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Nepotism Concept Evaluation: A Systematic Review and Bibliometric Analysis

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Abstract:

An interdisciplinary approach to the study of nepotism is taken into consideration in this article. Nepotism is one of the least researched and most poorly defined human resource approaches, and it has an enormous effect on companies that hire staff. Different terms, such as Nepotism, Cronyism, and favouritism, have an adverse influence on the company's efficiency and lead to poor performance. From an interdisciplinary viewpoint, organisations often look at nepotism to better represent such policies and practices on companies. The research work identifies significant contributors, recent trends, contexts and supports in the study field for any further direction. A sample of 371 documents recovered from the Scopus database, the paper implemented bibliometrics and network analysis (NA) to evaluate the research occurrences that have occupied a place on this subject. The study will serve as a fundamental basis for understanding the idea of nepotism, its current indications and the context in which the analysis is progressing, after analysing the various viewpoints of the study such as initial data structures, bibliometrics and network. The key research focus is mainly to investigate the highly researched issues in this arena like workplace nepotism, favouritism, cronyism, corruption, nepotism sexism, nepotism family business, nepotism hiring, collusion, ethnic nepotism, discrimination, group nepotism, human kinship and primate nepotism. The research methodology used in this study, unlike the previous survey, is an amalgamation of bibliometric, network and systematic literature review (SLR), which helped recognition to generate an integrated overview of the study field.

Keywords: Nepotism; Bibliometric; Network; Co-citation; Systematic literature review.

Paper type- Literature review

1. Introduction

The spread of favouritism and nepotism in different countries has begun to influence areas in recent years by hampering the nation's social and economic health. The term nepotism gets its name in Latin for nephew or grandson. It is interrelated to the English word nephew, derived from Old French from Latin, which defines nepotism as biasness used towards siblings and other relationships by awarding them employment because of their association rather than their skills. Almost all of the literature recommends that big companies are more likely to employ Family members as staff than smaller businesses. However, few scholars suggest that nepotism is prominent in smaller businesses (Hayajenh, Maghraki, & Al-Dabbagh, 1994).

There is still enough evidence to show many nepotism issues (Stewart, 2003). Various terms, such as cronyism, nepotism, and favouritism, easily manipulate and corrupt actions and practices. Improved efficiency and integrity in small states need a thorough yet well-orchestrated structural change that fights corruption and frees up these organisations' inherent capacity, reallocating their activities to serve developmental purposes. It takes knowledgeable, skilled and ethically strong employees of the company to fulfil these ends. As several researchers such as Ford and McLaughlin (1986) have also mentioned, nepotism has both benefits and drawbacks on customer and employee satisfaction levels.

Nepotism is the owner or manager's choice to hire family members (nepots) rather than dissimilar job candidates (Bellow, 2003). It is one of the least researched and known human resource behaviours, as seen in Fig. 3. Yet this practice in human resources is the one that is most distinctly focused on the family business. Nepotism refers to the process of employing relatives, a practice that over the years, has acquired a too pejorative connotation. In any organisation, favouritism exists mainly, and it often persists everywhere (Ozler & Buyukarslan, 2011). The primary cause of employee disappointment in any company is cronyism, favouritism and nepotism (Ozler & Buyukarslan, 2011). According to existing research, the nepotism, favouritism, and cronyism influence staff's career and institutional performance as discussed by different researchers.

Since there are several problems related to recruitment in public and private sectors now for a few days, however, almost no study on the key areas relevant to nepotism and current trends has been undertaken for discussion. The literature surrounding nepotism is discussed in this article. The current study was extended as a multidisciplinary method for reviewing nepotism based on individuals' observation and experiences with family businesses and other organisations resulting from the different research studies.

Future research has also been suggested in recent studies by different researchers in the current field, with conversations on the numerous benefits and drawbacks of nepotism. Latest results from Arasli, & Arici, (2020) suggested the connection between the understanding of nepotism and acceptance of incivility in the workplace and the impact of psychological contract violation mediation. Iqbal, & Ahmad. (2020) research indicated that workplace spirituality has a significant adverse effect on favouritism. They addressed that nepotism has a profoundly negative impact on four contexts, i.e. transcendence, meaningfulness at work, compassion, and mindfulness. Costa, C., Gholitabar, S., & Tourian, F. Research (2020) revealed that the effects of FWC (Family Work Conflict) and nepotism have essential consequences for training programs, especially on how employees interact with unhappy

customers. To enhance interpersonal skills and how to value client loyalty, employees have to be adequately educated. In essence, managers can build workspaces where, concerning FWC, employees feel secure. Finally, managers can stop any organisational favouritism and affection. M. I., Baloch, & K. M. Iraqi, Results of the study (2020) found that nepotism had significant adverse effects on the decision to leave, work satisfaction, organisational engagement and methods of human resource management. Besides, HRM strategies have been shown to have significant detrimental effects on employee satisfaction and organisational engagement. Ignatowski, G., Sułkowski, Ł., & Stopczyński, B. studies. (2020) found that there are two variables in nepotism: preferential policy and nepotistic associations. A uni-directional construct figured out to be disengagement. The findings showed that nepotistic relationships added positively and substantially to disassociation, while preferential policies did not contribute significantly to disengagement. From Kabongo, K. T. (2020), the positive influence of nepotism is noted in the paper, but it mainly emphasises the undesirable effect of nepotism on the democratisation of power in the church and society. Gilani D. (2020) in the context of UK higher education, research aims to pursue the connection between graduate jobs and students' social capital. It discusses the value of social capital and the difficulties faced when applying to graduate positions by candidates from lower socio-economic backgrounds. It also shows how universities may play a significant role in confronting the nepotism within recruiting processes.

The authors were inspired by the relevant theoretical topics for debate in the future to develop and address the connection between nepotism practices and preferences as the study's primary aim for various additional problematic areas or aspects relevant to it. In the subsequent section of the justification for the analysis, relevant sub-objectives were stated in accordance with this aim. Besides, the study will also provide potential researchers with keywords list, thematic analysis and gaps in existing literature presented in this field, from which they will be able to categorize whether future research will contribute to factors such as social, political structures, level of personal credibility and interpersonal credibility with regard to nepotism.

As a result, the subsequent research field is described as follows: the successive section of rationale for the study, methodology and bibliometric analysis of the paper are delineated. All the instruments, software, and databases used for the current study will be highlighted in the article's methodology section. All the relative parts will be included in the bibliometric and network analysis, as shown in Fig. 1. In addition, discussions are established in the last parts

of the paper on the effects of current study objectives, managerial and theoretical suggestions for upcoming research, limitations of the present study, and conclusions are drawn.

