**Research paper on**

**“Internationalization of Higher Education – Strategic, Structural and Policy Dimensions in Business Education”**

Part V: Challenges, Solutions and Exploring Future Opportunities for IHE

**Title**

**Equity of LGBTQ individuals in corporations: Bibliometrics Analysis**

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**Abstract**

Significantly, there has been a shift in attitude and support for LGBT+ issues, which has been observed in other professions and businesses, such as law and accounting. This change has been noticed in a number of conservative sectors and employers, including financial institutions, for example. The LGBT community welcomes people of all sexual orientations, including lesbians, gays, bisexuals, and transgender. There have been reports of gay men and heterosexuals belonging to these communities as well. If we are simply going to be discussing sexual orientation, we shouldn't use the terms "lesbian, gay, bisexual, and transgender".

An individual can be recognized and identified using more than one of these labels. Policies and procedures pertaining to LGBTQ inclusion in the workplace should be reviewed and structured by the company. The study ascertains noteworthy publication, authentic work done by authors, their contributors, trends of current researches, settings, and keywords supports in the specific area that is being researched.

The research study applied bibliometrics analysis and network analysis (NA), as well as Using a sample of 291 documents from the Scopus database, conducted systematic literature reviews and network reviews to assess the research events that have occurred in this topic area. Among these approaches were systematic literature and network reviews. The analysis of multiple perspectives, such as the initial data structures, bibliometrics, and network, makes this study an essential foundation for comprehending LGBTQ, its current manifestations, and the context in which the analysis evolves.

Primary objective of the research is to determine the key contributors to the phenomenon, as well as the variables that are the subject of the investigation at the moment. such as LGBTQ inclusion, discrimination in the workplace, and promoting other paths in the particular area of inclusion of LGBTQ in the workplace.

The findings of the study indicated that the LGBT community will reach its highest level of annual productivity in 2022. The author analysis revealed that each of the relevant authors had contributed a substantial amount of labour. The research conducted by Elias NM has had the greatest influence on the local community.

According to the results of an examination of the co-occurrence of the author's keywords, gender identity, sexual and gender minorities, and IGBTQIA individuals are the words and keywords that have received the most investigation in comparison to those used in other contexts. This study identifies some of the gaps in the existing research by advising that future scholars analyse opinions regarding transgender identities and other LGBTQs. This is important because the population of LGBTQ has been rising speedily in recent time.

**Keywords:**Bibliometrics; LGBT; research trends; word cloud; sexual identities.