SLR - Systematic Literature Review of Intrapreneurship

a.k.a Corporate Entrepreneurship

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1. Abstract

This systematic literature review (SLR) investigates intrapreneurship, also known as corporate entrepreneurship, through the analysis of 29 core papers. Utilising the PRISMA 2020 methodology, this review identifies various contexts, research background and frameworks that define the intrapreneurship landscape. The review also identifies gaps in the current literature, suggesting the need for new theoretical frameworks to better understand and enhance intrapreneurial activities in diverse settings. This research contributes to a deeper understanding of intrapreneurship, providing a foundation for future studies and practical applications in corporate environments.

This investigation examines the various research methodologies and designs used in the analysis of the selected papers. It aims to identify the predominant methodologies, those requiring further development, and areas of deficiency. The coherence of findings across these studies is also assessed. Gaps in the existing literature are identified and the current progress in the exploration of new intrapreneurship domains is evaluated.

Keywords: PRISMA, Intrapreneurship, SLR, Systematic Literature Review, Corporate Entrepreneurship, Context, Framework

JEL Classification: L26 O35 I31

2. Introduction

During the preparatory stage of my investigation on intrapreneurship, it was observed that a multitude of thorough and exhaustive research has already been carried out by diverse scholars, posing a challenge in pinpointing any exceptional or remarkable discoveries. Nonetheless, three scholarly articles caught my attention and stimulated my curiosity. The initial article [32] delved into the 'Dimensions and Phases' of intrapreneurship, the intrapreneurship process, and the hindrances or challenges linked to it. The subsequent study [22] examined the 'Motivators' for intrapreneurs within organisations and their impact. The third paper (Satalkina & Steiner, 2020) , utilising a Systematic Literature Review, scrutinised 'Initial Nodes' and 'Categories', 'Dimension', and 'Determinants' of intrapreneurship. Inspired by the third paper (Satalkina & Steiner, 2020) and using it as a base template, this research aligns with, expands upon, and delves deeper into these topics to explore additional phenomena. The formulated research inquiries resonate with the elements identified in the base template, providing a rationale for addressing the gaps highlighted therein..

To acquire a more profound insight into these interconnected systems, we conducted an exhaustive systematic literature review grounded on the Preferred Reporting Items for Systematic Reviews and Meta-Analyses approach (PRISMA) to scrutinise prevailing conceptions of intrapreneurship and to gain a better comprehension of the interconnected nature of these notions with diverse systems and elements. The ensuing **research questions** were posited:

1. What are the basic categories that delineate intrapreneurship and its function in diverse contexts, particularly segregating it into distinct forms or types of intrapreneurship?
2. What are the background or starting points taken into account when embarking on intrapreneurship initiatives, and how do they mould intrapreneurship and its impact, as evidenced in research studies?
3. What are the predominant theories or frameworks in the intrapreneurial domain, and is there a necessity or gap for formulating a fresh framework in this realm?

The segment on Research Design elucidates the operational procedure and research design that was implemented for the systematic literature review. Under the heading Approach to the Review: PRISMA Method, an elaborate account of the PRISMA method is furnished, outlining its execution in our research (comprising search terms, selection criteria, and exclusion criteria). The section on Results of Systematic Literature Review furnishes an outline of fundamental study attributes and a breakdown of categories in intrapreneurship, as defined in a systematic literature

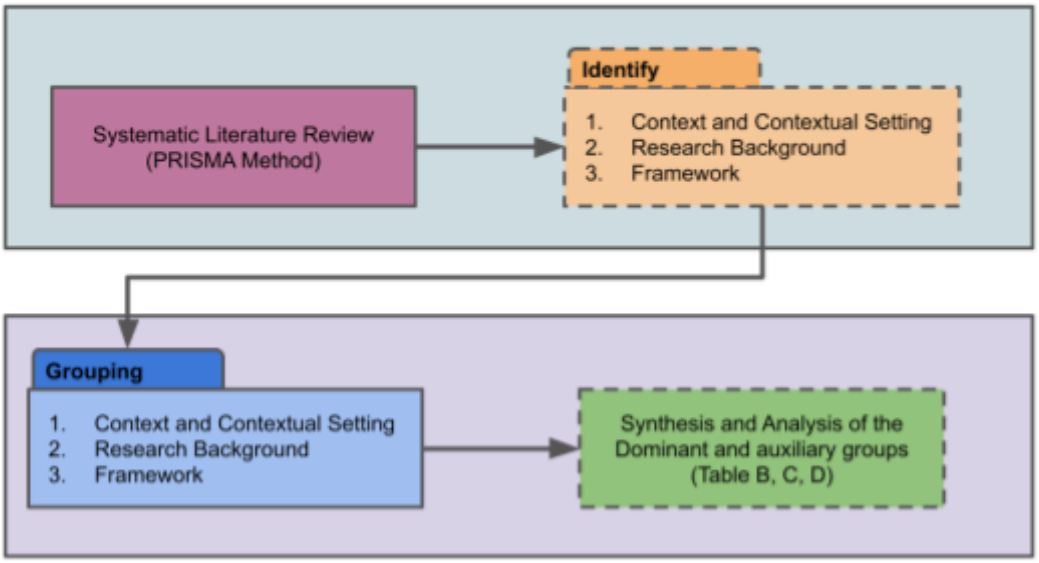
review. In the Discussion of the Results section, scrutinise the context, research background, and frameworks, organising them in accordance with their inherent tendencies.

3. Research Design

A methodical review of literature is a fundamental instrument for effectively summarising existing information, categorising empirical evidence that meets predetermined eligibility criteria, and addressing specific research inquiries. In contrast to alternative approaches to literature examination, a systematic review relies on clear, methodical techniques that bolster the dependability of the conclusions and reduce bias. This process encompasses several key stages (Liberati et al., 2009e): (1) formulating a well-defined set of objectives; (2) conducting a methodical search aimed at identifying all relevant studies; (3) evaluating the credibility of the findings in the selected studies; and (4) systematically presenting and amalgamating the attributes and results of the chosen studies. The fundamental research framework involved two primary phases: (1) executing a systematic literature review utilising the PRISMA methodology, extracting the fundamental aspects a. Context, b. Research background, c. Frameworks of intrapreneurship, and categorising them accordingly; and (2) scrutinising and deliberating on these categories pertaining to intrapreneurship (See Figure 1).

Figure 1

Workflow and Research Design (Original Study). Dashed lines indicate the outcomes attained at each stage of the process.