Centred on gathering relevant literature on nepotism, we plan to identify the relation between nepotism and patterns for different areas linked to it. Another primary aim of the study is that we foresee completing the previous achievements of academics, and we assume that there is still enough to be attached to provide an orientation for further studies. Furthermore, we want to research significant developments in the field of nepotism in this context.

2. The rationale for the study

Nepotism was a significant problem until now, as early as the 14th century. It is a type of dishonesty on account of a member of someone's social class or relatives. It is to the disadvantage of one or more individuals from the outside group (Bertrand and Schoar, 2006). Favouritism hurts and weakens workers and managers (Jones and Stout, 2015). Such an attitude undermines the sense of justice among employees and managers (Karakose, 2014). Personnel have also stated nepotism as preferential treatment. The decline of motivation and morale, employee discontent, burnout, mistrust, depression and many other negative moods arise from preferential treatment (Chegini, 2009; Karakose, 2014). Preferable therapy reduces job tension, which emerges in frustration with workers and employees concerning stress-related ailment, absenteeism burnout, abuse, and corruption faced by the modern company. A type of corruption is also nepotism and favouritism. Since organisations are made up of people. It is too simple to presume that executives or workers will always act critically. Displaying favouritism is natural for human beings. As management makes selections in the public sector based on political favouritism (Kapucu and Palabıyık, 2008), it is favouritism that is prevalent in developed countries (Kapucu and Palabıyık, 2008). In Southeast Asian societies, loyalty displayed by nepotism in various terms is focused on tribe, family, faith, caste, linguistic community and class (Kis-Katos and Schulze, 2013). As there is a lack of studies discussing the various terms related to nepotism and favouritism. This research aims to find the various literature available in this arena. This study also offers future areas and trend analysis evidence for researcher for it. So, in lieu to fulfil the above objective that has been designed after studying the literature on the existing theme resulting objectives are discussed in the context of nepotism-

1. To review the current flow in publishing.
2. To identify the most dominant country, authors, influential journals and documents.
3. To study the widely studied theme evolving among academics.

In relation to the above stated needs, we have used Bibliometrics, which is the method of quantifiable actions to study media for communication, such as available books and articles (Donohue 1973). The acceptable comprehensive mechanism for analysing an investigation field, theoretical establishment is the proper approach (Castriotta et al. 2019). Consequently, the present research describes the technique used and several bibliometric, content, and network analysis subparts as depicted in Figure 1.

3. Research methodology

Bibliometric analysis has been adapted with the aid of instruments such as Citation, Keyword Co-citation count, and Co-occurrence such as Xu et al. (2018), Cisneros et al. (2018), and Fahimnia et al. (2015) to research the literature on nepotism in relation to different organisations. Together with incorporation of SLR (Fisch and Block 2018), and bibliometric analysis, it is a network study. Different tools like Vosviewer, BibExcel, and Gephi etc. have been performed in the prior educational work studies (Persson et al. 2009; Garfield 2009). Since it offers a safe data import, conversion, compilation, web interface, and filtering from various frames for data processing such as PubMed and WoS etc., we used Biblioshiny and Vosviewer applications. Compared to the inclusion and exclusion approach, SLR objects to thoroughly pursue and notice studies to broaden an empirical review of the literature to recognise likely study gaps (Tranfield et al. 2003). Three key steps have been measured with regard to the widespread SLR: data collection consisting of data loading and conversion, analysis as well as the development of descriptive and network matrixes (co-citation, collaboration and co-occurrence) and visualisation make available us with results mapping. Reasonable articles cited in SLR were taken to do Bibliometric overview. The researchers completed many such bibliometric, citation, and CoC networks. The method used in this study's systematic framework is shown in Figure 1. for an enhanced understanding. The above figure also indicates the instruments used for different forms of study. Search validation was performed with the aid of two steps given below for the usefulness of the process document mentioned above:

4.1 Defining the appropriate terms for search

In the current article, the theme of nepotism, with its numerous related meanings has been discussed. On 10 July 2020, our early investigation was tracked with the existing comparable search string on the 'Scopus' database. To verify that all phrases are fully included in this keyword, we also checked for a string with its corresponding keywords. Our current string of

searches covered "Nepotism". In order to categorise the associated keyword discovery, earlier literature reviews on the same areas were planned.

