



Mapping the Landscape of Impostor Phenomenon Research in Organizational Behavior: A Bibliometric Study between 2003 and 2022

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ABSTRACT

The Impostor Phenomenon is a psychological phenomenon characterized by an individual's inability to internalize their success despite substantial evidence, leading them to feel like a fraud in their status. This phenomenon is increasingly recognized as an essential factor in the success and survival of organizations. However, despite its practical and scientific importance, the Impostor Phenomenon has a relatively short history in the field of organizational behavior. Research into the impostor phenomenon in organizational behavior has seen significant growth between 2003 and 2022. This study aims to provide a comprehensive overview of the research status of this topic during this period and to determine the main and sub-themes in which this concept has been examined in academic contexts. The current study focuses on determining which main and sub-themes this concept is examined in the academic context. In the study, the articles in the Web of Science database were examined. The articles were analyzed by performing Bibliometrics analysis with the Vosviewer program. It is aimed to determine and cluster the network relations of the concepts with each other. It has been determined that five basic clusters are word or concept-based representations of the impostor phenomenon. These clusters are named "Organizational Psychology", "Business Management", "Sustainable Business", "Human Resource Management and Positive Psychology" and "Organizational Change Management."

Keywords: Impostor phenomenon, impostor syndrome, bibliometric analysis

Örgütsel Davranış Yazınında İmpostor Fenomenine İlişkin Yürütülen Çalışmaların İzini Sürmek: 2003 ile 2022 Yılları Arasında Yürütülen Çalışmalara Yönelik Bibliyometrik Bir Analiz ve Haritalama

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ÖZ

Sahtekarlık Fenomeni, bir başka deyişle impostor fenomeni, bir bireyin önemli kanıtlara rağmen başarılarını içselleştirememesi ve kendilerini bir sahtekâr gibi hissetmelerine neden olan psikolojik bir olgu olarak tanımlanmaktadır. Bu olgu, örgütlerin başarısında ve hayatta kalmasında giderek daha önemli bir faktör haline gelmiştir. Ayrıca impostor fenomeni, dile getirilen teorik ve pratik önemine rağmen, örgütsel davranış alanında henüz yeterli düzeyde mercek altına alınmamıştır. Örgütsel davranış alanında impostor fenomeni üzerine yapılan araştırmalarda 2003 ve 2022 yılları arasında önemli bir artış görülmektedir. Bu çalışma iki amaç gütmektedir: İmpostor fenomenine ilişkin ilgili yıllarda yapılan araştırmaları incelemek ve impostor olgusunun incelendiği çalışmalarda oluşan ana ve alt temaları saptamak. Çalışmada, araştırma konusuna ilişkin Web of Science veri tabanında yer alan 2003 ile 2022 yılları arasında yayımlanan makaleler incelenmiştir. İlgili makaleler, Vosviewer programı ile bibliyometri analizine tabi tutulmuştur. Bu doğrultuda beş küme tespit edilmiştir. Bu kümeler "Örgüt Psikolojisi", "İşletme Yönetimi", "Sürdürülebilir İşletme", "İnsan Kaynakları Yönetimi ve Pozitif Psikoloji" ile "Örgütsel Değişim Yönetimi" olarak saptanmıştır.

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Anahtar Kelimeler: İmpostor Fenomeni, İmpostor Sendromu, Bibliyometrik Analiz

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Introduction

The impostor phenomenon, also known as impostor syndrome, is a psychological phenomenon often observed in high-achieving individuals with a persistent fear of being exposed as a fraud or impostor despite evidence of competence and success (Clance & Imes, 1978). It is characterized by feelings of self-doubt, inadequacy, and fear of failure, and it can manifest in various areas of life, including academia, work, and personal relationships. Research on the impostor phenomenon has primarily focused on understanding its causes, consequences, and ways to mitigate its negative effects. Some factors associated with the impostor phenomenon include perfectionism, fear of failure, and cultural and societal pressures (Chrisman et al., 1995; Parkman et al., 2019). In terms of consequences, individuals who experience the impostor phenomenon may be at risk of reduced job satisfaction, burnout, and decreased mental health (Grubb & McDowell, 2019). Recent research has also explored the role of organizational factors in developing and maintaining the impostor phenomenon. For example, organizational cultures that emphasize achievement, competitiveness, and individual performance may exacerbate feelings of self-doubt and inadequacy in individuals who experience the impostor phenomenon (Matsuo et al., 2020). In contrast, organizational cultures that emphasize collaboration, support, and growth may help mitigate the impostor phenomenon's negative effects (Chang et al., 2020). Overall, research on the impostor phenomenon highlights the importance of understanding the psychological and organizational factors contributing to individuals' feelings of self-doubt and inadequacy and developing strategies to support individuals who experience the impostor phenomenon in achieving their full potential. Despite being identified over four decades ago, the impostor phenomenon remains a topic of significant interest in organizational behavior, particularly in employee behavior and attitudes (Huang & Jia, 2021). Thus, the purpose of this article is to conduct a systematic review of the literature on the impostor phenomenon in organizational studies between 2003 and 2022. The review will identify trends, patterns, and gaps in the literature on this phenomenon and provide insights into its causes, consequences, and potential interventions. The review will also provide a foundation for future research in this area, with the ultimate goal of enhancing our understanding of the impostor phenomenon and its impact on individuals and organizations. In this context, the aim of the present study is to determine the scope of the impostor phenomenon based on the keywords and concepts identified in academic articles written in the field of the impostor phenomenon. The main goal is to identify the main outline of the concept and its associated sub-concepts. The article data in the Scopus database were subjected to bibliometric analysis using the Vosviewer program to determine the network relationships of the concept with other possible concepts. The Scopus database was chosen for this study due to its comprehensive coverage of scholarly literature in various research fields. Wouters et al. (2015) noted that Scopus indexes over 23,000 peer-

