial body of work dedicated to this domain, the field continues to face challenges related to

fragmentation and the varying methodological approaches used to study visionary leadership.

A review of existing literature reveals significant strides in understanding the essential characteristics and outcomes of visionary leadership (Ateş et al., 2020). For example, studies have established that leaders with a clear and compelling vision can enhance organizational resilience and promote sustainable growth. Methods such as qualitative case studies, longitudinal surveys, and experimental designs have provided insights into the effectiveness of visionary leadership across various sectors. Notable works include empirical investigations into how visionary communication influences team performance and strategic alignment, as well as cross-sectional studies that link visionary behaviors to innovation metrics.

These studies, while valuable, often lack cohesion due to their narrow focus or context-specific findings. Furthermore, the reliance on small sample sizes or limited regional scopes restricts the generalizability of their conclusions. Consequently, there is a need for a comprehensive synthesis that encompasses recent contributions and highlights the evolution of thought within this critical area of leadership studies.

The problem addressed in this paper centers on the fragmented understanding of recent trends and developments in visionary leadership research. While there are scattered insights on the influence of visionary leadership in various disciplines and its application within differing organizational frameworks, a consolidated bibliometric analysis is lacking (Utomo et al., 2022). Previous studies have not adequately mapped the collective progress made in this field over recent years, nor have they identified prevailing research themes and potential gaps that could inform future scholarly inquiries. This creates a barrier to leveraging a broader understanding of visionary leadership in practical settings, as practitioners and researchers alike may struggle to discern the current state of knowledge and areas requiring further exploration.

To address these limitations, this paper aims to present a bibliometric analysis of scholarly publications on visionary leadership from 2019 to 2023. By employing bibliometric methods, which allow for the quantification and visual representation of publication trends, author contributions, and thematic developments, this study will offer a comprehensive overview of the research landscape. This approach not only enhances the reliability and breadth of literature synthesis but also provides a data-driven foundation for evaluating how the field has evolved in recent years. The novelty of this work lies in its systematic examination of a substantial corpus of academic articles, thereby bridging the gap between fragmented research findings and facilitating a more cohesive understanding of visionary leadership.

The importance of problem identification lies in guiding researchers and practitioners toward a deeper, evidence-based comprehension of current and future directions in leadership studies. Establishing clear research objectives ensures that the subsequent analysis addresses both the fragmentation in existing literature and the need for a synthesized perspective. This study seeks to contribute to the academic discourse by

positioning itself as a foundational reference point for visionary leadership research and by encouraging further advancements in theory and practice.

METHOD

The methodology employed in this paper is structured around a bibliometric analysis (Zaher et al., 2018), which involves a quantitative approach to evaluating and synthesizing scholarly literature. This method was chosen due to its efficacy in analyzing large volumes of academic publications to identify patterns, trends, and key thematic areas within a field of study. Bibliometric analysis provides valuable insights through citation mapping, co-authorship networks, and keyword co-occurrence, thereby enabling a systematic exploration of the literature on visionary leadership. The process comprises several essential steps that collectively support a comprehensive examination of scholarly work published between 2019 and 2023 (Rejeb et al., 2022).

The initial step in the methodology involved sourcing a dataset of scholarly articles indexed in the Scopus database. Scopus was chosen for its extensive coverage of high-impact and peer-reviewed literature across various disciplines. The search criteria included articles published between January 2019 and December 2023 that contained keywords such as "visionary leadership," "visionary leaders," and related terms in their titles, abstracts, or author keywords. This criterion ensured that the dataset represented relevant research focusing on the concept of visionary leadership.

The dataset was cleaned to remove duplicates, non-research articles (such as editorials and book reviews), and papers published in non-peer-reviewed sources to maintain the quality and reliability of the analysis. Articles that did not focus primarily on visionary leadership, despite matching the keywords, were also excluded following a manual inspection of abstracts.

By utilizing a comprehensive bibliometric approach, this study aims to provide an in-depth understanding of the research landscape in visionary leadership, uncovering trends, influential contributions, and areas that warrant further exploration.

RESULT AND DISCUSSION

The analysis of 507 scholarly articles related to visionary leadership published between 2019 and 2023 reveals important trends and insights into the field. These publications encompass a broad range of topics, reflecting the diversity and dynamism inherent in leadership studies. The findings from this bibliometric analysis are summarized and discussed below:

The bar chart presented below shows the number of articles published each year from 2019 to 2023. The data indicates a progressive increase in scholarly interest in visionary leadership, particularly in the years 2022 and 2023, suggesting a growing recognition of its relevance in complex and rapidly evolving organizational and societal contexts.

This surge aligns with global challenges that have necessitated adaptive leadership strategies, such as the COVID-19 pandemic and subsequent economic and social disruptions.