4.2 Refinement of search results

We found 371 documents by going through several themes on the Scopus database, as mentioned in the previous phase. We then surveyed four measures to find the utmost suitable documents for the final evaluation (Fig. 2). We comprised those affecting the social sciences, business, arts and humanities, management and accounting and psychology criteria from 371 documents. Next, papers were exempted for other than the English language. Finally, 371 documents were identified to continue with the investigation of the research.
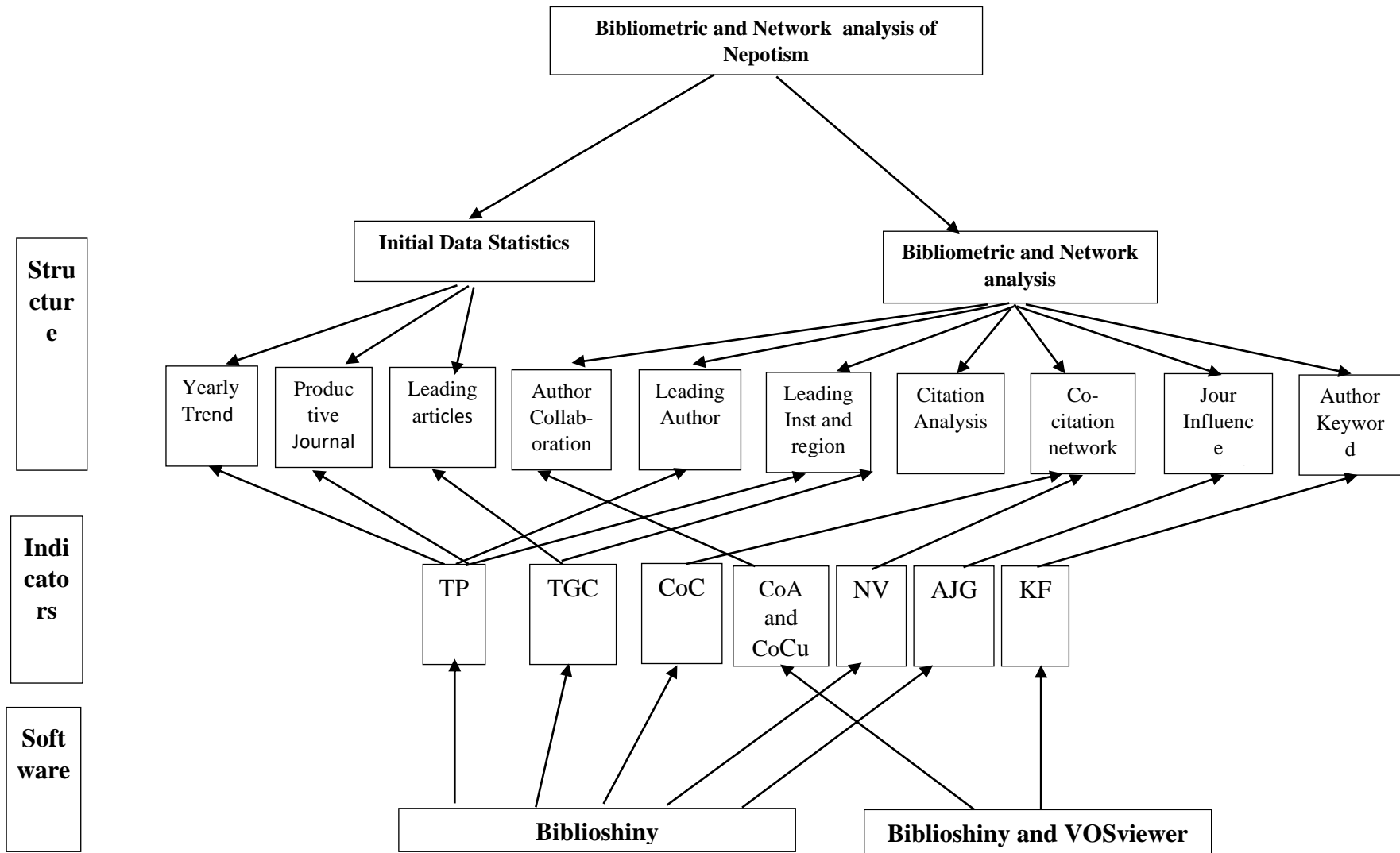
Figure 1: Systematic structure of study. Note TP=Total publications, CoC=Co-citation count, CoA=Co-authorship, CoCu= Collaboration of countries, TGC=Total global citation, TLC=Total local citation, KF=Author key-word frequency, AJG=Academic journal guide, NV=Network visualizations
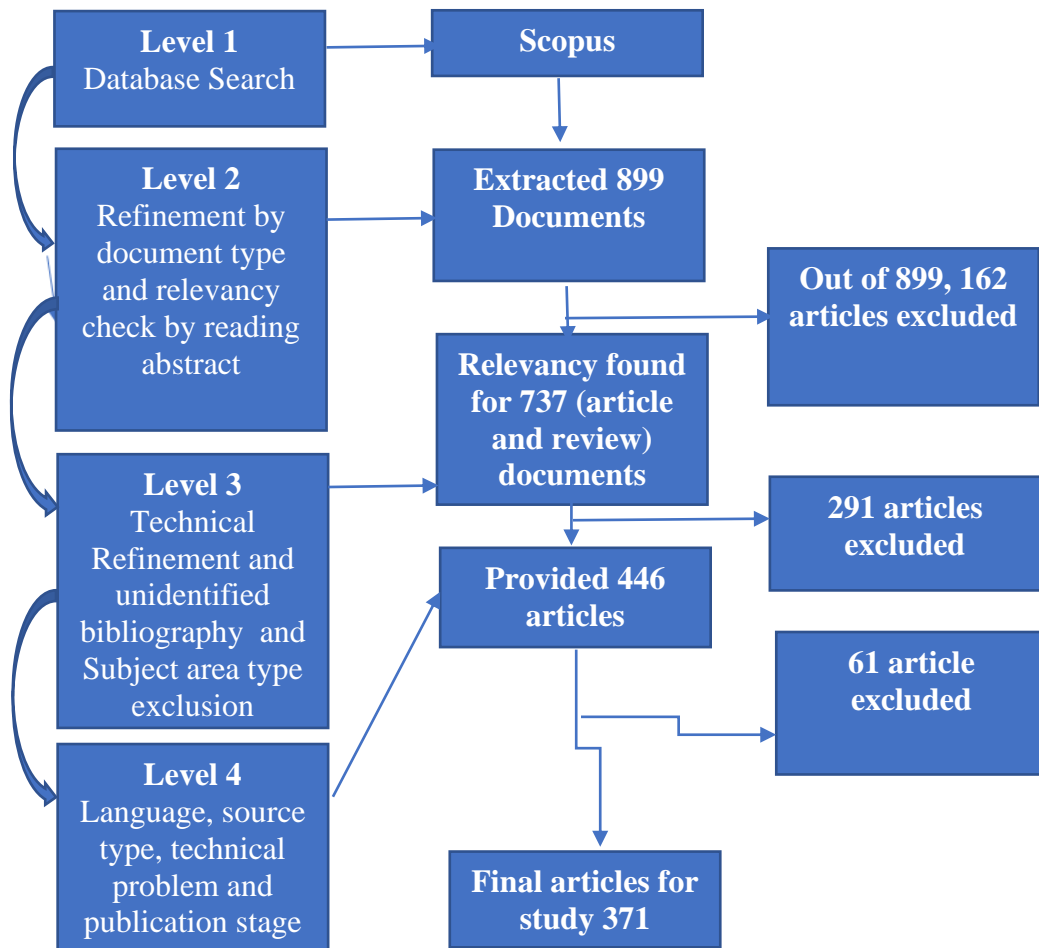
Figure 2: Procedure of delineating articles

4.3 Initial Data Statistics

In response to the research's first objective, 371 papers were supported in order to find the ongoing tendency for publication on this subject. It has been assessed with the support of publications based on the year, institution, country, world, and journal.

4.3.1 The trend of publication (yearly basis)

Figure 3 indicates the flow of publications in regards to the number of papers available each year. The highest number of publications shown in the years 2018 and 2019, i.e. the entire set of papers available in these years is 31 and 35 respectively. The number of papers published per year was minimal before 2012. Article publications improved after 2012. However, there has been a huge increase in publications since 2017. This occurs because