reviewed journals, as well as conference proceedings, trade publications, book series, and scholarly web content. This comprehensive coverage allows for a more complete and accurate analysis of research output in a particular field. In addition to its coverage, Scopus provides a wide range of features for analyzing and visualizing research output, including bibliometric indicators such as citation counts, h-index, and co-authorship networks (Jacso, 2005). Therefore, by using Scopus in this study, we were able to obtain a comprehensive and reliable dataset for bibliometric analysis, which enabled us to map the landscape of the impostor phenomenon in academic literature with greater accuracy and completeness. In order to determine in which areas of management the impostor phenomenon concept has been addressed as a new research topic in the critical literature on organizational behavior and to understand how knowledge has developed over time, it is believed that this will provide benefits for researchers in the field.

Theoretical Framework

The impostor phenomenon, also known as impostor syndrome, has been the focus of academic research since its introduction by Clance and Imes in 1978. Initially, early studies focused on the prevalence of the impostor phenomenon and its impact on an individual's mental health and career success. For instance, Matthews and Clance (1985) found that approximately 70% of high-achieving individuals reported experiencing the impostor phenomenon at some point in their lives and that these feelings were associated with high anxiety levels and low job satisfaction. Ferrari et al. (1998) found that the impostor phenomenon was positively related to perfectionism and negatively related to self-esteem. Later research began to examine the antecedents of the impostor phenomenon in the organizational context. Since the early 2000s, research on the impostor phenomenon has continued to evolve and expand in several directions. One major area of inquiry has been examining the relationship between the impostor phenomenon and various mental health and well-being aspects. Gilmartin and D'Aunno (2007) found that high levels of social support and feedback from colleagues and supervisors were negatively related to the impostor phenomenon in a sample of healthcare executives. Parkman and Beard (2008) found that individuals who experienced the impostor phenomenon were more likely to engage in self-handicapping behaviors, such as procrastination and avoiding challenging tasks. This research helped to identify some of the individual factors that contribute to the impostor phenomenon and its negative consequences. For instance, Chen et al. (2009) found that the impostor phenomenon was associated with higher levels of depression and anxiety among Chinese university students. Another important area of research has been the exploration of the antecedents and consequences of the impostor phenomenon in different occupational and organizational contexts. For example, Harvey et al. (2011) found that the impostor phenomenon was negatively related to job satisfaction and positively related to turnover intentions among employees in the

healthcare industry. Vergauwe et al. (2015) found that the impostor phenomenon was positively related to the fear of negative evaluation and negatively related to the need for achievement in a sample of managers. However, the impostor phenomenon in the field of organizational behavior has begun to be investigated in the last five years (Neureiter & Traut-Mattausch, 2017). More recent research has focused on the consequences of the impostor phenomenon for leaders and their organizations. For instance, Buelens et al. (2018) found that leaders who experienced the impostor phenomenon were more likely to engage in dysfunctional behaviors, such as micromanaging and avoiding delegation. Bernardi and Mangiavacchi (2018) found that the impostor phenomenon was negatively related to life satisfaction and positively related to stress among Italian workers. More recent research has also begun to examine the potential role of interventions in helping individuals overcome the impostor phenomenon. For example, Sowislo and Orth (2018) found that cognitive-behavioral therapy was effective in reducing impostor feelings and increasing self-esteem among German university students. Liu et al. (2019) found that the impostor phenomenon was negatively related to job performance and positively related to burnout among Chinese software engineers. In addition to these areas of inquiry, research on the impostor phenomenon has also expanded to include a focus on the role of cultural and social factors in shaping individuals' experiences of impostor feelings. The impostor phenomenon is prevalent among individuals at all levels of organizational hierarchies, from entry-level employees to top executives (Parkman et al., 2019; Reyes & Chrisman, 2021). It can negatively affect individuals' psychological well-being, job satisfaction, and job performance (Rim et al., 2021). Moreover, the impostor phenomenon can also impact organizations through its effect on employee behavior and attitudes. For example, individuals experiencing impostor feelings may avoid challenging tasks or opportunities for fear of failure, leading to a decrease in their professional development and potential growth for the organization (Koenig et al., 2019). Bravata et al. (2019) found that medical students who experienced the impostor phenomenon were more likely to report symptoms of depression and anxiety. Aghazadeh et al. (2020) found that a mindfulness-based intervention was effective in reducing impostor feelings and enhancing well-being among Iranian nursing students. Despite being identified over four decades ago, the impostor phenomenon remains a topic of significant interest in the field of organizational behavior recently, especially employee behaviors and attitudes (Huang & Jia, 2021). May et al. (2021) found that impostor feelings were more common among LGBTQ+ individuals due to experiences of marginalization and stigma. Zhan et al. (2021) found that the impostor phenomenon was negatively related to transformational leadership behaviors, such as inspirational motivation and intellectual stimulation.