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4. Approach to the Review: PRISMA Method

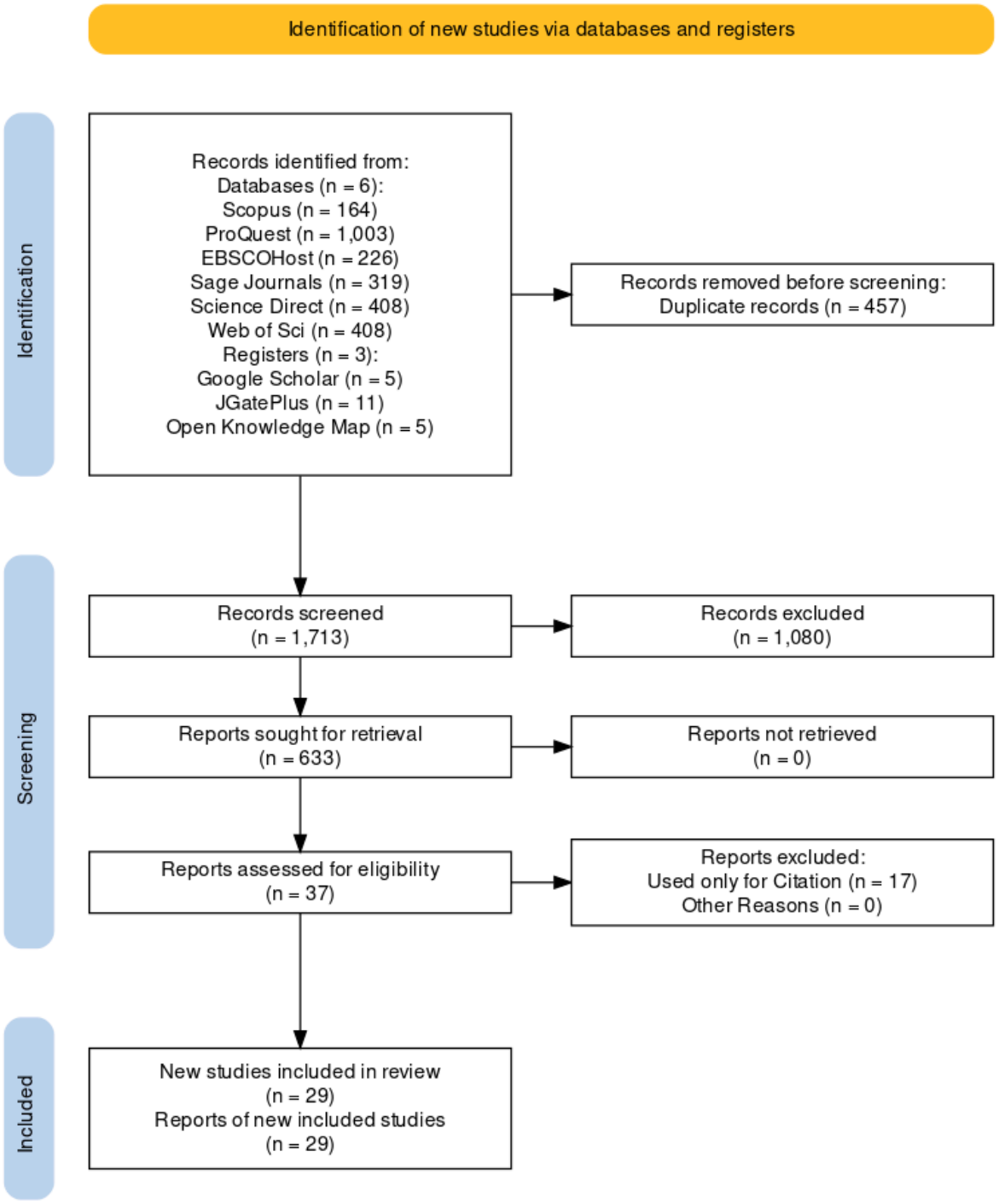
In our study, the systematic review of literature was carried out in accordance with the Preferred Reporting Items for Systematic Reviews and Meta-Analyses (PRISMA) approach, which consists of a 27-item checklist and a four-phase flow chart. The fundamental framework for PRISMA was established by an international team of researchers in 1999 and was known as the QUOROM Statement (quality of reporting of meta-analysis). The 30-member working group was predominantly composed of experts from the fields of epidemiology and clinical research. The primary objective was to enhance the reporting standards in meta-analyses, especially in the realm of healthcare assessments. In 2005, the approach was updated and expanded to include a new 27-item checklist along with the four-phase PRISMA flow chart. Despite the original intention of the revised approach being to enhance the transparency in clinical investigations, it is currently being utilised in systematic literature reviews across various disciplines. Notably, the distinctive feature of the approach is that, by not delving into the review process in great detail, PRISMA furnishes a clear and well-organised reporting structure. Resources containing original studies on PRISMA can be readily accessed at http://www.prisma-statement.org/ (e.g., Liberati et al., 2009c, Moher et al., 2010b, Liberati et al., 2009b).

5. Search Terms and Selection Criteria

We initiated the search across six databases namely EBSCO, ProQuest, Sage, Science Direct, SCOPUS, and Web of Science. These databases are recognized repositories of scholarly articles within the realm of social sciences. This selection facilitated comprehensive coverage of a vast array of published works on a pertinent subject matter. With the exception of Web of Science, all databases were accessible through the Knimbus library service. In accordance with the PRISMA framework, the process of selection entailed four distinct stages: (1) preliminary identification of pertinent studies via database exploration; (2) screening of abstracts; (3) evaluation of full-texts; and (4) determination of eligibility criteria (See Figure 2).

Figure 2

PRISMA Flow Diagram



Source: made using online tool provided by (Haddaway et al., 2022)
At https://estech.shinyapps.io/

6. Identification

The search action procedure across each database was executed utilising the straightforward keyword "intrapreneur." The search algorithm was specified according to document type and temporal scope, concentrating solely on scholarly articles, conference papers, and theses issued between 1982 and 2024.

This timeframe was chosen based on the default configurations offered by the databases, enabling it to encompass a wide array of existing scholarly work in this domain. The aim was to encompass a broad spectrum to amass

a substantial compilation of documents. Our repository encompassed documents from diverse languages and disciplines.

An initial cursory exploration of the databases uncovered 2,170 records, with 457 duplicates removed, resulting in 1,713 records for evaluation. As-of with a cut off date on 13th May 2024.