there are many problems associated with recruiting in the private and public sectors nowadays in the present scenario. The key obstacles to well-qualified workers are nepotism, cronyism, and favouritism. They tend to recruit reference-based personnel or have relationships with their families, colleagues or friends in public and private sectors organisations. Therefore, assessing the organisational efficiency of workers in the workplace has become paramount.
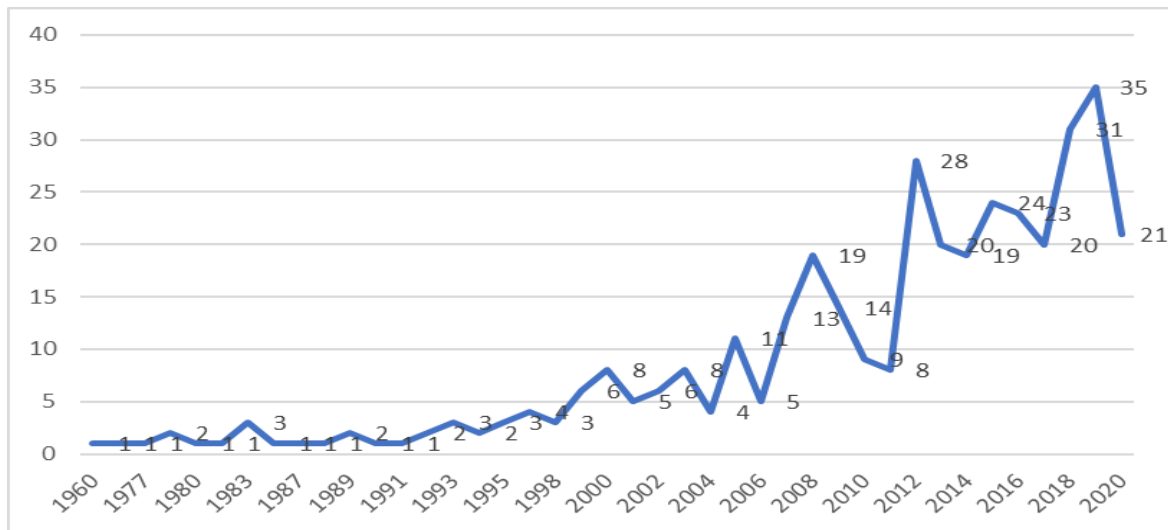
Figure 3. Yearly publication of articles published on nepotism

4.3.2 Most productive journals

Table 1 displays the top 12 journals having at minimum three papers each in this field with their inputs. It can be acknowledged that in the arena, consisting of 11 articles, 'Evolution and Human Nature' is in the first place. In the entire category of 371 articles, these important journals have 56 papers, and an inclusive variety of them have made a major contribution to the chosen subject.

Table 1. Top Journals

Sr. No.	Sources	Publication Name	JIF	Articles
1	Evolution and Human Behavior	Elsevier Inc.	2.959	11
2	Journal of Business Ethics	Springer	3.796	9
3	Human Nature	Springer	2.22	8
4	Family Business Review	Sage Publications Inc	6.188	6
5	Frontiers in Psychology	Frontiers Media	2.067	4
6	China Quarterly	Cambridge Univ Press	2.236	3
7	Hts Teologiese Studies/Theological Studies	AOSIS	0.27	3
8	International Journal of Public Administration	Routledge Journals, Taylor & Francis Ltd	1.01	3
9	Journal of Family Business	Elsevier	3.225	3

	Strategy			
10	Labour Economics	Elsevier	1.327	3
11	Organizational Behavior and Human Decision Processes	Academic Press Inc Elsevier Science	2.908	3
12	Scientometrics	Springer	2.770	3

5 Bibliometric analysis

In library science and information, this approach is widely used, but now it also has a recent exercise in social science studies. It employs publication repositories via bibliography data to create operational descriptions of conceptual areas (Zupic and Čater 2015). It is usually divided into two types based on association indicators. The first part focuses on the calculation of the impact factor and the second part distinguishes the interrelated relations between several fields of research, as well as among academics. These two steps affect the systematic assessment of the inquiry's content and its progress (Ramos Rodríguez and Ruíz-Navarro 2004). The most widely used systematic approaches are citation and CoC analysis to achieve these results.

5.1 Affiliation analysis

We examined the author's membership in this section to collect data on the most relevant area and country. The affiliations that have four or more documents are shown in table 2. The National University of Singapore appeared as the leading productive university, with eight documents; the Central Michigan University and Leiden University with seven articles each attained the second position.

Table 2. Top Institutions

Sr. No.	Affiliations	Articles
1	National University of Singapore	8
2	Central Michigan University	7
3	Leiden University	7
4	Notreported	5
5	University of South Africa	5
6	Bocconi University	4
7	University of British Columbia	4
8	University of California	4
9	University of Cape Town	4
10	University of Fort Hare	4
11	University of New Mexico	4
12	University of Sheffield	4
13	University of Utah	4
14	University of Warwick	4

15	Walter Sisulu University	4

Table 3. Top Countries

Sr. No.	Region	Freq
1	USA	169
2	UK	61
3	South Africa	47
4	Canada	36
5	Germany	20
6	Nigeria	20
7	China	18
8	Australia	14
9	France	13
10	Italy	13
11	South Korea	13
12	Netherlands	12
13	Indonesia	11
14	Malaysia	11
15	Turkey	11
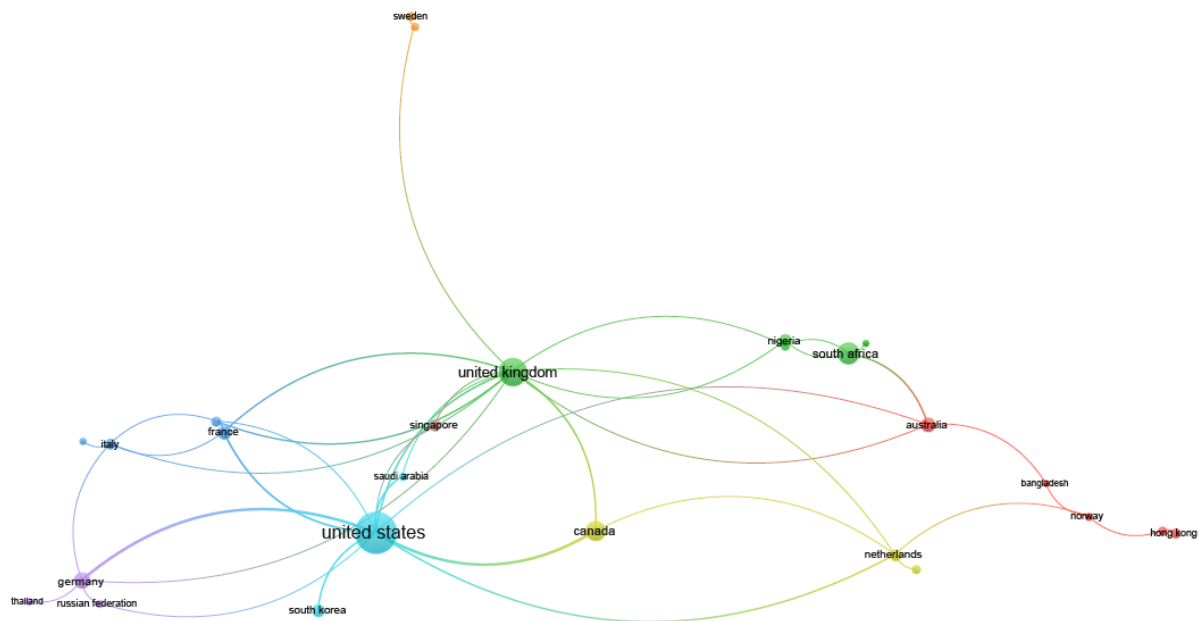
Figure 4. Co-authorship network of countries