Research on the impostor phenomenon in a psychological context has been conducted from various perspectives, examining a range of factors that contribute to this experience. The following is a chronological

overview of some of the key aspects that have been examined:

1. **Prevalence and impact:** In the early stages of research on the impostor phenomenon, studies focused on its prevalence and impact on an individual's mental health and career success. Matthews and Clance (1985) found that around 70% of high-achieving individuals reported experiencing the impostor phenomenon at some point in their lives and that these feelings were associated with high levels of anxiety and low levels of job satisfaction.
2. **Antecedents:** Later studies examined the antecedents of the impostor phenomenon, identifying various personality traits and environmental factors that contribute to this experience. For instance, Ferrari et al. (1998) found that the impostor phenomenon was positively related to perfectionism and negatively related to self-esteem.
3. **Consequences:** Researchers have also investigated the consequences of the impostor phenomenon, both in terms of individuals' psychological well-being and their behavior. For example, individuals who experience the impostor phenomenon are more likely to engage in self-handicapping behaviors, such as procrastination and avoiding challenging tasks (Parkman & Beard, 2008).
4. **Interventions:** Finally, researchers have begun to develop and test interventions to help individuals overcome the impostor phenomenon. For instance, cognitive-behavioral therapy has been found to be effective in reducing the symptoms of the impostor phenomenon in a sample of graduate students (Sakulku & Alexander, 2011).

Based on the previous discussion, it is clear that conducting a bibliometric review is crucial for understanding the current state of research on the impostor phenomenon in organizational studies. Therefore, by using Scopus as the primary source of bibliometric records, this study was able to identify relevant studies, track trends, and assess the impact of research on the impostor phenomenon in organizational studies.

Research Methodology

In this study, a bibliometric analysis was conducted to identify the related fields and subfields of the Impostor Phenomenon concept. The bibliometric analysis method aims to show the main outlines by focusing on the concentration or clustering of publications that make up the dataset (Van Eck & Waltman, 2010; Roig-Tierno et al., 2017, as cited in Çınar-Altıntaş et al., 2022). We aim to offer structure and clarity to a scattered and extensive body of literature on the impostor phenomenon from the last two decades. To achieve this, we conducted a bibliometric analysis of the literature from 2003 to 2022. The main classifications of information that we analyzed for bibliometrics were the journals, authors, institutions, countries, keywords, references, and trends in the impostor phenomenon literature. Co-occurrence analysis

was preferred as the bibliometric method. To determine the possible network relationships of the concept with other possible concepts, 2441 articles written between 2003-2022 and indexed in Scopus and searched with the keyword "imposter phenomenon" were subjected to analysis. Besides determining the development process of the field, our aim was to determine research topics within the boundaries of the field, as well as to reveal the relationships between these research topics. The data were evaluated with the VOSviewer program. We used the Scopus database. Scopus is a comprehensive multidisciplinary database that includes high-quality scholarly literature from a variety of disciplines, and it is considered a reliable source for bibliometric analysis (Bornmann & Mutz, 2015; Kulkarni et al., 2009). We complied with the PRISMA guidelines and procedures to ensure transparency and rigor in our search process and data screening. We then subjected the eligible records to bibliometric analysis.

Findings

To begin our literature search, we limited our scope to research published between 2003 and December 31st, 2022. We used the following keywords in our search: "organizational behavior," "imposter phenomenon," "imposter syndrome," "impostorism," and "workplace impostor." These terms were selected based on prior research, specifically studies by Kark et al. (2022) and Stone-Sabali et al. (2023). To ensure we captured a broad range of sources, we included various publications, such as articles, books, book chapters, and conference papers. However, to maintain a focus on the field of business and administration, we excluded reviews. After eligibility was determined, we excluded publications before 2003 and after 2022 and reviewed papers, which narrowed the list down to 2,441 entries. The entire search process was carried out systematically following the PRISMA guidelines, which provide a framework for reporting the identification of documents in a systematic review. In conclusion, our search strategy was designed to be comprehensive and include relevant sources while also

focusing on business and administration. We followed a systematic process and used Scopus filters to ensure our final list of eligible records was relevant to our research on the impostor phenomenon in organizational behavior studies.

Amount of Publications, Authors and Journal Impacts

Figure 1 depicts the gradual growth of impostor phenomenon publications in the past 20 years, from 2003 to 2022. At the beginning of this period, 35 publications were recorded, which doubled within three years. In 2009, a significant surge in research interest resulted in the publication of 128 scholarly articles on the impostor phenomenon. This figure continued to increase gradually until 2022, with the Scopus Database containing 2441 studies on this topic. Notably, research output increased linearly until 2020, with 197 documents found in 2021 and a peak of 265 documents in 2022 on Scopus. It is worth exploring why the surge in research interest occurred in 2009 and what factors may have contributed to the steady increase in research output over time. The research output in organizational behavior and impostor phenomenon has exhibited a non-linear growth pattern over the past 20 years. Specifically, the output doubled within three years, tripled within 14 years, and increased tenfold within 20 years. Over 50% of the studies were published within the last six years. Of particular note is the dramatic acceleration in research interest in the impostor syndrome since 2020.

We also determined the 15 most cited top-tier authors in the field of impostor phenomenon research, of whom Chakraverty, Cokley, and Yaffe are the top 3 authors. These authors contributed the most to the field of impostor phenomenon research and were key authors in developing and disseminating this topic.

The three top-tier journals publishing in the field of impostor phenomenon research are *Frontiers in Psychology*, *Journal of Personality Assessment*, and *Current Psychology*. The ten top-tier journals can be seen in Figure 2 below. The impostor phenomenon topic was mentioned directly and indirectly mentioned in these journals and also thematized in multidisciplinary fields.

