

Emancipation in Organizations: A Bibliometric Study

Alexandre Denizot¹, Luis Perez Zotes², Noemi Bonina³, Marcelo J. Meiriño⁴, James Hall⁵, Marcelo Contente Arese⁶, Rulf Blanco Lima Neto⁷

^{1,3,4,5,6,7} School of Engineering, Federal Fluminense University (UFF), Niterói, Rio de Janeiro, Brazil

²Department of Business Administration, Federal Fluminense University (UFF), Niterói, Rio de Janeiro, Brazil

Abstract— In this study aiming to identify theoretical referential for the development of scientific work about emancipation and organizations, a research process facing the need of scientific material able to support the study was carried out. A search of a keywords composition, whose core of work is about the thematic axes Emancipation, Organization and Management, has been performed. The process supported for Proknow-C method has identified articles, aligned with the vision of the research, in different bibliographic databases. This work performs a bibliometric analysis where it was identified manuscripts, relevant authors and keywords most used about the central theme.

Keywords— Bibliometrics, Emancipation, Organizations.

I. INTRODUCTION

The strong influence of Capitalism on social and work relationships, transforming labor and culture into exchangeable commodities, has motivated studies related to mass society, the industrial society and problems arising from the process of unbridled economic development.

Several study initiatives have emerged involving the organizational universe, based on the Critical Theory of Organizations, claiming more humane forms of management, as well as the emancipation of the individual at work. The research that has emerged in the last decades, involving the process of emancipation, had great influence in the studies carried out by Habermas, who in 1981, published the one that is considered his most important work, the “Theory of Communicative Action”. Habermas bets on the individuals’ emancipation and liberation through a constant process of interaction aiming to elaborate a truth conceived by the groups and accepted by society [14]. [4] defines emancipation, treated by this study as “the men’s search for the well-being and individual and collective achievement, obtained through solidarity, through solidarity, freedom and respect in the authentic relationships among the individuals of a group”.

In Brazil, the sociologist Guerreiro Ramos, brought the discussion of emancipation to the organizational environment, criticizing the Social Sciences and the Administration for their relationship with a market-centered society. With the “substantive theory of

associated human life”, [9], identified within the organizations, the presence of actions that lead to a search and concretization of the individuals’ emancipation ideals, through freedom, autonomy, self-fulfillment and social satisfaction, mediated by the rational debate and ethical-evaluative judgment, in contrast to the “actions based on calculation, oriented towards the achievement of technical goals or social power, through the maximization of the available resources”.

[14], and [4], demonstrated, respectively, in their studies, the coexistence of these two forces in any productive organization, where the predominance of one of them in the environment and in the administrative practices, determines the degree of development of the emancipatory process in each organization.

Facing the apparent antagonism of these forces in the organizational environment, the main proposal of this research arises by performing a selection of the bibliographic references, which involve the process of emancipation in organizations. They will serve as a theoretical basis for the research of the thesis that is being developed by the main author of this article, when identifying in the collected scientific literature, studies that involve the emancipatory process within organizational environments. They also identify in the scientific literature, the novelty of studies involving the proposed theme, for the development of this thesis.

Therefore, the research described in this article finds its importance when considering “through the organizations studies, that expand the possibilities of the

work environment humanization, beyond the submission of knowledge to the imperatives of production and maximization of results” [12]. Because, according to [5], focusing in the analysis of the practices and forms, it's possible to emancipate the men from the oppression mechanisms, placing, indeed, the human being as the main element of the organizational initiatives.

In order to do so, the article will present, in sequence, the used methodology, the database research process, the bibliometric analysis of the selected articles, of their work and finally, presenting their conclusions and references.

II. METHODOLOGY

The method used in this study was the bibliometry. It consists of a technique for measuring the production indexes and dissemination of scientific knowledge, allowing one to obtain information of a certain theme and its relation with the academic areas, demonstrating the characteristics related to the scientific production of this [13]. In order to do so, the tool used to select the articles and studies, which are going to compose the Bibliographic Portfolio and for the Bibliometric study, is an adaptation of the methodology called ProKnow-C (Knowledge Development Process – Constructivist) presented in the article “Structured Process of Literature Review and Bibliometric Analysis about Performance Evaluation of Energy Efficiency Implementation Processes” from [6]. It's about a methodology developed at the Laboratory of Multicriteria Methodologies in Decision Support (LabMCDA), linked to the Department of Production and Systems Engineering of the Federal University of Santa Catarina.

The tool provides the systematic analysis of the available data, facilitating the deepening of knowledge, through the selection of studies that present alignment and relevance with the chosen theme, performing a bibliometric analysis based on quantitative evidence presented by the set of articles gathered in the Bibliographic Portfolio. It shows how a researcher can, in a structured way, under the perspective of the PROKNOW-C intervention tool, select relevant articles and identify characteristics of such publications, which may contribute scientifically to his/her topic of interest.