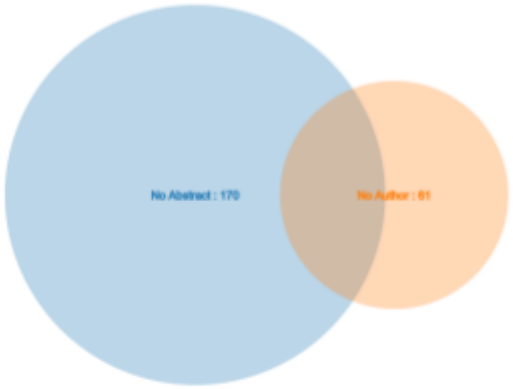
The records were maintained and organised in Zotero, a free and easy-to-use tool for collecting, organising, citing, and sharing research sources. Using subcollections (See Figure 3) and tags, the research papers were narrowed down for a systematic literature review. The next round entailed screening by abstracts.

7. Exclusion Criteria

During the full-text screening, some articles were excluded for the following reasons as mentioned below. The sequence of exclusion plays a significant role, exclusions are simpler and straightforward at the beginning and become more challenging, taxing and ambiguous in subsequent rounds.

1. ***No Abstract:*** There were 170 papers that did not have abstracts maintained in the database. The probable reasons could be: 1. The abstract was provided by the author but was missed or not maintained by the databases. 2. The abstract was not provided by the author in the first place. There is a possibility of false positives among these 170 records. If the research study were to follow up and retrieve as many missing abstracts as possible by reaching out to source repositories, authors, and relevant citation sources, this Type I error could be reduced. However, this endeavour is not taken within the scope of this research.
2. ***No Author:*** There were 61 papers that did not have listed authors; the author field was empty. It is important to note that papers with authors listed as "Anonymous" are not included in the "No Author" category. This distinction is made because some authors may choose to remain anonymous for various reasons, and publishers respect their request for confidentiality. Attempting to identify the missing authors was not taken within the scope of this research.
3. ***No Abstract and No Author:*** There were 25 papers, No Abstract and No Author is a union of two different categories, explained through venn-diagram. (See Figure 4)

Figure 4
Venn Diagram, showing Union No Abstract and No Author



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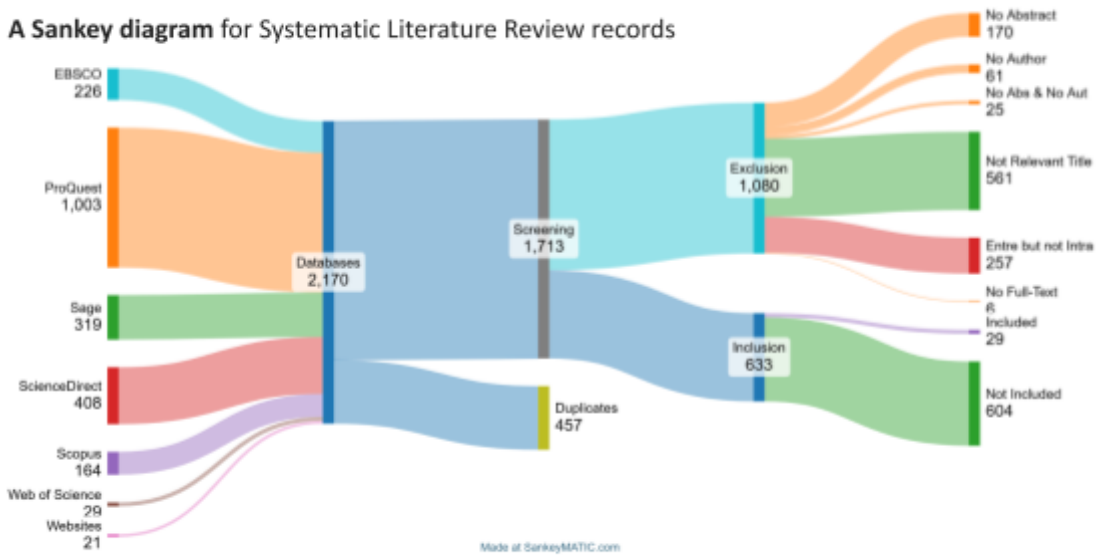
4. ***Not Relevant Title:*** There were 561 papers, under this subcollection or category, they are deemed potentially trivial and were excluded after reading their titles. These papers were not relevant for intrapreneurship literature study. a. Papers related to Innovation - A significant portion 20% of paper were related to innovation, making it the most prominent topic in relation to intrapreneurship. b. Context - Various papers were from different specific contexts including 1. Profession - Fields such as nursing, 2. Community or Industry driven studies - Areas like construction or IT industry, 3. Local or geographical context like country, region etc. 4. Role based - Positions like managers, CEO, etc. c. Organisation and IT related d. Leadership attributes, e. Educational / Academic related such as student entrepreneurs, f. Intellectual Property, etc. And many more.
5. ***Entrepreneurship but not Intrapreneurship:*** There were 257 papers in this subcollection, Since Intrapreneurship is subset of Entrepreneurship (Hernández-Perlines et al., 2022), it becomes paramount to vet papers under this subscollection with more scrutiny, Not just titles but abstracts were read and analysed to find out if the papers from this subcollection are the right candidate to be move to Final Included Stage of Systematic Literature Review Flow Diagram.
6. ***No Full-Text:*** There were 6 papers, for which Full-Text was not available on databases. Request to share the Full-Text is sent to respective authors through email and ResearchGate.

Figure 5



Source: Created by Author, using tool SankeyMATIC.com

(See Figure 5) A Sankey diagram is a type of flow diagram that uses arrows and rectangles or text to visualise the flow of values from one set to another.

8. Inclusion Subcollection

From the initial screening pool of 1713 research papers, excluding the specified subcollections resulted in an inclusion subcollection named "Intrapreneurship," comprising 633 research papers. The abstracts of these research papers were thoroughly read and reviewed to confirm their suitability for the next stage of the Systematic Literature Study.

Included Stage

The foreordained aim of this research was to earmark 25 research papers, but 29 papers were promoted for full-text study, out of which a total of 6 were on literature review and systematic literature review. Research paper “Intrapreneurship research: A comprehensive literature review” [22] by Hernández-Perlines, which has a richness of 145 papers referenced within it, and a research paper “Defining the Motivations and Capabilities of Young Intrapreneurs: Literature Review and Research Opportunities.” [32] by Miller-Bauer has the top most bearing on the further study, discussion, result and overall shaping of this paper.

Ranking Research Papers

While meticulously conducting a Systematic Literature Review manually, OpenAI's ChatGPT-4 was employed as a research assistant to evaluate the relevance of papers by ranking them from 0 to 100 (See Table 1).

