



Spiritual Leadership in Healthcare: A Bibliometric Analysis

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ABSTRACT

Spiritual leadership is one of the leadership styles that are currently popular in management studies. It has vision, hope, faith, and altruistic love to create a positive environment in an organization. Goals. Provide information through bibliometric analysis of publishing patterns, literature developments, and information analysis of spiritual leadership research publications. This study included quantitative descriptive approaches and bibliometric analyses to map bibliographic data from various journal articles from the Scopus database using VOS viewer. This study retrieves data on December 15, 2021, using the keywords "Spiritual and Leadership" or "Islamic and Leadership". United States, United Kingdom, and Indonesia contributed the most to the study. *Frontiers in Psychology* journal has published the most papers on spiritual leadership. The topic areas with the most documents are social science, medicine, arts, and humanities, as well as business, management, and accounting. Vosviewer categorizes data into four clusters. Cluster 1 includes themes such as health, care, quality, and evidence. Cluster 2 covers spiritual leadership, relationships, Indonesia, influence, the environment, employee commitment, and organizational commitment. Cluster 3 includes the issues of assistance, reaction, spiritual leadership, and contribution. The last, cluster 4 covers religion, Islam, power, and important role.

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Kata kunci:

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ABSTRAK

Kepemimpinan spiritual merupakan gaya kepemimpinan yang saat ini populer dalam studi manajemen. Terdapat visi, harapan, keyakinan, dan cinta altruistik untuk menciptakan lingkungan yang positif dalam sebuah organisasi. Tujuan Memberikan informasi melalui analisis bibliometrik tren publikasi, perkembangan literatur, dan analisis informasi publikasi dari penelitian kepemimpinan spiritual. Penelitian ini mencakup pendekatan deskriptif kuantitatif dan analisis bibliometrik untuk memetakan data bibliografi dari berbagai artikel jurnal dari database Scopus menggunakan VOSviewer. Penelitian ini mengambil data pada tanggal 15 Desember 2021 dengan menggunakan kata kunci "Spiritual and Leadership" atau "Islamic and Leadership". Amerika Serikat, Inggris, dan Indonesia berkontribusi paling besar dalam penelitian ini. *Jurnal Frontiers in Psychology* telah menerbitkan makalah paling banyak tentang kepemimpinan spiritual. Bidang topik dengan dokumen terbanyak adalah ilmu sosial, kedokteran, seni, dan humaniora, serta bisnis, manajemen, dan akuntansi. Vosviewer mengkategorikan data menjadi empat cluster. Klaster 1 mencakup tema-tema seperti kesehatan, perawatan, kualitas, dan bukti. Klaster 2 meliputi kepemimpinan spiritual, hubungan, Indonesia, pengaruh, lingkungan, komitmen karyawan, dan komitmen organisasi. Klaster 3 meliputi masalah bantuan, reaksi, pemimpin spiritual, dan kontribusi. Terakhir, cluster 4 meliputi agama, Islam, kekuasaan, dan peran penting.

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INTRODUCTION

In a study, leadership is one of the topics that is extensively researched and linked to the organization's operations. A collection of people who work together to achieve a shared goal from an organization. Every individual has their own set of beliefs, values, and perceptions. As a result, it's critical to understand what drives members to reach their objectives (Chi Vu and Gill, 2019).

The process of a person or a group of individuals supporting or convincing others to achieve common goals that may be altered in response to changing conditions and problems is characterized as leadership. The goal of an organization's leadership strategy is to inspire rather than compel its members to fulfill their tasks (Malik, 2013). The style of leadership becomes a primary focus of success, defining the quality and excellence of an organization (Abdullah, 2021).

Various leadership styles have been investigated. However, ethical challenges such as distrust, a lack of values, and decency have recently become a concern in the workplace, needing new ways of thinking to address these issues (Oh and Wang, 2020). In recent decades, spiritual leadership has emerged as a new concept and approach to company leadership, particularly workplace spirituality, which has gained popularity in business and management studies and literature (Nguyen et al., 2018).