The Bibliometric Analysis is based on the quantitative disclosure of the parameters of a defined set of articles, which aims to contribute to the scientific knowledge about the theme. The parameters observed in this study will be: number of relevant articles; authors; areas of knowledge involved in the studies presented by these articles; their references; number of citations,

characterizing the scientific value of each article; and most relevant journals [6].

III. THE RESEARCH PROCESS IN DATABASE AND BIBLIOMETRY

3.1 The Selection Process of the Theoretical Reference

The data collecting process will always follow the general knowledge towards the specific one, seeking to explore to the maximum the research interest topics. Primary sources, such as articles published in scientific journals and scientific conferences Papers, through digital access to the database Scopus, Web of Science e Scielo, will be used. Moreover, it will also be used the Thesis Bank and secondary sources such as books, through the access to Libraries and Bookstores.

The PROKNOW-C methodology is developed in two stages, being the first one concerning the procedures for the selection of articles to create a basic Bibliographic Portfolio, which has scientific recognition and it is aligned with the work approach, and the second stage, which is focused in the procedures for the bibliometric analysis of the articles selected in the bibliographic portfolio.

Initially, we will describe the first stage concerned to the procedures of collection and selection of articles to compose the bibliographic portfolio. This stage is originally composed of three phases yet one more phase has been adapted and it is intended to include the previously collected works, and so, totaling four phases that will be described next.

The first phase corresponds to: the choice of databases to be consulted; definition of the keywords set; and the collection and selection of material published in the respective databases.

The second phase consists of a review of the material discarded in the first phase, always checking whether any of them can, somehow, contribute with the research.

In the third phase, a selection of the material acquired before the research was carried out, which, somehow, has conducted the author's interest about the theme.

In the fourth phase, a scan was performed on the references of the selected articles, verifying its agreement to the study proposal, rescuing authors and seminal works, thus forming a Reference Framework on the research's specific theme.

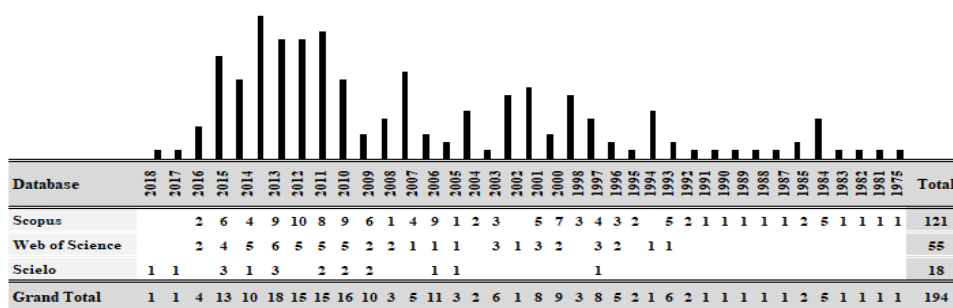
One may follow the phases of the bibliographic portfolio formation process, beginning with the first phase, through the schemes presented below.

PHASE 1 OF THE METHODOLOGY	
1.	Definition of keywords and their combinations.
2.	Research of articles at chosen databases.
3.	Export of all articles found in searches to excel, creating folders with consolidated results of all databases researched.
4.	Redundancy check.
5.	Reading of article's titles classifying then by degree with alignment with the theme.
6.	Consult the number of quotes in google scholar.
7.	Select by degree of alignment opposite to the number of quotes (google scholar).
8.	Selection through the reading of summaries verifying their degrees of alignment.
9.	Selection through the reading of articles align with the theme.

Fig. 1: Phase 1 of the methodology for collecting bibliographic data. (Source: Adaptation of the author's methodology PROKNOW-C).

Facing the need for scientific material, which is able to support the study, it was performed a search for a keywords composition, whose core work revolves around the Emancipation, Organization and Management Thematic Axes.

In the search procedure, we chose not to use filters per year, so that the research could generate a comprehensive frame of reference on the subject, which led the research to a raw database of 194 articles, distributed over the years, according to the Graph 1, below.



Graph 1: Raw Database, with the number of articles found per year. (Source: by the authors).

The raw database obtained in the research, point to a distribution of scientific works over forty-one years, presenting an increase in publications during the period from 2009 to 2017. However, it is worth to remember that this is raw database, which have not yet undergone a refinement imposed by the method selection steps.

Next, it may be seen in the Table 1, the distribution of material collected by database, with its respective access addresses. The highlight is the Scopus database, by contributing with around 63% of the collection total.

Table 1: Total of articles collected by raw database. (Source: By the authors).

Name of the Bibliographic Database	Web Address	Total of articles
Scopus	https://www.scopus.com/search/form.uri?zone=TopNavBar&origin=searchbasic	121
Web of Science	http://apps.webofknowledge.ez24.periodicos.capes.gov.br/WOS_generalsearch_input.do?product=WOS&search_mode=generalsearch&SID=4DH0hYk8dipSNhVZ5SD&preferencesSaved=	55
Scielo	http://www.scielo.org/php/index.php	18
TOTAL		194

The files were exported to the Excel platform, and put together in a portfolio with consolidated research results, where duplicate articles were checked and deleted,

leaving at the end of the process 146 files in the bibliographic database, as shown in Table 2.