Papers under the 'Included - Literature Review' subcollection tended to score 90 or higher, while those in the

'Non-Literature Review' subcollection mostly scored between 80 and 95.

Verification for false negatives from the screening stage of two subcollections, 'Not Relevant Title' and 'Entrepreneurship but not Intrapreneurship,' revealed that a high relevance ranking of 80 was set as the threshold for false positive alarms. No false negatives were detected, thereby strengthening the PRISMA process.

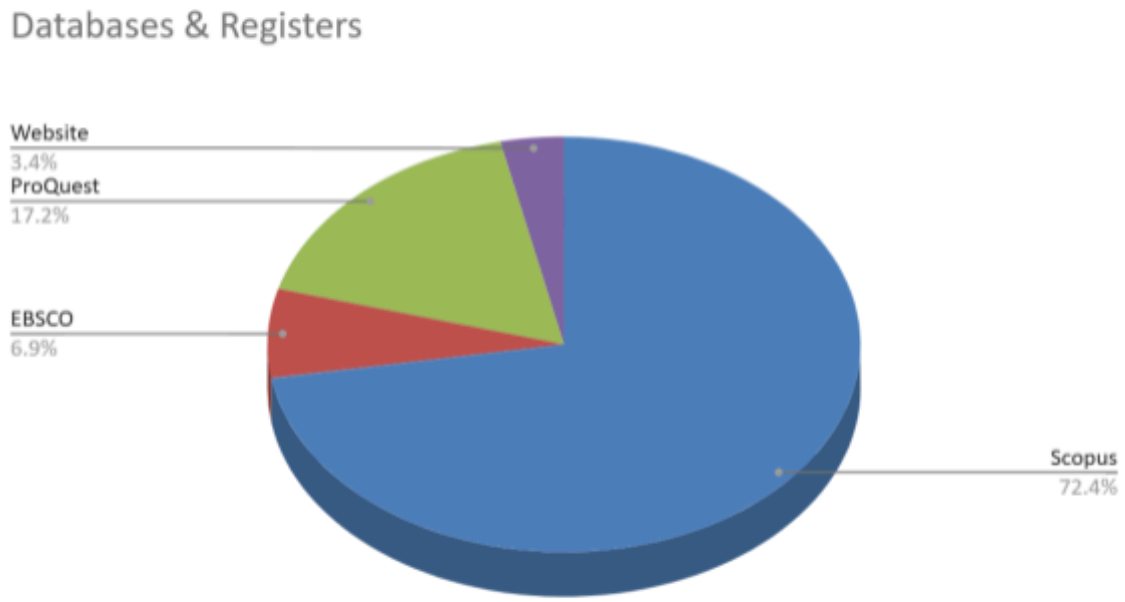
9. An Overview of the Study's Basic Characteristics

Preliminary Investigation

A preliminary investigation of the 29 papers reveals that the majority, 72.4%, are sourced from Scopus (See Figure 6). Following this, 17.2% are from ProQuest, and 6.9% from EBSCO. Scopus continues to be a reliable database for research scholars in business, management, and social science.

Figure 6

Pie Chart of Databases and Registers(websites)



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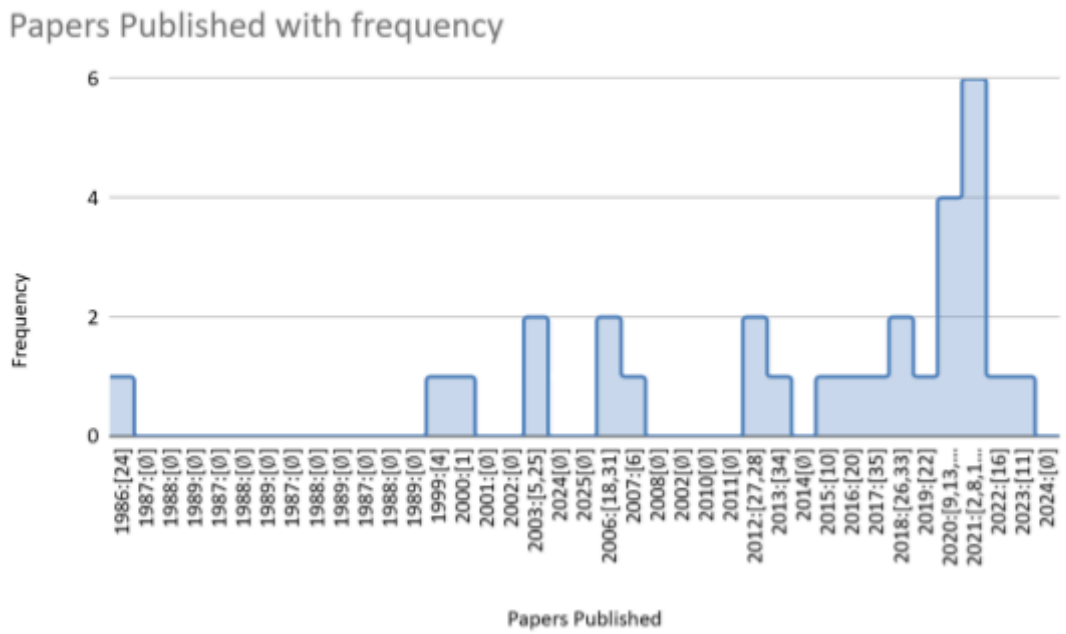
In this systematic literature review (SLR) study, among the 29 papers, only paper [20] is classified as a conference paper, while the remaining papers are journal articles. Additionally, two papers, [22] and [23], are written in Spanish, whereas the rest are in English.

A stepped area chart is provided to illustrate the publication timeline of the 29 papers from 1986 to 2024 (See Figure 7). There was a lull in publications between 1987 and 1989. However, from 2012 to the present, there has been a notable increase in entrepreneurship research activity.

Figure 7

Stepped Area chart for papers published over the year, with frequency.