Spirituality spans a huge spectrum of limitless diversity between man and his God. These connections are typically tied to each person's religious beliefs and values, which may impact intrinsic motivation (Chi Vu and Gill, 2019; Page-Shipp et al., 2018). The theory of spiritual leadership was developed with intrinsic motivation. Aims to match vision and work values while also providing team and individual strength to work with altruistic love and hope/faith (Fry, 2003). According to a medical readiness model of health assessment that focuses on human health and well-being holistically, spirituality is one component of a person's health evaluation (McRae-Bergeron et al., 1999). The other four components are physiological well-being, developmental well-being, psychological well-being, and socio-cultural well-being. Intrinsic motivation is composed of five components that might assist you in protecting yourself from intrapersonal, interpersonal, and extrapersonal influences. An ethical and spiritual work is focused on honesty, self-confidence, modesty, prudence, honor, and compassion. To inspire members to accomplish their best and find satisfaction and happiness (Caldeira and Hall, 2012).

Researchers are interested in leadership topic in several perspectives since it is one of the most extensive academic fields. This is because the needed character and leadership qualities may vary (Malik, 2013). The question of spiritual leadership has lately gotten a lot of attention. The need for spontaneous motivation, which is a mix of vision, hope, faith, and altruistic love, led to the creation of spiritual leadership theory, as well as workplace spirituality and spiritual survival theories (Fry, 2003; Fry et al., 2007).

Spiritual leadership is important in fostering a positive work environment that values integrity, honesty, and simplicity (Alimudin et al., 2017), as well as in making a person feel like their life is meaningful and capable of making changes that affect organizational performance, such as productivity, organizational commitment, organizational behavior, and work engagement (Oh and Wang, 2020; Saripudin and Rosari, 2019). This is done through maximizing individual and organizational well-being (Fry et al., 2007). Spiritual leadership is a burgeoning paradigm that

looks at internal motivators to help organizations flourish (Kolomboy et al., 2021).

A leader must be able to comprehend not just his or her workers' minds and hands, but also their spiritual needs. Spiritual leadership and workplace spirituality may help organizations grow. To guarantee that workers' vision and values are in line with the goals of the company (Sapta et al., 2021).

Spiritual Leadership in Healthcare

Due to the pressures of the work environment, such as a large number of patients, a lack of staff, insufficient assistance, and long working hours, health workers are particularly sensitive to high stress (Hart et al., 2014; Yang and Fry, 2018). As a consequence, health care personnel must be able to adapt while maintaining confidence in their talents, as well as control and cope with stress. Managers are also responsible for fostering a positive corporate culture in their workplace (Paal et al., 2018).

A caring leader is required to create a holistic care environment. Spiritual leadership has been studied extensively and has been shown to have a good impact on health care employees (Wu and Lee, 2020). Spiritual leadership is one of the leadership styles that may be effective in communicating organizational values and ideals (Ali et al., 2021). Integrity, trust, respect, honesty, and compassion, all of which are part of spiritual leadership, are values that need to be enhanced in health care (Jahandar et al., 2017). As a result, spiritual leadership can help personnel in understanding the purpose and contribute to creating a positive atmosphere (Paal et al., 2018; Reimer-Kirkham et al., 2012).

The topics of leadership and spirituality discussed above demonstrate that research studies in the field of leadership using a spiritual leadership perspective may be conducted and expanded more generally. Given that leadership has a potentially favorable influence on high levels of happiness, the development of corporate citizenship behavior, and organizational success (Alfarajat and Emeagwali, 2021; Caldeira and Hall, 2012; Saripudin and Rosari, 2019). As a result, it may be utilized as a reference, assessment, and development tool for health care institutions. This study intends to give information through bibliometric analysis of publishing patterns, literature developments, and information analysis of spiritual leadership research publications that might impact researchers to evaluate information based on their future investigations.