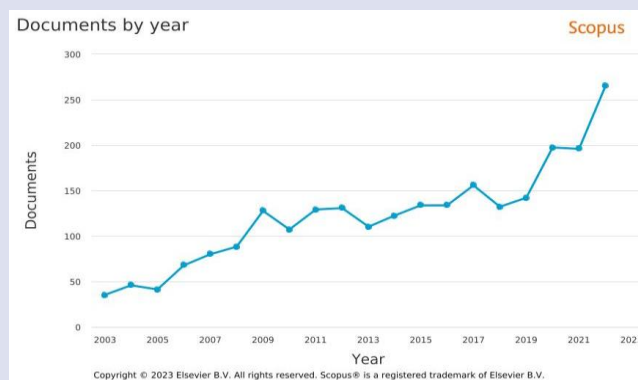


Figure 1: Publications on Impostor Phenomenon between 2003 and 2022.

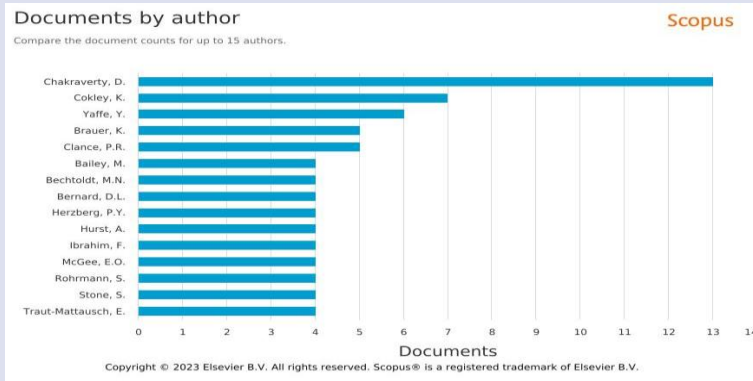


Figure 2: Top Tier Authors and their Contributions in the Field of the Impostor Phenomenon Research

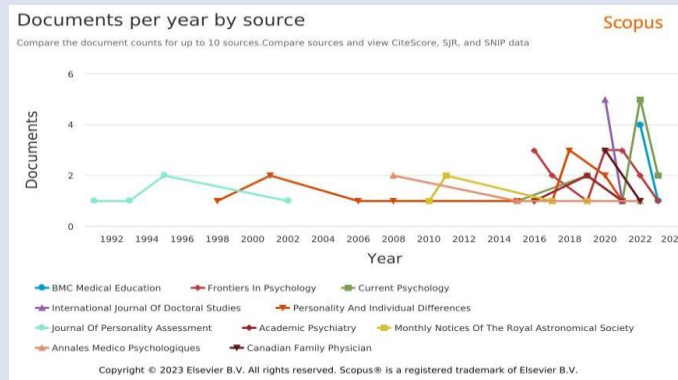


Figure 3: Top Journals with most Publications on Impostor Phenomenon Research

Co-Word (Occurrence) Analysis : Clustering and Visualization

Mentions of at least 20 documents made this analysis. It generated 1754 words, five clusters, 41 items, and themes which are defined and explained below. The aim was to define the main clusters and subthemes in the field of impostor phenomenon research. The first cluster contains the topics of *culture, ethics, job satisfaction, leadership, organizational behavior, organizational citizenship, performance, transformational leadership, trust, and unethical pro-organizational behavior*. For this reason, these themes may be summarized under the main theme, *Organizational Psychology*. The second cluster covers the items of *Behavioral Research, Decision Making, Entrepreneurship, Innovation, Knowledge Management, Management, Managers, Organisational Behaviour, Organizational Behavior, as well as Project Management* and could be items of the main cluster *Business Management*. Cluster three refers to the subthemes *corporate social responsibility, human, organization, perception, psychology, sustainability, and sustainable development* which could be summarized as *Sustainable Business*. The fourth cluster covers the themes *Diversity, Employee Attitudes, Human Resource Management, Human Resources, Motivation, Positive Organizational Behavior, and Psychological Capital*, whereas the last and fifth cluster covers the subthemes *Change management, Organizational*

Behaviour, Organizational change, Organizational culture, and Organizational Performance. While the fourth cluster could be summarized as *Human Resource Management and Positive Psychology*, the last and fifth cluster could be named *Organizational Change Management*. The clusters are named and described below.

Cluster: Organizational Psychology

- Culture,
- Ethics,
- Job satisfaction,
- Leadership,
- Organizational behavior,
- Organizational citizenship,
- Performance,
- Transformational leadership,
- Trust,
- Unethical pro-organizational behavior

Organizational Psychology is a multidisciplinary field that combines principles and concepts from psychology, sociology, and management to study human behavior within organizations. The field aims to understand individual and group dynamics and their impact on organizational outcomes such as job satisfaction, performance, and ethics. Culture, ethics, job satisfaction, leadership, organizational behavior, organizational citizenship, performance, transformational leadership, trust, and unethical pro-organizational behavior are some

topics studied in organizational psychology. Organizational psychology seeks to identify ways organizations can create a positive work environment that promotes employee well-being while achieving their goals. For instance, research by Diener and Chan (2011) highlights the importance of promoting a positive organizational culture that emphasizes ethical behavior and values, which can lead to increased job satisfaction and performance. Organizational citizenship, a concept of behaviors that go beyond job requirements, is also studied in organizational psychology. It is linked to positive organizational outcomes such as employee commitment and job satisfaction. Moreover, research by Mayer et al. (2012) suggests that unethical pro-organizational behavior, which refers to behaviors that violate ethical standards to benefit the organization, can negatively affect employees and organizations and should be discouraged. According to a study by Schyns and Schilling (2013), leadership has a significant impact on the well-being and performance of employees, with transformational leadership being particularly effective in creating a positive work environment. Trust is another critical component of organizational psychology, affecting employee engagement, commitment, and satisfaction.