Table 2: Redundancy in the database collected material. (Source:By the authors).

Name of the Bibliographic Database	Original	Redundant	Grand Total				
Scopus	110	11	121				
Web of Science	21	34	55				
Scielo	17	1	18				
TOTAL	148	46	194	0	50	100	150

Removed the duplicate material, the method foresees the articles selection by the titles. In order to do so, an alignment scale of the titles, created in three levels, according to the importance grade of each dimension for the research theme, based on the keywords that compose it, was adapted to the method. It was established that the collected works, which represent the word emancipation, central point of this study, allied to one of the keywords Organization or Organizational or Management, would be closer to the theme, thus obtaining, grade 3 as the importance of the article for the research.

As grade 2, it was established that would be considered the articles that mentioned in their titles, just the main dimension represented by the keyword “emancipation”, because this process would not necessarily be linked to the organizational environment, objective of the research. As grade 1, it would be considered the works that were related to the other dimensions without the correlation with the main dimension. These scales can be seen clearly in Table 3.

Table 3: Criteria for assessing the alignment of the text with the theme. (Source:By the authors).

Adherence to the research theme		
Criteria	Grade	Articles
Alignment of the principal dimension with one of others.	3	39
Alignment only with de principal dimension.	2	18
Alignment with the secondary dimensions.	1	91
Total		148

As a result of the selection process of articles by titles and abstracts, using the grade of alignment scale, 39 articles classified as grade 3, 16 that had grade 2 in the selection criteria and 91 articles identified as grade 1, were selected.

Then, it was performed an online search on no Google Scholar (<https://scholar.google.com.br/>), counting how many times each one of the grade 3 works were selected was mentioned in the academic community. This was a criteria to establish the scientific value of each article. The articles that have been mentioned in other academic works were separated and their abstracts were read in

order to check their alignment with the theme. The ones that were aligned with the theme, were submitted to the last screening of the selection process, which was the reading of the whole article, closing the phase 1 of the bibliographic material collection methodology. Altogether, in the Phase 1 of the process, 11 articles with real scientific value and adherence to the theme were selected.

In Table 4, the material collected among articles and books, selected in Phase 1, with their respective authors, year of publication, periodicals and number of times that was quoted in the academic environment, can be seen.

Table 4: Articles selected in Phase 1 of the methodology. (Source:By the authors).

Degree of alignment	Title	Authors	Year	Periodic	Site	Quotes
1	The substantive rationality demonstrated in the management practice.	Serva, M.	1997	RAE – Journal Business Management	Scielo	240
	Empowerment and Emancipation.	Inglis, T.	1997	Adult Education Quarterly	Scopus	204
	Cultural Imperialism: A Critical Theory of Interorganizational Change.	Grubbs, J. W.	2000	Journal of Organizational Change Management	Scopus	35
	Identity Regulation as Organizational Control: Producing the Appropriate Individual.	Alvesson, M.; Willmott, H.	2002	Journal of Management Studies	Web of Science	1.679
	A criticism to the domesticated criticism in the organizational studies.	Misoczky, M. C.; Amantino, de A. J.	2005	Journal of Contemporary management	Scielo	59
	Minority employees engaging with (diversity) management: Na analysis of control, agency, and micro-emancipation.	Amantino, de A. J.; Janssens, M.	2007	Journal of Management Studies	Scopus	139
	Emancipatory management: The contradiction Between Practice and Discourse.	Barros, M.	2010	Journal of Management Inquiry	Scopus	18
	Praxis Makes Perfect: Recovering the Ethical Promise of Critical Management Studies.	Foster, W. M.; Wiebe, Elden	2010	Journal of Business Ethics	Web of Science	12
	Down with Big Brother! The End of 'Corporate Culturalism'?	Fleming, P.	2013	Journal Management Studies	Scopus	21
	Beyond macro and micro-emancipation: Rethinking Emancipation in organization Studies.	Huault, I.; Perret, V.; Spicer, A.	2014	Organization - SAGE	Scopus	31
	When performativity fails: Implications for Critical Management Studies.	Fleming, P.; Banerjee, S. B.	2016	Human Relations - SAGE	Scopus	2

Started Phase 2, which aims to review the material that has had grade 3 and were discarded, and the material that obtained grade 2 in the previous phase. Through the review of discarded articles, 3 articles were selected.

They were selected based on the assessment criteria and the potential contribution they can provide to the research. The rescued articles can be seen in Table 5.

Table 5: Articles selected in Phase 2 of the collection methodology of the bibliographic data. (Source: By the authors).