Bibliometric analysis is a quantitative study that uses bibliographic data to offer an overview of a research subject by examining existing trends to provide direction and motivation for future research (Leyva-Duarte et al., 2019; Prastya et al., 2021). Bibliometric analysis is a tool for identifying patterns, trends, and study emphasis in various literature such as articles, journals, books, or other literature through the use of bibliometric mapping (Ellegaard and Wallin, 2015; Garcia Carreño, 2020; Prastya et al., 2021).

METHOD

This study included quantitative descriptive approaches as well as bibliometric analyses to map bibliographic data from diverse journal articles. The Scopus database, which has been frequently utilized in academic research to evaluate the trend of publications connected to spiritual leadership, was

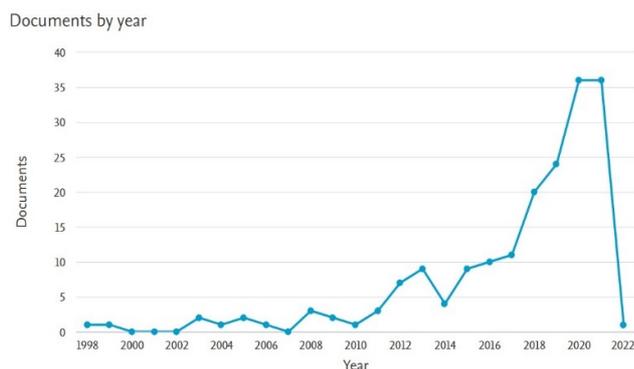
used to search, gather, and filter bibliographic data. This study retrieves data on December 15, 2021, using the keywords "spiritual AND leadership" OR "Islamic AND leadership" from an open-access paper. From 1998 to 2021, there are 184 English-language publications journals on spiritual leadership.

The Scopus limit function is used in social science, medicine, nursing, psychology, environmental science, business management and accounting, arts and humanities, economic econometrics and finance, biochemistry genetics and molecular biology, and computer science to arrange articles by subject. The data was downloaded in the Research Information System (RIS) format and analyzed with VOSviewer software. The author, source of the document, country, type, year, subject, and title of publishing are all gathered from the downloaded data.

Bibliometric analysis is performed by examining trends, clusters, and the frequency of terms found in spiritual leadership. VOSviewer mapped and generated clusters to help researchers analyze relevant material connected to keywords or concepts to discover the primary topics of research (Abdullah, 2021; Garcia Carreño, 2020). The research items will be represented by a circle-shaped label, the size of which will be dictated by the number of things. The greater the number of study items, the larger the circle, and the shorter the distance, the stronger the association (Samul, 2020).

RESULT AND DISCUSSION

The findings of an examination of 184 articles gathered from Scopus ranged from 1998 to 2022. Data analysis and categorization are performed based on the number of documents each year, the author, the reference, the journal source, the university affiliation, the document type, the topic area, and the nation carrying doing a study on the subject of spiritual leadership.

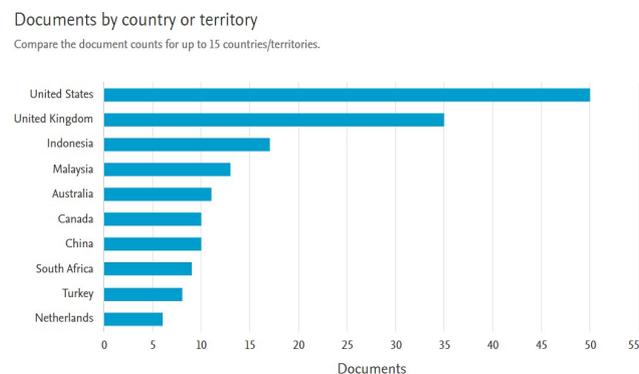


Source: Scopus database

Figure 1. Document by year

According to the graph in Figure 1, the issue of spiritual leadership was first published in 1998 and has not received much attention in the following years, but the number of yearly documents has increased in the previous 10 years. From 2010 to 2013, the number of papers increased from one to nine. Then, in 2014, there was a reduction to only four papers every year. There was a rise in periodic reviews after 2014 through 2020. In 2021, the number of publications

increases significantly with 36 papers. There is a falling curve in 2022 because the number of documents is the most recent study released at the start of the year, which amounted to 1 document. This indicates that spiritual leadership is an intriguing issue to investigate from a variety of angles.