Cluster: Business Management

- Behavioral Research,
- Decision Making,
- Entrepreneurship,
- Innovation,
- Knowledge Management,
- Management,
- Managers,
- Organisational Behaviour,
- Organizational Behavior,
- Project Management.

Business management is a multifaceted field encompassing various aspects of managing organizations and achieving their goals. Behavioral research, decision-making, entrepreneurship, innovation, knowledge management, management, managers, organizational behavior, organizational behavior, and project management are all essential topics within this field. Organizational behavior is a central component of business management. It involves the study of human behavior within organizations and how it affects organizational outcomes such as job satisfaction, performance, and ethics. Knowledge management is another crucial aspect of business management. It involves systematically managing organizational knowledge to create value and improve performance. According to Alavi and Leidner (2001), "Knowledge management is becoming increasingly important as organizations recognize the value of their intellectual assets and seek to leverage them for competitive advantage" (p. 107). According to Bazerman and Moore (2013), "Decision-making is a key function of management, as managers are responsible for making decisions that affect the organization's performance and success" (p. 5). Entrepreneurship and innovation are also essential topics

within business management. Entrepreneurship involves creating and developing new businesses, while innovation involves introducing new ideas, products, or processes within an organization. According to Kuratko, Hornsby, and Covin (2014), "Entrepreneurship and innovation are crucial for organizations to remain competitive in today's dynamic business environment" (p. 3). Effective management of entrepreneurship and innovation can help organizations identify new opportunities and adapt to changes in the market. Project management is also an essential component of business management. It involves planning, organizing, and controlling resources to achieve specific goals within a defined time frame. Effective project management can help organizations complete projects on time, within budget, and to the desired quality, which is, according to Kerzner (2017), a critical skill for managers due to its contribution to the organizations' success with executing projects and effective plans. According to Robbins and Judge (2019), organizational behavior "seeks to understand and explain the behavior of individuals and groups in organizations and how the behavior can be applied to improve organizational effectiveness" (p. 4). Understanding organizational behavior is crucial for managers, as it can help them create a positive work environment and promote employee well-being. Decision-making is another crucial aspect of business management. It involves selecting the best course of action from a set of alternatives. Cognitive biases, emotions, and organizational culture can influence decision-making.

Cluster: Sustainable Business

- corporate social responsibility,
- human,
- organization,
- perception,
- psychology,
- sustainability,
- sustainable development.

Sustainable business is a crucial concept in today's business world, as organizations increasingly realize the importance of balancing economic, social, and environmental concerns. Corporate social responsibility is an essential aspect of sustainable business. It refers to the "obligation of organizations to act in ways that serve the interests of society as well as their own" (Carroll, 1979, p. 500). This involves considering the impact of business practices on various stakeholders, such as employees, customers, communities, and the environment, and taking action to address any negative impacts. Sustainability and sustainable development are other critical components of sustainable business. According to Elkington (1998), sustainability is "meeting the needs of the present without compromising the ability of future generations to meet their own needs" (p. 19). On the other hand, *sustainable development* is "development that meets the needs of the present without compromising the ability of future generations to meet their own needs" (Brundtland Report, 1987, p. 8). These concepts emphasize the need to consider the long-term impacts of business practices on the environment and future generations. Human perception and

psychology also play a significant role in sustainable business practices. As noted by Bhattacharya and Sen (2004), "consumer perceptions of corporate social responsibility can influence their buying decisions and can ultimately affect the financial performance of firms" (p. 71). This highlights the importance of understanding human behavior and psychology in promoting sustainable business practices. As noted by Waddock and McIntosh (2011), "sustainable business is not a destination but a journey, requiring continuous learning, reflection, and improvement" (p. 3). Therefore, organizations must adopt a holistic, long-term approach to sustainable business practices.

Cluster: Human Resource Management and Positive Psychology

- Diversity,
- Employee Attitudes,
- Human Resource Management,
- Human Resources,
- Motivation,
- Positive Organizational Behavior,
- Psychological Capital.

Promoting work engagement is an essential aspect of human resource management and positive psychology. Work engagement refers to the extent to which employees are invested in and committed to their work (Schaufeli, Salanova, González-Romá, & Bakker, 2002). Research has shown that promoting work engagement can improve performance and reduce turnover rates (Hakanen et al., 2006). Effective human resource management and positive psychology practices also promote the development of employees' psychological capital. This involves fostering positive psychological resources such as self-efficacy, optimism, hope, and resilience, which can improve job performance and well-being (Luthans et al., 2007). Research has shown that effective human resource management and positive psychology practices can benefit organizations, including increased employee satisfaction and retention, improved productivity, and enhanced organizational performance (Luthans & Youssef-Morgan, 2017). A critical aspect of this field is promoting diversity and inclusion within organizations. Studies have shown that diverse workforces can improve problem-solving, creativity, and innovation (Cox &

Blake, 1991). Therefore, organizations must develop strategies promoting diversity and inclusion, such as implementing bias training programs and creating inclusive hiring practices.