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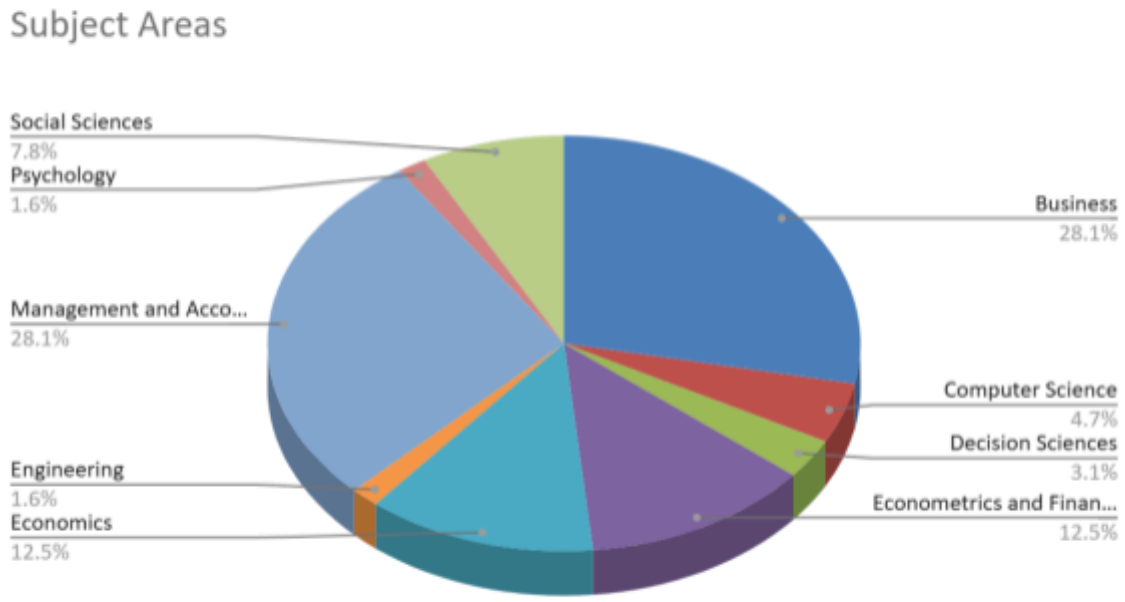
While only the Scopus database maintains 'Subject Areas' for the papers, the distribution of these areas among the 21 Scopus-indexed papers (excluding papers [2, 5, 8, 9, 10, 12, 17, 32]) is illustrated in the pie chart (See Figure 8). Business, Management, and Accounting dominate with 28.1% each, followed by Economics, Econometrics, and Finance at 12.5% each. Social Science accounts for 7.8%, Computer Science for 4.7%, and Engineering for 1.6%. These proportions highlight the significant relevance of entrepreneurship studies within the domains of business, management, and economics, compared to other fields.

Figure 8

Pie Chart of Subject Areas from Scopus database



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Citation

The number of the 29 selected papers that have been cited in other research studies can be determined through citation data maintained by various databases and Google Scholar. Top 5 cited papers as per databases are [26,25,24,22,20] which is (105,73,41,38,24), whereas top 5 cited papers as per Google Scholar are [26,25,19,24,22] which is (252,210,129,123,114) (See Table 1)

10. Research Methodology and Design Identification and analysis

A clearly articulated research design and methodology enhances the transparency of the research process, facilitating replication by other researchers and verification of the results. This contributes significantly to the body of knowledge within the field.

Literature review or general literature review was found in 3 papers [22,32,35] out of which [22,35] also has qualitative analysis as research design

Systematic Literature Review (SLR) was seen in 3 papers [29,34,20] out of which [34,20] also has Bibliometric analysis using VOSviewer software. [34] happens to be also a critical literature review and [20] could be ascertained to have qualitative analysis design.

Empirical analysis or study 6 papers [12,25,18,11,26,27]

- Interview-based study for [12] and

- Descriptive and multinomial logit regression analysis being used in [25] and
- Cross-sectional, self-report survey being used in [18].
- Paper [11] employees survey technique using a standardised and categorised questionnaire.
- Cognitive approach integrating demographic characteristics and personal values [26] is using empirical research with hypothesis testing.
- Empirical investigation using a cluster analysis of intrapreneurs [27] with a claim of exploratory study in title.

Under the umbrella of Exploratory [4,19,10,14]

- Exploratory Design is used by [4], with thematic analysis of press releases, blogs, monthly management magazines, and academic journals.
- Social Cognition Theory [19] Exploratory study
- Conceptual and Exploratory [10] using Conceptual Framework
- Conceptual paper [14]

Under the umbrella of quantitative research [33,11,9,16]

- Quantitative Approach [33], this study correlates variables of intrapreneurship, work spirit, and organisational performance
- Questionnaire and Statistical Analysis [11] which is also Quantitative, correlational in research design
- Multivariate Linear Regression [9] Quantitative research design
- Principal component analysis and linear regression analysis [16], with quantitative research design

Under umbrella of Qualitative research [24,17,31,13,2]

- Action Research[24] with Qualitative study
- Case Study [17] using Qualitative research design
- Qualitative approach [31], specifically narrative inquiry
- Narrative review and discussion piece [13],is a theoretical discussion
- Qualitative Interviews and Case Study [2] is exploratory paper

Design Science Research [5], using Iterative design with four iterations. Action Design Research [1]

Quasi-experimental Survey[8] with Structural Equation Modelling (SEM)

11. Overview of Grouping or Clubbing

Grouping of Context:

Context or contextual setting is the setting or environment in which the research takes place, such as industry, geographical location, or specific organisational context. Based on the background of the papers, context is identified and analysed (see Table 2). According to (Karmarkar, 2004) value is created via contextualization and collaboration.

It can be seen that Intrapreneurship in companies is the biggest dominant group with weigate of 9 papers behind it, the next group to follow is Innovation and development with weigate of 5 papers.

Grouping of Research Background

The research background provides the foundation or basis of the research, it gives a history of how the research journey is started and sets up a canvas for the research to develop. Background of research can be typically found in the first section of a research paper, most commonly introduction or literature review. (See Table 3)

'Role of Intrapreneurship in Corporate Growth' is a prominent and predominant group that has surfaced in this examination, supported by a total of 6 research papers. Subsequently, the category labelled 'Research and Methodological Approaches' emerges as the next focal point, with 5 scholarly papers contributing to its weightage.

When simultaneously observing Table 3 and Table 4, it becomes evident that the concepts of 'Intrapreneurship in Companies' and the 'Role of Intrapreneurship in Corporate Growth' are in alignment and correspond with each other. This alignment signifies a crucial aspect within this particular field of study.

Grouping of Framework

A research framework is a methodical approach through which a study is structured and conceptualised. It plays a crucial role in delineating the boundaries and characteristics of the study, whether it is theoretical or conceptual in nature. The framework is often illustrated through figures or tables, and in instances where it is not explicitly provided, it can be deduced from the foundational studies or theories cited in the paper, necessitating a thorough examination of the paper. (See Table 4). Researchers have been studying the topic and developing theoretical frameworks to outline the process and antecedents of intrapreneurship, to create ways to foster desired intrapreneurial behaviour, and to create ways to limit unproductive behaviours in the organisation (MILLER & BAUER, 2017).