Table 4. Co-authorship of countries

Sr. No.	Country	Documents	Citations	Total Link Strength
1	United States	105	2598	25
2	United Kingdom	48	502	17
3	Germany	15	264	9
4	Canada	24	656	8
5	France	11	147	8

6	Netherlands	8	202	6
7	Spain	6	96	6
8	Australia	12	172	5
9	Italy	7	130	5
10	South Africa	28	95	5
11	Norway	4	71	3
12	Saudi Arabia	4	93	3
13	Bangladesh	3	23	2
14	Croatia	3	4	2
15	Finland	4	15	2
16	Japan	4	13	2
17	Jordan	3	3	2
18	Nigeria	9	29	2
19	Poland	5	25	2
20	Russian Federation	4	21	2
21	Singapore	8	387	2
22	South Korea	9	77	2
23	Turkey	5	89	2
24	Denmark	3	25	1
25	Hong Kong	6	125	1
26	Indonesia	5	6	1
27	Sweden	5	117	1
28	Thailand	3	6	1
29	Zimbabwe	3	5	1
30	China	5	16	0
31	Lebanon	3	51	0
32	Malaysia	5	12	0
33	Taiwan	3	138	0

Here, it was located that the USA, the United Kingdom, and Canada have the highest association power with other countries after examining the co-authorship network between countries. It also highlights an absence of collaboration from developed nations, as seen in Fig. 4.

5.2 Author impact analysis

We have assessed the top contributing authors in reference to our second study objective. The author's impact were checked with the support of *Biblioshiny* software. It was analysed that Arasli H, Williams CC and Onoshchenko O are the uppermost authors in nepotism studies, with 133, 47 and 43 papers each respectively. Table 5 illustrates the top 10 authors contributing to this arena. Further, table 6 and Fig. 5 shows the authors productions over a period of time. Here it has been displayed on the basis of year that which author productivity has been rising. The bigger the circle in the respective year has been showing the author's

more productivity in that year. Here again, Arasli H has proved to its excellence on the continuation basis.

Table 5. The most productive and significant authors

Sr. No.	Author	h_index	g_index	m_index	TC	NP	PY_start
1	Arasli H	3	5	0.2	133	5	2006
2	Williams CC	4	5	0.5	47	5	2013
3	Onoshchenko O	4	4	0.5	43	4	2013
4	Salter F	4	4	0.19	41	4	2000
5	Colarelli SM	3	3	0.3	31	3	2011
6	Jones D	3	3	0.143	97	3	2000
7	Schaller M	3	3	0.214	159	3	2007
8	Abramo G	2	2	0.286	25	2	2014
9	Buchenrieder G	2	2	0.25	9	2	2013
10	Cattell K	2	2	0.222	62	2	2012

Table 6. The Authors' Production Over Period of Time

Sr. No.	Author	Year	TI	SO	TC	Tcpy
1	Arasli H	2020	The Effect of Nepotism on Tolerance to Workplace Incivility: Mediating Role of Psychological Contract Violation and Moderating Role of Authentic Leadership	Leadership and Organization Development Journal	0	0
2	Arasli H	2017	Does Gender Moderates the Relationship Between Favouritism /Nepotism, Supervisor Incivility, Cynicism and Workplace Withdrawal: A Neural Network and SEM Approach	Tourism Management Perspectives	25	6.25
3	Arasli H	2015	The Impact of Management Commitment to Service Quality, Intrinsic Motivation and Nepotism on Frontline Employees' Affective Work Outcomes	International Journal of Management Practice	2	0.333
4	Arasli H	2008	Nepotism, Favouritism and Cronyism: A Study of their Effects on Job Stress And Job Satisfaction In The Banking Industry of North Cyprus	Social Behavior and Personality	58	4.462
5	Arasli H	2006	The Effects of Nepotism on Human Resource Management: The Case of Three, Four and Five Star Hotels in Northern Cyprus	International Journal of Sociology and Social Policy	48	3.2

6	Williams CC	2017	Evaluating the Use of Personal Networks to Circumvent Formal Processes: A Case Study of Vruzki in Bulgaria	South East European Journal of Economics and Business	4	1
7	Williams CC	2015	An Evaluation of The Persistence of Blat in Post-Soviet Societies: A Case Study of Ukraine's Health Services Sector	Studies of Transition States and Societies	8	1.333
8	Williams CC	2014	Evaluating the Prevalence and Nature of Blat in Post-Soviet Societies: A Case Study of the Education Sector in Ukraine	International Journal of Social Economics	10	1.429
9	Williams CC	2014	Evaluating the Role of Blat in Finding Graduate Employment in Post-Soviet Ukraine: The ""Dark Side"" of Job Recruitment?	Employee Relations	15	2.143
10	Williams CC	2013	Paying for Favours: Evaluating the Role of Blat in Post-Soviet Ukraine	Debatte	10	1.25
11	Onoshchenko O	2015	An Evaluation of the Persistence of Blat in Post-Soviet Societies: A Case Study of Ukraine's Health Services Sector	Studies of Transition States and Societies	8	1.333
12	Onoshchenko O	2014	Evaluating the Prevalence and Nature of Blat in Post-Soviet Societies: A Case Study of the Education Sector in Ukraine	International Journal of Social Economics	10	1.429
13	Onoshchenko O	2014	Evaluating the Role of Blat in Finding Graduate Employment in Post-Soviet Ukraine: The ""Dark Side"" of Job Recruitment?	Employee Relations	15	2.143
14	Onoshchenko O	2013	Paying for Favours: Evaluating the Role of Blat in Post-Soviet Ukraine	Debatte	10	1.25
15	Salter F	2013	J.P. Rushton's Theory of Ethnic Nepotism	Personality and Individual Differences	8	1
16	Salter F	2008	Misunderstandings of Kin Selection With Reference to the Immortality of Values and the Delay in Quantifying Ethnic Kinship	Mankind Quarterly	4	0.308
17	Salter F	2002	Estimating Ethnic Genetic	Population	11	0.579