Cluster: Organizational Change Management

- Change management,
- Organizational Behaviour,
- Organizational change,
- Organizational culture,
- Organizational Performance

The fifth cluster, which contains the items change management, organizational behavior, organizational change, organizational culture, and organizational performance, is encompassed by "Organizational Change Management ." Organizational change management is vital to any successful business, as it helps organizations adapt to new challenges and opportunities while maintaining their core values and goals. According to Armenakis and Harris (2002), "the effective management of organizational change requires an understanding of the complex interactions between individuals, groups, and organizations" (p. 107). Effective organizational change management also focuses on performance, as the ultimate goal of change initiatives is to enhance organizational performance and create a sustainable competitive advantage. To achieve this, it is essential to measure and track organizational performance metrics and seek ways to continually improve processes and procedures. According to Kotter and Schlesinger (2008), "Managers who can successfully manage change are those who can identify and address sources of resistance and who can create a sense of urgency and a shared vision for the future" (p. 23). Organizational change management involves developing strategies and processes for planning, implementing, and monitoring change initiatives within organizations, focusing on ensuring that employees are equipped to adapt to new roles and responsibilities. In order to successfully implement change, it is essential to understand the dynamics of organizational behavior and culture. Schein (2010) notes that "organizational culture is the set of shared assumptions, values, beliefs, and norms that influence the way people behave within an organization" (p. 4).

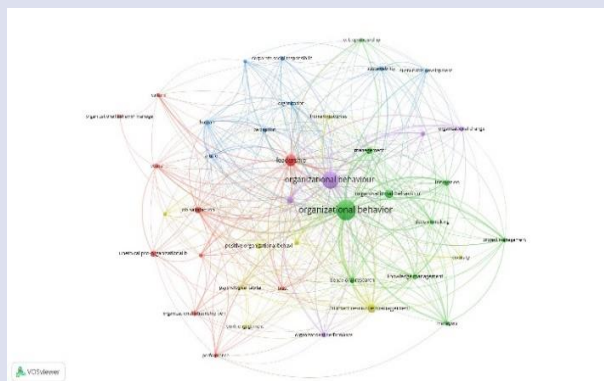


Figure 4: A Screenshot of the 5 Clusters and 41 Items Based on the Bibliometric Map Created with Network Visualization Mode. Source: VOSViewer.

Results and Final Remarks

The findings of this study suggest a growing interest in the impostor phenomenon, with the number of scholarly articles on the topic increasing steadily over the past 20 years. This growth may reflect a heightened awareness of the impostor phenomenon and its impact on individuals and organizations and an increased willingness to explore it through empirical research. Notably, the research output in this area has exhibited a non-linear growth pattern, with a significant surge in research interest occurring in 2009 and a more recent acceleration since 2020. This suggests that the impostor phenomenon has been an area of interest for some time, but that research in this area has recently gained momentum. Further exploration is needed to identify the factors contributing to this growth and the potential implications for future research. One possible explanation for the recent acceleration in research interest is the impact of the COVID-19 pandemic. The pandemic has brought unprecedented stress and uncertainty, which may have led individuals to experience feelings of impostorism more frequently. Additionally, the pandemic has forced organizations to adapt rapidly to new working conditions, highlighting the importance of understanding and addressing the impostor phenomenon in the workplace. The impostor phenomenon is a psychological experience where individuals doubt their achievements and believe that their success is due to external factors, such as luck or the manipulation of others, rather than their abilities. This phenomenon has been studied extensively in organizational behavior over the past 20 years. Here, we provide an overview of the current research landscape on the impostor phenomenon in organizational behavior. Overall, research on the impostor phenomenon in organizational behavior is a global and multidisciplinary endeavor, with contributions from scholars across various continents, journals, countries, and institutions. The phenomenon continues to be an essential topic of study, with implications for individual and organizational outcomes, such as well-being, job satisfaction, and career development. We observed a gradual growth in the number of publications on the impostor phenomenon in the field of organizational behavior over the past 20 years (2003-2022). These findings are supported by research by Cokley et al. (2013), mentioning that interest in the topic has grown, leading to increased publications and research on the subject. Vergauwe et al. (2015) noted that research in the impostor phenomenon gained momentum in recent years. According to Parkman and Vardi (2020), research on the impostor phenomenon has gained significant attention in recent years.

Regarding the most cited top-tier authors in the field of impostor phenomenon research, we found out that Chakraverty, Cokley, and Yaffe are the top 3 authors in the field of impostor phenomenon research. This matches with the findings of Parkman and Vardi (2020), which mention these researches as key contributors to the field. In their study on the trait-relatedness of the impostor phenomenon in the work context, Vergauwe et al. cite the works of Chakraverty, Cokley, and Yaffe as influential contributions to