Table 4 illustrates that groups 'Motivation and Organisational Behaviour' and 'Innovation and Initiative' are becoming more prominent compared to other groups. The groups of 'Intrapreneurship and Leadership', 'Culture and Organisational Change', and 'Entrepreneurial Mindset and Theories' are considered as the traditional pillars in the domain of intrapreneurship, contributing to the establishment of theoretical foundations and enhancing the subject matter. There is a lack of novel additions in terms of theories or frameworks in this area.

12. Conclusion

Intrapreneurship is a subject of study situated within the realm of entrepreneurship (Antoncic & Hisrich, 2003b), (Douglas & Fitzsimmons, 2012). The primary individuals to notably discuss intrapreneurship were (Pinchot III, 1985), (Drucker, 2014), and (Pinchot & Pellman, 1999). Consequently, it stands as a relatively nascent field of inquiry with two discernible epochs. The initial period, spanning from 1985 to 2007, is delineated by case analyses conducted by scholars, while the subsequent period, commencing in 2008, witnessed a surge in interest among academics exploring broader scopes. This escalating interest, underscored by academics like (Nicholson et al., 2016), aligns with Price's Law (1976), demonstrating exponential growth, culminating in its zenith in 2020, with the publication of 44 papers. In light of this, particular emphasis should be placed on the pivotal year of 2008, as it marked a significant juncture for the conception of intrapreneurship. This shift could potentially be elucidated by the global crisis experienced on an international scale, which reverberated across the economy and labour market, necessitating revisions to business paradigms. Consequently, internal entrepreneurship emerged as a viable avenue for business progression and endurance. This narrative resonates with the foresight of (Peterson & Berger, 1971), who conceptualised entrepreneurship as a strategic demeanour adopted by large corporations to navigate market instabilities. Hence, this elucidates why scholars are increasingly drawn to examining the ramifications and sway of this notion (Hernández-Perlines et al., 2022).

Intrapreneurship has been examined through diverse lenses, notably within the realm of corporate entrepreneurship (Burgers & Covin, 2015) and entrepreneurial orientation (Covin & Wales, 2012), (Covin & Miller, 2014), (Hernández-Perlines et al., 2021). The analysis of Intrapreneurship has also extended to an organisational context (Camelo-Ordaz et al., 2011), at the team level (Gapp & Fisher, 2007), and at the individual level (Gawke et al., 2019).

Numerous prior researchers have undertaken systematic literature reviews concerning intrapreneurship. Particularly noteworthy contributions have been made by (Antoncic & Hisrich, 2003a), (Tranfield et al., 2003), (Amo, 2010), (Jesson et al., 2011), (Blanka, 2018), (Gawke et al., 2019) and (Wahyudi et al., 2021). These works collectively present a thorough and cohesive examination of intrapreneurship research, thereby expanding the scholarly landscape.

Finally, corporate entrepreneurship emerges as the most prevalent term, being linked to 14 other key terms such as construct, environment, financial performance, firm performance, and strategic performance. These findings are connected to the internal and external factors influencing intrapreneurship as identified by (Antoncic & Hisrich, 2003). In this context, intrapreneurship is to be perceived as a dynamic notion that is intertwined with corporate entrepreneurship. As an internal operation within the organisation, it contributes to enhancing business performance.

Hence, even though intrapreneurship is a less utilised term, it should be viewed on par with corporate entrepreneurship, representing an element that provides avenues for organisational growth and sustainability. (Hernández-Perlines et al., 2022)

13. Limitation

In the PRISMA framework, there is provision for using websites; websites like gateways like Google Scholar, JGatePlus, Open Knowledge Map, are the aggregators of scholarly articles. Distinguished scholarly articles characterised by high SJR rankings, Q1, Q2 classifications, or A and A* designations, may be deemed as viable candidates for the identification stage in PRISMA flow diagram.

It is advisable to expand the scope of search vector terms and utilise a wider range of databases. For instance, the term 'corporate entrepreneurship,' which is synonymous with ‘intrapreneurship’ could only be known and understood after in-depth scrutiny through an extensive literature review in order to be fully comprehended. Visual tools such as keyword frequency analysis, word cloud generation for keyword relationships, and other methodologies can effectively enhance the process of literature review.

The examination of different authors from various countries, the quantum of work produced by those authors in the subject area could be investigated, as it has the potential to enhance the understanding of co-authorship dynamics and collaborative ties across diverse affiliations.

There were 6 empirical and 4 quantitative studies, in which both data collection and statistical tests were conducted. A pending subset analysis could aim to evaluate these studies collectively. Inquiry could be made into the dependent and independent variables, as well as moderator and control variables. Establishing a regression equation could open avenues for further investigation. The sample groups and sizes utilised can be subject to multifaceted scrutiny, potentially offering opportunities for replication and validation of findings.

Although this is an exhaustive review of the literature that provides a valid analysis with a structural and dynamic view of intrapreneurship, it could be improved by using other analytical tools such as scientometrics.(Hernández-Perlines et al., 2022). Although the SLR paper [32] conducted a bibliometric analysis using Web of Science, it is possible to repeat and analyse the same analysis across papers from Scopus using the biblioshiny software.

One unavoidable constraint that must be acknowledged is the presence of subjectivity, a factor that arises when making determinations about the material to incorporate and the material to omit within the literature review.

14. Future Research Direction

The SLR research paper overlooked the consideration of journal weightage, but a more comprehensive study could prioritise highly reputable journals based on factors such as H-Index, Impact Factor, CiteScore, and article quantity. Additionally, incorporating Altmetric score and other metrics for research impact could enhance the evaluation process. This approach would facilitate the assessment of scientific output and journal quality across different countries.

Another avenue to explore is the examination of the theoretical foundations, paradigms, and philosophical perspectives (such as positivism and interpretivism) that form the basis of study in various disciplines. Further efforts might be made to establish precedence and uncover unexplored aspects.