|			Interests: Is it Adaptive to Resist Replacement Migration?	and Environment		
18	Salter F	2000	Urban Begging and Ethnic Nepotism in Russia: An Ethological Pilot Study	Human Nature	18	0.857
19	Colarelli SM	2018	Kinship Ties and Employee Theft Perceptions In Family-Owned Businesses	European Management Journal	4	1.333
20	Colarelli SM	2012	Effects of Kin Density Within Family-Owned Businesses	Organizational Behavior and Human Decision Processes	16	1.778
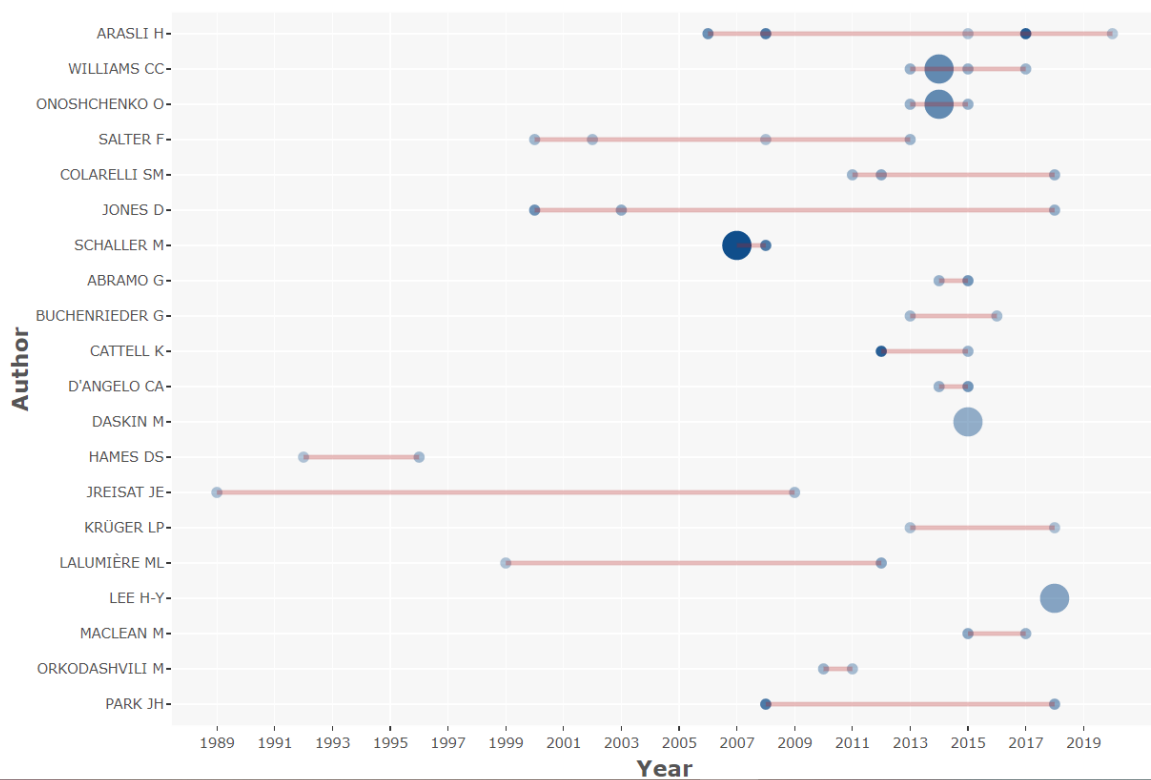
Figure 5 Authors' Production over Time

5.3 Journal impact analysis

We discussed the study's second objective in 2 sections. The overall citation of the top journals' documents in this field was studied, and the Academic Journal Guide (AJG) ranking was patterned. The total published articles are an evaluation of the journal's usefulness; moreover, the count for citations is an estimation of the influence of the journal (Svensson 2010). Subsequently, we measured the overall citation of the papers of the top 12 journals in

this study field (Table 7) with at least two publications on the current arena to analyse the top relevant journals. Remarkably, we have examined that journals that have reached a top publishing figure often do not have a higher citation level. The journal 'Human Nature' has the total citations (632) with only eight documents but 'Evolution and Human Behavior' has total citations (484) with 11 published articles.

Table 7. Total citation of the articles of top journals

Sr. No.	Source	TC	NP	PY_start
1	Evolution and Human Behavior	484	11	1999
2	Journal of Business Ethics	118	9	1988
3	Human Nature	632	8	1990
4	Family Business Review	279	6	1993
5	Frontiers in Psychology	19	4	2012
6	China Quarterly	88	3	2000
7	Hts Teologiese Studies/ Theological Studies	2	3	2017
8	International Journal of Public Administration	9	3	2012
9	Journal of Family Business Strategy	88	3	2010
10	Labour Economics	14	3	2010
11	Organizational Behavior and Human Decision Processes	44	3	2012
12	Scientometrics	86	3	2008

5.4 Journal quality analysis

The AJG assesses business and management publications' consistency, so we have found it to evaluate the paper's supremacy. It classifies eminent journals in sequential order, commonly used by academic researchers, into 1,2,3,4 and 4* groupings (Tüselmann et al. 2016; Mingers and Willmott 2013). We have investigated that from among the top 12 papers, the Organizational Behavior and Human Judgment Processes come under four scores.

Table 8. AJG 2018 rating

Sr. No.	Source	Academic Journal Guide 2018 rating
1	Evolution and Human Behavior	Na
2	Journal of Business Ethics	3
3	Human Nature	Na
4	Family Business Review	3
5	Frontiers in Psychology	Na
6	China Quarterly	2
7	Hts Teologiese Studies/ Theological Studies	Na
8	International Journal of Public Administration	2

9	Journal of Family Business Strategy	2
10	Labour Economics	3
11	Organizational Behavior and Human Decision Processes	4
12	Scientometrics	2

5.5 Citation analysis

The research objective second is also evaluated by citation analysis to define the citing and cited documents relationship. This study refers to what means other articles quote a particular paper to know the position and effect of the document in the scientific group (Ding and Cronin 2011). We have discussed the worldwide citation of 371 articles placed on 'total times cited count' based on "Cite Score Tracker 2020" furnished by Scopus. Cite Score is a modest technique of calculating the citation influence of sources, such as journals. It also uses a similar methodology with citations created on the current 2020 data. Outcomes showed that citation of 371 documents data set ranges from 410 to 82. This has been portrayed in table 9 for an overall number of 10 worldwide cited papers.

Table 9. Top 20 documents cited globally

Sr. No.	Paper	Total Citations	TC per Year
1	Thornhill R, 1993, Hum Nat	410	14.6429
2	Lee KS, 2003, Acad Manage Rev	189	10.5
3	Vanhanen T, 1999, J Peace Res	168	7.6364
4	Wiessner P, 2002, Evol Hum Behav	157	8.2632
5	Van Den Berghe PL, 1983, Behav Brain Sci	135	3.5526
6	Neyer FJ, 2003, J Pers Soc Psychol	129	7.1667
7	Low L, 2001, Pac Rev	92	4.6
8	Jaskiewicz P, 2013, Fam Bus Rev	84	10.5
9	Yeung HW-C, 2000, Fam Bus Rev	84	4
10	Stockemer D, 2013, Int Polit Sci Rev	82	10.25

5.5.1   Co-citation clustering network

This study aims to distinguish the paper's conceptual structure. To distinguish the theme of 'nepotism', we considered clusters from the CoC network. Usually, we begin by choosing a set of cited papers to design a CoC network and then compute all the co-citations between each document pair (Small 2009).