the field. Our finding regarding the top-tier journals publishing in the field of impostor phenomenon research aligns with the study of Bernardi et al. (2017), which demonstrates the presence and relevance of the impostor phenomenon in multidisciplinary fields. Also, the publication of Vergauwe et al. (2015) aligns with our finding that the impostor phenomenon is thematized in multidisciplinary fields, such as business and psychology. Furthermore, the co-occurrence analysis of author keywords provides valuable insights into the relevant themes and theories associated with impostor phenomenon research. This finding is consistent with the idea that individual researchers are important in advancing scientific knowledge and understanding (Van Eck & Waltman, 2010). Further, our analysis provides a clear overview of the five clusters and their corresponding categories. The first cluster is "Organizational Psychology," which includes a range of topics related to human behavior within organizations, such as job satisfaction, leadership, culture, trust, and pro-organizational behavior. The second cluster is "Business Management," which encompasses various aspects of managing organizations, including decision-making, knowledge management, and project management. The third cluster is "Sustainable Business," which focuses on the intersection of business practices, social responsibility, and environmental sustainability. The fourth cluster is "Human Resource Management and Positive Psychology," which studies how human resources are managed within organizations and promotes positive employee attitudes, motivation, and engagement. Finally, the fifth cluster is "Organizational Change Management," which examines how organizations can effectively manage change to improve performance. The categories we have identified in our analysis demonstrate the diverse range of topics that fall under the umbrella of organizational studies. These categories highlight the various factors that contribute to organizational success, such as leadership, culture, sustainability, employee engagement, and change management. The field of organizational studies is complex and multidisciplinary, and our analysis effectively captures the breadth of its scope. In terms of final remarks, it is clear that understanding and effectively managing the complexities of organizational behavior is crucial for achieving success in today's business environment. By studying the categories identified in our analysis, organizations can identify ways to create a positive work environment, promote employee well-being, and enhance performance. The field of organizational studies continues to evolve, and it will be interesting to see how it adapts to the challenges and opportunities of the future. Despite the strengths of this study, some limitations need to be acknowledged. Firstly, while the study aimed to provide general direction and assistance to the most prolific and impactful studies in the impostor phenomenon field, it is essential to note that the information presented in this study was instructive and complementary. Secondly, this study relied on the Scopus database, a comprehensive source of research information in the social sciences. However, it is still possible that some important information may have been omitted due to "stray citations" or other limitations endemic

to all bibliometric databases. It is also important to consider the dynamic nature of the research landscape, which may lead to changes in the thematic tendencies that researchers pursue. As such, the information presented in this study may need to be updated over time to accurately reflect the field's current state. Therefore, it is recommended that future studies explore other databases, such as Science Direct or "Ulusal Tez Merkezi" in the Turkish literature context, to obtain bibliometric data on the impostor phenomenon. In addition, researchers may consider exploring master's or doctoral dissertations to gain a broader viewpoint and identify ground-breaking opinions that may emerge from unexpected sources. Furthermore, providing additional context by summarizing each author's primary research contributions or areas of expertise within the field of the impostor phenomenon can enhance the understanding of the research landscape. Such information can be valuable for researchers, practitioners, and policymakers to gain a more comprehensive understanding of the development of the impostor phenomenon research field. Further research is needed to address the limitations and expand our understanding.

Extended Abstract

Introduction and Theoretical Framework

Our article explores the impostor phenomenon, also known as impostor syndrome, which affects high-achieving individuals who fear being exposed as frauds despite their competence and success. Feelings of self-doubt and inadequacy characterize the phenomenon and can impact various aspects of life, such as academics, work, and relationships. Factors contributing to the impostor phenomenon include perfectionism, fear of failure, and societal pressures. The consequences may include reduced job satisfaction, burnout, and decreased mental health. Organizational factors, such as achievement-oriented cultures, can also exacerbate these feelings, while supportive and collaborative cultures may alleviate them. We aim a systematically review the literature on the impostor phenomenon in organizational studies between 2003 and 2022. The review seeks to identify trends, patterns, and gaps in the research and explore its causes, consequences, and potential interventions. By using bibliometric analysis on the Scopus database, the authors map the landscape of the impostor phenomenon in academic literature to gain a comprehensive understanding of the concept and its related sub-concepts. The research is expected to benefit researchers in organizational behavior by enhancing the understanding of the impostor phenomenon and its impact on individuals and organizations.

The article's theoretical framework provides an overview of the research conducted on the impostor phenomenon since its introduction in 1978. Initially, studies focused on its prevalence and impact on an individual's mental health and career success, revealing that high-achievers commonly experienced impostor

feelings, leading to anxiety and reduced job satisfaction. Subsequent research explored antecedents and consequences, identifying personality traits and environmental factors contributing to the phenomenon and how it relates to behavior such as self-handicapping. Our article also delves into recent research that has expanded the understanding of impostor phenomenon. It examines its impact on leaders and organizations, the potential role of interventions in helping individuals overcome it, and the influence of cultural and social factors on the experience of impostor feelings. The research highlights how the impostor phenomenon affects individuals in all organizational hierarchies and can negatively affect their psychological well-being, job satisfaction, and performance and in addition, our article emphasizes the significance of conducting a bibliometric review using the Scopus database to understand the current state of research on the impostor phenomenon in organizational studies. By tracking trends and assessing the impact of research, the review aims to provide insights into the topic and identify potential areas for future investigation.

Research Methodology

The research methodology utilized in this study involved a bibliometric analysis to identify related fields and subfields of the Impostor Phenomenon concept. The aim was to provide structure and clarity to the extensive literature on the topic from 2003 to 2022. The analysis focused on various classifications of information, including journals, authors, institutions, countries, keywords, references, and trends in the impostor phenomenon literature. Co-occurrence analysis was the preferred method for determining possible network relationships of the concept with other concepts. A total of 2,441 articles written between 2003-2022 and indexed in Scopus were analyzed using the VOSviewer program to identify the development process of the field and research topics within its boundaries. Due to its comprehensive coverage of high-quality scholarly literature from various disciplines, making it suitable for bibliometric analysis, the Scopus database was chosen. The study followed the PRISMA guidelines and procedures to ensure transparency and rigor in the search process and data screening, and eligible records were subjected to bibliometric analysis.