Source: Scopus database

Figure 2. Document by country

According to Figure 2, there are ten most productive nations for undertaking research. The United States has the most research on spiritual leadership with 50 documents. Then, the United Kingdom comes in second with 35 papers, while Indonesia comes in third with 17 documents. Other nations with consecutive ranks include Malaysia (13 papers), Australia (11 documents), Canada and China (10 documents), South Africa (9 documents), Turkey (8 documents), and the Netherlands (6 documents).

There are ten authors with the most documents mentioned in detail in Table 1 of the 184 journals published in the Scopus database.

Table 1. Document by Author

No	Authors	Documents
1.	Hunsaker, W.D.	3
2.	Samul, J.	3
3.	Adam, F.	2
4.	Allen, S.	2
5.	Aunguroch, Y.	2
6.	Ekowati, V.M.	2
7.	Fisher, M.L.	2
8.	Gill, R.	2
9.	Gunawan, J.	2
10.	Haloub, R.	2

Source: Scopus database

Table 1 shows that Hunsaker, W.D., and Samul, J. are the writers who have researched spiritual leadership the most, with three documents compared to two for other authors. Also, the authors have a variety of affiliations that help them publish their work. Figure 3 shows the ten affiliates that produced the most spiritual leadership papers on Scopus between 1998 and 2022.

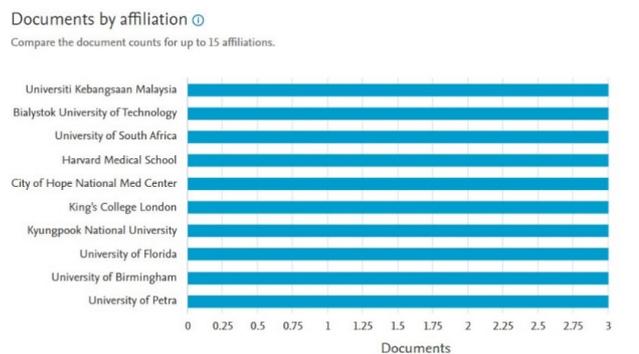


Figure 3. Document by affiliation
 Source: Scopus database

Figure 3 shows that the top 10 university affiliations all have the same amount of papers, namely three for each affiliation. In addition, as we can see in Figure 4, from 2011 to 2021, five journal articles have the most spiritual leadership research.

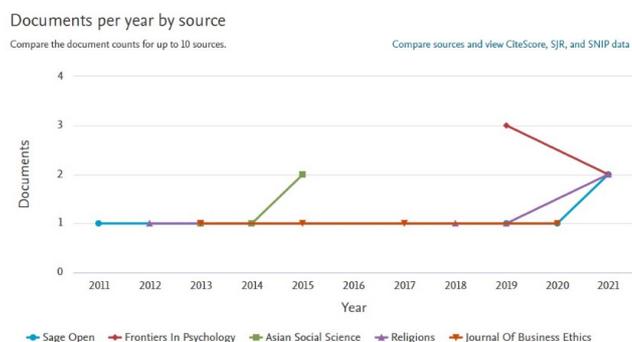


Figure 4. Document per year by source
 Source: Scopus database

Figure 4 shows that the Journal of Frontiers in Psychology is the source of journal publishing with the most publications in 2019 (3 journals) and 2021 (2 journals), a total of 5 journals published in a year. Then there's Religions and Sage Open, which has five papers, the two most currents of which were released in 2021. The Journal of Business Ethics contains four papers, one for each year from 2013 through 2020, and Asian Social Science includes four documents, two of which are the most recently released. 2015. Then, Figure 5 shows how documents are sorted based on the document type, such as articles and reviews.