As a result, a co-citation network of edges and nodes is completed; nodes characterise the papers listed, while edges represent the associations representing the co-occurrence of nodes (Leydesdorff 2015). With the assistance of Biblioshiny, CoC analysis has been performed in the present paper. The program showed a very complicated table and graph here. Therefore,

in the current analysis, applying the setting and reducing the numbers for top authors with the highest quotation is presented. It increases the importance of understanding the source on which the program configures groupings as Biblioshiny has been added to structure clusters. With this program, the default method for cluster emergence is the Louvain algorithm. Biblioshiny software developed with the CoC ties of the 371-representative collection by using this approach in the making of 5 clusters. Here the centrality, closeness and page rank clustering of famous paper was finalized. Consequently, we recognised the five clusters consisting of 50 papers. Fig. 6 reveals in the 5 clusters the top 50 articles. We chose to demonstrate the CoC network of these top papers within an individual cluster for superior considerate and systemic effectiveness, as shown in Fig. 6. The nodes define the 50 co-cited articles in Fig 6, and the edges (lines) between the nodes embody the recorded solidity. The nodes linked to a related cluster bear the same colour.
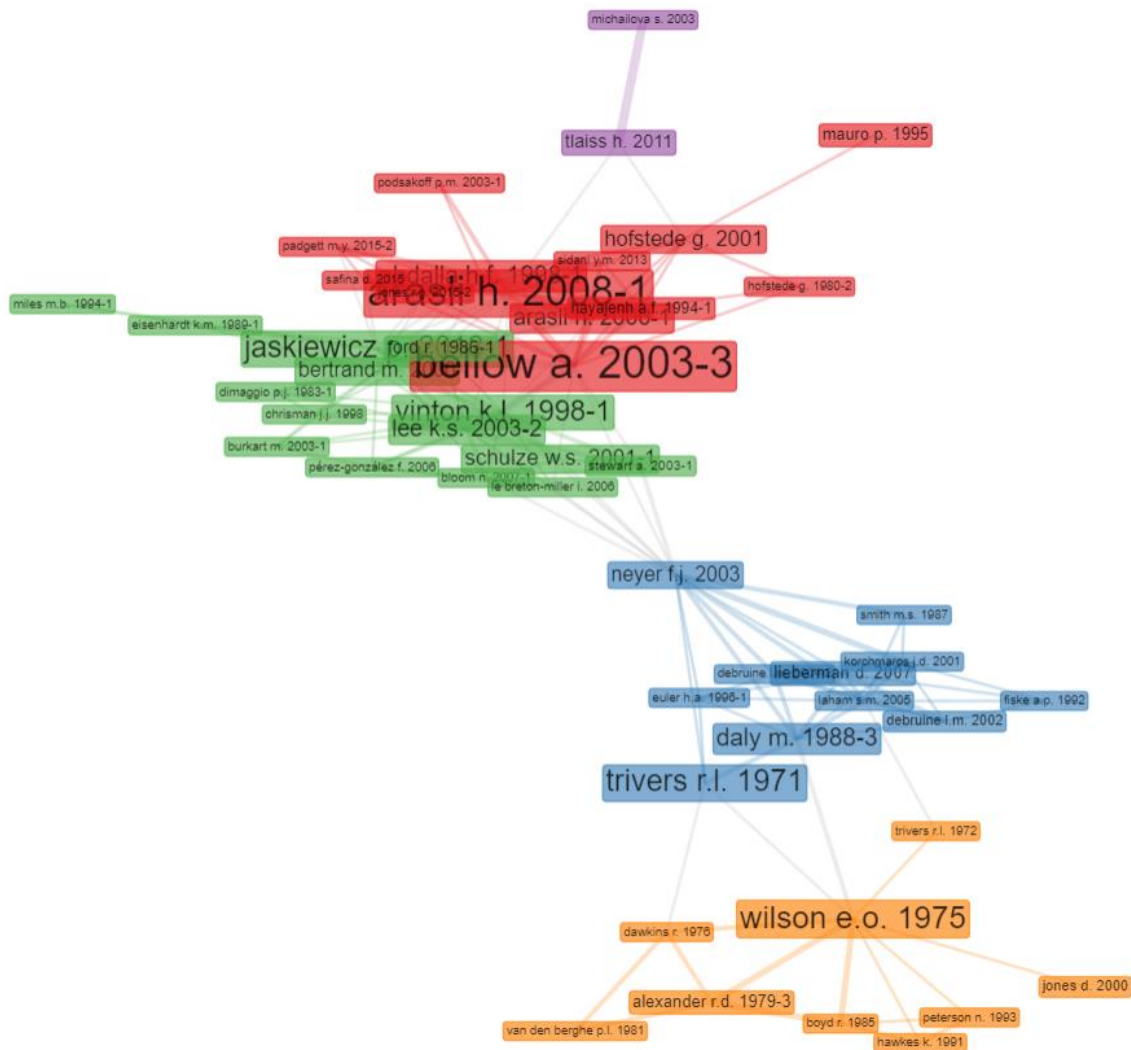

Figure 6 Co-citation clustering network

5.6 Analysis of Author keywords

This section facilitated the research of the topic-specific drift of information by assessing the author's keyword search. Strozzi et al. (2017) clarified that it requires measuring the paper's excellence or relative content of the text. As a result, we have also carried out this study to view the research trend as an interdisciplinary approach in nepotism. First, these keywords were extricated from a collection of 371 similar papers; then, with VOSviewer software, keywords were created for the same author network. We set a cutoff limit of three minimum co-occurrence of keywords to achieve the systematic results. Finally, we got 1107 keywords, and from that, our threshold was reached by just 65 keywords and 64 linked to each other. The highest co-occurring keywords were found to be 'nepotism' with a frequency of 59. The term 'nepotism' also has the highest strength of the connection (81) with other keywords. The network in Fig. 7 shows that 'nepotism' as the utmost substantial node. Keywords demonstrated with an identical color linked to a same group. The keyword 'nepotism' may be represented in many ways, such as conflict of interest, corporate governance, corruption, favouritism, etc. Almost all sets of these keywords exist. This advocates that research on 'nepotism' has been done on manifold facets. Thus, there is a diversity of 'nepotism' as an interdisciplinary approach to study purposes.

Figure 7 Author keyword network

6   Discussion

6.1 Discussion of the results

As mentioned in the introductory section, this section describes the findings of all the research objectives. As descriptive research has shown a pattern in the current topic of publications, we have also acknowledged the most compelling writers and journals with bibliometrics assessment and the AJG. In addition, the citation and CoC review showed us the citation patterns and the filed documents that were practically relevant. With the assistance of CoC network analysis, the knowledgeable structure of the research area has been recognised. The following results were obtained in accordance with the three study goals mentioned above:

1. It has been determined that the study on nepotism has been rising significantly over the years 2018 and 2019 at high speed. The National University of Singapore occurred as the leading university, with eight papers; the Central Michigan University and Leiden University with seven articles each attained the second position. Affiliation results indicated that the detailed research work in this area developed from USA (169) and UK (61) region.