Findings

To begin our literature search, we limited our scope to research published between 2003 and December 31st, 2022. We used the following keywords in our search: "organizational behavior," "impostor phenomenon," "impostor syndrome," "impostorism," and "workplace impostor." These terms were selected based on prior research, specifically studies by Kark et al. (2022) and Stone-Sabali et al. (2023). To ensure we captured a broad range of sources, we included various publications, such

as articles, books, book chapters, and conference papers. However, to maintain a focus on the field of business and administration, we excluded reviews. After eligibility was determined, we excluded publications before 2003 and after 2022 and reviewed papers, which narrowed the list down to 2,441 entries. The entire search process was carried out systematically following the PRISMA guidelines, which provide a framework for reporting the identification of documents in a systematic review. In conclusion, our search strategy was designed to be comprehensive, include relevant sources, and focus on business and administration. We followed a systematic process and used Scopus filters to ensure our final list of eligible records was relevant to our research on the impostor phenomenon in organizational behavior studies.

Number of Publications, Authors, and Journal Impacts

We determined a gradual growth of impostor phenomenon publications in the past 20 years, from 2003 to 2022. At the beginning of this period, 35 publications were recorded, which doubled within three years. In 2009, a significant surge in research interest resulted in the publication of 128 scholarly articles on the impostor phenomenon. This figure continued to increase gradually until 2022, with the Scopus Database containing 2441 studies on this topic. Notably, research output increased linearly until 2020, with 197 documents found in 2021 and a peak of 265 documents in 2022 on Scopus. It is worth exploring why the surge in research interest occurred in 2009 and what factors may have contributed to the steady increase in research output over time. The research output in organizational behavior and impostor phenomenon has exhibited a non-linear growth pattern over the past 20 years. Specifically, the output doubled within three years, tripled within 14 years, and increased tenfold within 20 years. Over 50% of the studies were published within the last six years. Of particular note is the dramatic acceleration in research interest in the impostor syndrome since 2020.

The findings from the analysis of top-tier authors and journals in the field of impostor phenomenon research indicate the following:

Top 3 Most Cited Authors:

1. Chakraverty
2. Cokley
3. Yaffe

These authors are considered top-tier in the field of impostor phenomenon research and have made significant contributions to the development and dissemination of this topic.

Top 3 Top-Tier Journals:

1. Frontiers in Psychology
2. Journal of Personality Assessment
3. Current Psychology

These journals are among the most influential in publishing research on the impostor phenomenon. They have directly and indirectly mentioned the topic in their publications and have contributed to its exploration in

multidisciplinary fields. The presence of the impostor phenomenon topic in these top-tier journals reflects its significance and relevance in the academic community, attracting attention and research interest from various disciplines. This further reinforces the importance of studying the impostor phenomenon and understanding its impact on individuals and organizations.

The findings from the co-word (occurrence) analysis revealed five clusters representing the main themes and subthemes in the field of impostor phenomenon research. *These clusters are as follows:*

Cluster: Organizational Psychology

This cluster includes topics related to organizational behavior, leadership, job satisfaction, and trust. It focuses on understanding human behavior within organizations and its impact on various organizational outcomes.

Cluster: Business Management

This cluster encompasses decision-making, entrepreneurship, and project management. It involves the management of organizations and their resources to achieve goals effectively.

Cluster: Sustainable Business

This cluster includes corporate social responsibility, sustainability, and sustainable development themes. It highlights the importance of considering economic, social, and environmental concerns in business practices.

Cluster: Human Resource Management and Positive Psychology

This cluster involves diversity, employee attitudes, and motivation. It emphasizes the role of human resource management and positive psychology in promoting employee well-being and organizational performance.

Cluster: Organizational Change Management

This cluster covers organizational change, culture, and performance themes. It focuses on strategies for managing organizational change and ensuring its successful implementation.

These clusters provide an overview of the leading research themes and subthemes in the field of impostor phenomenon research. They highlight the interdisciplinary nature of the topic, as it is explored from various perspectives in the domains of psychology, business management, sustainability, human resource management, and organizational change management.

Results and Final Remarks

The results of this study highlight the growing interest in the impostor phenomenon and its impact on individuals and organizations. The increased research output in this area reflects a heightened awareness of the phenomenon and its implications for mental health, job satisfaction, and career development. The top-tier authors and journals in the field have made significant contributions to the

understanding and disseminating of the impostor phenomenon. The co-word analysis reveals key clusters and themes in the research, including organizational psychology, business management, sustainable business, human resource management, and organizational change management. These clusters represent the diverse range of topics explored within organizational behavior. Our study's findings have important implications for both researchers and practitioners. Understanding the impostor phenomenon and its antecedents and consequences can help organizations create a supportive and positive work environment. Practitioners can use this knowledge to develop interventions and strategies to address the impostor phenomenon and promote employee well-being and performance. Despite the study's strengths, it is essential to acknowledge its limitations. The reliance on the Scopus database may have led to the exclusion of some significant studies. Additionally, the dynamic nature of research may lead to changes in thematic tendencies over time. Therefore, future studies should explore other databases and consider updating the analysis periodically. In conclusion, the impostor phenomenon remains an essential and evolving topic in organizational behavior. The findings of this study provide valuable insights into the research landscape, top-tier authors, and journals, as well as key themes and clusters in the field. By continuing to explore and understand the impostor phenomenon, researchers and practitioners can create healthier and more supportive work environments and improve individual and organizational outcomes.

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