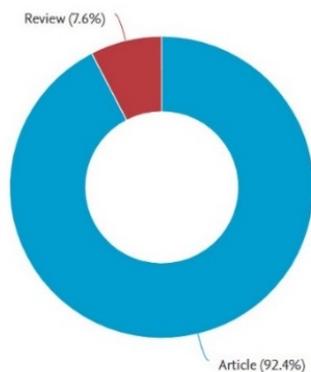


Figure 5. Document by type
 Source: Scopus database

Figure 5 shows the percentage and quantity of papers of each type, with 170 (92.4%) articles and 14 (7.6%) reviews out of a total of 184 documents. According to the topic area, published journals are split into many groups.

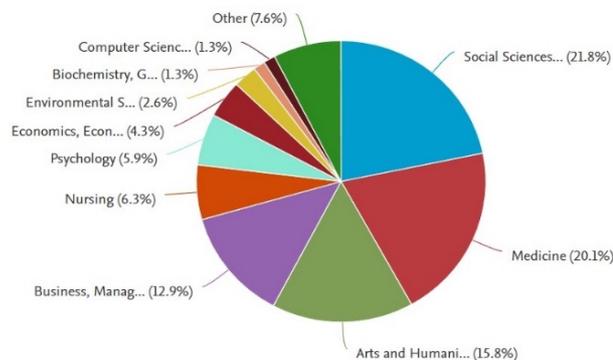


Figure 6. Document by subject area
 Source: Scopus database

Figure 6 shows the topic areas of published journal research, with social sciences having the highest proportion (21.8%) and the most documents (66). In addition, the top four disciplines of study include 20.1 percent in medical (61 papers), 15.8 percent in arts and humanities (48 documents), and 12.9 percent in business, management, and accounting (39 documents). Then there are more fields with different percentages. This demonstrates that social science, medicine, the arts, and humanities, as well as business, management, and accounting, can all contribute to spiritual leadership understanding.

Many journals have been referenced from diverse fields of study, regions, authors, affiliations, document kinds, year of publication, and different sources. Table 2 shows the most prominent citations based on papers in the Scopus database.

Table 2 shows that journals were the most referenced articles published in 2008, with a total of 231 citations. Furthermore, there were 178 citations in the second position, published in 2005, and 50 citations in the third position, published in 2015.

Clustering and Networking Topics and Abstract of Spiritual Leadership

This research is using the term spiritual leadership yielded 184 papers from the Scopus database. Then, bibliometric analysis was done by using VOSviewer, which visualizes the network, overlay, and density. The nodes and edges of a bibliometric network are analyzed. Each node will represent a journal, article, or keyword, with the size of the node indicating the frequency of occurrence of each keyword in proportion to the number of keywords in which it occurs. The line connecting the nodes illustrates the co-occurrence of terms when they appear together or have a connection. The greater the co-occurrence, the thicker the dashes between terms. The network visualization show different colors between cluster themes, each cluster contains nodes and edges that are used to describe the node's theme coverage and the links between subjects (Donthu et al., 2021).

Table 2. Document by citation

No	Title	Year	Cited
1.	Measurement and predictors of resilience among community-dwelling older women.	2008	231
2.	Spirituality and leadership: An empirical review of definitions, distinctions, and embedded assumptions.	2005	178
3.	Five things physicians and patients should question in hospice and palliative medicine.	2013	50
4.	Teaching Health Care Providers to Provide Spiritual Care: A Pilot Study.	2015	40
5.	The Role of Leadership in Creating Virtuous and Compassionate Organizations: Narratives of Benevolent Leadership in an Anatolian Tiger.	2013	30
6.	Progress in palliative care in Israel: Comparative mapping and next steps.	2012	28
7.	Crescent and Sword: The Hamas enigma	2005	28
8.	American Muslim politics: Discourses and practices.	2003	25
9.	How unique is the service leadership model? A comparison with contemporary leadership approaches.	2015	24
10.	Spiritual leadership and spiritual care in neonatology.	2012	23

Source: Scopus database

Figure 7 depicts data that has been mapped using VOSviewer that reveals four groupings or clusters. Each cluster will have different themes and colors, and there will be terms that stand out with larger node sizes than the rest