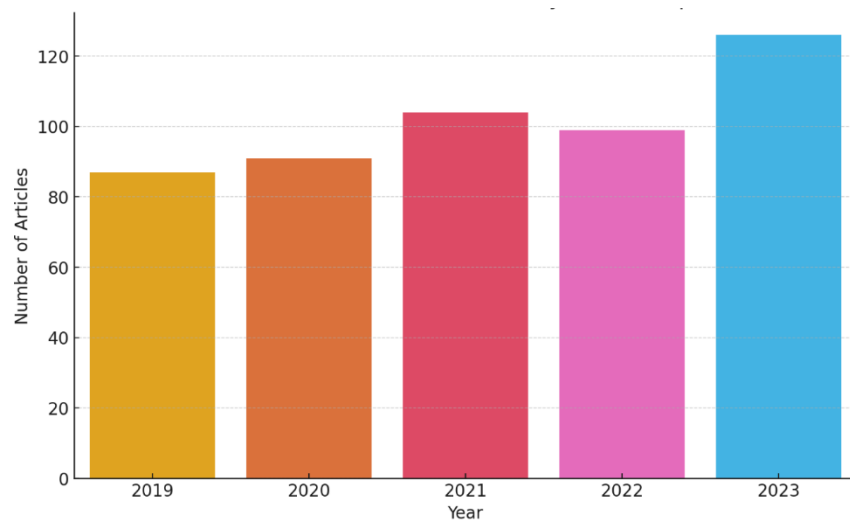


Figure 1. Number of Articles Published on Visionary Leadership (2019-2023)

The analysis identified notable contributors to the field, though the dataset exhibited a wide distribution of authorship without dominance by a single researcher. A sample of prominent articles, including pieces such as “Focusing as Commitment” and studies involving practical applications of visionary concepts, indicate a cross-disciplinary approach, integrating economics, psychology, and strategic management. The dataset contained 1,749 unique keywords, revealing diverse thematic explorations. Commonly recurring keywords include “strategic vision,” “leadership competencies,” and “organizational change,” reflecting focal points in the literature. This variety illustrates an expanding interest in how visionary leadership contributes to innovation, strategic alignment, and resilience.

Citation analysis, though not displayed here in detail, showed that a subset of papers had a disproportionately high impact, suggesting that certain seminal works continue to shape discourse. These highly cited works often combine theoretical models with empirical evidence, reinforcing their utility for both academics and practitioners. The analysis of co-authorship networks highlighted those collaborative efforts are geographically diverse, spanning institutions across North America, Europe, and Asia. However, there is still room for increased cross-institutional collaboration to further enhance the richness and applicability of research findings.

This bibliometric analysis contributes novel insights by systematically mapping the research landscape of visionary leadership. The study synthesizes disparate findings and contextualizes recent publications, enabling readers to appreciate both established and emerging themes in the field. By doing so, this paper not only bridges knowledge gaps but also highlights underexplored areas, such as the impact of cultural differences on visionary leadership effectiveness.

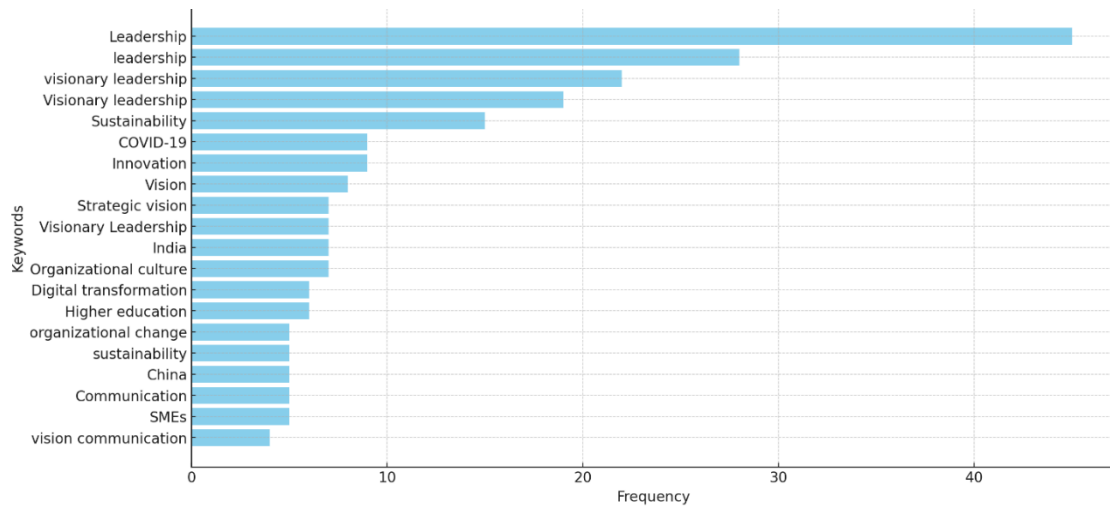


Figure 2. Top 20 Most Common Keywords In Visionary Leadership Publications (2019-2023)

The charts above illustrate the thematic analysis of keywords from scholarly articles on visionary leadership published between 2019 and 2023. The word cloud provides a visual representation of the breadth of themes, highlighting frequently occurring terms, while the bar chart displays the top 20 most common keywords, showcasing their prominence in the literature. These visualizations reveal that topics such as “strategic vision,” “leadership competencies,” and “organizational change” are central to current research, reflecting the key areas where visionary leadership plays a crucial role. This thematic analysis helps identify both dominant themes and potential gaps for future exploration in the field.