Degree of alignment	Title	Authors	Year	Periodic	Site	Quotes
2	Participation, Entrepreneurship and Self-Management: A New Labor Culture?	Lima, J. C.	2010	Sociologias	Scielo	
	Rethinking Emancipation in organization Studies. In the Light of Jacques Rancière's Philosophy.	Huault, I.; Perret, V.; Spicer, A.	2010	Symposium on the Politics and Aesthetics of Organization. St. Gallen, Suisse.	Scopus	
	Critical Approach in Organizational Studies: Conception of individual from the Emancipatory Perspective.	Mozzato, A. R.; Grzybovski, D.	2013	EBAPE Review	Scielo	

The activities developed in Phase 3 are focused on the use of conference material, documents of professional associations, books and articles obtained mainly from sources other than the searched databases, which have been previously obtained and that inspired the initiative that result in this work. Four articles were selected, as seen in Table 6.

Table 6: Articles inserted in Phase 3 of the methodology, which constitute the Bibliographic Portfolio. (Source:By the authors).

Degree of alignment	Title	Authors	Year	Periodic	Site	Quotes
3	A study comparing emancipatory management in community organization: it compares Bahia (Brazil) and Quebec (Canada).	Barros, M.	2002	Journal of Management and Planning.	Own Archive	
	Emancipation: historicity of the concept and the controversy in the real process of human existence.	Ciavatta, M.	2014	Work needed – UFF	Own Archive	
	Emancipation and/or oppression? Conceptualizing dimensions of criticality in entrepreneurship studies.	Verduijn, K.	2014	International Journal of Entrepreneurial Behavior & Research	Own Archive	
	Dehumanization of the work in the era of Flexploração.	Areosa, J.	2015	Without Journal	Own Archive	

The Phase 4 of the material collection process was developed from the bibliographic references of the articles gathered so far, in the selection process hereby developed.

All the scientific works that compose the bibliographical references of the articles that create the Bibliographic Portfolio gathered so far, went through the selection process used in previous phases. They were analyzed by the following criteria: alignment of the title

with the theme; verification and discard of redundancies; assessment of the authors' relevance based on the number of times they are mentioned and referenced in the articles that compose the Portfolio; abstract and keywords reading and, finally, by reading the contents of the material. In Phase 4, 6 scientific works, among articles and books were collected and added to the Bibliographic Portfolio. They can be seen in Table 7.

Table 7: Material collected in Phase 4. (Source:By the authors).

Degree of alignment	Title	Authors	Year	Periodic	Site	Quotes
4	Model of men and management theory.	Guerreiro Ramos	1972	Public Administration Review	Reference of the selected articles.	156
	Organization Theory and Technocratic Conscientiousness: Rationality, Ideology, and Quality of Work.	Alvesson, M.	1987	De Gruyter	Reference of the selected articles.	276
	The Theory of Communicative Action: Life World and System.	Habermas, J.	1985	Beacon Press. Boston	Reference of the selected articles.	19.106
	On the Idea of Emancipation in Management and Organization Studies.	Alvesson, M.; Willmott, H.	1992	Academy of Management Review	Reference of the selected articles.	775
	Pedagogy of the Oppress.	Freire, P.	2005	Peace and Land	Reference of the selected articles.	23.329
	The Emancipated Spectator.	Rancière, J.	2009	Verso	Reference of the selected articles.	37

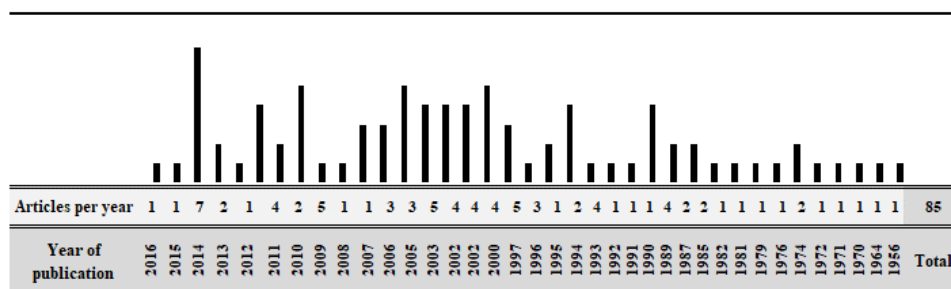
In Table 8, the final material of the collection process, among articles and books, resulting from the application of the adapted methodology can be seen.

Table 8: The final material of the collection process. (Source:By the authors).