2. The study showed that Arasli H, Williams CC and Onoshchenko O are the top authors in nepotism studies, with 133, 47 and 43 papers each respectively and are furthermost influential authors in this research arena as per the author-wise analysis, with the maximum frequency of published articles.

3. The study also showed the authors productions over a period of time. Here it has been displayed on the basis of year that Arasli H has proved to its excellence on the continuation basis over the period of time.

4. We analysed the contribution of the journal and its impact and recognised that in the arena, consisting of 11 articles, 'Evolution and Human Nature' is in the first place. In the entire category of 371 reviews, these important journals have 56 papers, and an inclusive variety of them have made a significant involvement in the existing field. The 'Organizational Activity and Human Decision Processes' comes under 4 scores from the list of top 12 articles, according to the AJG 2018 journal guide.

5. Thornhill R (1993) and Lee KS (2003) appeared as the leading global cited articles amongst the 371 documents.

Theoretical and managerial implications of the research

Through this systematic literature assessment, we have identified that the structure of writings has still been constantly improved; there are significant study gaps that hamper this topic's advancement. Accordingly, the subsequent courses of action for upcoming studies are suggested, which often add to the theoretical context of nepotism in different organisations. There are fewer studies around different sectors and countries concerning comparative studies. We have discovered all the most of the studies based on a particular country like: Akosa F et al. (2020), Junisbai B et al. (2020), Muna F et al. (2020), Hughes L et al. (2020), Ukeje I.O. et al. (2020), Wei X.-D et al. (2020), Vveinhardt J et al. (2020) and Taylor J. (2019). We have also exposed just a limited industry-specific and cross-industry researches. Czernek-Marszałek, K. (2020) research focused in the tourism sector, Hussmann K. (2019) studied health industry, El-Dief M. et al. (2019) focused in their study on hospitality

employees', Teixeira da Silva J.A. et al. (2019) studies centred on the education sector. The methodology for sector-specific nepotism studies requires additional attention, as the scales of measurement differ in various industries. To offer an enhanced conception of the focused field, researchers need to take certain types of studies, which, in turn, would promote the expression of the nepotism scale in all organisations. For more study to know the different factors influencing it in different sectors, cross-sector research should also be conducted.

Therefore, this study also has practical recommendations, as it represents the numerous factors responsible for nepotism prevalence, which hamper the employee's output. It also tells this theme about the audiences about the current situation and acknowledges how the current knowledge has advanced over the previous few years. Useful research has made it possible to identify the key areas in the field's growth and provide useful information on the arenas that associations, politicians, and businesses can concentrate on to hinder the development of this political nepotism. Moreover, if it does not end, the country's corruption will never end, and it will continue to rise as expected. Thus, it has become a problem which needs to be addressed strongly and immediately. In all technical fields, everybody has the right to stand a fair chance, and that will only be possible if all the barriers are eliminated and only smart and talented candidates are elected regardless of their family history, which, in turn, would carry our country to new heights.

Some critical issues highlighted by different researchers are also considered in the current scenario, in accordance with the other areas as addressed in the fundamental research. Iqbal, Q., & Ahmad, N. H. (2020) study aims to discover the influence of spirituality at the workplace and its four dimensions-meaningful at work, transcendence, compassion and mindfulness over the nepotism-favouritism in ASEAN region. Further, besides other factors, the consequence of nepotism on tolerance to workplace incivility has been researched by Arasli, H., & Arici, N. C. (2020). The other foremost arenas that are also emphasised by the several authors in their articles linked to the perception of organisational nepotism by Ignatowski, G., Sułkowski, Ł., & Stopczyński, B. (2020), the role of FWC (Family Work Conflict), nepotism, and aggression of customers towards burnout and turnover intention among employees (Gholitabar, S., Costa, C., & Tourian, F. 2020) and the relationship between nepotism and employee disengagement (Kawo, J. W., & Torun, A. 2020). In order to eradicate the adverse effects of nepotism and its roots, administrators should take all these steps into account to maximise the participation of the workforce, as stated in the current research.

6.2 Limitations of the current study

Our analysis was discussed in the literature review on nepotism, with unique and comprehensive words of search on the subject, and obtained 371 documents from Scopus database in the past 61 years after the refinement process. Therefore, if the investigator would use other keywords, then it could have produced numerous results. The parameters used to pick the appropriate papers are another limiting factor in this study. The research uses a single database to collect the data, which again causes the current study's limitation. Besides, in the current analysis, the authors used only two Biblioshiny and VOSviewer software packages instead of many software packages. With Biblioshiny software's aid, the researchers have categorised the literature into five study clusters, other methods and software (VOSviewer) may lead to other classifications.

Future lines of research

In conclusion, the gaps in recent studies and further directions provide a brief and constructive understanding of these future avenues for research on nepotism at different levels. In addition, some realistic inferences for managers and policymakers are also indicated by the gap analysis from this study. The upcoming studies should try to understand the existence of favouritism through countries and sectors and concentrated on how the trend presented itself in companies. The employees' reactions to nepotism prevalence should also be checked. In the future, it would sound right to undertake a detailed survey not only to ascertain the magnitude of the occurrence of nepotism and favouritism at national level, but also to carry out a thorough examination of the relationship with the anti-corruption initiatives introduced at the national level and which sectors they are directed towards (Vveinhardt, & Sroka, 2020).

Conclusion

Nepotism research has been growing steadily as scholars worldwide have become extremely interested in the different fields of nepotism over time. Our research makes a significant contribution to the study of nepotism and its associated areas. No such systematic literature analysis is available as a mixture of bibliometric and network in this field to the best of our knowledge. So, this research adds a novel analytical view of this field of study. We have identified the movement of achievement and research themes of nepotism in conjunction with the top collaborators by analysing five clusters achieved from the CoC network analysis.

From an implementation point of view, this research will aid as a fundamental basis for considering the study field of nepotism, its current footpace, and the track in which the research is intensifying. In addition, it shows the gap in the current knowledge system and proposes three appropriate paths for further studies on the matter. It is an analytical component of the SLR to compile the presented understanding. Although the analysis includes 371 papers taken from the Scopus database, there are definite drawbacks as well. Considerable analysis, provided various databases, can be managed in the future. The analysis addressed numerous other limitations experienced throughout the present study by researchers, which were widely discussed in the preceding sections. Given the drawbacks, we acknowledge that our study delivers researchers with guidance for thought and inspiration further to explore the area of nepotism and its associated arena.

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