New research could consider a range of elements linked to intrapreneurship, aiming to offer a clearer understanding of the influence of innovation on business strategy and the motivations of the entrepreneurial employee. Future research may also consider the peculiarities of the entrepreneurial development of the organisation in different sectors -business, private, public or non-governmental organisations- thus allowing us to understand the various differences and hitherto unknown linking factors. (Hernández-Perlines et al., 2022)

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15. Appendix

Data Availability: Export of the records are maintained in the safe repository on github link

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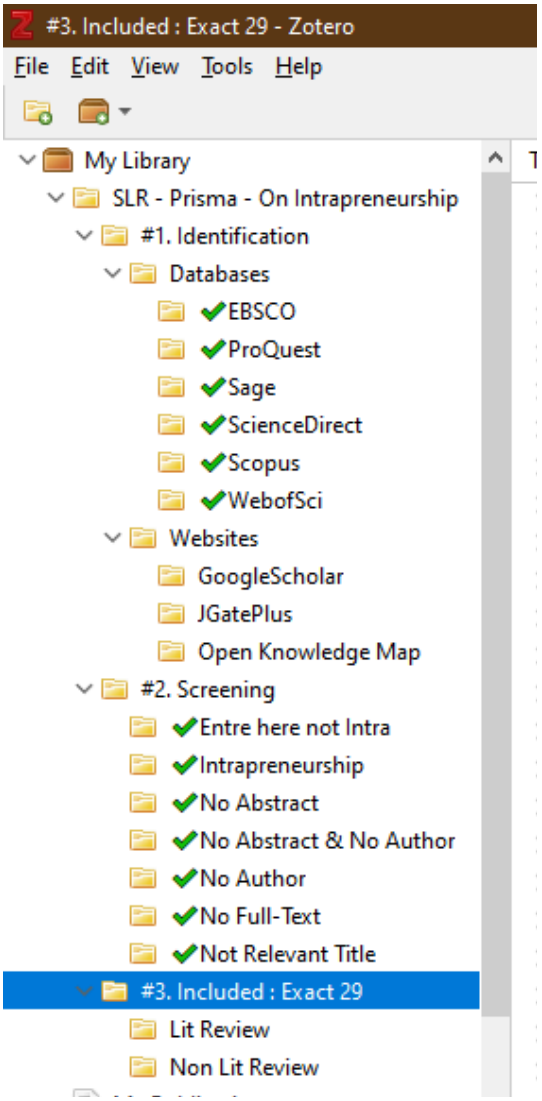
Funding: Author did not received any funding

Conflict of Interest: Author maintains position of having no conflict of interest in the work

Figure 3

Screenshot of Zotero Subcollections, used for managing records



Source: Screenshot and Clipped by Author

Table 1:

Titles with AI Ranking and Cited by (both as given in databases and google Scholar)

No.	Titles of research papers studied (29 Papers)	Authors	AI Rating	Cited by database	Cited by Google Scholar
22	The delusion of intrapreneurship	Morse	70	38	114
12	The figure of the intrapreneur in driving innovation and initiative for the firm's transformation	Rodriguez-Pomeda et al.	90	7	21
32	Defining the Motivations and Capabilities of Young Intrapreneurs: Literature Review and Research Opportunities.	Miller and Bauer	90	-	5
29	Industrial and Systems Engineering Education and Entrepreneurial Mindset: A Systematic Literature Review	Erdil	80	-	2
11	Organizational factors related to the intrapreneurial behavior	Galvan Vela and Sanchez Limon	85	6	9

Table 1:

Titles with AI Ranking and Cited by (both as given in databases and google Scholar)

No.	Titles of research papers studied (29 Papers)	Authors	AI Rating	Cited by database	Cited by Google Scholar
6	The issue of intrapreneurship development in corporations	Piecuch and Szczygiel	95	3	10
35	Entrepreneur, Entrepreneurship and Intrapreneurship. A Literature Review	Otilia Cadar and Daniel Badulescu.	95	-	80
4	What is this thing called intrapreneur? Work management, cognitive capitalism and entrepreneur conception	Santos-Ortega and Munoz Roddriguez	75	3	1
5	It's not about having ideas - It's about making ideas happen! Fostering exploratory innovation with the intrapreneur accelerator	Knote and Blohm	85	3	10
17	Intrapreneurship, local initiatives in organizational change processes	Brunaker and Kurvinen	85	19	80
25	What's so entrepreneurial about intrapreneurs?	Martiarena	85	73	210
18	Who wants to be an intrapreneur? Relations between employees' entrepreneurial, professional, and leadership career motivations and intrapreneurial motivation in organizations	Chan et al.	90	22	71
34	Effect of Leadership Styles on Corporate Entrepreneurship: A Critical Literature Review	Verma and Mehta	70	-	21
33	Does intrapreneurship increase work spirit and performance of village credit institutions?	Merta et al.	85	-	5
24	Developing an intrapreneur-led three-phase model of innovation	Gapp and Fisher	95	41	123
19	Decision criteria in the evaluation of potential intrapreneurs	Davis	90	22	129
9	The influence of the leader and led relationship on the intrapreneurship environment in UK SMEs	Orchard et al.	80	4	10
31	THE ROLE OF INTRAPRENEURSHIP IN THE GROWTH OF SMALL AND MEDIUM SCALE MANUFACTURING ENTERPRISES IN SRI LANKA	Divakara and Surangi	82	-	2
8	Intention to Champion Continuous Monitoring: A Study of Intrapreneurial Innovation in Organizations.	Curtis et al.	85	4	5
26	The intrapreneur and innovation in creative firms	Camelo-Ordaz et al.	85	105	252
16	Intrapreneurial fit and misfit: Enterprising behavior, preferred organizational and open innovation culture	Chandler and Krajcsk	80	18	38
20	Intrapreneurship research: A comprehensive literature review.	Felipe Hernández-Perlines, Antonio Ariza-Montes, Cristina Blanco-González-Tejero	100	24	41
27	BEYOND THE STEREOTYPE OF AN INTRAPRENEUR - AN EXPLORATORY STUDY OF VARYING INTRAPRENEURS AND	Engzell	80	-	0

Table 1:

Titles with AI Ranking and Cited by (both as given in databases and google Scholar)

No.	Titles of research papers studied (29 Papers)	Authors	AI Rating	Cited by database	Cited by Google Scholar
	CORPORATE CONDITIONS.				
13	Being an intrapreneur and creating a successful information service within your organization	Pantry and Griffiths	75	9	21
1	How to design platform ecosystems by intrapreneurs: Implications from action design research on IoT-based platform	Inoue et al.	90	0	0
28	Intrapreneurship sparks innovation, growth in organizations	Sanne	80	-	0
2	Intrapreneurship: outside the project box and into the unknown.	Feldmann and Teuteberg	80	2	8
10	The Rise and Decline of Organizations: Can 'Intrapreneurs' Play a Saviour's Role?	Singh	80	5	22
14	The bottleneck of intrapreneurship: are social positions and held expectations constraints in organizations' entrepreneur process? A conceptual view	Begec and Arun	70	12	22