Year	Number	Article	Quotes	Authors
1972	4.1	Model of men and management theory.	156	Guerreiro Ramos
1987	4.2	Organization Theory and Technocratic Conscientiousness: Rationality, Ideology, and Quality of Work.	276	Alvesson, M.
1985	4.3	The Theory of Communicative Action: Life World and System.	19.106	Habermas, J.
1992	4.4	On the Idea of Emancipation in Management and Organization Studies.	775	Alvesson, M.; Willmott, H.
1997	1.1	The substantive rationality demonstrated in the management practice.	240	Serva, M.
1997	1.2	Empowerment and Emancipation.	204	Inglis, T.
2000	1.3	Cultural Imperialism: A Critical Theory of Interorganizational Change.	35	Grubbs, J. W.
2002	1.4	Identity Regulation as Organizational Control: Producing the Appropriate Individual.	1.679	Alvesson, M.; Willmott, H.
2002	3.1	A study comparing emancipatory management in community organization: it compares Bahia (Brazil) and Quebec (Canada).	3	Barros, M.
2005	4.5	Pedagogy of the Oppress.	23.329	Freire, P.
2005	1.5	A criticism to the domesticated criticism in the organizational studies.	59	Misoczky, M. C.; Amantino, de A. J.
2007	1.6	Minority employees engaging with (diversity) management: Na analysis of control, agency, and micro-emancipation.	139	Amantino, de A. J.; Janssens, M.
2009	4.6	The Emancipated Spectator.	37	Rancière, J.
2010	1.7	Emancipatory management: The contradiction Between Practice and Discourse.	18	Barros, M.
2010	2.1	Participation, Entrepreneurship and Self-Management: A New Labor Culture?	0	Lima, J. C.
2010	1.8	Praxis Makes Perfect: Recovering the Ethical Promise of Critical Management Studies.	12	Foster, W. M.; Wiebe, Elden
2010	2.2	Rethinking Emancipation in organization Studies. In the Light of Jacques Rancière's Philosophy.	0	Huault, I.; Perret, V.; Spicer, A.
2013	2.3	Critical Approach in Organizational Studies: Conception of individual from the Emancipatory Perspective.	0	Mozzato, A. R.; Grzybowski, D.
2013	1.9	Down with Big Brother!! The End of 'Corporate Culturalism'?	21	Fleming, P.
2014	1.10	Beyond macro and micro-emancipation: Rethinking Emancipation in organization Studies.	31	Huault, I.; Perret, V.; Spicer, A.
2014	3.2	Emancipation: historicity of the concept and the controversy in the real process of human existence.	2	Ciavatta, M.
2014	3.3	Emancipation and/or oppression? Conceptualizing dimensions of criticality in entrepreneurship studies.	15	Verduijn, K.
2015	3.4	Dehumanization of the work in the era of Flexploração.	0	Areosa, J.
2016	1.11	When performativity fails: Implications for Critical Management Studies.	2	Fleming, P.; Banerjee, S. B.

It may be noticed that although some articles are not mentioned (the ones selected in Phase 4), their authors, through other works, are mentioned in the Bibliographic Portfolio itself. The adopted and adapted methodology was able to create a Referential Chart, which is much more comprehensive than the Bibliographic Portfolio.

This Referential Chart has 85 articles concerning to the emancipation, among which, the 24 files most adherent to the theme proposed by the study, compose the Bibliographic Portfolio, being the main support for the development of the work.



Graphic 2: Demonstration by year of the number of articles and books that form the Reference Chart. (Source: By the authors).

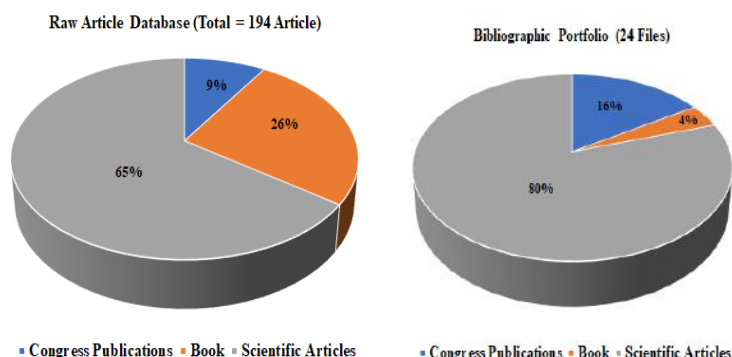
Ending it, by performing an analysis of the years of greatest publication on the theme. Check if the above graphic shouldn't be in the Bibliometry. At the end of the data collection process, all the files were exported to Mendeley and to Excel, where they were filed and the bibliometric analysis that will be presented in this work were created.

3.2 Bibliometric Analysis

The Bibliometric Analysis in this study, has as an objective the evaluation of the data gathered in the collection of scientific material on the theme, aiming at a comparative reading, using some statistical tools targeting a greater comprehension of the relevance of the theme, articles, most important authors, periodicals, areas that study the theme and chronology of the proposed study. As a basis for these analyzes the Bibliographic Portfolio will

be used, aiming the greater proximity and adherence to the proposed study.

Graphic 2 shows the types of material obtained in two stages of the collection process. The raw file, which contains 192 items, is composed by 65% of articles, 26% of books and 9% of articles published in congresses. After going through the various selection steps, the material, already in the shape of Bibliographic Portfolio, presents differentiated contributions by file type. Articles in congress that offered the least contribution to the whole, now provide 16% of the information material. On the other hand, the books that contributed 26% of the material now represent 4% of the Portfolio. The low indices certainly correspond to their need for longer maturation time, volume of content, and consequent editing and release. While the scientific journals articles keep presenting the greatest contribution, increasing from 65% to 80% of the material that is the base for the research.



Graphic 3: Types of research files. (Source: By the authors).