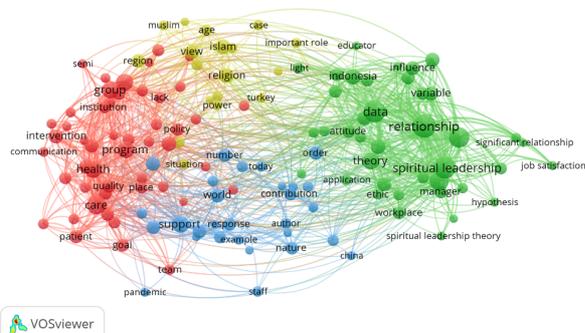


Figure 7. Relation of themes in spiritual leadership
 Source: Processed by Researchers using VOSviewer

This analytical mapping is aimed to assist academics in finding interesting ideas and current trends in certain fields based on the topic of interest. This bibliometric analysis research makes it easy for individuals to identify and read papers related to the issue.

The topic of health, care, evidence, quality, medicine, and the patient are covered in Cluster 1 in red. In cluster 2 in green, the main topics are spiritual leadership and relationships, followed by Indonesia, influence, the environment, employee dedication, and organizational commitment. Support, responsiveness, spiritual leader, and contribution are among the blue topics in Cluster 3. Finally, yellow cluster 4 is concerned with religion, Islam, power, and significant responsibilities. This clustering can help academics in analyzing any connected subjects and make finding references easier. Table 3 lists clusters based on 184 papers in the Scopus database in detail.

Table 3. Topic Clustering in Spiritual Leadership

Cluster	Topic
Cluster 1	Health, care, evidence, quality, medicine, patient, benefit, communication, death, church, depth interview, effort, end, expert, family, goal, group, home, information, institution, integration, intervention, interview, lack, learning, literature review, ministry, muslims, observation, opportunity, palliative care, participation, place, policy, program, protocol, recommendation, requirement, semi, service, set, stakeholder, sustainability, team, theme, total, violence, women, year.
Cluster 2	Spiritual leadership, relationship, Indonesia, influence, environment, employee, organizational commitment, addition, application, attitude, business, comparison, data, data analysis, direction, educator, effect, ethic, hypothesis, insight, job satisfaction, light, manager, motivation, perception, performance, practical implication, questionnaire, respondent, sample, scale, self, significant relationship, spiritual leadership theory, student, survey, theory, variable, workplace, workplace spirituality.
Cluster 3	Support, response, spiritual leader, contribution, aspect, attempt, author, china, definition, example, gap, governance, history, idea, june, leadership theory, nation, nature, notion, number, order, pandemic, reference, spirit, staff, state, strategy, today, world.
Cluster 4	Religion, islam, power, important role, age, association, basis, case, debate, gender, muslim, phenomenon, region, religious authority, scholar, situation, turkey, view.

Overlay Visualization

Furthermore, VOSviewer displays an overlay depiction of the current trend of the research issue (Hanief, 2021). There are color nodes in Figure 12 that reflect the year the article containing that term was published. The older the topic, the darker the color of the nodes.

Figure 8 shows the keywords used in 2015 to 2017: health, care, support, religion, aims, and other bluish-purple

keywords. In addition, in 2018 and 2019, the keywords relationship, spiritual leadership, Indonesia, influence, Islam, manager, organizational commitment, employee, and satisfaction were frequently mentioned. This indicates that more research is proposed to develop a keyword that does not yet exist or investigate research based on the presence and co-occurrence of the keywords

CONCLUSIONS AND SUGGESTIONS

The growth of spiritual leadership gives a new dimension to the topic of leadership in management that promotes ethical behavior and respect for one's fellow human beings. The issue of spiritual leadership research has caught the interest of many academics over the previous decade, with the number of studies increasing year after year. The Scopus database has 184 publications with the keywords "spiritual leadership" or "Islamic leadership," with the United States, United Kingdom, and Indonesia contributing the most to the study. Since 2019, the *Frontiers in Psychology* journal has published the most papers on spiritual leadership. The topic areas with the most documents connected to spiritual leadership include social science, medicine, arts, and humanities, as well as business, management, and accounting.