Table 2:

Grouping of Context

Sub-Group	Context/Contextual Setting	Papers
Intrapreneurship in Companies	Intrapreneurship in large companies	22
	Intrapreneurship in major Spanish firms	12
	Development of intrapreneurship in corporations in Poland	6
	Encouraging intrapreneurship within organisations to foster innovation and growth	28
	Intrapreneurship in various organisational settings	20
	Intrapreneurship in the IT service sector	2
	Organisational Longevity and Decline	10
	Organisational and social contexts	14
	Technological innovation within organisations	19
Intrapreneurship in SMEs	UK Technology Small or Medium Size Enterprise (SME)	9
	Small and medium-scale manufacturing enterprises in Sri Lanka	31
	Village credit institutions in Karangasem Regency, Bali Province, Indonesia	33
Organisational Change	Changes in the organisation of work during post-Fordism and the rise of entrepreneurial discourses at work	4
	Organisational Change in the paper pulp industry	17
Innovation and Development	Incumbent firms needing to explore disruptive innovation	5
	Healthcare and manufacturing industries	24
	Platform ecosystem in non-platform firms	1
	Continuous Monitoring and Managerial Accountants	8

Table 2:

Grouping of Context

Sub-Group	Context/Contextual Setting	Papers
	Creative industry, small creative firms	26
Sector-Specific Intrapreneurship	Service sector, passenger transportation	11

Table 3:

Grouping of Research background

Groups	Background	No.
Intrapreneurship in Large vs. Small Firms	Differences between entrepreneurial success in small firms vs. large firms	22
	The business environment of manufacturing organisations has become increasingly complex, dynamic, and uncertain, necessitating higher adaptability and competitiveness	31
Intrapreneurship and Innovation	The need for organisations to develop new capabilities and stimulate innovation through intrapreneurship	12
	Intrapreneurship within organisations leading to product, service, or process innovation	24
	The role of intrapreneurial innovation in organisational performance, emphasising the need for proactive technology adoption	8
	Threats from digital startups to traditional business models, need for exploratory innovation	5
Educational and Theoretical Context	The paper discusses the integration of Entrepreneurial Mindset (EM) in Industrial and Systems Engineering (ISE) education to equip students with skills for opportunity identification and value creation in various contexts	29
	Historical and contemporary views on entrepreneurship and intrapreneurship, economic theories, role of innovation in corporate and economic growth	35
	Historical context and development of the term 'intrapreneur', importance of information services	13
	The study focuses on the intrapreneurship program at Fiducia & GAD IT AG to differentiate between traditional project management and intrapreneurship	2
Intrapreneurial Behavior and Organisational Factors	The need for competitive methods in emerging economies, focusing on intrapreneurship within organisations	11
	The role of human capital in organisational success and the concept of intrapreneurship	18
	Importance of corporations in the global economy, role of work climate in developing intrapreneurship	6
	Analysis of the rise and decline of organisations and how intrapreneurs can help in organisational longevity	10
Theoretical Models and Frameworks	The study integrates theoretical and conceptual dimensions of leadership styles influencing corporate entrepreneurship	34
	Intrapreneurship as entrepreneurial activities within established organisations	25

Table 3:

Grouping of Research background

Groups	Background	No.
Cultural and Social Factors	The rise of entrepreneurial discourses and the evolution of the concept of intrapreneur within the context of post-Fordist organisational changes	4
	Intrapreneurship roles are influenced by social expectations within organisations and broader societal contexts	14
Role of Intrapreneurship in Corporate Growth	The evolution of IoT and data sciences creating opportunities for intrapreneurs in non-platform firms to expand their businesses into platform ecosystem-related businesses	1
	Importance of innovation for economic growth and organisational success; role of intrapreneurship	28
	Analysis of how intrapreneur's demographic characteristics and personal values influence innovation performance in small creative firms	26
	Importance of innovation in companies, need for favourable internal conditions for intrapreneurial activities, person-organisation fit	16
	Importance of intrapreneurs for corporate growth, revitalization, and performance	27
	The importance of intrapreneurship in improving organisational performance and the role of work spirit as a mediating variable	33
Research and Methodological Approaches	Contemporary insight into the factors influencing the environment for intrapreneurship in UK Technology SMEs, focusing on the leader/led relationship	9
	Focus on how local initiatives by shop floor workers and middle managers can initiate organisational change	17
	The study explores the concept and dynamics of intrapreneurship within organisations	20
	Importance of internal entrepreneurial behaviour for innovation	19
	Intrapreneurship generates innovation behaviour in organisations	32

Table 4

Grouping of Framework

Groups	Framework	Papers
Motivation and Organisational Behaviour	Preference-Expectation Theory of Motivation	22
	Kuratko et al. (2005) model on organisational factors promoting intrapreneurship	11
	Entrepreneurship, Professionalism, and Leadership (EPL) framework	18
	Social cognition theory	19
Innovation and Initiative	3 Is for Intrapreneurship (innovation, intramarkets, initiative)	12
	Service systems engineering (SSE) approach, ambidexterity theory	5
	Deming's PDSA (plan, do, study, act) cycle	24
	Innovation Value Chain theory	8
	Continuous improvement culture	28

Table 4

Grouping of Framework

Groups	Framework	Papers
Intrapreneurship and Leadership	Conceptual model of leadership styles and their impact on corporate entrepreneurship	34
	Corporate Entrepreneur Assessment Instrument (CEAI)	9
Culture and Organisational Change	Intrapreneurial Culture Framework	10
	Organisational Culture Assessment Instrument (OCAI)	16
	Theories about entrepreneurship and organisational change	17
Entrepreneurial Mindset and Theories	Pinchot's (1985) intrapreneurial potential test	6
	Schumpeterian Approach, Knightian Perspective, Pinchot's Intrapreneurship Concept	35
	Utility maximisation framework	25
Methodological Approaches	VOSviewer for bibliometric analysis	20
	Cluster analysis method for categorising intrapreneurs	27
	Partial Least Squares (PLS) with SmartPLS 2.0 M3 program	33
Specific Theories and Models	Platform ecosystem framework, digital servitization framework	1
	Upper echelon theory and cognitive approach	26
	Cognitive capitalism	4
	Role theory	14
Educational and Systematic Approaches	KEEN (Kern Entrepreneurial Engineering Network)	29
Not Mentioned	Not Mentioned	32
	Not Mentioned	31
	Explanatory model based on qualitative interviews	2
	Intrapreneurial framework	13