Gathered the material collected for the research, an evaluation of the distribution of journals in the time line in which the theme is studied, could be performed. One may highlight the number of contributions that each

journal presents both in the composition of the Referential Chart as in the Bibliographic Portfolio, showing its relevance for the development of the study, as it can be followed in Table 13.

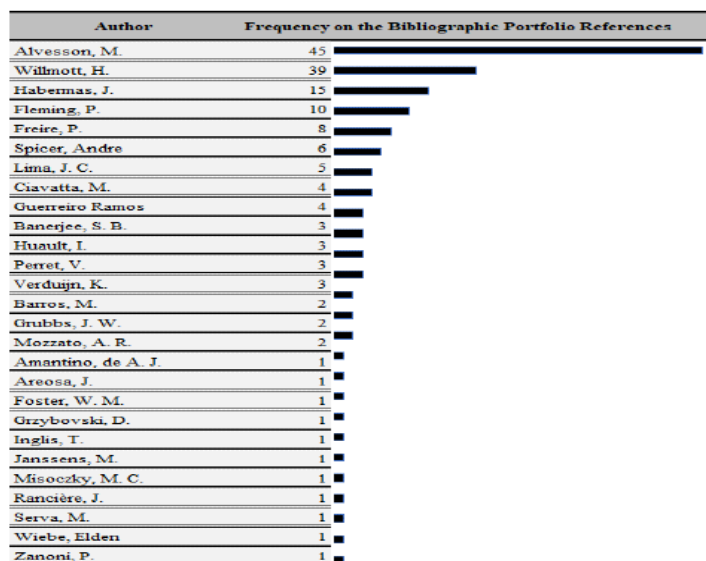
Table 13: Number of contributions of the Journal to the theme.(Source: By the authors).

Periodic	Referential Chart	Bibliographic Portfolio
Journal of Management Studies	3	3
Organization - SAGE	3	1
System Practice	3	
Journal of Organizational Change Management	2	1
Human Relations - SAGE Journal	2	1
Journal of Business Ethics	2	1
Journal of Advanced Nursing	2	
Journal of Contemporary management	2	1
British Journal of Management	1	
Journal of Health, Organisation and Management	1	
Journal of Management Inquiry	1	1
Journal of Nursing Management	1	
Management Decision	1	
Management Learning	1	
Nursing Philosophy: Na International Journal for Healthcare Professionals	1	
Sociologies	1	1
Source of the Document Economic and Labour Relations Review	1	
Symposium on the Politics and Aesthetics of Organization. St. Gallen. Suisse.	1	1
Facultad Journal of Economic Science	1	
RAE – Journal Business Management	1	1
Technology Analysis and Strategic Management	1	
Adult Education Quarterly	1	1
EBAPE Review	1	1
Academy of Management Review	1	1
Beacon Press. Boston	1	1
De Gruyter	1	1
Peace and Land	1	1
Verso	1	1
Public Administration Review	1	1
The Australian and New Zealand Journal of Mental Health Nursing Work	1	
17th European Conference on Informations Systems	1	
47th Hawaii International Conference on System Science	1	
Atencion Primaria Sociedad	1	
Gender in Management	1	
International Journal of Entrepreneurial Behavior & Research		1
Journal of management and planning		1
Needed work – UFF		1

Analyzing Table 13, one may check the greater participation of Journal Management Studies both for the Referential Chart as for the Bibliographic Portfolio. While in the Bibliographic Portfolio the other journals just appear once, in the Referential Chart, we may highlight the journals Organization –SAGE, System Practice, Journal of Organizational Change Management, Human Relations - SAGE, Journal Business Ethics,

Journal Advanced Nursing and the Journal of Contemporary Management.

As for the authors, we can verify in graphic 3 and in Figure 6, below, the degree of their contributions and relevance that their works have concerning to the development of the studies about the theme proposed in this research, reflected in the number of times they appear and that their works are cited by other authors.



Graphic 3: Number of contributions of the authors to the Theme in the Bibliographic Portfolio. (Source: By the authors).

Considering only the works referended in the Bibliographic Portfolio, authors like Alvensson and Willmott gain absolute prominence, appearing 45 and 39 times respectively, demonstrating its weight for the development of the study in this thematic area. Habermas also excels when he appears 15 times in the references of the Portfolio. These authors, it's worth to highlight, are not only distinguished by having several of their works listed in the references of the articles that compose the Portfolio, but also by being constantly mentioned in the

body of most of these articles and in some others, which are about the theme proposed in this work.

Similarly, Freire and Guerreiro Ramos, that despite were less cited in the Bibliographic Portfolio than the authors mentioned above, are base for several of these authors, in the matter of emancipation theme, having their work published longer. Among other authors that can be highlighted, we found [7], talking about the theme emancipation in several articles, contributing significantly to the development of scientific knowledge on the subject.