The analysis using VOSviewer yielded the development of four clusters with diverse subjects. Cluster 1 includes themes such as health, care, quality, and evidence. Cluster 2 covers spiritual leadership, relationships, Indonesia, influence, the environment, employee commitment, and organizational commitment. Cluster 3 includes the issues of assistance, reaction, spiritual leader, and contribution. The last, cluster 4 covers religion, Islam, power, and important role.

Spiritual leadership cannot be separated from a theory and its link to other terms such as health, environment, employee, religion, spiritual leader, quality, and others. This mapping study intends to assist researchers in determining the desired subject based on keywords that are currently trending or have never been investigated. As a result, it may prompt researchers to re-examine or test fresh possibilities. They can lead and aid in looking for references that fit the subjects taken based on the topics or keywords in the cluster that have been examined from the Scopus database. Considering the importance of spiritual leadership in organizations, there is a need for more spiritual leadership research in the health sector, due to the daily workload of health professionals.

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ETHICAL CONSIDERATIONS

Funding Statement

The authors did not receive support from any organization for the submitted work

Conflict of Interest Statement

There are no possible conflicts of interest with respect to the authoring and publishing of this work, according to the authors.

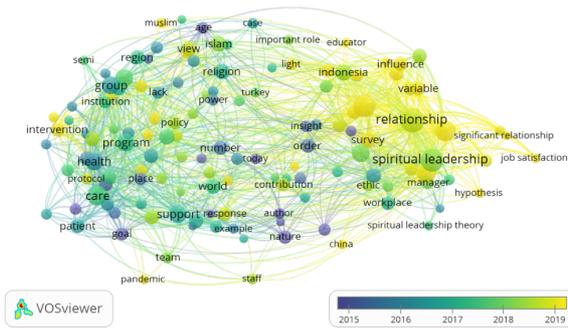


Figure 8. Overlay Visualization
Source: Processed by Researchers using VOSviewer

Density Visualization

VOSviewer has a visualization called density visualization that allows you to see the density level of a topic. This density map is based on the quantity and depth of research, with the thicker the density color indicating more research (Hamidah et al., 2020). You may see the subject density in a certain place, which indicates the amount of closely related terms and the issue's relevance. The closer the distance between keywords, the more significant the effect on the size and density concentration of the keywords.

Figure 9 shows the keywords with yellow color spiritual leadership, relationship, health, quality, care, data, and group that appear frequently or most frequently explored in journals on the topic of spiritual leadership. Meanwhile, green keywords are issues that have received little attention. Researchers can do further research by re-examining current research trends to see if they are in conformity with prior research so that they can be more precise, or by using issues that have not been explored extensively as chances for study (Hanief, 2021).

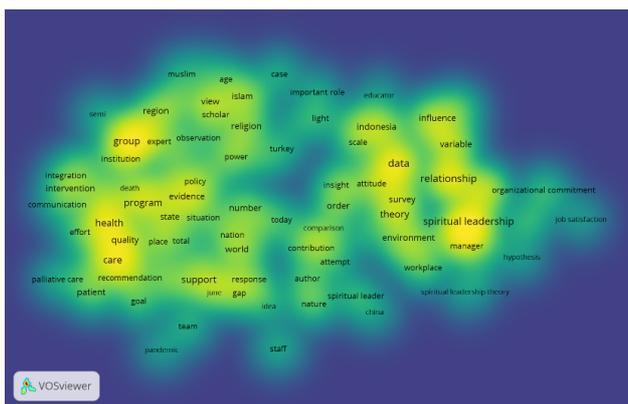


Figure 9. Density Visualization
Source: Processed by Researchers using VOSviewer

LIMITATION OF THE STUDY

This study still has certain limitations. The study only focused on current research trends about Spiritual Leadership in healthcare. Further research on spiritual leadership in health care is needed, either through a literature review or the development of new ideas.

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