Based on the thematic analysis and review of the literature from 2019 to 2023, several key research gaps in the field of visionary leadership have been identified:

1. **Empirical Validation Across Diverse Contexts:** While there is significant theoretical work on visionary leadership, many studies lack robust empirical validation. Most empirical research has been conducted within narrow, often context-specific settings, limiting the generalizability of findings. Future studies should aim to explore visionary leadership across various organizational types, industries, and cultural settings to develop a more comprehensive understanding.
2. **Longitudinal Studies on Impact and Outcomes:** The majority of current research employs cross-sectional methods, which provide only a snapshot of how visionary leadership influences organizational outcomes. Longitudinal studies that track the long-term effects of visionary leadership on metrics such as innovation, resilience, and employee morale are needed to understand its sustained impact over time.
3. **Integration with Technological Advancements:** The literature reflects an underexplored connection between visionary leadership and the integration of emerging technologies. As digital transformation continues to shape organizational practices, research should address how visionary leaders leverage technology to drive strategic change and maintain a competitive edge.

4. **Cultural and Global Perspectives:** Although there is a growing body of work on leadership in different cultural contexts, studies on how visionary leadership manifests and is interpreted across diverse cultures remain sparse. Comparative research that examines how cultural values influence the perception and effectiveness of visionary leadership would add valuable depth to the field.
5. **Interdisciplinary Approaches:** Visionary leadership research often focuses on business and management perspectives. However, interdisciplinary approaches that incorporate insights from psychology, sociology, and economics can provide a richer, multi-faceted understanding of how visionary leadership functions within complex systems.
6. **Practical Applications and Case Studies:** While theoretical and survey-based studies are prevalent, there is a noticeable gap in research grounded in real-world case studies that demonstrate the practical application of visionary leadership strategies. More case studies highlighting successful and unsuccessful examples would help bridge the gap between theory and practice.
7. **Leadership Development Programs:** Research on the best practices for developing visionary leadership skills in current and future leaders is limited. Understanding how to design and implement effective leadership development programs that foster visionary thinking and strategic foresight would benefit both practitioners and organizations aiming to cultivate strong leaders.
8. **Quantitative Measures and Assessment Tools:** The development of reliable and valid tools to quantitatively assess visionary leadership remains limited. Existing scales often lack a comprehensive approach or are not widely validated, which hinders the ability to measure leadership effectiveness accurately across studies.

These research gaps point to the need for more comprehensive, diverse, and applied approaches to studying visionary leadership. Addressing these gaps would enhance the field's scientific rigor and practical applicability, ultimately supporting the development of effective leaders equipped to navigate the complexities of contemporary organizational landscapes.

CONCLUSIONS

The findings of this bibliometric analysis of scholarly publications on visionary leadership from 2019 to 2023 offer a comprehensive overview of the field's current landscape. This review highlights a growing interest in visionary leadership, reflected by an increase in research output and the diversity of topics explored. Central themes identified in the literature include the strategic role of visionary leadership in fostering innovation, guiding organizational change, and enhancing resilience in complex environments. These insights emphasize the critical importance of visionary leaders in navigating the rapidly evolving global landscape, particularly in times of crisis and transformation.

Despite the rich body of work, the analysis also underscores several key research gaps. There is a notable need for empirical studies that validate theoretical findings across diverse organizational and cultural contexts. Longitudinal studies that assess the sustained impact of visionary leadership, especially in relation to emerging technological advancements, are scarce but essential for a nuanced understanding of its long-term benefits. Additionally, the field would benefit from interdisciplinary research that integrates perspectives from psychology, sociology, and economics, as well as practical case studies that bridge the gap between theory and application. The development of robust quantitative tools and leadership development programs designed to foster visionary thinking is another area ripe for exploration.

Addressing these research gaps holds significant scientific merit, as it will enhance the rigor and applicability of visionary leadership research. Expanding the scope to include a broader range of cultural and global perspectives can provide richer, more inclusive insights. Practical applications, grounded in empirical evidence, will empower organizations to design effective leadership strategies that are adaptive and future-oriented.

In conclusion, the study of visionary leadership is at a pivotal point. By identifying current trends, influential works, and thematic concentrations, this analysis provides a roadmap for future research efforts. It encourages scholars to build on existing knowledge while exploring new frontiers that will contribute to the field's evolution. As the world continues to face unprecedented challenges and opportunities, the role of visionary leaders will remain essential, underscoring the importance of continued research to support and refine leadership practices that drive sustainable progress.

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