Year	Number	Article	Quotes	Authors	Quotes at the Portfolio
1972	4.1	Model of men and management theory.	156	Guerreiro Ramos	4
1987	4.2	Organization Theory and Technocratic Conscientiousness: Rationality, Ideology, and Quality of Work.	276	Alvensson, M.	45
1985	4.3	The Theory of Communicative Action: Life World and System.	19.106	Habermas, J.	15
1992	4.4	On the Idea of Emancipation in Management and Organization Studies.	775	Alvensson, M.; Willmott, H.	45 39
1997	1.1	The substantive rationality demonstrated in the management practice.	240	Serva, M.	1
1997	1.2	Empowerment and Emancipation.	204	Inglis, T.	1
2000	1.3	Cultural Imperalism: A Critical Theory of Interorganizational Change.	35	Grubbs, J. W.	2
2002	1.4	Identity Regulation as Organizational Control: Producing the Appropriate Individual.	1.670	Alvensson, M.; Willmott, H.	45 39
2002	3.1	A study comparing emancipatory management in community organization: it compares Bahia (Brazil) an Quebec (Canada).	3	Barros, M.	2
2005	4.5	Pedagogy of the Oppress.	23.329	Freire, P.	8
2005	1.5	A criticism to the domesticated criticism in the organizational studies.	39	Misoczky, M. C.; Amantino, de A. J.	1 1
2007	1.6	Minority employees engaging with (diversity) management: Na analysis of control, agency, and micro-emancipation.	139	Amantino, de A. J.; Janssens, M.	1 1
2009	4.6	The Emancipated Spectator.	37	Rancière, J.	1
2010	1.7	Emancipatory management: The contradiction Between Practice and Discourse.	18	Barros, M.	2
2010	2.1	Participation, Entrepreneurship and Self-Management: A New Labor Culture?	0	Lima, J. C.	5
2010	1.8	Praxis Makes Perfect: Recovering the Ethical Promise of Critical Management Studies.	12	Foster, W. M.; Wiebe, Elden	1 1
2010	2.2	Rethinking Emancipation in organization Studies. In the Light of Jacques Rancière's Philosophy.	0	Huault, I.; Perret, V.; Spicer, A.	3 3 6
2013	2.3	Critical Approach in Organizational Studies: Conception of individual from the Emancipatory Perspective.	0	Mozzato, A. R.; Grzybovska, D.	2 1
2013	1.9	Down with Big Brother! The End of 'Corporate Culturalism'?	21	Fleming, P.	10
2014	1.10	Beyond macro and micro-emancipation: Rethinking Emancipation in organization Studies.	31	Huault, I.; Perret, V.; Spicer, A.	3 3 6
2014	3.2	Emancipation: historicity of the concept and the controversy in the real process of human existence.	2	Ciavatta, M.	4
2014	3.3	Emancipation and/or oppression? Conceptualizing dimensions of criticality in entrepreneurship studies.	15	Verduijn, K.	3
2015	3.4	Dehumanization of the work in the era of Flexploração.	0	Areosa, J.	1
2016	1.11	When performativity fails: Implications for Critical Management Studies.	2	Fleming, P.; Banerjee, S. B.	10 3

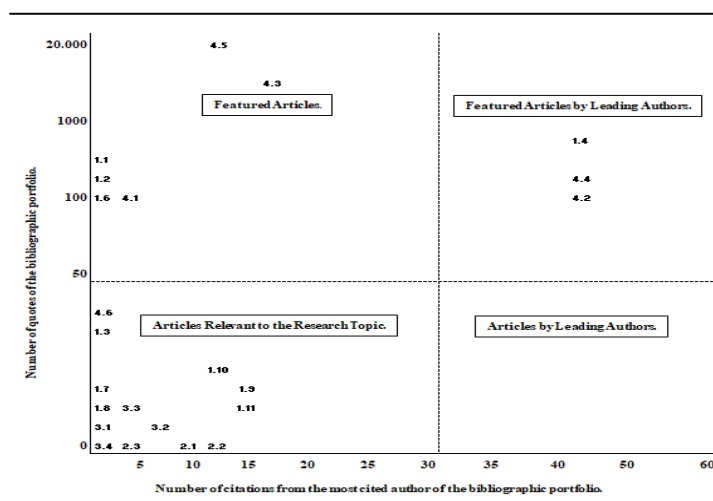


Fig. 6: Correlation of the Portfolio articles' impact and their authors. (Source: By the authors).

The figure highlights the seminal role that works of Freire (23.329 citations), Habermas (19.106 citations), Alvesson and Willmott (1.679 and 775 citations), Alvesson (276 citations), Serva (240 citations), Inglis (204 citations) and Guerreiro Ramos (156 citations) represent to the emancipation studies development. The number of their works' citation leaves no doubt of the importance of these studies for the theoretical development of the theme in general.

More than that, the performed study shows through the graph of the quadrants that Freire's works (2005), which has been written in 1968 and published in Brazil in 1974, [9], [10], [14], [11], Zanon and Janssens (2007) are considered outstanding works, studying and grounding the theme comprehensively.

However, the study places the works of [1], [2], [3], as shown in the graphic, as featured articles performed by great authors, only more focused on the theme proposed in this work.

Another important aspect refers to the process imposed by the adopted methodology, which during the selection stage through the reading of the abstracts and articles, highlighted the works of [14] and [4], which bring proposals of the theme study, comparing organizations and analyzing their administrative practices. Works that are very close to the study proposed by this thesis but without considering the risk management. This demonstrates its importance for this study initiative. In Figure 7, the study areas that involves the theme.

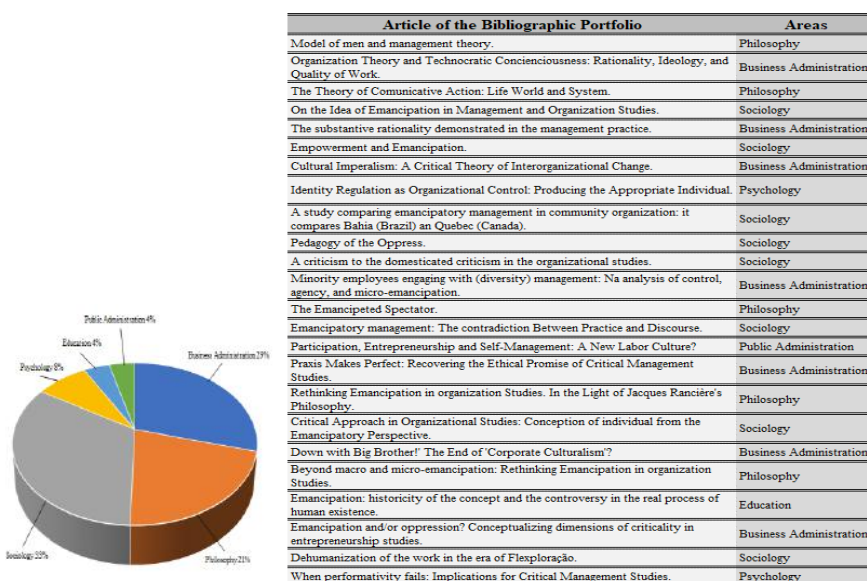


Fig. 7: Study Areas. (Source: By the authors)..

In Figure 7, the articles that compose the Bibliographic Portfolio and the respective areas of knowledge that involve these studies are separated. The areas of Administration and Sociology divide most of the articles and considering the interdisciplinary character of the emancipation theme, these studies end up involving knowledge from other areas. This theme also involves works and authors of Education, Philosophy and Psychology, which are revisited in some works, these areas end up being contemplated, directly or indirectly, through their knowledge, in the discussion of the theme.

IV. CONCLUSION

The research process allowed to select through the Scopus, Web of Science and Scielo databases, a raw file that has 192 items, composed by 65% of articles, 26% of books and 9% of articles published in congresses. The used methodology was able to filter the collected material creating a Referential Chart with 85 articles, which, by its turn, create a Bibliographic Portfolio composed of 24 articles, published between 1972 and 2016. For the systematic search process four research axes identified by the Man, Organization, Management and Risk dimensions were defined. The Man dimension uses as a single keyword the term Emancipation, representing the central and most important element of the research. In the Organization dimension, the keywords were Organization and Organizational, representing the environment where we want to evaluate the emancipation element. The Management dimension was represented by the word "management", representing the driving force that promotes the emancipation of the worker. And the Risk dimension used the keywords Accident, Risk and Safety, representing the second most important element of the research, where one intends to check the possibility of developing the process of emancipation within a risk management.

It is worth to highlight that the search for scientific material, which includes the themes Risk and Emancipation, simultaneously, did not result in any article that was aligned with the theme, which characterizes the novelty of the study. However, the used methodology gathered works that included the emancipation in organizations and the management influence in this process. Among the knowledge areas addressed in the found studies, one may highlight, mainly, Administration and Sociology, which share the most part of the articles, also bringing important contributions of Education, Philosophy and Psychology, clearly demonstrating the interdisciplinary nature of the theme.

The research highlighted the journals Organization – SAGE, System Practice, Journal of Organizational Change Management, Human Relations - SAGE, Journal Business Ethics, Journal Advanced Nursing, Journal of Contemporary Management, with the largest participation of Journal Management Studies, both for the referential Chart and for the Bibliographic Portfolio. Among the collected works, the research brought up Freire's work (2005), written in 1968 and published in Brazil in 1974, [9], [10], [14], [11], Zannoni and Janssens (2007). It was also highlighted the works of [1], [2], [3], which appear 45 and 39 times respectively, in the articles references that compose the Reference Chart. Within the Bibliographic Portfolio, contributing fundamentally, to the thesis in development, which motivates this research, we found the works of [14] and [4] that brings up practical studies of the theme Emancipation in Organizations, comparing and analyzing administrative practices.

In general lines, the study evidenced the novelty of the thesis in development as well as the interdisciplinarity of the theme, through the articles classified by the researched databases, gathered in its Referential Chart and Bibliographic Portfolio.

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